

Constituent Support for the FTC's Noncompete Rule



Alabama | Statewide Impact

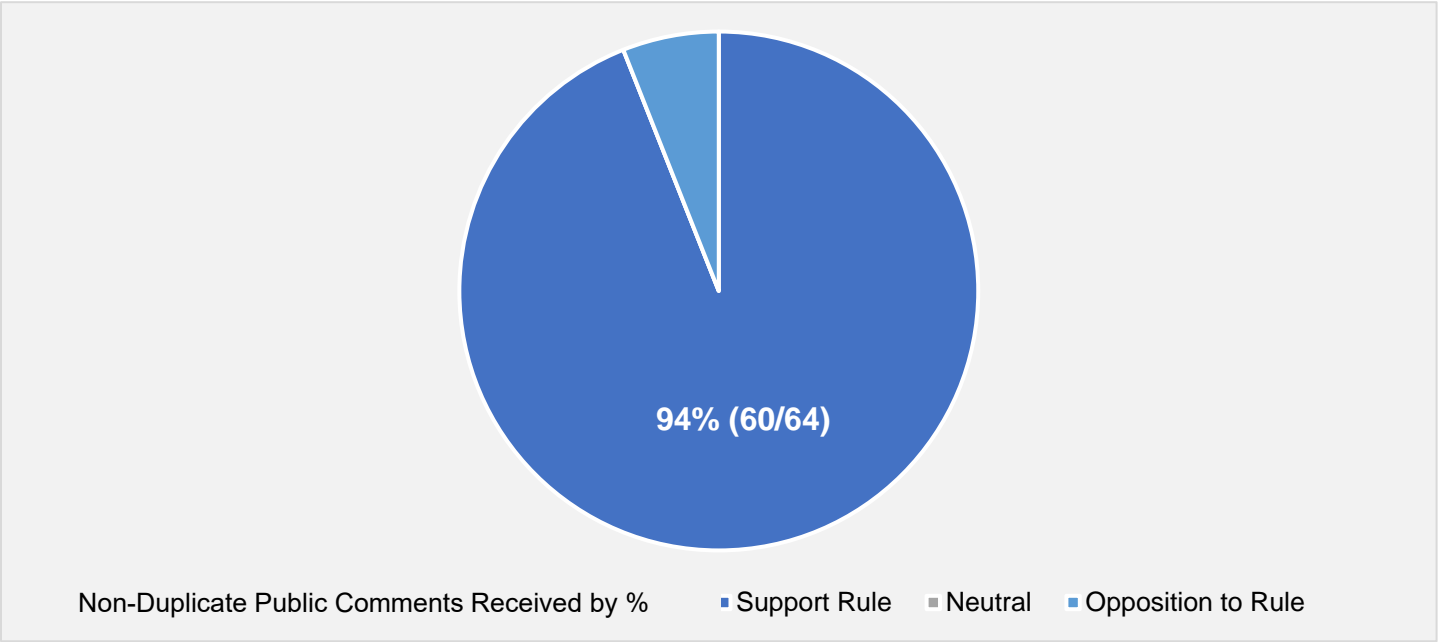


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Alabama**:

Alabama Covered Workers	Increase in Total Annual AL Worker Earnings	Increase in Average Annual AL Worker Earnings
1,620,882	\$822,829,396	\$508

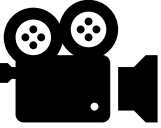
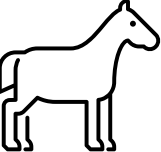
[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov/press-release/ftc-announces-final-rule-banning-noncompetes)

Notice of Proposed Rulemaking: 60 of 64 AL Commenters Support



Support Across Sectors of the Alabama Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am an Emmy-nominated Executive Producer who worked in broadcast news beginning in 2013. In 2015 I was pressured to sign a talent contract, even though I never had a role in front of a camera. The contract had many penalties and clauses meant to keep my wages low and keep me from seeking employment elsewhere. The terms stated that I could not take a job in television news for one year after the expiration of the contract. There was no buy-out clause and no exceptions made in the case that I was terminated. These practices serve only as a tool for controlling employees and keeping their wages low. The policy of my employer was that no one was allowed more than a 2% raise year to year, regardless of performance. The only options were accept the meager increase or leave your job and "sit out" for one year. No consideration was offered in my contract for signing the non-compete other than "employment with the Company"...My skills were so valuable that the company acknowledged going to one of the three other stations within the same market would have been bad for my employer. Yet instead of paying more than the other stations in the market, they relied on strong-arm tactics and oppressive terms in contracts to retain my employment. These policies have real world consequences."</p> <p style="text-align: right;">-David</p>
	<p>"I am an equine veterinarian that was recently fired due to refusing to accept not getting paid overtime for emergency work. This company moved to my hometown where I lived and my family has land and my wife runs her own business. With the noncompete, I was forced to stay at my job for the least commission rate in the country and take on extra call without say. I couldn't leave because that means I couldn't work in the area that I lived. So I just accepted the terms. Now that I am fired, the noncompete still stands: I can't work from my own farm, and have to travel 50 miles away to work, where nobody knows who I am and it's hard to get business since I am not able to get to their farm quickly in case of emergency. The area I live in is desperate need for an equine veterinarian so it's depriving the local community of good care for their horse...Meanwhile, my big company previous employer is working as a monopoly with high prices and won't even come to the area that I live for emergencies. While they are making more than ever, my family is suffering and I will likely lose the farm that has been in the family for generations, even after selling everything. In conclusion, the noncompete clause forces decreased labor wages and unjust working conditions, a monopoly of the big companies, and deprives the community of good quality workers."</p> <p style="text-align: right;">-Zachary.</p>

	<p>"I worked for a company as a speaker and an executive coach for 11 years. They force everyone that wants to work with them to sign a 2 year non- compete agreement. I left the company in 2021 and literally moved to South America to be able to avoid being sued over the non-compete. Non-compete agreements should definitely be illegal. They harm people in more ways than you know and only serve to create states of indentured servitude to avoid legal and financial consequences...."</p> <p style="text-align: right;">-Jay</p>
	<p>"My wife signed a non-compete and now that she has left her job, she cannot perform the same practice within 150 miles of any location of the franchise for the next year. My wife is fully aware of what she signed when she signed, BUT this is hampering our life progression majorly. She can't utilize her license and certification to the full capability due to this non-compete. PLEASE ban non-competes not only for us specifically but more importantly everyone binded by one in the United States. They are nothing but negative. They only benefit the rich, the companies, and the franchise owners. The rich keep getting richer in America and the poor keep getting poorer. The before statement sounds nothing like The American Dream but that is what a non- compete suppresses."</p> <p style="text-align: right;">-Luke</p>
	<p>"Physicians MUST not have non competes. That's how you keep patients safe. Physicians who can easily leave a hospital that is not safe for patients, makes all patients safer. Physicians that can leave one hospital for another nearby, makes all hospitals safer. When you have non competes, physicians move to other communities. Having noncompetes for physicians creates physician shortages in smaller towns. Physicians who sacrificed their twenties and thirties to care for Americans should not be penalized by being amongst the only professions to still have non compete clauses. I imagine you want the best care for yourself and your family- that is physician led care. Physicians are leaving medicine in droves. Do better. Keep physicians practicing the art of medicine that only residency trained physicians can do."</p> <p style="text-align: right;">-Neha</p>
	<p>"Dear Chair Lina Khan, I am a 21 year old who was previously a mechanical engineer. Once I had graduated and was getting job offers I quickly found out that non [competes] were the industry standard. I utterly refuse to participate in an industry that would want such control over my life. I me and my student debt struggle to keep my grandfather's farm afloat but I'd rather die on my feet than live on my knees."</p> <p style="text-align: right;">-Brian</p>

Additional Support from Alabama

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Matthew	"I am a small business owner , but I previously worked for two private companies. I did not have to sign contracts at either company that included non- compete clauses, and I do not have non-compete clauses built into contracts for my employees. I firmly believe they are anti-competitive and stifle entrepreneurship, and they keep individuals from pursuing opportunities to make more money and advance in their careers. Quite frankly, that doesn't seem in line with American ideals of freedom and self-determination. My wife has a full time job in the medical industry, but she is also a fitness instructor part-time. She recently left a gym with no intentions to train again, but she has decided to seek employment elsewhere again. But, she signed a contract at her previous gym that includes a non-compete clause for three years. To keep this comment short and to the point, I am firmly in favor of the FTC's proposed ban on non-compete clauses."
Nancy	"I feel very strongly that non-compete agreements do not in any way help or protect the workers who are earning the money for the business owner. Non- competes are there only for the benefit of the company and not the employee. Asking someone to sign one in order to get a job should be against the law. Some people have very specialized skills and may not be able to find a job equal in pay or benefits if they had to take a job outside their field or skill level. Even those who work minimum wage jobs flipping burgers or cleaning buildings would have a difficult time finding another job if they had to sign a non- compete."
Jason	"Please eliminate the non-compete clause. Companies are using this to limit the ability of good employees in a bad situation to leave and find work with other companies in the same industry."
Martin	" Non-completes are predatory anti-market policies and should be abolished immediately. They have contributed to the death of small businesses in the form of private practices as providers in the area cannot leave a major corporate entity without leaving town, removing the opportunity to start, or join a small business in the area. As a result, the patient suffers. Non-competes artificially strangle wages from hard working health care employees , by forcing a decision to relocate in order to find better work conditions. The opportunity cost this poses is sometimes hard to justify with a simple wage increase elsewhere. As student who is about to apply to medical school, I know that the healthcare system in America is not perfect. This proposal excites me because it is a definitive step in the right direction towards improving the quality of the system for providers and therefore patients. Non-competes do nothing, but hurt patients by limiting providers. This is especially apparent in places where I have lived - rural areas that are currently bleeding for providers."

Christine	<p>"Please ban the non-compete options! This rule is so unfair! Imagine this scenario: a woman takes a job in a place for her partner. But then they divorce. The woman then is forced to stay in her current job by the non-complete rule because if she tries to quit, she would only be allowed to work HOURS away, and divorce decrees often stipulate that a parent cannot move the child away. So then she is forced to either give up her employment or give up her children or stay in a job that isn't working for her. It is also contributes to pay disparities - we know that women continue to be underpaid for the same job as men, and if she is trying to leave for better pay, she can't because she is stuck at the job, allowing the employer to exploit her for lower wages than she could get if she worked at a place across town. This whole existence of non-compete clause literally creates a legal monopoly of the medical system over the employees and has effects such as described above that contribute to horribly sexist outcomes. The hospitals may tell you it will drive up wages, and to some extent it will - but that is free market. It shouldn't be a drop in the bucket though for healthcare costs! Multiple studies have reported that physician pay is less than 10% of healthcare costs. instead, those massive costs are from the big corporations squeezing patients and physicians liar money that are driving those costs. Please do the right thing and vote the fairness in employment, allow medical providers to leave a bad work situation without having to also sell their house, move their family, maybe give-up their children."</p>
Paul	<p>"The lobbying action from the American hospital association is precisely the sort of spineless anti-competitive action that is eroding the fundamental fabric of this nation. Doctors and nurses and all of the associated ancillary staff do not traffic in "trade secrets." There is no moral justification to exempt health care workers from the non-compete ban."</p>
Annie	<p>"I think it is fair that the worker has the freedom to work for any other employer without any restrictions. The worker was employed based on his/her educational and professional skills so it's not like the employer is the owner of the employees" resourcefulness. Unless the company paid fully for your education and skills training the employee cannot be restricted to move on to another company or doing his/her own business."</p>
Cody	<p>"I fully support the decision to ban the practice of Non-Compete clauses. To take away the workers' choice to seek better employment, especially under the guise of protecting trade secrets, breaks the labor model that allows workers to find better paying jobs. This practice only serves to benefit employers by keeping wages low and eliminating outside competition. Non-compete clauses may also be entered into by workers who do not understand or are unable to refuse the clause, thereby trapping them into a position where they do not have bargaining power to advocate for better wages and working conditions. I fully support the FTC in ending non-compete clauses as these clauses only serve to weaken the American public and strengthen corporate America."</p>
Rashon	<p>"I think the new proposed rule would be an improvement on helping workers across America even if your in a at-will state, there's has been some challenges in the state I reside with my former employer because of the situations I going through</p>

	with my former employer I didn't know when I was being hired that I signed a non compete agreement and I've been unemployed for 3months and haven't successful in finding a new job because I believe in that clause is stopping it, so I endorse the new proposed rule if it would be a start to helping workers all over America against employers"
Andre	"Finally! way to go.... Thank you!"
Edward	"I agree that non compete should be illegal."
Will	"There is no good reason why physicians, nurses, and other healthcare workers should have an exemption to this rule banning non-compete practices. As a pediatric resident physician, I've worked with supervising pediatricians unable to change practices in hopes of better working conditions or a closer geography to home or schooling because of how overreaching their noncompete clauses were."
Dion	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners , and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. One of the most sinister things companies do with noncompetes is hang your job over your head, threatening your livelihood and the livelihood of your family if you do not sign. They use your own job as the consideration for the contract, especially in "at-will" work states. Not only do they do this with noncompetes but they do it with NDAs and will more than likely use the NDA as a workaround to the noncompete, should this ban go into effect. Businesses use these contracts, and threaten their employees with them in order to protect the business from the free market. I think it would be pertinent to also add language to the ban that covers agreements such as NDAs. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Bradley	"Non competes in medicine make no sense. Hospitals aren't supplying physicians with "trade secrets" that need to be kept from competitors, the physicians bring the value themselves. Physicians are already subjected to anti-poaching clauses in their contracts that protect employers (as much as is needed) in the case a physician leaves a practice. By allowing non-competes to exist, you hurt patients by 1) Reducing physician mobility to move to underserved areas near their current practice, and 2) Reducing continuity of care; by forcing physicians to move far from their current practice, patients will not have the choice to maintain a patient physician relationship with their doc. Hospital groups will surely argue that they make huge investments into their physicians that needs to be recouped, but that is rarely true. Hospitals want to prevent physicians from being paid what they're actually worth by restricting how they can be employed."

R	"I fully support banning non-compete clauses. These have caused undue restraints on competition wider the guise of trade secrets. In my experience, it was not protecting any trade secret and just restricting competition that later effected my career and ability to grow. Further, the vague language prohibited any sort of competition or contact and was only time bound for a 2 year period. While I was fortunate, others are not and I have seen this particular non- compete negatively impact former coworkers. Leave these behind and invalidate existing ones so employees can enjoy a truly free market system like employers!"
Anna	"Non competes need to be banned!!!! It's ridiculous."
Sarah	"I am a parent of an outstanding veterinarian who was president of her vet class all 4 years and who has worked for over 5 years at a clinic that was bought by a corporation. It totally destroyed the practice and now she is having to drive much further each day to work out a 2 year non compete! I strongly recommend eliminating these non competes to help the vet industry be more competitive and not hold good vets to practices that have become miserable places to work."
Shannon	"It is my professional belief that non-competes typically create a hostile and unfair hiring market for those of us who wish to employee or contract individuals with a specific skill set. Throughout my career I have contracted services and employed numerous professionals who have had their careers and lives placed on hold and often negatively impacted by the conditions and control of a non-compete. Too often individuals are required to sign the non- compete in order to qualify for a position (especially in management). Then upon leaving (for whatever reason) they are bound by the conditions of the non-compete. Quite (Alen that individual does not hold any proprietary information, nor do they have "trade secrets" but simply a gift for building client relations, or are skilled at conflict resolution, or have a unique customer service skill set that people seek for their industry. The non-compete prevents them from utilizing those skills in any related industry without threat of retaliation and/or litigation. Way too often I have personally witnessed individuals be threatened with personal retaliation via litigation or threat of litigation in order to prevent them from bettering themselves. The person bound by non- compete cannot accept a job that is offered to them due to non-compete, which would otherwise have been a perfect career step that most professionals benefit from. People should be entitled to make a living and when you work in a specific trade you learn that trade and sharpen those trade skills then are told you cannot use that skill to survive, feed your family or better yourself for a time period. Most of the time those skills are due to hard work and talent not some "trade secret" the previous company should hold power over. It is my professional opinion that non-competes should be banned or at the very least limited to use only in cases that an employee or contract individual actual hold some classified or top-secret knowledge. Non-competes should not hold back hard-working talented individuals who simply work hard and offer a better skill set than other individuals. It is my hope the FTC will review and make a decision to stop allowing misuse of con-compete agreements."
BRENDON	"I am writing to express my strong disagreement with the American Hospital Association's (AHA) proposal to exempt physicians from the new regulation

	<p>prohibiting noncompete agreements. As an advocate for safeguarding workers' rights, I find this proposed exemption highly disconcerting. Noncompete agreements are frequently employed by businesses to restrict their employees mobility, making it challenging for workers to depart unfavorable job conditions or negotiate better terms. Physicians, like any other worker, should have the freedom to seek better job prospects without the fear of legal repercussions. Granting physicians an exemption from the noncompete policy would solely benefit hospital corporations while hurting workers. It would enable these corporations to maintain a firm grip on their employees and restrict competition, potentially resulting in lower salaries, fewer benefits, and overall poorer working conditions for physicians. Eliminating noncompete clauses would enhance patient access to healthcare as hospitals and corporations could no longer constrain where physicians can work. I urge the FTC to reject the AIA's proposal and uphold the noncompete policy for all workers, including physicians. It is crucial to safeguard workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned MD/PhD Trainee (6th year)."</p>
Erik	<p>"Non-compete clauses in veterinary medicine are a serious problem. Many practices include them in contracts, which makes accepting a first job a challenge for a new veterinarian. They often feel "trapped" in those jobs. It stifles competition and, when they have been challenged in court, my understanding is that they don't often hold up. Your employer should not have any control over you once you sever employment with them."</p>
Michael	<p>"Approve eliminating non compete clauses."</p>
Heidi	<p>"Non compete agreements are anti worker and only serve to make life difficult for worker. Thank you for banning them. I have friends who have had problems over diem."</p>
Sean	<p>"This is a fantastic proposed rule. I have been in software sales for 15 years and have always had a non compete. I had to the \$2,000 confirming I would be covered when I changed companies and the prior company threatened a lawsuit over the non-compete. Being able to change companies to grow without the worry of this type of legal action is best for everyone. Non-disclosure and confidential agreements can cover anything concerning [to] the business."</p>
Bob	<p>"Non competes are almost always abused by companies, in any industry in which they are used in. Companies leverage them to force workers into unenviable states or prevent them from seeking employment in adjacent companies, even though the fear of spreading company secrets is often unfounded"</p>
Jeffrey	<p>"I agree with the proposed rule to eliminate the non-compete clause in contracts. It unduly burdens employees, especially those who are very specialized, such as medical doctors."</p>
Rozalyn	<p>"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>

Stacy	<p>"Please ban employers as well as purchasers of a business from imposing this restrictive and archaic clause as part of any agreement. I have been personally affected by a Noncompete Clause as part of the purchase agreement when I sold my insurance in 2019. Since then, I have been prevented from finding work in the only industry I had spent my working life in. I felt backed into a corner and somewhat forced to sell my business due to staffing issues. The only viable purchase option I had available to me at that time was a larger bank that also had an insurance agency in-house. They were the big guy, I was the little guy. They had deep pockets and I surely did not. And they knew they had the leverage on the sale and they used that to include in the purchase agreement a restrictive Noncompete Clause. I was never comfortable with the idea of having a Noncompete. I just wanted to no longer have ties to my business and to get out of it so that I wasn't financially drowning in debt from the purchase of the business. But it was made clear to me that, if I didn't agree to the Noncompete, the sale of my business to this entity was moot...Noncompete(s have) prevented me from being able to efficiently and effectively work in the insurance industry both in the area where I lived and maintained my business (Western New York) and in my new state of residence (Alabama). I have lost out on numerous opportunities in the insurance industry both in New York and Alabama as a result of being subject to a Noncompete Clause. And I think enough is enough. While I have a 5-year Noncompete Clause (which is ridiculous), I was not compensated the equivalent amount of five years of salary to compensate me for the opportunities that were available to me but that I was not able to embrace. To a large degree, it has been professionally and financially devastating...That is the situation I find myself in. Not only did I have to sign one of these clauses, but I have had it reviewed by professional colleagues since then. They have all advised that I should have an attorney look at it and potentially "fight" it to get out from underneath it. The biggest problem with that is the fact that I know I cannot financially afford to do that while the other party easily can."</p>
Shannon	<p>"Non-compete clauses are repressive and unfairly harm middle class Americans under these rules. This would raise worker wages which would in turn boost the economy. Please make non-compete clauses illegal."</p>
Michaela	<p>"I appreciate the ability to be able to comment and put my input out there to be heard. I started a job [starting] in Jan 2022 and had to sign a one year non-compete. I left that job Feb 2023, due to management referring to me as a 'bitch' to my face during my yearly evaluation, even though I haven't done anything to her to feel that way, while the owner sat there and didn't speak up. I wasn't going to be disrespected in my workplace so I chose to walk away. My noncompete prevents me from contacting my clients to be able to that I left. I am in no means wanting to taken clientele from my last job, but my clients who have trusted me this last year have no idea what's happened. I am not the type to jump from job to job, I loved my clients I got to service. They trusted me with a very intimate (Brazilian) service and it's really bothers me I had to walk away from clients who trusted me, and I had gained a relationship with the past year and act like I don't care about them. I'm worried those people who trusted in me will think I didn't care about them or didn't want them to swap over with me because I didn't want them as a client anymore. There's a lot of disruptions that clients could think since I cannot reach out to the client. I take pride in my job, and take it very serious and I don't want this false</p>

	<p>image of me going around or work of mouth me had about me. Some clients have reached out to me after finding me on Facebook, or Instagram and have been asking "what happened" and "what's going on, I called to book with you and they told me you weren't there anymore but wouldn't tell me where you went" So I have been made aware my last place of business is not telling clients what's going on and that is what I was worried about. Not that I would lose clients, but they would be so confused and concerned and worried and totally out of the loop. I do not agree with Non-compete simply because of the fact there's a possibility it harms me as a individual who's trying to start over and have clients feel as if I didn't care about them, and I'm simply trying to pay my bills."</p>
J	<p>"I am against non-compete clauses, especially for low income workers. I think many companies just copy a standard employment contract that includes die non-compete clause even though it is not necessary. They are too lazy to delete that part, feeling like more is better. I can see where sonic sensitive industries might feel the need for such a clause, but it should be well thought out, not standard for every employee and should not be longer than 1 year. If the company has such a clause, if they lay the employee off, the clause should be voided. My son interviewed with a company who offered him a job, but he declined because of the unreasonable non-compete clause. They said he could not work within 250 miles of any of their customers for 5 years. These customers were all over the United States, effectively stopping him from doing his chosen work anywhere in the US. When he tried to have the term reduced to 1 year, they declined, so he did not take the job. I retired after 22 years with one company. I have no idea whether I signed a non-compete clause when I was hired or not. I needed the job so I signed every paper they put in front of me. I think this may be the case for many people. Companies complain that they don't want people taking trade secrets or pricing to another company, but I'm sure they would be more than willing to benefit from such information if a person who had it started working for them. I am glad you are looking at this issue. I think that on the whole non-compete clauses are totally unfair to the worker and should be abolished."</p>
Michael	<p>"I had an employer try to enforce a non-compete before with threat of legal action. Luckily I had read the contract and had a manager sign me out of the clause. The threat of a lawsuit disappeared. After that I refused to sign non competes and certainly missed out on some good opportunities. The clauses are not welcome in a capitalist free market economy. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."</p>
Ted	<p>"Non complete clauses destroy innovation & encourage corporate theft & control of both ideas & people Imagine schools telling students they must forget what they learned & cannot attend "rival" schools (does rival school mean 1 that get funding from the same state or the save federal govt?). "Markets" should be the exchange of ideas not the privatization of them."</p>
Nimit	<p>"I am part of the medical field as a physician. Over the years, I have seen a progressive imbalance favoring employers. This imbalance pertains to many facets of an employee's job, most notably pay and benefits, which have not kept up with inflation even prior to the recent drastic rise in inflation. These issues are further accentuated in smaller/rural towns where the choices of employers may be limited."</p>

	<p>In such situations, non-competes make it nearly impossible for an individual to seek other employment, which may provide better benefits or pay. With a non-compete in place, such individuals who are not fully satisfied with their benefits and/or pay with their current employer, are usually left with the difficult decision of moving away from the area, or to continue enduring their current situation, a situation which lends itself as an advantage to the employer, as it is quite difficult for a physician to find another job and also re-locate their family. As a personal example, I work hard for my patients and also to ensure that my employer feels I provide value. I have not always felt that employers reciprocate this effort. Elimination of the non-compete would be a step in the right direction to help reverse the imbalance of the employer/employee relationship."</p>
Blake	<p>"I believe that all non competes put people in a position to be stuck or scared to move forward and makes it nearly impossible to live the American Dream. I currently left a job that is not even considered a profession and we have to sign a non compete and non solicit. It states that I have to wait 6 months to get back into that type of work and I have to wait a year before I'm legally allowed to reach out to customers that I got on my own. I worked in Transportation and provided solutions on getting product moved from point A to point B. Anyone can do it. I had a 6 figure income and now if I decide to start my own business and do the same as they did, then I get punished by law. imagine having bills to pay and have to provide to a family and also having bigger dreams than sitting in an office for 8 hours a day. Imagine living in an "At Will" State and you get fired for or laid off. You now have no income to match what you were making and your means of living because most of the people who work in this field do not have college degrees and are under a non compete. Essentially a non compete makes it to where people are "stuck" at their company once they start =icing good money and they are unable go anywhere else or try to start their own business or practice in fear that legal action could be taken from your former employer. Some may even say it breeds dishonesty, because I have known of people breaking these agreements as well. Non competes should not be enforceable. People should be free to work wherever they please and also be able to work for whoever they want to."</p>
Austin	<p>"Good Afternoon Commission, Myself and my fellow employees are hoping and praying that this rule will pass and will free us from our non-competes. We all feel we were duped at the time we were strongly encouraged to sign, however, since that time we have found that our employer has ceased any, and all methods of incentivizing us after decades of loyal service. Prior to our no compete things were much different. Our employer, who prior to our noncompete agreement, truly seems to value our hard work and dedication has since become a very much a "because I said so" boss. More and more freedoms continue to be rescinded, and more and more unreasonable requirements are being made of us tenured employees. We were in a very specialized and skilled industry, and our employer knows that we will all have to start new careers if we decide to leave our current positions. It honestly feels like a trap and its turned what once felt an excellent opportunity into a cage that keeps getting smaller and smaller. We do not want to leave our positions, but it is more than clear. Our employer takes advantage of the fact that we cannot seek employment in our field , for at least two years, unless we pick up a new trade, skills, or a whole new career path. Please</p>

	consider this when making your decision and vote to resend are not going to eat at an allowed capitalism and competition to remain free. Thank you so much for your consideration."
Steve	"Non-Compete Clauses are nothing more than legally sanctioned BLACKMAIL to threaten employees away from getting better paying jobs! This must be abolished!"
George	"My experience as a professional sales person is that non-compete agreements restrict opportunity for my talents to capitalize on new opportunities for my family. I am specifically in the Insulation industry and had to take a year away from my industry to get out from under a restrictive Non Compete agreement with a distributor. I am now with a manufacturer of insulation and I am being pursued by a distributor, but the distributor will not extend a formal offer unless my current employer provides written documentation that they will not enforce my Non compete agreement. These two companies do not compete with one another and in fact the distributor is a customer of the manufacturer I work for and still this document restricts companies from seeking and hiring talent simply because the agreement exists, not because harm can be caused. This opportunity represents a potential 50% increase in income for my family and I may be denied that opportunity for the existence of a document that is not related to the two companies. Customer lists are not protected information since nearly everyone can be found on Google and qualified quickly through Facebook or Instagram for their professional affiliations. A ban on Non Compete agreements would be a blessing to my family."
Mobeen	"A rule that should truly not exist. It should be unethical to enforce a noncompete clause"
Jackson	"It is refreshing to see proposals that continue to focus on the rights of laborers. Any negative effects of this rule are far outweighed by the benefits of a fair and open market."
Angela	"I'm in favor of banning non compete clauses."
John	"I totally support a ban on non compete agreements. My former employer is trying their best to prevent me from working and supporting myself I quite them without notice after 20 years due to poor management and horrible working conditions. I haven't been in compliance from day one of leaving. I work outside of the geographical areas to make sure I'm in compliance. I have never called on a current customer nor do I have any confidential information. The things they accuse me of are not factual at all. It's horrid me they threaded in 2016 to fire me if I didn't sign it. They offered me no compensation for signing a non compete other employees were offered cash payments to sign. Branch managers we're told to sign or be fired
William	"I think noncompete agreements are unfair to the worker. They should be banned it takes all rights away from the workers."

Jacob	"I work for one of the largest media corporations . As talent at a local tv station, they force us to sign contracts and non competes that limit my income and upward mobility in my field of work. The non compete is for 2 years. If I wanted to change jobs, I have to NOT work in media within that market for 2 years. it's the field I love. It's not fair to workers. They can terminate the contract at any time. It's not fair."
Justin	"Non-compete Clauses need to go!"
N.	"Please change the wording to include even non profit hospitals and ALL physicians . 1- Noncompetes exacerbate clinician shortages and access to care, as physicians are forced to decide between cutting back clinically or leaving the workforce vs. staying at jobs that are not a good fit. Noncompetes help employers evade market forces that would 2- necessitate change and take leverage away from clinicians. They make it difficult to speak out about patient care issues, unfair or unsafe working conditions, etc., without worrying about having to relocate if fired. A single physician leaving a hospital to practice elsewhere in the same 3- city does not significantly hurt a system financially. If many physicians leave the same institution simultaneously, this indicates a bigger issue with the employer that needs to be addressed. The current FTC proposal wording doesn't apply to nonprofit hospitals & 4- needs to be modified to include all hospital systems. Given most US hospital systems are 'nonprofit' (despite the same business model as for profits), this will hurt independent physicians and for-profit hospitals. It will also fail to eliminate noncompetes for most physicians who currently have them. N Shah, MD"
John	"The onerous practice of insisting on a non-compete as a condition of employment has on multiple occasions in my career affected my career mobility and ability to improve my location and pay. It's essentially a form of modern serfdom and Un-American . It exists for dysfunctional, competitively impotent companies to retain talent undeservedly and at a discount."
Todd	"All employees should be protected by this rule without exceptions. More specifically, physicians need non compete protection to insure access to quality healthcare for all Americans. A free and open labor market benefits patients."
Jay	"I hope the non compete becomes obsolete. I'm in the radio industry and there were always times I could not take other radio jobs because of the non compete I was asked to sign when I was hired at that radio job. My non compete was stated as 75 air miles from our city limits. I had to leave the market entirely and come back a year later. The non compete was 75 air miles and 6 months."
Deidre	"I am an advertising account executive for a large media corporation. My non compete is 6 months. That means I have to sit out of my career field for 6 months or stay employed under reduced compensation, toxic management, every changing comp plans that continue to reduce commissions because my choice is to put up with it or lose 6 months in an industry I've worked in for 11 years. They are holding my career hostage. I feel trapped and can't better my situation because

	of this."
Darshana	"I fully support banning non compete clause from the contract"
Jeb	"I completely support this. Either non competes need to be banned or companies need to pay employees their full salary for the duration of the non- compete regardless of their employment status. If information is so valuable, pay for it."
Steve	"I have been subjected to non compete clauses the majority of my professional career and in my opinion they penalize the employee severely. The employer always has the deep pockets to pursue the employee in the legal system. In my opinion the employee receives nothing in return for signing away his or her rights to change jobs within the industry. I am in the insurance industry."
Gerrick	"I have worked in upper management in several small and medium-size businesses over the years . I am currently a contractor in a service-oriented business. It is my view that Non-Compete Agreements stifle innovation and restrict free trade. These agreements are contrary to a free market economy and are utilized by companies to prevent fair competition. There are already large barriers to entry in most businesses and by restricting the mobility of work and workers these barriers further discourage entrepreneurship, innovation, and market growth. While it is not often I can say I am in favor of more regulations, this rule clearly provides for improvement in Free Trade and will allow for further growth of individuals and small businesses."
Demetrius	"I think it would be an exceptional rule to ban this clause because it does more harm than good. It allows companies to dictates the employee's decision on other opportunities. It limits the competitive nature of wages. It allows room for intimidation and unfair practices of a company and also give the company room to block and deter negotiations"
Gregory	"I am for the elimination of non-compete agreements. Not only do they restrict competition but they also give employers less incentive to take measures to retain their staff. It creates a sense of entitlement with the employer with them knowing you can't use your current skills to find another job in your field of expertise."
Celeste	"I believe removing non-competes will benefits both the United States industries and its workers. There have been multiple times in my career where I have seen a better way to do business and wanted to start a company or join a company that aligned with my views and I was unable to do either because of my non-compete. I have had to walk away from larger pay and higher titles in the industry that I love because of my non-compete, which has a direct impact on my family's total income, which has trickle down effects on the members of my family. I support removing the non-competes and urge you to continue with the process"

Constituent Support for the FTC's Noncompete Rule



Alaska | Statewide Impact

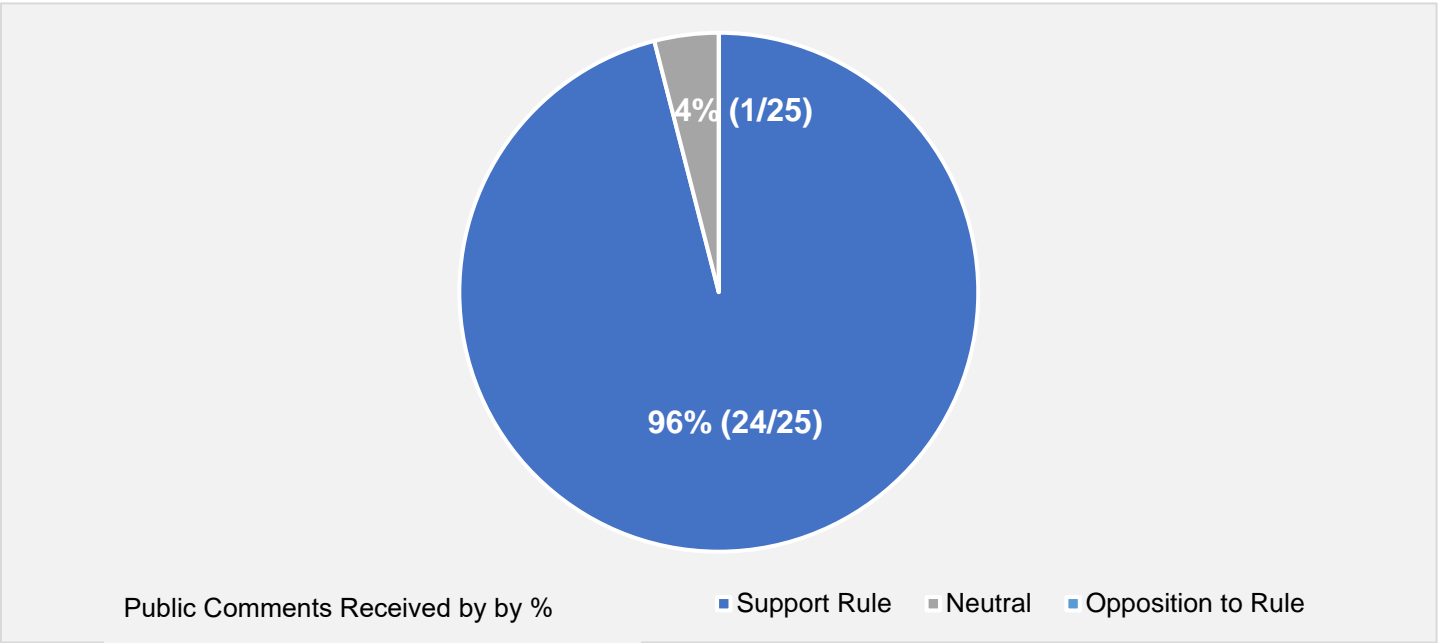


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Alaska**:

Alaska Covered Workers	Increase in Total Annual AK Worker Earnings	Increase in Average Annual AK Worker Earnings
251,167	\$145,317,588	\$579





Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))

Notice of Proposed Rulemaking: 24 of 25 AK Commenters Support



Support Across Sectors of the Alaska Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I'm a Community Family Medicine physician in Kenai. The Medical field has become so difficult work in and tolerate full time. It has become a business with all of the profit margins and cost cutting measures associated with large corporations. It's exhausting and frustrating and so often a fight just to get patients the care they need....Non-compete clauses force physicians out of a town or city, which so often leads to moving out of the state. Alaska can't afford to lose anymore physicians."</p> <p style="text-align: right;">-Joanna G.</p>
	<p>"As a small business owner and employer, I do not use nor agree with non-complete agreements. If my former employer had one, and if I had signed it not realizing what the future might hold, I would not have been able to go out on my own and open my own competing business."</p> <p style="text-align: right;">-Paula L.</p>
	<p>"I fully support this rule: non-compete clauses made it far more difficult for seasonal workers in Ketchikan to move between seasonal jobs because one of the major employers in Ketchikan forced employees, without explanation or warning, to sign a non-compete clause that forbade moving to any hospitality work anywhere in Southeast Alaska for two years after working for them."</p> <p style="text-align: right;">-T. M.</p>
	<p>"I believe that non-competes are an unfair and damaging business practice. As a veterinarian I have experienced the negative impact of non-competes. They restrict not only my ability to change jobs to escape a toxic work environment, but also my ability to provide care for patients I have seen working at a different hospital....Every patient I have ever seen has now become part of my noncompete. The far-reaching scope of this document is ridiculously unfair for everyone from patients to people who may have been assistants or nurses or cleaned the building that I previously worked in. Non-competes should be banned due to their massive impact on so many people including the person involved in the contract."</p> <p style="text-align: right;">-Emily C.</p>

Additional Support from Alaska

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Mukul	"I support this is new rule as a Pediatric Intensivist physician . I would love to see this apply to all hospitals, including not for profit."
Darian	"When working in any industry I should have the freedom to go elsewhere if my current employment is not satisfactory. This creates a competitive workplace and is good for economic growth. My work history and experience are relevant in the hiring process which means I should be able to work within the trade/knowledge I know and have been working under."
Brad	"I am writing in support of the ban on non-compete clauses in employment contracts. Already, employers have their hands in far too much of our personal lives, from what activities we are allowed to participate in outside of work hours to style choices to medical choices...Employers have the power to make employees' lives miserable at work and in many cases the only way to escape is to resign. Non-compete clauses force employees to stay in jobs in which they are unhappy, if they are unable to afford not getting paid for however long....To the plight of the many who are stuck in such situations, I send my support of this measure in hopes that you will hear the voices of the workers over the financial interests that oppose this measure."
X	"Please do away with these non competes.... This is not freedom, but corporate greed. The company knows you can not go anywhere so they can treat the employees like garbage. The former company I worked for was purchased by another tech company who was our competitor.... The company gave us a non-compete to sign. We all signed it thinking we were getting a better opportunity. Instead...the incentives for our job have been taken away...they tried to reduce commissions and not pay commissions on some things...We have been cussed at, and physically assaulted....What this non compete has done has taken away our dreams, and turned them into nightmares. It is a free ticket for employers to treat their employees as garbage....I had another company I could work for. In a way they are in a similar trade. I was a perfect fit. But as soon as they found out where I worked all communication stopped....This is not about trade secrets. This is about holding people hostage. I cannot work for anyone else in my trade. The company will sue me. I am forced to work in a toxic environment....If I want to change careers I have to go work for half the income in any other industry. This is not freedom. Please I beg, as a human being, do away with non competes. Even if the FTC cannot make non competes illegal. Please work with Congress to create a law to end this."

Jim	<p>"I think this is an exceptional change as it will promote true competition and care for employees. Non-competes favor the employer by a large margin and take advantage of the employee from a stance of financial manipulation. Care and fair treatment of employees will grow because they now will not be held hostage by greed and employer self-seeking motivation....it would promote and develop the intrinsic value of the employee through their efforts and learning, just because you learn a skill at an employer doesn't mean they have total control over the use of that skill. Being bound by a non-compete literally is a form of slavery as your worth and ability is held in bondage by the employer for their own gain. Non-compete agreements are archaic and are a murmur of our history of the wealthy exploiting the non-wealthy."</p>
Tonya	<p>"I support a federal ban on noncompetes. As a physician, I have seen their negative impacts on my colleagues, friends, trainees, and their patients. It creates undue burden on the physician to control them instead of creating healthy work environments and strips patients' choice and continuity away...if the physician feels so stuck in toxic work areas - it affects their mental health which again directly affects patient satisfaction, outcomes, and safety."</p>
Jon	<p>"I am one of only 3 outpatient pulmonologists that serve the state of Alaska's general population. I have a non-compete clause entered as part of my current contract that would potentially expose me to legal risk should I decide to terminate my current contract and work on my own. As this state has not been able to attract and retain pulmonologists, I think these type of non-compete clause are to the general detriment of patients and should be abolished, especially in areas with poor access to skilled workers where such clauses hurt the general population."</p>
Renae	<p>"I had to sign a non-compete agreement as a Nurse Practitioner providing family medicine in a town that serves 15,000 (or not get the job). The geographic limitation of the agreement essentially required me to move away if I left this job at least 90 minutes away - forcing me to rent/sell my home and/or relocate my family. I did choose to leave this job and accepted a position in a town 45 minutes away...They still sued me, feeling even this was a violation of the non-compete. They had large pockets and aggressive lawyers I had to get a lawyer and settle even though I didn't work as a NP. Another thing to consider - the document itself gives ability to employers to retaliate (even when an employee does everything right), threaten employees, and pay lower than competitive/community standard salaries. In my case, I choose to leave this job because they refused to renew my contract with a salary that was equal to the community standard - informing me that I would accept the salary they offered and if I didn't, I had a non-compete (implied threat of suit and then they did sue). Another result of this situation, is many of my patients did not receive health care in the 1-year non-compete phase, negatively impacting their health and well-being."</p>
Ryan	<p>"Removing a non-compete clause is a double edge situation. On the one hand, you have potential proprietary knowledge, knowledge of process/procedures, means & methods, and various other fundamental secrets that give a competitive advantage to the business. On the other hand, allowing restriction-free</p>

	employment will enable movement into different positions otherwise locked out....Overall, I could see the benefits of removing non-compete clauses since they are tough to defend legally. Fiscal savings from wasted attorney fees could also be factored into the socioeconomic impact study of forgoing non-compete clauses. I support this proposed change.
Michael	"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."
Leigh	"I strongly oppose noncompete clauses. The noncompete clause gives too much power to companies and owners and too little choice and freedom to workers. A noncompete clause allows employers to mistreat and underpay workers because they know the workers have no option to quit and find other work. Additionally, company owners generally have more financial freedom than workers and the noncompete clause puts more burden on workers who already have less freedom. Noncompete clauses are a passive form of slavery and undermine the freedom guaranteed in the United States."
Guy	"Non-compete contracts are almost always a way to rip off common workers and keep wages low. Please get rid of them and help to level a vastly uneven playing field."
Susan	"Non-compete clauses never should have been allowed in the first place. It is totally unfair to workers who already have odds stacked against them. Ban all non-compete clause immediately!"
John	"I believe that corporations' use of the non-compete clause creates a distortion of the labor market by limiting worker mobility. It thwarts any ability of the labor market to seek a fair wage level within a particular industry and job sector, while mis-allocating returns on production between labor costs and profits. I support the proposed ban on non-compete clauses in employment contracts."
Emily	"Working people need a break. Not corporations...I support banning non- compete clauses which stifle people, wages, and creativity."
John	"Any non-compete employment clause is as anti-capitalist, un-American, & undemocratic as any nihilist strategy can be!"

Sarah	"I support this rule limiting employer's ability to require/use/enforce noncompete clauses in contracts."
Kirsa	"Dear Chair Lina Khan, I'm writing in support of banning noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Particularly in our current economy, stifling job mobility and smothering job satisfaction will only make matters worse. A worker-driven market will ultimately be the most sustainable and productive market. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Heather	" Physicians should not be excluded. Every human being should be allowed to leave an unhealthy work environment and not have to uproot their family to do so."
Emily	"I agree with the elimination of non-compete clauses from employee contracts. I am a physician in a specialized field, which means that a standard non-compete clause would force me to move further than just the written radius, but functionally to the next metro area possibly hundreds of miles away....Further, alternative clauses such as 'no solicit' language can be used to prevent physicians from actively recruiting patients to their new practice. Non-compete clauses hold people in bad jobs and allow employers to abuse their employees by limiting their alternative employment options. Patients also suffer when their physicians are trapped in contracts."

Constituent Support for the FTC's Noncompete Rule



Arizona | Statewide Impact

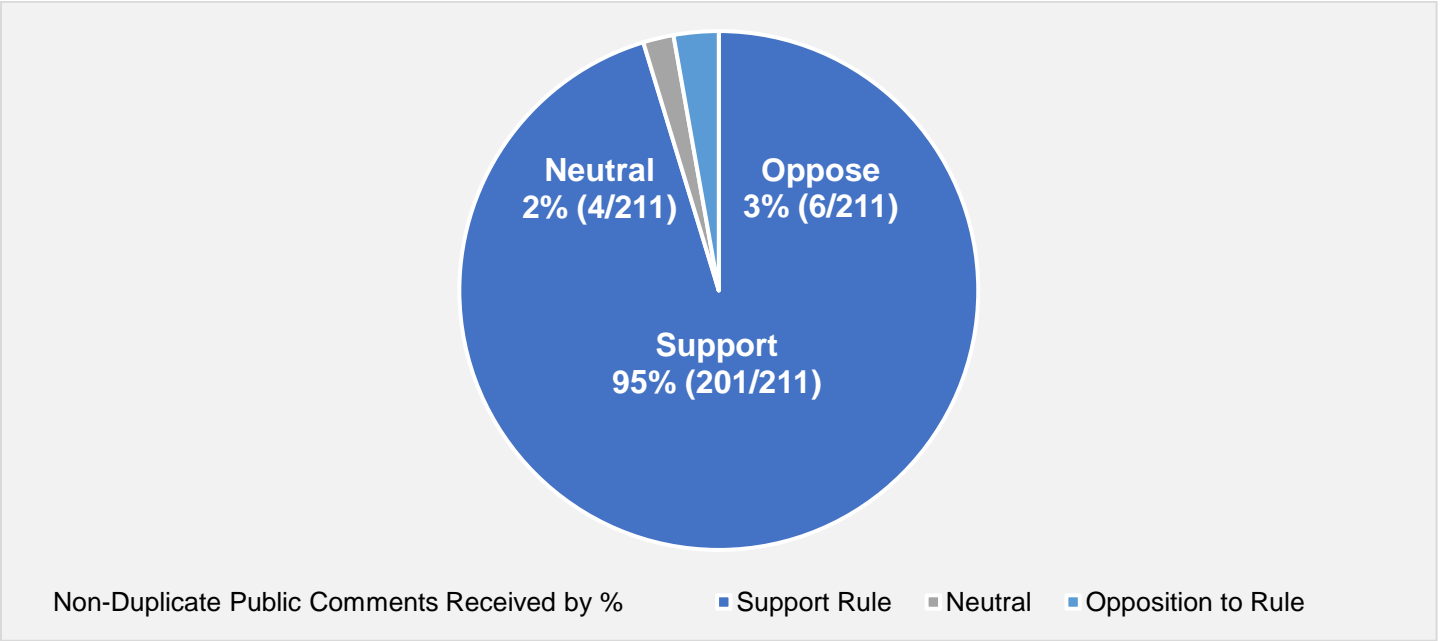


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Arizona Covered Workers	Increase in Total Annual AZ Worker Earnings	Increase in Average Annual AZ Worker Earnings
2,460,342	\$1.41 billion	\$573


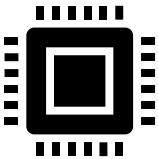

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 201 of 211 AZ Commenters Support



Support Across Sectors of Arizona's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am a physician. I want to take care of patients. I want to work in my hometown taking care of the people that take care of me. Hospitals and corporations want to profit off of me in any way possible and limit any competition, I am not being greedy I just want to be able to move jobs and not have to uproot my family and leave my hometown if my employer becomes unreasonable or inhibits my ability to take good care of my patients. This is a simple decision of do you favor the profits of incredibly profitable corporations/hospitals or do you want to give physicians the right to work in the communities that they are called to work in. I was born in Phoenix, raised in Phoenix, educated in Phoenix, I plan to serve the city of Phoenix but my employer offers a non-compete with the exact mileage of the greater Phoenix area, this is corruption. Please make the right choice, my patients are counting on you."</p> <p>- Christopher</p>
	<p>"Non-competes have gotten out of control. It effectively removes any bargaining power that I have as an employee, as I am banned from accepting a better offer from a competitor. They are too broad, as well, making it so that I effectively cannot take a job anywhere else in my industry (semiconductors). I believe this is an incredibly anticompetitive practice. The very name confirms this. While non-competes may have been used responsibly in the past for high-level executives to protect trade secrets, the practice has grown into a way to limit worker rights and bargaining power, eliminating fair competition from the labor market. Employers could not use the tool responsibly, so it must be taken away. The positives of eliminating non-competes in terms of higher wages and greater innovation will be an enormous boon to workers and the economy, and bring the American ideal of anyone being able to make whatever they want of themselves closer to reality."</p> <p>- Gavin</p>
	<p>"I am a veterinarian and like many of my colleagues, have been negatively affected by non compete clauses. I was taken advantage of as a new grad and convinced to sign a contract for a 60 mile non compete at what became a very hostile work environment. I had to move 3 hours to get a new job. This was also the only vet practice within this radius. Non competes do nothing to help job retention and do everything to help fuel the rural veterinarian shortage by driving colleagues out of rural areas."</p> <p>- Paige</p>



"I am a gastroenterologist and am stuck in a non compete for a company who was bought by private equity. I have not been granted partnership or offered shares in the company even after multiple promises. I am underpaid and over worked and am being threatened that I have to leave the city completely due to non compete if I would like to work in my field. I have affiliation with medical school, I hold community events for cancer awareness, and give back as much as I can to society in any way I can. Non competes specially for someone in my situation are unfair and one sided. This is not the American way. Fully in support of No non competes!"

- **Rizwan**

Additional Support from Arizona

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Gautam	<p>"Physicians should be included in the proposed regulations invalidating non-competes. The American hospital association is trying to exclude Physicians so they can continue to restrict physician practices and limit them to legacy hospitals. This has an adverse impact to quality of care, patient outcomes and cost. Since about 2010 onward there has been enormous hospital mergers and acquisitions and consolidation which has driven up costs for patients, taxpayers and insurers without any discernable improvement in outcomes. Physicians are patient advocates. In healthcare, Non-competes are used as a tool to suppress Physicians voice in advocating for patient care over or instead of the bottom line. It is used as a tool to fighter doctors such that if doctors speak out against poor patient care conditions they can be fired and left without an ability to see patients and maintain their livelihoods in their city. This has a net negative impact to patient care, outcomes, cost. When the pandemic hit doctors were called upon to provide free services when nurses were being paid surpluses and hospitals and PE backed mega practices were demanding extra payments to manage covid patients. Physicians put their lives on the line out of a duty to serve during the pandemic. Now is time to provide physicians with the basic human decency of being allowed to practice their craft and advocate ate for patients without fear that a non- compete can allow an employer to leverage termination against a physician having to uproot the lives of themselves and their loved ones. The most egregious part of Non-competes against Physicians is that there is nothing proprietary that the hospitals or practices provide that the physicians can take. It is in fact the Physicians that have the trained expertise that benefits the hospitals and practices. Invalidating non- competes for physicians is not about a money grab its about allowing people who have dedicated their lives to helping people freedom to help people and save lives without being forced to do so in a setting that is not conducive to a healthy physician patient relationship. Those who oppose this like the large hospital systems, the AHA and large PE backed healthcare practices do so because this would erode thick unfair ability to grow in</p>

	size and limit fair competition in healthcare and support their egregiously high priced cost of care that adversely impacts patients and the public."
Brooke	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I have been directly affected by this policy in a negative way, being unable to leave a job and company culture that was toxic and ineffective. My non compete is for 9 months and within a 50 mile radius which covers the entire metro area of where I live. There are over 100 competitor companies in my market, many of whom are doing the work of home health in a way that better aligns and serves the needs of our customers. Thank you for your work, and please issue a final rule that bans noncompete agreements. "
Robert	"Dear Chair Lina Khan, I'm writing today in support of the effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. The evidence is clear that noncompete agreements hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Oday	"Non-compete really hurts individuals abilities to work and start a new job or business, make people move repeatedly to start away from previous jobs!"
Jeffery	"It doesn't make any sense to exempt non-profits from this rule. If banning non-compete in the for-profit sector will lead to more competition and higher employment, then it's important we get these benefits in the non-profit sector as well."
Thomas	"As this rule applies to physicians, the change will be extremely welcomed as currently the ability for physicians to mobilize to underserved areas, to compete in a market place for salary and benefits and to practice in an environment of their choice, not restricted by corporations is extremely limited and markedly worse than a few years ago now that over 75% of physicians in the US are employed."
Mitchell	"Early on in my career, I was prevented by a non-compete from getting a job that I wanted. I was lucky enough to have an employer that agreed to not enforce this non-compete. Without a willing employer, I wouldn't have grown in my career the way that I needed to. This is a phenomenal rule. Please carry through with it!"
H	"I am very supportive of the proposal to ban non-compete clauses for several reasons. We live in a small city and my husband works as a physician. The major healthcare system in this town forces all its physicians to sign non-compete clauses. Therefore, if a physician no longer wishes to be employed by the health system for any myriad of reasons, they almost certainly have to relocate from the city in order to find meaningful employment, and/or have multiple hour- long commutes to find work in a city where the non-compete clause isn't valid. It's

	<p>majorly disruptive to the lives and families who work in medicine in this town. Secondly, I believe people should be able to pursue employment at ANY opportunity and at ANY time that is best suited to their skills, talents, and abilities. Non-compete clauses do nothing to benefit workers and everything to benefit employers. At the end of the day, the constitution was intended to guarantee the right to life, liberty, and the pursuit of happiness. It seems like non-compete clauses are in direct violation of the pursuit of freedom of employment and the happiness that results from being able to accept the best position that is a fit for your individual circumstances."</p>
Janet	<p>"I am a veterinary internal medicine specialist practicing in Arizona. Specialty practices are found only in Phoenix and Tucson. I joined a large, privately owned multi-specialty practice located in North Phoenix in 2019. I signed a contract with a required 2 year, 20 mile non-compete. The practice was sold to Compassion First in 2019 and which was subsequently purchased by NVA. In 2021 I was approached two separate groups of veterinary specialists that were contemplating creating a new practices in the Phoenix area and was asked to join them. I had decided to leave the practice that I was working at for multiple reasons, so I was very interested in the new opportunities that were being presented. The first group had purchased properties in the east valley and the west valley for their new practices - both were inside my non-compete. The second group wanted me to commit to joining them before they purchased property, but they were unable to find a suitable location outside of my non-compete and ultimately they chose not to build a new practice in Arizona. I contacted an employment attorney to discuss my contract. In Arizona, non-competes in medical practice are strictly enforced. My attorney was able to find one case in which a non-compete was found to be too restrictive but the case was in the courts for more than 2 years before a decision was reached. I was advised by my attorney that based on legal precedent in Arizona, it was unlikely that I would be able to reduce my non-compete, and I was unwilling to accept a position inside of my non-compete. I was unwilling to continue working at the NVA owned practice where I had been since 2019. Every specialty practice in the Phoenix Valley is inside my non-compete. After seriously considering a relocation to Albuquerque, New Mexico so that I could continue to practice as an internal medicine specialist as close to my family as possible, a position opened in Tucson which I accepted. I would have loved to have been able to work with the group of specialists in Phoenix. Ultimately, that practice did not develop because the group of specialists (2 internists, 2 cardiologists, 2 surgeons, a radiologist) were unable to get around our non-competes to create what would have been an amazing practice. I am happy to be in Tucson, but I am very disappointed that an arbitrary 2 year time frame and 20 mile radius of non-compete prevented that opportunity from becoming a reality. Restrictive non-competes imposed on veterinarians don't prevent competition. Clients are loyal to their DOCTOR, not the PRACTICE, and they will follow the doctor to their new place of business if they choose. I am happy to be in Tucson, and I work for a corporation that has again, an arbitrary time frame and distance non-compete. If I choose to leave this practice, I will be unable to remain in Tucson and practice as an internal medicine</p>

	specialist. I would love to see non-competes go the way of the dodo - there is no benefit to anyone, certainly not the people seeking healthcare for their pets."
Vinay	"The non compete clause is unlawful and needs to be eliminated it has prevented me from seeking other jobs in the area"
Eileen	"Thank you for the opportunity to comment on this proposed rule. As a physician practicing in a rural and underserved area who loves what I do and who would like all of my patients to have physicians and nurses who work there do so because they want to be there rather than being trapped there, I fully support noncompete clauses. I have seen too many abusive workplaces keep humanistic healthcare workers only because the worker doesn't want to move 50 miles away to break free from their noncompete clause because then their child has to change schools. These healthcare workers often become disillusioned and burned out, and eventually leave the community all together. I implore the administration to have this apply to the so-called not-for-profit/nonprofit organizations as well, as it is well documented that these organizations often make hefty profits and adopt this nomenclature for tax purposes, rather than for being committed to mission-oriented work."
Mahmoud	"I'm against non-compete clause since it's not fair and limiting As a trainee in my final year of medical training, I'm looking at contracts now and in some contracts, they way the non-compete is worded will literally force you to leave the entire state. So in a scenario where a physician can't move and yet they don't like their work environment, they will be forced to stay in that environment to avoid any legal consequences however that will affect patients' care and lead to burn out."
Gary	"This law should have passed years ago. You can't prevent a person from making a living and supporting their family. It's not fair that in states where employers can fire a person at will and then the person can't find a job close to their family due to the non compete"
Michael	"My last employer denied me severance because I would not sign new non-compete paperwork that was written to get around my state supreme court's protections against denying a person gainful employment. I didn't sign and lost a few thousand dollars as I had been there six years. I put myself through school, I trained myself and they want to bar me from using my skills and education, that which they were only really renting from me."
Anita	"This is so essential to healthcare workers especially for nonprofit hospitals. The executives and administration is paid high salaries while the doctors and nurses are overworked and underpaid. That has to change."
Joshua	"This is such an important step towards workers freedom and I fully support! Corporations shouldn't be allowed to control worker's rights. Please ban non-compete clauses."

Adam	"I strongly support the rule banning non compete clauses. These are used to control and manipulate employees."
Monster	"Abolish this stupid law."
Dawn	"Continue in your endeavors to find the truth and obtain justice."
Kari	"As a 1099 worker in a very specialized business, the business owner has demanded I sign a non compete agreement barring me from working for any business such as hers within 10 miles of her business. The biggest majority of businesses in my field are within 10 miles of hers. It also states I am to tell her where I'm working if I ever leave her facility, which I see as an invasion of my privacy. If I no longer work for her she has no right to demand I tell her where I'm working She operates a very small business with less than 10 persons working on the property at a given time. The terms of the contract are vague In stating that I am not allowed to work for ANY business in direct competition with her for a year if I leave. I feel like these contracts read more like she owns me and I am an indentured servant. I agree with the FTC. These contract force workers to sign u dear duress and fear of losing income and the ability to increase their income. I agree with doing away with them. They are exploiting the low wage workers by sto to control them thru fear of losing their jobs. A business owner doesn't own their workers"
Christopher	"The economic strength of the United States of America flows directly from the economic freedoms of its citizens. Employers and employees negotiate compensation in many ways. Contract (union or individual) or individual at-will employment. The proliferation of non-compete clauses is an extension of employers' desire to reap the benefits of at-will employment while transferring the downsides to the employee. Yeah, we all want free ice cream and a pony. The proliferation of non-compete clauses to sectors where there is no concern of protecting proprietary information is a reversal of economic freedoms that ultimately make the United States a prosperous country. Non-compete clauses should be starkly limited or banned outright except in very limited cases to enhance and preserve economic prosperity for all Americans of all income levels."
Christopher	"Non competes stifle free Enterprise and personal liberties. There's also generally no reciprocity of protection nor a fair trade for noncompetes"
Wylie	"Non-compete agreements disproportionately affect the individual employee. hi highly-needed professions where there are healthcare shortages, clinicians are coerced into staying in roles that aren't the right fit for them due to these archaic policies, threatened by the prospect of having to leave their geographic region, uprooting their families and disrupting their social network. It shouldn't be this way. Just because we are high earners doesn't mean that we don't have the same needs as others: to establish in communities, work to build them up, and commit our live to the welfare of others. That becomes increasingly difficult to do

	when the only alternative to leaving a role that is one geographic region is making you fearful that you have to leave the region in order to still practice."
Natascha	"Please BAN non compete agreements!! I was offered a new job making double my salary but my non compete is blocking me from getting this promotion. This would be such a change for my family and the economy. Please help!!!"
Greg	"I support this action to abolish noncompete clauses. A close friend of mine is a healthcare small business owner and struggles in growing his practice due to a noncompete clause. It hinders work stream and personnel expansion. Please move forward with this action and restore the uninhibited entrepreneur spirit and wage equity. Thank you"
Natasha	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I am a radio broadcaster who's opportunities to work or be heard on other platforms outside of terrestrial radio such as streaming services has been hindered by my non-compete agreement. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Larry	"I support the non-compete ban. It will serve employees and employers in the long run."
Michael	"Non-Compete Clause Rulemaking, Matter No. P201200" I fully support abolishing non competes. I've been working in the same industry for almost fifteen years and a few years ago my company asked us to sign the most cumbersome noncompete I've seen in my career. When I sought legal counsel I was advised not to sign it. As a result, I've been retaliated against and passed over for promotional opportunities within my organization. In fact, in a recent attempt to get promoted, the decision maker asked me one question the entire interview before eventually choosing another candidate. My company has used the non competes to prevent movement and scare other companies away. For example, even though I'm not under a noncomete, a recent startup in our industry has refused to interview me because of litigation in other States. So, not only am I prevented from moving up in my company, I'm prevented from moving out and using my skills to make a living."
Michael	"I've been in the medical sales business for several years and have worked for some reputable companies. Twice in my career non-compete agreements have been used to either prevent me from moving for opportunities to advance my career. In one example, the company downsized and I was impacted. Within a day, I had a new offer to continue earning a living to support my family but my organization at the time threatened to enforce the non-compete. I paid for a law

	<p>firm assist me but my organization refused to negotiate and delayed several days which caused the new company to withdraw the offer. In another situation, after already working for years in the organization, we were asked to sign a non-compete for a small payment of a few thousand dollars. When I had a law firm review the non-compete I was advised not to sign for a variety of reasons. The non-compete was so broad that it would prevent anyone who signed from working for any organization, using any customer knowledge or relationships. When I declined to sign I was reminded that I would be the front runner for future promotions and that a signed non-compete would be a condition of promotion in the future. Note, promotion includes things such as title changes of any kind to include title changes that take place as a result of merit and performance. Please let me know if you would like a copy of the fifteen page non-compete I was asked to sign. Finally, in my case, I have been overlooked for every promotion since I declined to sign, despite having reviews that frequently exceed expectations and sales performance often in the top 30% of performance."</p>
Amy	<p>"I am in support of this ban! In any profession, no one should be forced to work 5 miles away (especially in small towns) to avoid competition to a previous employer. all businesses have competition everywhere, just make your business better to stand out rather than punishing a previous employee. I would also like to see a future ban on non-solicitation agreements. Humans have free will and are not the property of a business."</p>
Ashok	<p>"Dear Chair Lina Khan, As with even good ideas, over a period of time they are mangled and misused and start hurting the very people they were supposed to protect. California grew its economy by getting rid of non compete clauses. It has simply become a tool today for some to dictate what others can do or not do. There may be legitimate reasons for organizations to need this, but they are few and far between. They remaining are based on conjecture, hypothetical situations and misstatement of facts. It needs to go. One can argue there could be some exceptions, but then people will find loopholes and drive a truck through the gap. Just get rid of it all together. And I can assure, no corporation or organization is going to go out of business or bankrupt because of this. They will need to learn to retain workers the right way and not through the might of their lawyers. I do not think want to see all boilerplate language, the right thing is obvious Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Omar0	<p>"I highly and emphatically recommend banning non compete clauses. It limits my ability to work, and earn a living wage."</p>
rashmi	<p>"Non compete clauses very detrimental to medicine. I work in an HPSA area. And even there, that big hospitals are enforcing the non compete clause. This is resulting in hardship for the physicians and for the patients. Patients are unable to see a primary care physician in timely manner at this time.. even the specialist care is hard to come by, and you cannot get into a specialist for two or three months."</p>

William	<p>"See attached file(s) Unfortunately, I was a victim of a restrictive covenant or no compete clause that was adjudicated: I lost in District Court but overturned on appeal. I am a surgical specialist (colorectal surgeon) and although I suffered hardship, the real hardship was faced by many patients who suddenly and without explanation had lost their surgeon, some in the midst of treatment. My opponent/plaintiff (former associate of 6 years) petitioned the state Supreme Court to review the Appeals Court decision- this petition was declined by the state Supreme Court and the Appellate decision stood and I was able to return to work, but only after nearly 3 years of proceedings that forced me out of the metropolitan area I had served for nearly 7 years and a significant amount of money spent on attorneys fees & court costs. Essentially, the District court did not properly take into account the potential public injury as my leaving left only I colorectal surgeon to manage a population of 700,000. The plaintiff argued that the number of colorectal surgeons for this population has never been established- this is true. However, the exact number required is not necessary to decide the case (according to the Appellate Court), one must merely recognize that ONE surgeon is not enough for a population of 700,000 in a state with only 5 total colorectal surgeons (at the time). Plaintiff complained that after he ran me off he could not vacation or take any time off - that's true. It is also said I resigned my position, walked away to start my own competing practice- this is true. What was left out was that Plaintiff had the office staff direct ALL new patient traffic to him and away from me. The net result was that my practice (and practice income) dwindled away and I was unable to pay half of the overhead (as demanded by contract) - I was being forced out of the practice, squeezed out because of this secret arrangement to cut off patient access and thus starve me out. The staff admitted that this had occurred, plaintiff also admitted as much in court, but claimed it was HIS practice, HIS patients and HIS right to do anything he wanted with these patients- as if they were cattle or a commercial product (widget). Apparently this case is being used to teach courses in law school with the bottom line being that the District court ruling did not take into account the potential for public injury in deciding the case. The Appellate court corrected the situation and the state Supreme Court puts its stamp of approval on it by refusing any further review of the case. Although I am glad we prevailed in the public courts (thank god for the higher courts!), allowing restrictive covenants or no-compete clauses in the medical profession is the PROBLEM and eliminating these clauses (as 9 states have done among physicians) is the SOLUTION. I cannot speak for other industries, but I agree with the FTC's proposal to completely eliminate these clauses and restrictive covenants in the medical field when it comes to physicians and other medical professionals. The potential for harm to the general public is real - this must be recognized and remedied. I have attached several files, which include a 2003 survey of American Colorectal Surgeons that reveals the devastating consequences to colorectal surgeons and their careers. The American College of Surgeons (ACS) (the largest umbrella organization of surgeons in the USA- 80,000 members) agrees as the mission of the ACS refers to improving the lives of the surgical patient. The ACS Board of Regents drafted and accepted a "Statement on Principles- 49" in 2005, which states that "Any restrictive covenant that interferes with the uninterrupted delivery of qualified surgical care to patients is considered unethical". Well of course we</p>
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	<p>know that the purpose of restrictive covenants is to RESTRICT access to surgeons and so by definition is disruptive and interferes with the uninterrupted delivery of care by the patients' surgeon to the patient. The patient is caught in the middle of these conflicts at a time when they are most vulnerable. Its not FAIR, its not RIGHT and its not PROFESSIONAL. My last thought is that there is a wide chasm between how attorneys in the US deal with restrictive covenants vs physicians. There HAS NEVER BEEN A COURT IN THE USA that has upheld a restrictive covenant between attorneys. Isn't that interesting? The legal profession believes clients have the right to an attorney of their choice. How refreshing- but why do we protect THIS freedom yet not safeguard the freedom to choose the physician of choice? The legal profession is on higher ethical grounds over the medical profession. The fact that some states have had to legislate against no-competes among physicians is a sad state of affairs- physicians should hold the welfare of the patient in highest regard. I think any potential patient (i.e. ALL OF US) will appreciate the safeguards afforded by the FTC proposal."</p>
Trina	<p>"This practice of having hairdressers and other skilled and non skilled labor sign non complete clauses is so un American, I am horrified it is even legal! We no longer live in the 12th century where the Lord of the Manor can dictate the path of our lives. Or do we? Labor itself has been decimated since Reagan in favor of corporations, which btw NO ONE except the very wealthy believe are people. They never go to jail do they? Why is Labor in this country always on the back foot when it comes to fair wages, safety regulations and now apparently the dignity of work itself? Americans are sick to death of the land of the rich, the home of the richer while the little guy gets creamed time and again. How is this free or fair? Get rid of non competes at this level, they are an obscenity and prove how much power the average worker has lost over the past 50 years! It is a disgrace and indication of how far the average citizens lifestyle and rights have fallen. It should not exist and anyone with any sense of ethics knows this!"</p>
Kevin	<p>"The non-compete laws unfairly punish the working class and small businesses who have lost so much already to corporate greed already. America desperately needs any alternatives to offset the growing inequality and economic exploitation that has plagued the nation over the last several decades. We need more reform to address these issues, not less. Thank you"</p>
Shelly	<p>"I am a Dermatology Nurse Practitioner in Arizona. I am currently in the middle of a lawsuit against me regarding a non-compete. To sum up the history: I moved to Arizona from NY in 2018. Prior to my move I was hired by a small Dermatology practice called Arizona Dermatology Group. Around December 20th of 2021 I was told by my employer that he sold the practice to a National Company and if I did not sign the contract by January 1st I would be out of a job. I signed a three year contract. I felt like I was sold on the black market. I was pushed to see a lot of patients and was not supported by the new company. They fired two doctors in this short of a notice as well who were my closest colleges because they were not board certified in dermatology. There was a lack of communication and presence at our office from the new company. Many many things transpired I</p>

	<p>could go on about, But I knew I could not be a part of any longer. I felt I had enough cause to break my contract. I left 9 months into my contract with the new company. I opened a business with two other partners and the National company accused me of many lies and they filed an injunction on me. I was out of work for three weeks until I went to court, sat on the stand and they had no proof of their accusations and the judge ruled me to go back to work. They are now suing me for damages. I believe they are trying to "smoke us out" because they know I don't have the money to fight. I am stressed and it is costing me a lot of money and hardship. My partners and I have yet to make a paycheck from our new business due to the costs of not only starting up all over again but because of the lawyer fees. This company not only hired my replacement before I left the company, they also have hired other doctors and PA's as well. If there is any hardship it is on me and my partners. We just want to have a practice and do what we love best, not just for money. If the company is losing patients or suffering damages, it is because of their own doing. It is not because one NP left. I am frustrated, My marriage is going through a good test due to the stress of the unknown and the fact that I was the sole bread winner in my household. I have enough money in my savings to live another 6 months maybe before I will have to go and find another job with another employer. I am going broke and I will be forced to move if this continues. I offered to just work with them but they refuse. They are just using me to prove a point and I think this should just be illegal. They want to be the biggest and one and only practice in the area. I just want to be happy, have my own business and not feel like I am owned. Please rule to push through this through. There is such a lack of providers in my specialty as well as other in my area and these non competes and restrictive covenants are doing people in our communities an injustice. We are here to take care of people and it should be their right to choose who they trust and want to take care of them. I am willing to share any of the documentation I have to help push this through."</p>
Jacki	"I support this 100%"
R	"Non-compete clauses only limit physicians in their ability to care for patients .. eliminate this clause to help improve patient care and allow physicians to practice where they want."
Andrea	"As a practicing physician who works for a large healthcare institution in a metropolitan area, I firmly support ELIMINATION of non-compete clauses in my contract. These clauses severely limit my ability to change jobs or negotiate better options in my local community."
Bethany	"This is a very personal issue for me. I am a primary care physician who is currently unable to work in the town I live in because of a non-compete. My town is in desperate need (as most of the country is) of more primary care access and as much as I would like to be able to fill that community need I cannot because of a non-compete with my former employer! I am here, the need is here. I find non-competes to be financially and personally detrimental to everyone involved."

Daniel	"Non competes hurt physicians. Almost all of our training comes BEFORE we are employed. We pay for it, and our drowned in loans. Our employers provide us with no useful training, and non competes prevent many physicians from working in areas that are desperate for doctors. Doctors need to not be shackled with non-competes in order to best serve our patients"
Daniel	"As a physician, I support the abolishment of non-compete clauses in employment contracts."
Jeff	"PLEASE get rid of all non-compete agreements in all employment packages! It limits employee wages and immobilizes career focused professionals. The only person that benefit from non-competes are the businesses that require them for employment."
Scott	"Non-Compete Clause Rulemaking, Matter No. P201200 This letter is written as a comment to the proposed FTC regulation prohibiting non-competition agreements. The proposed rule should have an exception for agreements between owners of a business who decide that, as a condition of going into business together, they will not compete with the business for some period of time after departing the business. Departing the business would mean no longer being or acting as any one of the following: a direct or indirect or beneficial owner, employee, officer, director, manager or consultant. Such an agreement is often needed and wanted by each owner, because they do not want to conunit time, effort, and money to the new business, only to see their business partner depart and compete, thus eroding the value jointly created, so each owner is willing to promise, mutually, not to compete for some reasonable time after they have departed. This promise can be included in any agreement—oral, shareholders agreement, bylaws approved by the owners, operating agreement of an LLC, or other governing documents of the entity. Businesses come in all forms (corporation, limited liability companies, etc.), so this exception should not be limited to any specific form of entity. Ownership, likewise, can be an ownership interest as shareholder, member, or investor who has convertible debt. I see no reason why an owner should be denied this exception just because the owner has a relatively small ownership percentage—that does not change the reliance of the owner in making the commitment to devote to the business. The exception should not be limited to a sale of the ownership interest. The person might not sell the interest, keep it, but decide to work on a different project that does not compete with the business. So, the exemption proposed in the rule for a person who owns 25% or more of a business at the time the non-compete provisions is agreed to and who is selling that interest, is too narrow; the exemption I am proposing should apply to anyone who has any ownership in the business of any size at the time the noncompete is agreed to. Entirceability should be subject to a court of competent jurisdiction, who may decide whether the ownership interest is too small to constitute sufficient consideration for the promise; but the Rule need not address that."
David	"I agree with rescinding non-compete clauses. They hurt workers and reduce competition. They create situations for people where they have to choose

	between their mental and physical well-being or their ability to support themselves and their families. Do away with these things."
Suneet	"Non compete clauses in physician contracts limit patient access to care and cause devastating effects on both patients and physicians. If a physician wants to change jobs because of issues at their current job, he or she has to literally uproot their life to a new location a certain number of miles away. That physician's patients are stuck scrambling to find a new doctor. With the current physician shortage, that patient usually has to wait at least 3 months to establish with a new doctor. That physician's children usually have to go to a new school and make new friends. That physician has to make new friends and find a new social circle. All of this just because there is a non compete clause in their contract. At a time when physician burnout is at an all time high and there is a shortage of doctors all over the nation, the most intelligent thing to do would be to ban non compete clauses to allow more patient access to care from physicians and allow more physician autonomy."
Avraham	" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will help me personally, as I work in the patent and IP field and am forbidden from working in the field for 2 years if I leave my current job. This hostage situation should not be legal, and restricts me from seeking a higher paying job in this field. Don't give up the fight, you have millions of hard working Americans supporting your "radical" idea that workers should have freedom. Stand fast!"
Bruce	"I am fully in favor of eliminating non-compete clauses. All they do is limit an employee's ability to provide for him/herself and their family in the most advantageous manner. It causes wages to be held artificially low because employers know their staff cannot go to work for a competitor without risking being sued. The sooner the NPRM can be implemented, the better."
Theresa	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I was required to sign a 5 year non compete after leaving a security company. It was excessive and as a single mom, my earning power was limited. Non competes only help the employer not the employees. It is time to give any employee a level playing field to earn a wage. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Brian	"As one of the 30 million Americans currently under a non- compete agreement I fully endorse this proposed rule change. My experience of being "forced" into signing a non-compete is not uncommon. I currently feel as though the individual employee's options are severely and unfairly limited when entering into such

	agreements. Most employees don't know their rights, the legal ramifications of such agreements, and how to navigate out of them. It is an unfair advantage for most companies in an attempt to control employees and make them even more dependent on their employment."
Derek	"I ask that you include physicians in any rules banning non compete clauses in employment contracts. With the increasing corporatization of medicine, physicians often find themselves stuck in a job or contract that keeps them from choosing the best jobs for themselves. Please include us in any new rules. Thank you."
Charles	"I applaud the FTC for addressing non-competes. In health care non-competes lead to reduced job mobility and often reduced access to medical care for patients as physicians and other clinicians leaving a practice must relocate to another geographic area to work. Non-competes can limit the patient's ability to retain care from the physician of their choice and may lead to unnecessary interruptions in treatment. In the proposed Non-Compete Clause Rule, unfortunately non-profit health systems are excluded. As many hospital systems are classified as not for profit, this rule may hence lead to unintended consequences. Large non-profit hospital systems currently have a competitive advantage over small independent practices which are steadily declining (AMA 2020 Physician Practice Benchmark Survey). Keeping non-competes for non-profits but not for other employers would provide an unfair advantage against physician-owned practices who employ the same labor force. Non-competes should be universally banned across employer types in the health care market to ensure an appropriate balance without introducing an unfair advantage to any party. The resultant gains in physician mobility without geographic restriction are poised to minimize gaps in access to patient care."
Randy	"The noncompete clause should 100% be illegal. The fact that a company can force you to not work in an industry or an area after you leave scares people into staying with that company. For example, in medicine, we are not supposed to abandon our patients, yet non-complete Pete causes force us to do just that when we leave one facility. we are not allowed to join any companies near that facility or any company with a certain number of employees within. Patients should be able to choose where, and who they receive care with, and employees should be able to choose who they work for without fear of retaliation or lawsuits . Noncompete clause scare employees into not speaking up against issues because if they were to get terminated, they then need to seek employment far away from their house often. Please make sure that your ban of noncompete clauses also includes changing of contracts that would be noncompete clauses de facto by employers. PROTECT the employees!"
Walter	"I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200. The ability of employees to move between jobs is key to access in upward mobility in the modern work place. Non-Compete clauses in employment restrict this access for employees while employees have limited or no security in their employment."

Anna	"I am a veterinarian in a small town in Arizona. I foolishly signed a non-compete for 3 years, 10 miles when I started my last job. It kept me in a miserable, abusive workplace for years longer than I would have stayed without the non-compete. I got lucky because the clinic actually lost my signed contract. No signed contract, no non-compete. I didn't realize they had lost the contract until I had spent years longer than I would have otherwise. Non-competes are predatory and keep professionals in miserable, abusive, toxic work environments. They are also anti-competition by their very nature. The FTC needs to look out for employees and get rid of non-competes!"
John	"Non-competes are unfair and need to be banned"
Nicole	"I'm an executive in the PBM industry. Organization like Abarca Health lie and tell you if you decide to resign they'll release you from your 2 year non compete. On my last day of employment they refused to release me from my non compete. I'm being held hostage from finding employment in the only industry I have skill/knowledge/experience. Abarca utilizes non competes to target specific ex employees and prevent them from putting tbod on the table. Abarca is in the bottom 4% of Pharmacy Benefit Management organizations. What trade secrets or proprietary informational could they have that the top 3 PBM's ESI, CVS and Optum want? None! They're not competitive or a risk to other PBM's. Most of their clients are based in Puerto Rico. As an organization they haven't been competitive in winning US based business. Please take away their power to hold ex employees hostage because we could no longer accept the toxic culture their leadership team created."
Michal	"It is despicable that employers would deploy a limited tool originally designed to constrain top executives against their entire workforce to block them from taking advantage of better offers or improved working conditions at a different company. Executives are amply compensated, have options to relocate, or litigate, or can wait out the non-compete period, but to use a non-compete against an hourly worker at near minimum wage? They have virtually no options, and no recourse. This is absolutely unfair leverage. The FTC is clearly in the right on this, and acting as our Government is supposed to act; protecting the interests and rights of its citizens against labor exploitation."
R	"non-compete clauses are very detrimental to physicians as well as their patients. has doctors, we are at the mercy of corporate medicines and the corporations of which we work under, and have very limited say or power in any changes of our contracts. if we ever decide to leave a job many of us have to relocate to a new town and lose all continuity for our patients which makes them feel abandoned. this has nothing to do with the physician but everything to do with the non-compete clause. this should absolutely be removed from all contracts to help improve patient care and patient outcomes which should be the primary goal of medicine."
Stewart	"I am a physician anesthesiologist. I was forced to sign a contract with Envision Healthcare, that included a broad non-compete clause. The Hospital I work at for

	<p>the past 13 years gave an exclusive contract to Envision Healthcare for anesthesia services. I was told if I did not sign, I could no longer work at the hospital. Prior to this, the anesthesiologists were individual practitioners and had various contracts with the different insurance companies. One of the reasons the hospital wanted an exclusive contract was so that all of the anesthesiologists would be "in-network" with all of the insurance companies. Now, Envision is able to negotiate with insurance companies as basically the only provider for anesthesia in Phoenix or for most of the hospitals in Phoenix. As a result they get higher rates than we used to get as individual practitioners, but we don't reap the benefits. We were satisfied with lower rates because we captured all of the income. Now a corporation is added and they have to make a profit. The public in turn has to pay higher insurance premiums because their insurance costs more. Because Envision has so many contracts in Phoenix and a non-compete clause, I would have to sell my house and move if I wanted to continue working without being an Envision employee. The irony is that Envision never got in network with all of the insurance companies. In fact Unitedhealthcare is suing Envision and Envision is counter-suing Unitedhealthcare!"</p>
Karen	<p>"I support the non-compete clause rule. Charters were created to foster innovation and create more ideas for everyone. Now they are run as for-profit businesses to the detriment of all children. Charters should have the same accountability and structure as actual public schools, because in fact they are public schools that take advantage of tax payer funds for their own and their owners benefit. These owners can make millions of dollars off tax payers, and should be required to follow the same rules as district public schools. They MUST be run as a non-profit, as well as be prevented from requiring non-compete agreements. As an elected school board member, it's ridiculous to me that we have so many separate systems of education now, and they are creating huge inequities in our communities. We all know what happens when we think separate can be equal. Educating children is not a business! Thank you."</p>
Donovan	<p>"Non-competes definitely need to be banned -- they're by definition -anti-competitive and mostly at the expense of workers."</p>
David	<p>"I am in favor of prohibiting employers from using non-compete clauses with workers."</p>
Josh	<p>"I am a physician. Non-compete clauses need to go away. They are contrary to free market economics. They weaken the power of labor, favoring the power of owners. A physician or other healthcare provider does not possess sensitive industry trade secrets or proprietary information - what is the justification for a non-compete clause aside from avarice or the exercising of control. Mostly what they seem to do is result in money being paid to lawyers. I have heard terrible stories of what people have to go through because of non-compete clauses. I had a friend join an older surgeon in practice, and after the older surgeon died his wife tried to force him to buy the practice, citing his non-compete clause. My friend hired a lawyer that wisely told him that it would be more expensive to fight it than to just pay her some money to go away, so he gave her tens of thousands</p>

	of dollars to which she was really not at all entitled, all because of a non-compete. Ridiculous."
Kyle	"This rule should have been made years again. I have avoided starting my own company for years because of a Non compete. I am finally doing it and am in constant fear that I'm going to get sued to working in an industry I've been in for over a decade. Thank you for this!"
Mary	"We as physicians are tired of being exploited by corporations backed by private equity that have monopolized healthcare in a for profit system, and at the detriment of patient care and outcomes. We do not want to be excluded from any FTC rule, and insist on being included in the proposed FTC non- compete proposal. Please don't let groups like the AFIA, that include not a single physician on their board and represent the for profit health system, drive the narrative that physicians don't deserve equity too. Non-competes are unethical, unconstitutional, and only gain to benefit the hospital CEOs and their funders that make millions to billions in profits annually."
Kinan	"Physicians should be included."
Karen	"I support the removal of the non competes and strongly urge that physicians be included in this. We deserve the same protections as others. Please don't let the hospitals restrict our ability to switch jobs."
Austin	"Non competes have drastically changed my career outlook. Back in '21 I was looking to pursue a new opportunity at a new company with an increase in compensation by 25% (same industry). Upon notifying my current employer, I was met with backlash, threatening remarks, and blackmail My current company threatened me, another employee, and a former employee, who is a close friend, with a \$50,000 dollar lawsuit. I was told by my current employer that he would stop any contract or any job offer and would take legal action if I chose not to stay with his company."
Jan	"This an unfair rule."
Zaffar	"Non-compete clause should never be any contract. It takes away an individual's freedom to be able to work at a place of his or her chasing. It is a fundamental right of a worker to be happy at his job place. We should help and support people to start their own work rather than intimidating with non- compete clauses. Thank you"
Jason	"Please ban noncompete clauses. They make it difficult for professionals, seeking better compensation, as well as better work, life balance, they unfairly support, corporations, and cause families to be uprooted. I strongly support banning noncompete clauses as a physician and father."
Apral	"I am a pharmacist and the company I work for has a noncompete that I had to negotiate from a broad stance to a specific field in pharmacy. However, I am a

	licensed professional and should not be stifled by noncompete to flourish in the health care field."
Glenn	"I am currently working under a non-compete. My employer forced all current employees to sign a new agreement or else our pay raises would not go into place. The agreement had made it difficult to leave my role and join other companies within my industry. I truly enjoy what I do and would be able to make more money and advance my career by leaving. I am fearful to leave, as they have sued others and made life very hard for them. I strongly believe the FTC should take action to allow Americans to freely make decisions. I understand a non solicit and value that companies deserve protection. Take a look at the attached non-compete and think about how it would intimidate someone. Thank you for considering this important topic!"
Seda	"Non-compete clauses need to be banned!"
Ryan	"Please make non-compete agreement illegal. My husband has worked for the same company for 15 years and has no plans to go anywhere, but he's the breadwinner for our family and he works in a niche industry. Should he lose his job, the non-compete clause they are essentially forcing him to sign as a condition of continued employment would make him practically unemployable in the United States for 12 months. The fact his company is in the process of being bought out by a private equity firm adds to our anxiety. We have a 4 year old son. My husband had surgery for cancer 6 months ago. We own our own home, both have college degrees, and a fair start on our retirement. Losing his income for 12 months would result in the depletion of our savings and and have ramifications for our family for many years to come. I shudder to think how much worse it could be for people in less fortunate circumstances."
Neil	"As a physician for the past 15 years, I have multiple experiences with non-competes and I can assure everyone that they are very harmful for the individual physician and their family, the physician's patients, and also the community in general. The only entity that benefits from the non-compete is the healthcare organization. My firsthand experience includes having to leave my practice in a rural underserved area of Arizona and not being able to stay with my wife and young children in a city I had grown up in and my and my wife's family both lived, and therefore had to uproot my family away from our relatives and parents because of a non-compete. Additionally, my patients therefore could not receive the specialty treatment I was providing them. All because the hospital system I was working for enforced my non-compete. This had devastating effects on multiple levels, and therefore I am imploring you to end all non-competes. Specifically, all physician non-competes should be banned. Additionally this should apply to both for-profit and not-for-profit institutions as it is a universal problem that affects physicians and the communities they serve/work/live in."
Dorian	"Non compete clauses serve a single purpose: to unfairly indenture working class individuals and prevent them from changing employers when working conditions are unfairly burdensome. I am a physician in a state where non-competes are

	<p>routinely used. If I want to find a position that treats me with respect I have to essentially relocate to a different state. I deserve better, my family deserves better, my patients deserve better. I should be able to share and market my services as I see fit. Non compete agreements are used wherever employers can leverage them in. The government needs to put a stop to them."</p>
Sara	<p>"As a pediatrician in a suburban area for over 20 years, the non-compete clause as a private practitioner/biz owner, and as a corporate employee, have been a source of stress. If my job doesn't work out, or I have other professional or family goals, I'm expected to move cities or work on the other side of town?! These clauses for me always seemed vindictive and punitive in nature, and very limiting as a physician. I can understand why they were there, but I feel it hurts way more employees/employers than it helps nowadays. I've seen many more physicians suffer because of non-competes than were helped. It can force an employee to stay at an employment they don't want to be a part of or not wanted there."</p>
ANTHONY	<p>"With these agreements, one has to keep their new job very secret at a firm who could exersize them. These laws are clearly abusive and unconstitutional, and anti-competitive. It also amounts to collusion and might violate RICO. This needs to happen ASAP"</p>
Elizabeth	<p>"We, as a nation, need to say no to non-compete clauses. They stifle creativity, innovation, and progress in our country. They chain individuals and their families to lower wages and poor working conditions."</p>
Reena	<p>"I'm a physician and strongly support a ban on non-competes. I see from my colleagues how much it limits patient care and ability to practice medicine, especially at a time when we are dealing with physician shortages and patient access concerns. Does shouldn't be forced to move to a different community miles away just because they switch to another organization. It's not fair to them or the patients established with them. I feel very fortunate to work for an ethical non-profit organization that doesn't have non-competes, but I had to search long and hard to have a job like this, which are few and far between. I'm grateful to be able to work both a primary and side job seeing patients in my community. I really hope does around the country will get the same ability to care for patients as I do. Thank you for your advocacy on this issue."</p>
Charles	<p>"As a healthcare small business owner, I struggle with noncompete clauses. I tip-toe around my non-compete with my previous company and that absolutely hinders my ability to grow and expand as I know I could. The noncompete prevents me from hiring folks that can help my small business survive and prevents me from pursuing work stream opportunities that I'm not even sure directly violate the noncompete, but I fear being tied up in a legal battle should my previous employer take action. I believe that employers could invoke non-disclosure agreements for specific trade secrets but the blanket non- compete hinders the worker too greatly. Noncompete clauses hinder the entrepreneur spirit and stifle competition in the workforce."</p>

Kelly	"As a CRNA I very much support the ban on non-compete clauses. The extended length of time and restrictions these impose worsen the healthcare provider shortage especially in rural care areas where practitioners are forced to move just to obtain employment."
Craig	"The entire concept of noncompete agreements is ridiculous. I personally had a company try to enforce a noncompete after I left to work for another company in the same space that didn't even compete with them. Noncompete are used as a scare tactic to keep the workforce in line. In my opinion, all forms of noncompete should be made illegal. Nondisclosure agreements, still protect employers from having their technology stolen. There is absolutely no reason for noncompete to exist."
Sarah	"Non compete clauses are the modern day equivalent of indentured servitude. They restrict a person to one employer whether they like it or not even under the most unacceptable employment conditions . What should the employee do if employment conditions are poor and the employer is unwilling to change those conditions, especially if the employer knows that they have the employee as a "hostage." They know if you have a wide enough noncompete radius you will never work for someone else until it's done. It's very pervasive and harmful to the free market. I would have moved jobs almost a year ago if I knew that I wasn't at risk of getting sued. Please consider that people are not lawyers. We commoners don't have the knowledge necessary to negotiate and compare the importance of a noncompete agreement. Not to mention that these large companies hire expensive and well trained lawyers just to control the agenda. When you come to the table to review the contract you cannot simply read it and sign it because most of the time the employer has written it skewed deeply in their favor. Most employers don't negotiate noncompete agreements and those I have tried to negotiate with have told me it's non negotiable but also non enforceable. How are these two things possible? Please consider this ban as a way to protect the common person from overreaching employers and attorneys. Yes slavery is illegal but if we keep locking our employees behind noncompete we too will be unable to find better opportunities."
SARAH	"I am a general dentist working in a group practice that has a 5 mile noncompete radius that basically trapped me out of my own hometown. The employer now treats me like they own me. The people in charge make demands of me and ask me to work through lunch basically because they think I don't have any other options.' would love to see the FTC ban noncompete agreements."
Alice	"Non-Compete Clause Rulemaking, Matter No. P201200. I am a practicing emergency physician in my 31st year of practice. I agree with AAEM which holds that noncompete clauses in emergency medicine contracts are unnecessary and inappropriate. These clauses were designed to protect business interests by preventing high-level executives and salespeople from taking one company's clients or sensitive and proprietary information to another competing company. However, these concerns do not apply to emergency medicine physicians for multiple reasons. First, emergency physicians do not have clients or private

	<p>patient lists. We proudly treat every patient presenting to the emergency department regardless of the patient's status within the healthcare system. Second, the hospital or contract group provides no specialized training or proprietary information to emergency physicians. Emergency physicians do possess highly specialized information and skills; however, this specialized knowledge is obtained through rigorous study and training in medical school and emergency medicine residency programs, both of which are often paid for or subsidized by the federal or state government. In addition to serving no legitimate business purpose, noncompete clauses in emergency physician contracts hinder access to care and endanger patients. I support AAEM's opinion to remove the unfair non-compete clauses."</p>
Katie	<p>"Physicians should not be subject to non-compete clauses. They should be included in the ban. The only person hurt by these clauses are the physicians themselves. They often have to move or drive long distances to new employment simply because of a non-compete."</p>
Lesley	<p>"I support this, because it is the right thing to do toward helping people"</p>
Sean	<p>"I am completely in favor of forbidding noncompete agreements."</p>
Roy	<p>"As a physician I think this would be great for patients. If a someone's likes their physician, who is unhappy where they are working, the physician would be able to find another local job- instead of having to leave the area. In addition- this should help to decrease physician burnout for obvious reasons."</p>
Casper	<p>"I am a strong opponent to non-compete contracts. Which hinders growth and upward and lateral movement of business innovation and employee ability to better their life and surroundings. A business can use other means to keep client list and trade secrets kept instead of shackling service industry workers to low paying repetitive labor. Please do the correct thing and stop the use of these bullying contractual obligations that cripple our economy by hindering the masses. Have a great day and rest of your 2023."</p>
John	<p>"I support banning NPRM, it makes getting a better job harder!"</p>
M	<p>"Noncompetes hurt patient care. They only benefit the financial interests of an institution. Do we support patient care or corporate profits? End of story."</p>
Laure	<p>"I have been working in the same industry as a sales executive for almost 16 years. In 2021 I went to work for a company in the same industry and they asked me to sign a non-compete and confidentiality agreement, which I did without hesitation. After my transition, several of my clients including a large million-dollar account, followed me since we've developed a relationship and trust. My new employer had been wanting this account for many years but was never able to successfully get their business. Almost immediately, I started receiving orders even though my main responsibility was to manager, mentor and work with a group of sales representatives. My channel flourished, sales increased and to</p>

	<p>limit goals and bonuses the company changed the goals so they would be harder to obtain. I suppose no one like to pay out bonus money and are surprised when someone reaches a goal that they thought was unattainable. We continued to reach our goals and they continued having to pay bonuses to myself and my team. Three months prior to my termination I was asked to take a 30% cut in salary and told that my commissions/bonuses would be capped at a certain amount which of course was much less than I was making based on their original plan. When I refused, they decided to terminate my employment. Because of the non-compete agreement and my limited ability to find employment outside of my field it has affected my finances as well as my mental and emotional well-being. This behavior is manipulative and unethical. It ruins careers, families and perpetuates poverty. As the larger companies impose these rules it restricts growth as a country and limits solutions to everyone. It raises the unemployment rate and raises the number of people filing for bankruptcy. It gives these companies an unfair advantage by limiting competition. Looking at the bigger picture, because a non-compete agreement prevents terminated employees from starting a competing business, it also limits new jobs to thousands of Americans. In essence, I feel it contributes to a monopoly and give the proponents of non-compete agreements an unfair advantage by eliminating competition before it starts. Non-competes are not good for America, Americans or the economy."</p>
Zoe	<p>"Dear Federal Trade commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. I have personally experienced this as a plastic surgeon who takes care of patients for cancer reconstruction, including breast cancer reconstruction. These patients develop long-term relationships with their care teams, and oftentimes due to other treatments such as radiation therapy and chemotherapy, breast reconstruction can span the course of 1-2 years. As a new graduate from residency I took a predatory job; when I left that position, the hospital whose patients I was treating wished me to continue caring for their patients and to continue our relationship. Unfortunately, due to a non-compete agreement, I was immediately unable to contact my patients, many of whom have later found me after emotional experiences with other surgeons after feeling initially abandoned in their care. In fact, one patient turned me into our state medical board for abandoning her - not knowing that I was unable to contact her due to my noncompete or else face very steep fines. While this was a challenging time in my life due to the sense of responsibility that I hold for my patients, it is nothing compared to a woman who is going through breast cancer treatment whose surgeon has been forced to break contact with her. The physician-patient relationship truly is sacred, and should be protected just as much as any other professional-client relationship. The economic impacts of this, in increasing competition in the marketplace in order to reduce healthcare costs, is of course a very 'common sense' argument to preventing physician noncompetes. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that</p>

	individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care - and protect the physician-patient relationship. Thank you for your attention to this important matter."
Vaida	"Non-compete clauses make it harder to move on from a job that underpays or mistreats workers, by allowing one's former employer to sue if one goes to work for another company in the same industry. They benefit employers, not workers - these clauses hold workers' wages down, while also stifling innovation and undermining the principles of free labor market. They have to go!"
Tania	"Non competition clauses denies people jobs in their area of expertise!! !!!!!"
Tania	"Former employers should have NO SAY in what job you take. They should pay you more to stay with them if they are concerned!,"
Michelle	"Dear Chair Lina Khan, I'm writing today in support of your work to ban non-compete clauses. I am an Instructional Designer/Developer (I design training programs and write the material for them). I've been in this profession for 20 years. Two years ago, my employer at the time sold my function to one of its vendors. Roughly 40 of us became employees of the vendor. I, along with many of my coworkers, had to sign non-compete clauses as part of our employment contracts. We had no choice; we were let go by the old company and most of us needed the job at the new company, so we signed. If I leave my employer, I cannot go to any of its competitors as an instructional designer. I would have to go in another role. I can't even go back to the company that sold my function to my current employer. This is in affect for two years after I leave. If I am offered a instructional designer position at another company, I am required (per the terms of the non-compete agreement) to let my current employer know, so they can advise the prospective new employer of the non-compete agreement I have with them. This is ridiculous. I came to my current employer with 20 years of experience; they did not train me. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Sage	"This would be a good things and I heavily support this! I am surprised these types of clauses are currently legal."
Ryan	"The medical profession has had a significant influx of corporate and private equity interests employing physicians and other medical professionals. With this has been a remarkable increase in noncompete clauses that are not focused on preventing patients being diverted to new practices, but instead to make it more difficult for professionals to change practices within their community and even in egregious examples large geographies. This is altogether a negative for patients and the communities they serve as well as the medical professionals. It disproportionately affects younger physicians and detracts from recruitment for our most talented youths to enter the medical field. I support any legislation that limits noncompete contracts. My understanding of tech and STEM fields have a

	similar effect with young talent switching careers to avoid non competes instead of building on valuable experience with their specialized fields."
Jason	"I am in favor in getting rid of Non-Competes given that they are typically vague and don't really help either the employer or the employee - only sometime harm the employee."
Brooke	"I strongly support the ban on non-compete contracts."
Kenyon	"Banning non competes would have an enormous positive effect on my profession of radiology. I'm worried many private equity groups and hospitals will lobby you to not enact this. Don't listen to them! They have NO standing. You're duty is to the people of America, not corporations!"
Brian	"Dear Chair Lina Khan, I am physician independent Contractor in addiction recovery treatment. I would expand my practice except I have an over broad non compete that extends 50 miles from our current site. Ridiculous! Please end this madness I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Keith	"Non compete clauses in workers contracts should be banned. Such things as intellectual property and trade secrets can be justifiably protected without unfairly putting workers rights in jeopardy. They are anti-worker, anti-capitalistic and have been abused by most companies that use them."
Brian	"I am for abolishing the non compete agreements. I feel some what held back in my career as I can't afford to move to a competitor and have to take a year off of work before I did that. I was young and didn't really know what I signed when I signed it. It was mixed in with a lot of other papers I had to sign on my first day of work. I work as a product designer"
Rex	"I am fully in favor of a ban on non-compete agreements. These agreements, especially when paired with arbitration clauses, are anti-competitive and unduly burden workers who are either forced to go without work in their field (often for years) or are stuck at an employer who they would otherwise not want to work for, whether due to working conditions and environment or below-market wages."
Shawna	"See attached file(s) I started working for Safeguard Tucson as an administrative assistant in September 2018. The only job specific paperwork I signed was to say that I had read the employee handbook, which did not house a specific definition of NDA or non-compete in any which way for form. By December 2021 I was offered a salaried position as an Account Manager, which required me to sign the

	<p>non-compete that I have attached. I didn't realize what I was doing at the time. After 6 months I had missed dinner with my family 4 out of 5 days a week working so many hours and not stopping for lunch, not to mention the stress levels were so high that my hair was literally falling out, I begged for assistance but did not receive what I needed to get the job done. After a long emotional struggle, I decided I had to leave, but this was my profession, my passion, my source of income for my family. I had to take the risk, and along with it came a big pay cut. How is it that after working for them for 3.5 years and never being subjected to an NDA or non-compete, that suddenly because I took the promotion to sales manager that I was suddenly a threat? I had access to ALL the same information about the company, same resources, same customers and same software. The only change was that I was salaried with commission. Well, I'm glad I took the risk and in September 2022 after 4 years at Safeguard I quit and landed a new job within my profession, but I had to change my name (on my emails and correspondence), not show my face at any expos or conferences, stop eLearning to further my career, work from home with some travel out of the city, and downgrade to a customer service representative title with half the pay. But the stress is gone, my hair is growing back and I'm home to have dinner with my family and partake in my kindergartener's school activities. Yes, I signed the stupid contract; it was my mistake, but I was not adequately informed about what my decision meant, naive, not educated enough to know what I was doing. I can guarantee that I'm not the only one and so far, I have gotten away with it, but for the next two years, I will always be watching my back waiting for BK to attack."</p>
Leah	<p>"I am subject to a non compete that I felt compelled to sign in order to get the job. I'm now 25 years working in the business and want to start my own company but am unable to do so with the current wording of my non compete Changing this would literally change my life. I am hopeful that this is passed and non competes are banned so that free enterprise and small business can flourish!"</p>
Rachel	<p>"I am an Emergency Medicine physician in Tucson, AZ, who is prevented from moonlighting at outside facilities by contract with my employer, a large healthcare conglomerate. I am writing in favor of banning non-compete clauses as this policy currently directly inhibits my ability to work and earn additional income outside of my current employment."</p>
James	<p>"I agree with this rule change 100%"</p>
j	<p>"I am in support of this proposed FTC rule. It is my experience that companies are taking full advantage of effective local monopolies they have upon their respective local labor markets. This is one increasingly common way that companies do so alongside other methods such as pre job-offer bait and switch schemes, and deceptive use of the words "up to", "competitive compensation" and "market rate" in reference to the offered wage of job listings. One specific example I have been informed of involves the national truck stop chain "Loves". Some (if not all) Mechanics are subjected to a non compete clause preventing them from working as a mechanic for 1 year after they leave the company. I am not aware of the exact wording of the contract itself, but was informed of this</p>

directly by one of their mechanics that would be directly subject to such a clause. In addition to supporting this proposed rule I also recommend some form of rule-making or new legislation that allows employer-employee disputes of this type to be settled in state small claims court or its federal equivalent on an optional basis. That is, Knot directly through the national labor board. Especially so for cases where the employer disregards the decisions and decision-making process of federal and/or state labor board rulings. More specifically clear cut cases of type of dispute should be frilly resolvable without the expensive need to hire an attorney. This should be an obviously necessary consideration when you take a moment to realize that the less powerful party to such a dispute would likely be without an income during some, if not the whole duration of court process. It should also be clear the chilling effect lack of money has on a person's ability to rectify this type of employment issue given the extensive expense that hiring a lawyer constitutes for the average American. As a related side note: I feel it is necessary to mention why it should be blatantly obvious that most companies in every city across the United States have a local monopoly on their respective labor markets based on simple reasoning skills, a high school level understanding of economics fundamentals, the preferences of both businesses and employees and a few government statistics. We will start with a few facts about workers and companies. 1) Businesses want to spend as little on employee wages as they can get away with. 2) Relatively few Potential Employees prefer to drive more than 30 minutes to 1 hour (15 to 50 miles of driving in no/low traffic conditions or about 30ish miles on average) away from their primary residence for work. 3) In practice the potential labor pool for a given company is further divided/restricted based on the chosen skills that the local populace has chosen to sharpen. (I.E. Mechanics do not typically have the required skills to be Registered Nurses and vice versa.) 4) The smaller the population of a town, the fewer employers it will have. 5) The median bank account balance is \$5,300, according to a 2022 Federal Reserve's Survey of Consumer Finances (SCF) 6) The real median earnings of all workers aged 15 and over with earnings in 2020 was \$41,535 according to the Government Census website 7) According to a report issued by the Small Business Administration (SBA) in 2019 America's 33 million small businesses only contribute 43% of the total GDP of America. Conversely, a comparatively tiny number of larger corporations (1% of all American companies according to the SBA) produce over 50% of America's products. This statistic makes clear the Massive Market influence Larger corporations have on a national and local scale. 8) according to a 2021 Housemethod article by Sam Wasson titled "Must-Know Moving Industry Statistics" the cost to move locally (-100 miles) were \$1250 on average while the cost to move long distance (closer to 2000 miles) was \$4890. If we compare the effects of the above 8 tendencies and statistics with the economic conditions for a monopolistically competitive market It can be easily seen that employers definitively trend towards having oligarchical control over their local employment pool at minimum. For rERENCE here is the 3 basic requirements for a monopolistically competitive market courtesy of the cliff notes website: First, the market has many firms, none of which is large. Second, there is free entry and exit into the market; there are no barriers to entry or exit. Third, each firm in the market produces a differentiated product. The small business statistics above indicate an extreme likelihood of one or more large firms having

	<p>a disproportionate amount of power, employees have significant barriers to exit and entry due to moving costs, amount in savings, current income, and skill related barriers, and thirdly an employers natural tendency to minimize labor costs heavily incentivizes employers to standardize the pay and job requirements for any given job type. This is without non-compete clauses."</p>
Ravi	<p>"Dear Federal Trade Commission, As a physician, I am writing to strongly support the proposed rule to ban non-compete clauses. Non-compete clauses are detrimental to the health care system and are a major source of hardship for physicians. First and foremost, non-competes restrict healthy competition, which is essential to the proper functioning of the health care system. This can lead to higher prices, fewer choices, and decreased quality of care for patients. It also creates an anti-competitive environment that discourages innovation and the adoption of new technologies. In addition, non-competes give employers unfair leverage during contract negotiations. Physicians may be forced to accept lower pay and other unfavorable terms in exchange for a non-compete clause. This can lead to a situation where physicians are unable to move to another practice or hospital, even if it would be in their best interests. Non-competes also result in mandatory relocation of physician families, which can cause disruption and hardship for everyone involved. This can lead to decreased continuity of care and limit patient access to specialty care. In addition, it can cause a disruption in the physician's family life, leading to stress and financial burden. For all of these reasons, I strongly support the proposed rule to ban non-compete clauses. Doing so would create a healthier and more equitable health care system and would be beneficial for both physicians and patients."</p>
M.	<p>"Great idea. Do it."</p>
Chinyere	<p>"Doing away with non-competes for everyone - including PHYSICIANS, whether they've within the for-profit or non-profit institutions should be included. As a physician I have seen contracts with non-competes which encompass the entire STATE in which a hospital resides. With the current state of healthcare in America, doctors should be able to practice where they are happy/where they can make a difference without administrative handcuffs placed on them. Interestingly, within the hospital, many non-physicians (e.g. nurses) do not have this phrasing within their contracts. Physicians should not be excluded from this law."</p>
Angie	<p>"I'm strongly in favor of this rule change. Non-compete clauses are anticompetitive, and their use in healthcare is a serious public health concern given their impact on the talent pool of available providers. Employees shouldn't be forced to choose whether to stay in positions with subpar pay/conditions, uproot their families, or leave the profession. If employers want employees, they can compete fairly in the marketplace with attractive wages, benefits, and conditions."</p>
Matt	<p>"As a physician who has already given up a large portion of my younger years working for less than minimum wage, I would strongly encourage you to</p>

	eliminate these for all physicians. I also believe they should not be allowed in academic or non-profit hospitals. It unnecessarily restricts physicians' ability to negotiate a fair wage with huge corporations in a system that is already rigged against us."
Tigress	"I am writing today to show support for banning non-compete clauses. I agree 100% with this assessment by Robert Reich: "A recent study found one in five workers without a college education subject to them, disproportionately women and people of color. Employers say they need non-compete agreements to protect trade secrets and investments they put into growing their businesses, including training workers. Rubbish. Employers in the states that already ban them (such as California) show no sign of being more reluctant to invest in their businesses or train workers. The real purpose of non-competes is to make it harder (or impossible) for workers to bargain with rival employers for better pay or working conditions." I am deeply concerned about the increasing impact of non-competes on low-wage earners and, thereby, already-exploited gender minorities and people of color. I support this ban and thank the FTC for adopting it."
Harry	"To Whom it May Concern, I am a career executive who has been in the water purification business for 35 years. I was asked to sign a non-compete prior to my past company's merger in order to obtain the severance package offered. Failure to do so would have resulted in non-payment of my earned severance. How can the USA hold up such a one-sided program (non-compete agreements) not allowing a person not to pursue their career expertise, thus preventing reengagement into the work force. Being back in the work force is the best thing for the economy as we all know. We hope the FTC is successful in eliminating this silly one-sided document."
fallin	"I agree with this ban on non-competes."
Kandarp	"I am in healthcare and truly believe all healthcare non-competes should be not allowed as it interferes with patients' access to care and continuity of care. We should not be putting our loved ones and family's health above corporate and hospital profits."
Srujal	"Patient care comes first and physicians have unique responsibility towards their patients. Trusting a physician with our health is the biggest risk a patient takes. Noncompetes are detrimental to this physician-patient relationship."
Catherine	"As an engineer, I totally support this rule. How am I supposed to be a free agent in the employment market if I am concerned about legal action from my current employer as I shop for a new employer that can benefit from my previous job experience?"
Cristian	"Non-Compete Clause Rulemaking, Matter No. P201200. These should not be allowed to be placed in contracts especially in the medical field. People are not taking trade secrets with them when they look to change jobs. Individuals are

	being forced to stay in a job when better opportunities are out there because of their non-compete."
Kirsten	"I support a federal ban on noncompetes. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen our current circumstance of having a physician shortage and as a result directly impacts the health of the American people." I have personally been affected and stayed at a particular job for longer than I would have liked due to its proximity to my family. My dream of developing a much more robust and comprehensive practice for myself and my patients was thus put to the side, as the job I was in was dictated by my employer, which only had a very limited vision for the use of my many talents. It took me burning out, trying to put up with doing it their way, to finally say, "enough." I decided to finally leave the practice and at least for now have also left the practice of medicine."
Alex	"I agree with the proposed non-Compete clause rule many employers use this tactic to control industry wages and it's unfair since they did not pay for your education. From personal experience I was forced into a non-Compete agreement when my job was outsourced to India."
Dannell	"I agree with this 100%"
Terence	"I am an ICU physician who only works in the hospital. Most contracts have a non-compete, including my current one.. If I leave and I want to stay local in my underserved area, I have to pay a lot of money to my current hospital. These contracts ONLY help the hospital, but hurts the community. If I had to leave for whatever reason, I would be pretty much forced to leave the community. Who would then lose a physician."
Terence	"Non competes benefit no one except the employers. They hurt communities especially underserved ones because physicians will leave the community because of the noncompete. Hospital based and employed physicians do not have a patent portfolio that is carried forward. The noncompete is only to keep physicians at their hospital no matter what."
Joe	"I support the ban on non-compete clauses in employment contracts. Non-compete clauses serve to ensure that an employer's trade secrets and processes will not be taken by a former employee to one of its competitors. In effect, though, they serve to punish employees who may be seeking new opportunities. Many non-competes are too broad, and can severely limit an employee's ability to find work that utilizes the skill set that they have cultivated during their current employment. This exacerbates the power differential which is already tilted against workers by forcing them to remain at their current place of employment for fear of not being able to find other employment that would satisfy the terms of their non-compete agreement. Under this rule, employers still have tools to protect their trade secrets and client base, such as non-disclosure agreements and non-solicitation clauses. These give companies recourse in case former

	employees act improperly after securing new employment without stifling those employees freedom to move to a company that they feel is a better fit for them."
Cheryl	"Non compete clauses are just one more way that corporations make it harder for working people to make a living. The playing field is already uneven, w/out none complete clauses. I support the FTCs ban on non compete clauses!"
Eleanor	"Absolutely support the elimination at the federal level of employment non-competes. . . non-competes intimidate workers and limit their right to work options as well as contradict the tenets of free market capitalism (or do we only tout that when it benefits corporations and not individuals?). . . American workers need their government to more actively support their working rights, and prohibiting non-compete clauses is a great start."
Shane	"This ban would be fantastic and would directly impact my family in a real positive way. I truly hope and pray that this goes forward. Thank you."
Srekar	"The practice of implementing non-competes drives health care companies to consolidate, and leads to worse patient outcomes. I am in favor of removing non-competes not just in healthcare but broadly along most industries."
Jonathan	"I am in favor to ban employers from imposing non-competes on their workers. I am a healthcare provider working in a Private Practice group. I recently finished residency, bought a home where my wife and 4 children happily reside. I was happy in my position in my group when I was informed by the partners that I had to find a new Job. When I signed their contract only a few months earlier there was a "Non-Compete Clause" that states I would be forced to find a new job outside of the clauses 15 mile area for 2 years. They have multiple practice locations spanning the length of 30 miles east to west. This forces me to find new employment a considerable distance away from my home causing undue stress and hardship on myself and my family. I am in favor to ban employers from imposing non-competes on their workers. Thank you"
Laura	"I am a veterinarian and I strongly support ridding contacts of non-compete clauses. They can trap us in jobs that we'd leave otherwise because we aren't allowed to find work within a reasonable distance of our homes. Vets may have to move cities if they want to leave a position but find work that honors a non-compete. This practice allows for workplaces to become toxic, for hospitals to create environments that promote burn out and suicide, and despite terrible working conditions veterinarians can't seek work elsewhere without unreasonable barriers. Please end this toxic practice."
Adam	"I am a physician, and have see non-compete clauses hurt patient access to medical care, by not allowing physicians to change jobs freely. I am in favor of the proposed rule."
Rebecca	"Having it both ways is what I call it, like a guy who wants an open marriage but not for his wife; or a woman who demands that others respect her equality but

	<p>won't get a job to support a marriage. Yeah, those who oppose doing away non-compete clauses want it all for themselves—unfairly. Unfairly. They want to hold all the cards all the time. Business wants to own its worker completely: his/her/their time (life-hours), body, brain and its productions forever. NONONO! If non-compete clauses ceased to exist, workers might get more respect and decent conditions from employers. No matter whether workers are hourly or salaried."</p>
Brian	<p>"I think the proposed Non-Compete Clause Rule (NPRM) is a prudent policy decision that would've benefited me as a young man. Non-competes are over-used and abused even in industries where no specialized knowledge is required. As an example, after working for Volt workforce solutions as a call center tech support rep, I was barred from offering tech support to any other organization for a period of 2 years. I'm glad they didn't enforce this provision, because if they did, I would've never made it out of poverty. Navex Global was exceptionally litigious around their non-competes and they will make an example of folks, this rule will go a long way to "Free" a lot of abused Navex Employees who are afraid of being sued into oblivion."</p>
Jacob	<p>"The removal of noncompete clauses from employer employee contracts is essential. This change should be ubiquitous amongst professions. Physicians often fall victim to the power of large practices and hospital systems that ultimately can be deleterious to the effective practice of medicine. Whether it be through increasing quotas on production or directly influencing how care is delivered in order to increase profitability, large practice systems tend to stifle physician autonomy, and can be harmful to afforded care. The trend in medicine has been such that consolidation of practices into large hospital systems has decreased the negotiating leverage of physicians by reducing competition. The removal of noncompete clauses from physician contracts will be essential in leveling the playing field between employers and physicians to make sure that physicians are able to practice medicine in a safe and sustainable way."</p>
Jason	<p>"I am in favor of banning the non-compete clause for employees. I am currently under a restrictive non-complete that says I can't do the same work within 50 miles of my current employer (which has multiple branches all over the city) for a whole year after leaving my current employer for any reason (quitting or being let go). Being free from this restriction would make looking for another job in my profession a possibility if I were to choose to. And that would give me options that I do not have today. Thank you."</p>
Jessica	<p>"Please move forward with banning employers from imposing non-compete agreements on employees!!! Non-competes constitute an unfair method of competition and area violation of Section 5 of the Federal Trade Commission Act. When imposed on medical professionals, this restricts patients' access to care."</p>
Jamie	<p>"Non-compete clauses are damaging for more reasons than merely suppression of wages. They can be tools wielded against employees to discourage them from union organizing, from making efforts to improve a workplace, and encourage</p>

	workers to tolerate poor and unjust - even abusive - workplace treatment for fear that being fired or quitting will result in substantial loss of income. Not the loss of income a large proportion of the country would fear, but an ongoing loss for a year or more, in some cases. The only alternative for many workers would be finding a new type of profession, which may in turn mean either funding training in a new field or taking a pay cut to obtain an entry-level position. Non-compete clauses are one way corporations exert undue control and influence on employees, which is why I fully support the proposed rule."
C Emerson	"NON-COMPETE CLAUSES: I'll make this short!!! I've been trapped by non-compete clauses. Trapped in a bad situation that I could not leave!!! PLEASE!! I beg you! NON-COMPETE clauses need to go away, be burned at the stake, and be buried!"
Ron	"As an IT worker AND leader, I only see this as a net good. Please, please, please, pass this rule."
REBEKAH	"I support this!"
Aaron	"Non-competes are a way to limit local competition for staffing in a geographic area. The employee is caught in the middle between two competing companies, even though we should be left out of that competition. Employees are no longer "owned" by the company after termination of employment. Employees should have free range to be employed at any competing company if they offer better benefits or compensation, and not to be limited by a company that they just terminated employment with."
Nancy	"Noncompete must be ended. Plain and simple."
Nancy	"This is a direct result of a forced noncompete signature at an AZ salon. I was unable to find my hairdresser once she left Rolfs Salons due to the noncompete that was in place. Not OK. She had done my hair for 7 to 8 years. She wasn't even permitted to let me know that she was thinking about leaving. NOT OK. This has to end. There is no good reason in many fields of employment for this to be in place. Thank you."
Josh	"This Rule would stop all the abusive and bullying from large companies. This will help level the playing field for the small guy. Please get this passed ASAP."
Tamica	"This should have been done years ago. Why should an organization be able to treat someone horribly and when the employee leaves, they're not able to make a living doing what they did before? All that these agreements do is allow companies to get away with harassment and discrimination."
Jason	"As a health care professional for 22 years, I have personally seen money/production focused owner doctors, corporate controlled practices and unethical companies and their practitioners use non-compete clauses and restrictive covenant laden contracts to directly harm, "bully" or attempt to control

	<p>more ethical and patient centered doctors. They are predatory and take advantage of younger doctors who are debt burdened, less legally savvy, and who are otherwise not in a position of strength in which to negotiate. Non-compete clauses have been used to keep practitioners in a position of weakness and to keep them limited in terms of their professional growth and further prevents them from finding greener pastures (if they find themselves in an unethical or otherwise compromised working environment). They should be retroactively banned from use and heavily scrutinized."</p>
Umesh	"I support FTC banning non compete"
Robert	<p>"To the FTC: I strongly support the commission's proposal to ban future non-compete clauses and void current clauses. Such provisions in employment contracts attempt to bind workers to an employer. This is patently unfair to Americans who have few enough opportunities to make a living as it is. Big corporations are all for giving lip service to the benefits of free enterprise, but in reality they do all they can to eliminate competition and limit the opportunities available to working people. I urge the commission to push this proposal across the finish line in the interests of fairness to American workers."</p>
Susan	<p>"Dear Sir or Madam, Non-compete clauses have always struck me as foolish, shortsighted, and generally unfair. If someone has invested time and energy in some form of work, why shouldn't they be able to continue working in that field? Even if a company has been sold, why does the new owner get to dictate the rest of the life (not just work life) of the person or people who created the opportunity for the new owner? And now it appears that non-compete clauses are being required of workers at all levels. How is this fair, just, or democratic? People are terribly worried these days, frightened about being able to earn a living and take care of their loved ones. Please take this opportunity to right just this one wrong. It is in your power, and we all would be so grateful if the FTC would lift this particular burden from the shoulders of working people. (We are fortunate as my husband works for himself these days. We want our neighbors throughout the country to be treated fairly and with respect.)"</p>
Brian	<p>"Thanks so much for bringing this important discussion to the front of innovation and career opportunities for employees. As someone who is currently under a non compete, it not only pigeon holes you when starting employment at the non-compete company as its a requirement to sign for employment but limits the types of positions an employee can have should they find the working environment of their current position is not ideal. As an employee, you never truly know what you're getting into prior to starting at a new company and if the company trajectory or team scope is outside of what you expected this compete prevents you from seeking other employment especially if the field you are in is specialized and the skills you have are really only applicable to that indication. It also has salary restrictions as the industry I am in is a specialized subset and therefore, to not compete with my current role, I would have to take a pay cut to go to another industry. Please continue pushing forward on this as it would help employees everywhere and appreciate all of your consideration on this!"</p>

Baily	"I am very excited about this proposed rule. As someone currently with a non-compete in my contract, I agree that non-competes can stifle innovation and prevent workers from seeking higher wages. Too, I work in a particularly cutting-edge tech industry and signing a 2 year non-compete may prevent me and others like me from using my skills as best applicable to drive innovation and thus negatively impact the economy as a whole."
Shannon	"I support this action to abolish noncompete clauses. A close friend of mine is a healthcare small business owner and struggles in growing his practice due to a noncompete clause. It hinders work stream and personnel expansion. Please move forward with this action and restore the uninhibited entrepreneur spirit and wage equity. Thank you"
Christopher	"I am a hand surgeon. I practice in the outskirts of Tucson, AZ in the town of Oro Valley. I am the only hand surgeon that currently services the local hospital. I take care of nearly all the hand traumatic injuries and age related injuries in this area. Before I moved to this town, patients had to drive all the way into town to receive care for hand injuries. Although this may be speculating, it is likely that this additional burden negatively affected their care and increased the cost of care. For example, if someone were to present to the local community hospital with an injury to their hand, and there was no hand surgeon available, they would have to be transferred via emergency medical services to another hospital that offered coverage for this specialty. This would result in delays in the patient being seen by a surgeon and would add the cost of the medical transport (which is often in excess of \$10,000). I provide a valuable service to this community and enjoy taking care of these patients. Unfortunately, with noncompete clauses and practices in their current form)), I can not leave my current job and still take care of this population. I would not be allowed to practice within 25 miles of my current office. This would leave this population of patients stranded, and without sub specialty surgical care - an unfortunate and unnecessary burden. As a doctor, I have an obligation to take care of my community - an obligation I fully embrace. Noncompete clauses give doctors limited options in scenarios where employers squeeze doctors with unreasonable work hours and demands. Please consider eliminating these outdated and unfair practices - if nothing more than to protect patients and their access to care. Thank you."
Eric	"Non compete agreements only benefit the company, not the employee or contractor. The company uses the employee or contractor's ideas to build better products or IP, and then forces that person who has helped them grow their company to be unemployable. Slavery, That is what it is."
Julie	"Noncompete clauses can keep parents in jobs that are mediocre just so they can stay close to home. I currently work 10 mi from home. we were bought by a private equity company and after seeing how the company truly is, the noncompete basically keeps me there since finding a good job outside the. I compete will add 1 hour plus to my drive and that is time everyday I do not want to loose with my kids. They are only young for a short time so I will have to deal with the mediocre ness w until they are older. Noncompetes also make it very

	difficult to negotiate wages, pto, benefits, etc since they know they have you pigeonholed."
Lindsey	"I support this action to abolish noncompete clauses. A close friends of mine is a healthcare small business owner and struggles in growing his practice due to a noneompete clause. It hinders work stream and personnel expansion. Please move forward with this action and restore the uninhibited entrepreneur spirit and wage equity. Thank you"
Contractor	"Here's a novel idea, maybe it will force ACTUAL employers to ACTUALLY HIRE EMPLOYEES instead of exploiting contractors and freelancers (called miscategorization of employees). I have been freelancing for 20+ years, and there are many companies who abuse the IRS rules, which robs the people who are building their companies of employment benefits, while robbing social security and medicare of funds, because they pay only so much to SO MANY DIFFERENT CONTRACTORS (meaning noone has to pay out to these funds which we all require whether later in life in retirement or earlier due to disability.) The reason you can't or would be ill-advised to report miscategorization of employment status is that it forces your name to be revealed to the company, which could dox you within your industry for future employment. COMPANIES SHOULD DEFINITELY NOT BE ALLOWED TO MAKE A NON-COMPETE FOR THE MANY CONTRACTORS THEY BRING IN. CONSEQUENCE OF THEIR CHEAPNESS."
Joshua	"I support banning non-compete clauses and I don't believe pre-existing contracts with non-competes should be grandfathered in. I am a nurse practitioner and I believe these are anti- consumer and more so anti worker. These should be outlawed."
Matthew	"Noncompete clauses have severely limited my career path in not changing jobs in any one market whereby I have been unhappy and under serving my community. I have had to sacrifice living in the city and states near family and friends because of this practice."
Kelsey	"I am a physician who supports abolishing non compete contracts."
Andrew	"Dear FTC, I am writing to express my strong support for legislative action against noncompete clauses for physicians. These clauses have become increasingly common in physician contracts, and they pose a serious threat to the health and well-being of patients, as well as to the autonomy of physicians. Noncompete clauses restrict physicians from practicing medicine in a certain geographic area or for a certain period of time after leaving a job. These clauses limit physicians' ability to seek better employment opportunities, and can prevent them from working in areas or positions where they are needed and is a good fit for their skills and experience. This, in turn, can lead to reduced access to care and lower quality of care for patients. Physicians are highly trained professionals who are committed to providing the best possible care for their patients. They should be free to use their knowledge and expertise to benefit the communities

	<p>they serve, without being hampered by restrictive contracts that limit their ability to provide care where it is most needed. Moreover, noncompete clauses are not necessary to protect the legitimate interests of employers. There are other ways to protect confidential information and trade secrets, such as through non-solicitation agreements and non-disclosure agreements. Therefore, I urge you to take action to prohibit noncompete clauses for physicians in the United States. This will help to ensure that patients have access to high-quality care, and that physicians are free to pursue the careers that are best suited to their skills and expertise. Thank you for your attention to this important issue."</p>
Savio	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Attachments DOC-381125A1 The attachment is restricted to show metadata only. The reason is: Unrelated"</p>
Bri	<p>"I would love the opportunity to be able to share whatever products I want with whomever I want. I currently work for a network marketing company that only allows me to share their products. If I want to share products from another network marketing company, I risk losing my account. I want the freedom to share whatever I want whenever I want and the ability to be able to have multiple streams of income in direct sales."</p>
Linda	<p>"No more non competes. Get rid of them!"</p>
Franklin	<p>"I've worked in my field now for over 10 years. My most valuable contribution to society would be furthering that field and helping other companies advance in the field. If the company I currently work for no longer wants to pay me a competitive wage, then they should not get to continue to benefit by locking my knowledge away from another company. This hurts the overall economy if I can not help with my knowledge at a new company. In the end, companies can choose who they want to do business with at any time, all employees should be able to as well."</p>
Karyne	<p>"I am writing in support of "Non-Compete Clause Rulemaking, Matter No. P201200" proposal change to make non-compete between employer and worker illegal. There are several reasons I agree that non-competes are bad for society. As a physician, I have seen multiple colleagues stuck in a bad working environment with no voice to advocate for patients. The inability the advocate for patients is bad for the entire society, and has consequences to inflict the most vulnerable too."</p>
Omar	<p>"Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable</p>

	<p>working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC proposal. As it is currently written many lawyers have stated that the FTC' proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable"</p>
R	<p>"It would be of great benefit to society to get rid of the non-compete clause in employment agreements. It would allow the employees to take their skills and talents to a newer level and be more productive which will lead to better enhancements for the customers. A great proposal which I support whole heartedly."</p>

Justin	"I am in favor of abolishing non-compete clauses."
Andrew	"Unfortunately, too many hospital systems and organizations use these means to trap physicians and limit their opportunities. This causes undue hardship not only on the physician in their career, but also families who are forced to move unnecessarily. I've seen this happen to many physician families who are part of a community that need to move for no other reason than a non-compete clause in their contract. Many of us who work for hospital systems, such as hospitalist, intensivists and even some specialists have no regular patients or clinic, so it's not like we are taking patients with us. Furthermore, our specialized skills have been acquired through our training prior to employment and not through the organization."
Christopher	"I am an emergency physician in southern Arizona. Noncompete clauses currently prevent me from working at local critical access hospitals, including Indian healthcare. This needs to stop."
Forrest	"I am an insurance agent who sells commercial truck insurance. A year ago, I was working for an insurance agency in a particular state, and quit after a year and a half due to a change in their business practices. I moved 1,000 miles away to Arizona and started my own truck insurance agency. I solicited no clients from the former agency, but instead did my own prospecting to find new clients. 4 months into my new business, I received a scathing letter from my former employer threatening to sue me. What's worse—my Uncle is the President of that company, and the one who wrote the letter. I remind all readers—I stole zero clients and moved 1,000 miles away. The non-compete they had me sign states that I cannot engage in the activities of an insurance agent for 18 months following termination of the contract. They are claiming the entire country to be off-limits. Our attorneys have been talking for the past 4 months. My wife and I are in our late 20's and looking to start a family. If I had gone across the street and opened an agency I would understand a bit more. If I had stolen a single client, I would also understand. But to completely forbid me from making a living is unreasonable. Non-competes should be banned except for in situations of sales of business and situations involving high-level proprietary information (such as the recipe for Coca Cola or the plans for a new type of military aircraft). This too shall pass. Hoping the FTC will do me a solid and pass this ruling."
Jay	"If a business owner sells a company and agrees to a non-compete, it is fair to assume they have been properly compensated and the new business is entitled to enforce said non-compete. As it applies to employment, no employee should be bound by a non-compete. If you want to retain your employees, provide them a working environment where they want to work."
Al	"Non-competes are anti-democratic, and make corporations Dictators"
Dheeraj	"This is a great rule. So companies cannot collude against an employee."

Ann	<p>"Non-compete clauses hurt employees tremendously. Even as a physician, I could not switch groups in the same town until my old one went out of business. This is a very unfair business perk that prevents people from moving to better work situations."</p>
Elias	<p>"I am a CERTIFIED FINANCIAL PLANNER (TM) working in the securities industry. I work as a financial advisor and I am very supportive of this rule going into place. I also think it would greatly benefit the securities and advisory industry if the rule explicitly extended to "Non-Solicit" and "Non-Accept" clauses in addition to "Non-Compete" clauses. (When I refer to "financial advisors" this also generally extends to most financial professionals such as financial planners or brokers). The reason I say this is financial advisors are commonly functionally handcuffed to whatever (inn they initially build their business with through Non-Solicit agreements, which is primarily due to the nature of how advisors are commonly compensated. For example it is very common for financial advisors to receive a split of the revenue they generate as the bulk of their compensation package, so Non-Solicit agreements effectively keep advisors from switching firms due to losing most of their income by not being able to solicit former clients. I think this is both harmful for the financial advisor, but also for the consumer, since it effectively bars the financial advisor from seeking out a new finn that is potentially better for the end consumer. By eliminating "Non-Solicit" and "Non-accept" clauses in addition to "non-compete" clauses, financial representatives would also be better suited to act in their clients best interest. For example, if an advisor worked for a company that pushed for their advisors to sell or recommend securities based on profitability to the firm rather than suitability to the end consumer, the financial advisor would be put into a dilemma. The advisor would effectively have to decide between maintaining their current income or doing what is best for the client, due to the lack of being able to solicit their former client. So if the advisor goes to a new firm that allows the advisor to be more objective, the advisor would not be able to communicate that to the former client who would remain with the firm that is not serving their best interest. Non solicit agreements are also potentially harmful in that an advisor could potentially be fired or forced out of a firm, and then lose years worth of relationships overnight. A similar situation could also develop if a firm is changing ownership, resulting in a situation where the firm no longer acts in their clients best interest under new ownership. For reference the revenue split common to the financial services industry tends to range from 10-50% for the advisor, which presents a significant loss of income if an advisor has been with a particular finn for some number of years. (More information about this can be found in Charles Schab's annual compensation benchmarking study). Agreements in the advisory and securities industry also commonly unilaterally benefit the firm, rather than the advisor. The reason I believe this is that it is common for these clauses to be imposed without any legal consideration for the financial representative other than continued employment, even though the employee is also effectively unable to seek employment elsewhere while the agreement continues to have lasting effects firer years post employment. It is also not unheard of for these agreements to be imposed as an ultimatum where the financial representative is given some amount of time to sign the agreement or or be terminated from</p>

	<p>employment. Over time the se agreements only gain strength as financial professionals continue to build a book of business while employed with a specific finn. In summary I think the ruling would potentially greatly improve the securities industry, especially if it also extended to "Non-Solicit" and "Non-Accept" clauses due to the current lack in mobility for financial representatives due to these clauses, and that by eliminating them the end consumer would also benefit from the increased competition in the industry."</p>
Bruce	<p>"I work for a company that split into 2 new companies. They stated the "old" non-compete was still valid for 6 months after the split. Then they had us sign a new non-compete, non-disparage, non-solicit agreement. Anyone who didn't sign within 7 days was terminated. This agreement makes it virtually impossible to work in my field anywhere in the world and requires evidence that I have told prospective employers about the agreement. I'm a front-line supervisor and all my hourly operations team were required to sign as well. None of them have access to proprietary or confidential information. It is just a attempt to limit their mobility in the industry. This type of agreements have their place, but not to low wage, low skill employees. it's corporate hostage- taking."</p>
Ashleigh	<p>"I support the FTC proposed vile banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. Locum Tenens companies also use non-competes. If a physician leaves a company, they cannot often return to that geographical locale for 2 years or risk a 5 figure penalty."</p>
Wynter	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other medical facilities abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are unethical, anti-competitive and dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. Non-compete clauses are bad medicine. I ask that the FTC adopt the proposal to ban them."</p>
Steven	<p>"I fully support the FTC proposed rule banning non-compete clauses. Americans depend on medical doctors who often opt to work independently, and hospitals and other companies abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. This is</p>

	<p>nothing more than forced patient abandonment. When patients losing access to the physicians who know them best because a hospital fears competition, quality of care is compromised. As hired hands, these physicians are gagged from speaking out about patient safety and other concerns that may adversely affect patients health. This only increases the cost of medical care. Thwarting competition is itself an unhealthy practice. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. People and doctors are counting on the FTCs integrity."</p>
Kristine	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. Please keep in mind that Legislators, lobbyists and their loved ones are not immune from the harmful consequences of these non-compete clauses for healthcare providers."</p>
Karla	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Lauren	<p>"I support the FTC proposed rule banning non-compete clauses. Contracts with non-compete clauses make it possible for hospitals and other institutions to limit the professional choices of those providing healthcare to patients. Contracts that prohibit medical professionals from providing care for their patients outside of corporate employment are unethical; they are anti- competitive, and they are dangerous to patients. For example, when contracts with non-compete clauses hold sway patients may no longer have access to the physicians who know them best, and these contracts have a chilling effect on physicians' ability to speak out about their concerns for patient safety. This kind of situation also decreases competition, thereby increasing healthcare costs. To sum it up, non-compete clauses are bad for Americans. I urge the FTC to adopt the proposal to ban them."</p>
elliott	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the</p>

	<p>detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
betty	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Kimberly	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>

Constituent Support for the FTC's Noncompete Rule



Arkansas | Statewide Impact

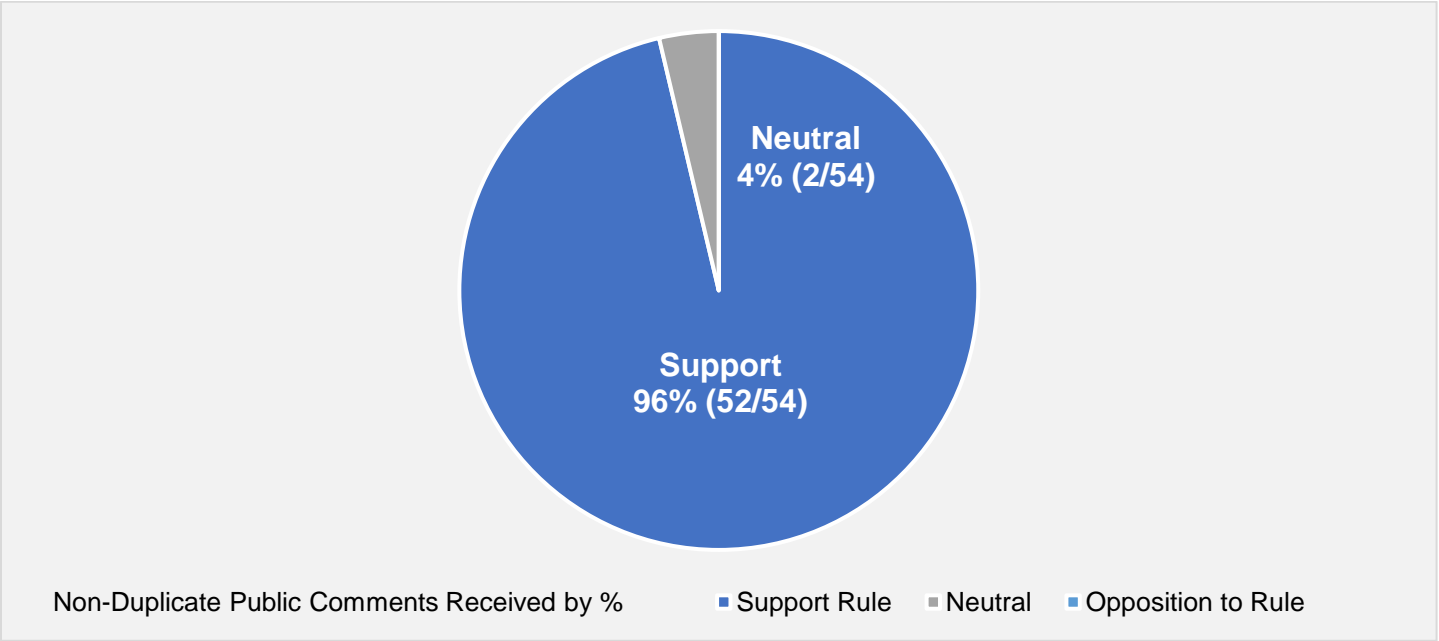


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Arkansas**:

Arkansas Covered Workers	Increase in Total Annual AR Worker Earnings	Increase in Average Annual AR Worker Earnings
999,178	\$478.2 million	\$479

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 52 of 54 AR Commenters Support



Support Across Sectors of Arkansas' Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am a physician who has effectively been ruled out from living in every reasonably sized town in my state due to my non compete clause. It has hampered my ability to find a job that is fulfilling and rewarding. Please pass this legislation."</p> <p>- Robert</p>
	<p>"I am a general surgeon who practices in rural Arkansas. I was employed by the local and only hospital in my town. The CEO was fired and a new CEO hired. He did not treat me well and my working conditions quickly deteriorated. Due to my non-compete clause I would have to leave the town in order to continue to be able to work if I ended my employment with the local hospital. Non-compete clauses unfairly keep physicians tied to work places that can be malignant or hostile. I was able to leave my job and open my own solo practice in the town after the CEO agreed to dismiss the non-compete. If that had not happened I would either of had to be unemployed and make no money as a physician for 2 years or move my family to a new location. [...] Non-compete clauses are very detrimental to physicians and cause decrease in physician performance when you are forced to work in an unacceptable job just to be able to stay where you live. This country is facing enough of a physician shortage as it is that we don't need more leaving the work force due to unfair work contracts we are "forced" into signing. Thank you"</p> <p>- Kate</p>
	<p>"I absolutely think that non compete clauses are problematic and prevent yoga teachers from making a living teaching yoga. There is no way to make a living as a yoga teacher unless you own a studio or teach at multiple studios. I support the banning of non compete contracts in this industry. I left a studio in my area because the environment became to toxic and now I can't teach for 2 years in my area due to this contract."</p> <p>- Jasmine</p>
	<p>"As a single parent who works in the tax industry, noncompete clauses literally mean no chance to be able to earn a better life. My employer has a 2 year no compete in our contracts. Living in a rural area, that means absolutely no chance of changing jobs if I want to keep doing what I love to do. This also does not give room to honestly negotiate my contract because my employer knows I can't go anywhere else."</p> <p>- Rebecca</p>

Additional Support from Arkansas

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Cassidy	"I do not work under a non-compete but believe that non-compete clauses hinder people from pursuing a higher quality of life. They prevent skilled employees from accessing higher wages while employers increasingly profit"
Sarah	"I feel this should be banned- it is ridiculous to terminate an individual's contract if there are better opportunities available. I feel like it is caging and them terminating is punishment."
Seth	<p>"I commented previously on the proposal web page. Need to also highlight the negative impact to patients because of noncompetes. Hospitals leverage noncompetes to lock physicians out of a geographic locations which adversely impacts patient care and continuity of care. Noncompetes traditionally are used where an employee could steal trade secrets. In medicine the physician brings the IP in the form of their medical training not the other way around.</p> <p>Noncompetes also allow hospitals to force conformity to hospital protocols which do not always align with what physicians think is best for the patient. When these discrepancies occur hospitals can fire a physician and still prevent diem from practicing in that community again removing an important patient advocate from the system. Physician noncompetes cost CMS money on a macro and micro scale. Hospitals and PE backed entities aggregate to limit systems in a geography then salary bands for physician roles quickly become narrower adversely impacting physicians. But as these systems grow larger they also negotiate higher rates and push billing practices that can be adverse to consumers and payors such as Medicaid and CMS. When physicians dissent they ate often reprimanded and can be threatened with termination if they persist. They also allow hospitals to push volume based expectations that limit quality of care in order to drive FFS revenue. (More visits to deal with the same number of problems). The pressence of noncompetes gives hospitals leverage to underpay physicians while driving up costs for Medicare and CMS. (One may look at the expanded use of trauma codes which are not susceptible to PA/UM review rules and the rate of trauma code utilization by HCA hospitals over the last 15-20 years. Once you segregate by either or both admitting and/or driving diagnosis the use of this code has gone up based upon hospital protocols of when to call a trauma code driving up costs to both CMS and patients)."</p>
Seth	"Please do not exclude physicians or other healthcare workers from rulings and legislation that would prohibit or eliminate noncompete clauses."
Aaa	"Non compete should be removed as it forces physicians to accept unfair terms"
Brad	"Healthcare workers should have the same rights as everyone else. The fact that the American Hospital Association is attempting to exclude healthcare workers

	from the proposed overhaul of noncompete clauses should be evidence enough of what a major problem American hospital administrators and management companies have become. Please do the right thing and offer healthcare workers the same rights as the rest of the American work force."
Matthew	"Stop non-compete clause. An employer should not be able to own employees like slaves."
Todd	"I'm a resident physician graduating June 2023. If the AHA succeeds in getting a carve out to the proposed non complete plans, I'd likely start my own private practice as opposed to work for any hospital with a non compete clause. Clearly the AHA is financially motivated despite the nonsense they say (seems most large organizations of that sort are similar). I didn't get this far in training to be held hostage. Please tell the ABA to get lost. Thanks for listening."
Emily	"Physicians should not be excluded from the banning of non-compete clauses. Being a physician is our livelihood and we need the ability to change jobs without having to move to another city."
Jennifer	"It is very important to eliminate the non compete clause. This traps workers when they are not allowed to get another job in their industry."
Santana	"I have been held hostage by my non compete! I have a long standing commitment to my morals and ethics in my profession, this requires me to always ensure that my patients get the best care possible. Given past experience I have been shown that I do personally provide the best care for my patients. Unfortunately my work conditions are hostile, stressful, anxiety riddled and have caused over 30% turn over in the past year. I cannot relocate due to my child's required card, I also cannot work anywhere else due to the non compete. There are other providers in multiple areas but I cannot work for them due to my non compete. Even tho they have offers that put my current wage, benefits and schedule to shame. Please please end non competes. It's unfair, if employers were forced to abolish non competes that would also force their hand on better work conditions!!!"
Raj	"As a physician, the non compete clause puts our job tied up to the one health system and has to literally move to a new town or place as these health systems put various other clauses in addition to the non compete clause. Please remove or eliminate the non compete clause."
James	"IATSE, the stagecraft labor union requires the following oath, "...who has declared under oath that he or she will not continue to work in the craft of the local union to which he or she belongs...." This oath is being used to disallow me from being 'reinstated' to the local IATSE Local 204, which I was an active member of for 17 years. The refusal to let me be reinstated has cost me \$1,000's AND costs the Local's client's \$100's more per call, to bring in union members from out of state, to replace me on work calls. The NLRB listed this oath in support of the Local's position to return to reinstatement. Also stating, "I could

	<p>find stagecraft work 'elsewhere', it was not necessary for the Local to allow me to again be a Local union member." In my case: I left the industry for another career, when I returned to the stagecraft work, I worked for clients the IATSE Local no longer worked with, according to the clients, it was due to dissatisfaction with the Local management, I was requested to continue working with each of the clients I had worked for when working with the IATSE Local, who lost those client's business."</p>
LorenLoren	<p>"Non compete clauses should be deemed illegal. First, they restrict a worker's ability to change jobs or to negotiate benefits due to risk of possibly needing to completely uproot their family to find work. In some fields, such as medicine, an employee cannot find a job in a different department or a job with different duties/responsibilities as we spend years training in only one field. That means that a non compete would require the employee to move their family to a completely new region to practice. Second, this limits competition to the practices/businesses that have non competes in their contracts. Most importantly, in the field of medicine where there is currently a healthcare provider shortage, this decreases the amount of healthcare workers in communities as they are forced to move away when they leave a job or their contract ends. This causes a ripple effect in which the patients in these communities lose their access to physicians who have known and cared for them. This is all done only for the financial advantage of the administrators of hospitals and clinics. Please don't let the money of the elite sway your decision to put workers, employees, families, and patients first."</p>
Joseph	<p>"Please, if nothing good happens this year, let this be the one shining beacon."</p>
Laura	<p>"Non compete clauses are basically professional blackmail. They should be permanently banned."</p>
Kevin	<p>"The current environment with companies that can implement Non-Compete clauses on employees creates an environment that is costly only for the employee. Even executives at companies are put in situations where they may be unable to continue their earning capabilities without relocating, and sometimes that is impossible. It is incredibly unbalanced to limit an employee with specific training, skills, or talents from earning income in their field. I have experience where an employer advised AFTER I was hired that I was required to sign such a document. My former spouse was also subject to such an agreement that would not allow her to practice her skills within 50 miles which meant she would either have to move or stop her practice. Non-compete clauses also do not create loyalty within the company you are working for. They create fear of lawsuits because the big company always wins."</p>
DeDe	<p>"Non-Compete Clause Rulemaking, Matter No. P201200. -current coach at Orangetheory Fitness, several coaches work outside of the studio as Personal Trainers, Group Fitness Instructors, etc. They are trying to implement a non compete clause stating we can only work at orangetheory. This hinders coaches in the profession from making money as Orangetheory caps the ability to make</p>

	money based on individuals in the class and has not given coaches a raise since inception. The non compete clause limits our ability to provide for families and overall livelihood. Many have to work outside of Orangetheory to pay for insurance, food, rent, etc. Coaches have a skillset and should be able to utilize their skillset outside of OTF."
Andrew	"Please make sure this rule goes into effect! Non-competes are abused to keep workers shackled down. This could bolster the working people tremendously. I hope you can enact it."
Anupama	"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians. HI B doctors are exempted from non compete clause So why not exempt all doctors !"
Taylor	"Please protect patients and employed medical providers by supporting the removal of non-compete clauses in the healthcare industry. Nurses, doctors, PAs, PTs, etc. should have the freedom to care for our patients in the environment that best facilitates care. There is nothing therapeutic about forced employment. Patient care will continue to deteriorate and suffer due to non compete clauses."
Owen	"I am an Orthopaedic surgeon in Arkansas, and it is doubtful that I would leave my current position that I've been at for 20 years. If a different opportunity arose, I would at least like to be able to interview for a spot without concerns regarding my NC."
Aaron	"Companies are abusing this agreement. My Current employer, by direction of the board, is demanding an employee agreement be signed by everyone at director level or higher. It is 100% to the employers favor, with no severance or benefit to the employee for signing....only financial penalty if we break the agreement. This must stop."
M	"Strongly for this. I am in a simple sales role and I'm hindered by a very broad non-compete. Let the American people boost the economy and wages by allowing a free market."
Corbin	"Non-Competes have directly impacted my ability to pursue opportunities that would've provided me greater upward momentum. Companies should not have the right to restrict opportunities and/or pay of citizens period. People should be able to work wherever they can contribute the most. I hope to see this supported and moved forward."
Matthew	"Please oh Please stop this. I have had to liquidate both my 401ks because I have been terminated and restricted by non-competes and have no income to pay my mortgage. I want to kill myself for signing these contracts, but I had no other offers. My last one was for a contract position at the FDA at NCTR. I want

	to help people. I want to contribute to society. I am losing my retirement and sanity because of these horrible contract clauses. Please stop this madness. I hate myself because I felt I had no other option at the time. I have no job prospects in Arkansas because I fear I will get dragged into arbitration in Virginia. I can't afford that kind of travel or lawsuit. I have no savings or retirement funding. I am 42 years old. I have no preparedness for the future. I want to work, but I can't because I fear to look for another 9 months because of arbitration clauses. Even writing this plea is probably a violation of my contract, but I don't care anymore. Please use my story. Stop this madness. Please, I beg you. Please."
Leia	"This is excellent for people. These clauses should not exist! I live in an area where there are only two hospitals and this makes competitive wages almost non-existent."
Meghan	"Non-competes are, at baseline, unethical. Needy communities all over the country try to pull in healthcare providers. If there are issues, instead of trying to stay and either make a practice or join a separate practice, those extremely necessary providers have to leave. These non-competes generally don't hold up in court, either, so what is the point of having them in so many contracts? They should be outlawed, and systems and individuals who attempt to use them should be held accountable."
Michail	"Non-competes for physicians are detrimental to both physicians and patients. They are used by hospital systems (whose only goal is profit, regardless of non-profit status) to extort employed physicians so they can provide lower cost (and usually lower quality) care and abusive working conditions. The patients suffer even more since non-competes limit their access to healthcare - for example if a physician has to leave their practice to relocate, all their patients will have to find new physicians which is often quite challenging. The current iteration of the proposal somehow shields the not-for-profit hospitals from this exemption, which is a bit ridiculous as most of the hospital systems are classified as not-for-profit even though in reality their profits are disbursed to their leadership in the form of bonuses. In addition this inequality in application of the rules will harm smaller practices, who are more likely to provide care to underserved patients."
Kristen	"I'm a resident physician in the field of psychiatry. I have grave concerns about an exception for physicians negatively impacting patient care. Hospitals/health systems will tell you that non-competes protect their investment and prevent physicians from moving across town and taking patients with them. They will say the volatile healthcare hiring market cannot handle this change. However, non-competes allow inadequate and at times, unsafe, patient care to propagate with little recourse on the part of physicians. For example, if the clinical environment does not support safe and effective patient care, a non-compete gives these healthcare systems little incentive to improve these. Nursing, other staff, equipment and scheduling are all important clinical elements at stake. These could be improved with the bargaining power of a physician's legal ability to leave. It is often not feasible for a physician to uproot their families and move to another town. Moreover, some are so highly specialized that enforcing a non-

	<p>compete effectively would mean forcing such a physician out of a state entirely, effectively decreasing access to care. Excluding physicians from this would be bad for physicians, bad for patient care, and bad for patients. Thank you for your consideration."</p>
Traci	<p>"Non-Compete Clause Rulemaking, Matter No. P201200. Recently a company in our state decided to shut its doors leaving no other comparable positions within the entire state. They maintained a non-compete clause with their employees. The services were specialized and the need remained although the company did not. Another business had to double their staff to accommodate the demand but was unable to utilize the workers with experience because of the contractual agreement. The response to the workers, when they inquired about release from the contracts since there were no available positions, was that they could move to another state or accept a position that was not comparable to their existing position or experience. The new positions since not specialized would also decrease their pay. Our state already struggles with improving access to healthcare, has a poorly educated workforce and the income is one of the lowest in the country. We need to keep any highly educated and skilled workers that we have. This contract did not only affect the individual workers but also the patients within the borders of our state. This was a lose-lose."</p>
Richard	<p>"I fully support doing away with non-competes. I am currently being financially held back due to a non-compete. Not only does it affect me, but it hurts the food companies in industries that require non-competes."</p>
Kathy	<p>"As a physician it only benefits my corporate employer and not the rural area where I live to have a non-compete agreement. If I change jobs I have to leave my community for years."</p>
Deborah	<p>"I believe this country was based on fair competition. We have let big companies block smaller companies from competition driving prices sky high such as Big Pharma and in our medical field. As a consumer we have been in prisoned by pricing that is now impossible for low income people to buy which forces them to rely solely on our government who can regulate the pricing for them. I believe with open competition the consumer will be able to choose more freely."</p>
Avin	<p>"As a physician who has had to move my practice and family 1100% support the abolishment of non-compete for all. It's stifles competition, allows for abusive practices and disrupts lives."</p>
Genevieve	<p>"I am 100% in agreement that NDA's do negatively impact the workforce and hope that the FTC revokes their use."</p>
Aniket	<p>"The aha comments on ftc are opposite to what reality is. The rule is used to cripple healthcare workers and physician to be compensated at market rates and be able to practice in a geographic area of their choice. This rule limits what healthcare workers are able to do and is especially made worse for area of need. The choice invariably remains either accept a lower pay or leave the market</p>

	<p>altogether. The rule allows the hospitals to bully the healthcare worker . This rule is very important for free trade which is right to all parties and as such has been improperly taken away from healthcare workers under the guise of free trade and this letter from AHA is further promulgating false narrative . Please donot remove the rule as is proposed by FTC ."</p>
Karina	<p>"I'm a resident physician graduating this academic year. I have grave concerns about an exception for physicians negatively impacting patient care. Corporations will tell you that non-competes protect their investment and prevent physicians from moving across town and taking patients with them. However, non-competes allow inadequate and at times, unsafe, patient care to propagate with little recourse on the part of physicians. For example, if the clinical environment does not support safe and effective patient care, a non-compete gives these healthcare systems little incentive to improve these. Nursing, other staff, equipment and scheduling are all important clinical elements at stake. These could be improved with the bargaining power of a physician's legal ability to leave. It is often not feasible for a physician to uproot their families and move to another town. Moreover, some are so highly specialized that enforcing a non-compete effectively would mean forcing such a physician out of a state entirely. Excluding physicians from this would be bad for physicians, bad for patient care, and bad for patients. Thank you for your consideration."</p>
Joy	<p>"Fully-trained physicians do not hold "trade secrets" specific to one particular corporate employer, and they should be free to move to a new employment situation if desired. Hospital employers take advantages of newly-graduated physicians with overwhelming educational debt from training, to tierce them into an employment agreement with a non-compete clause. Non-compete clauses limit physician-patient relationships to a branded healthcare entity. They stifle benefits and competition. In rural areas, non-compete agreements can leave thousands of patients without a physician when employment becomes untenable. The rising costs of healthcare has been clearly shown to be correlated with the rise of healthcare administrators and profits of insurance companies and pharma benefits managers, NOT with physician salaries or the salaries of other healthcare workers. Removing restrictive non-competes for a physicians is an essential piece of returning to a functioning healthcare system at a time when burnout and physician shortages are at all- time highs, and will benefit patients in urban and rural areas across the country."</p>
Harvey	<p>"I would like to voice my opinion concerning the non-compete clause. I ask that this not be posted. I work for a dental lab and I am currently under a non-compete clause that I feel should be illegal. The clause offers no way out except that I would move my family out of the state and work for a year or take up another employment in another field. I am currently 54 years of age and have worked at a dental lab since I was 19. I do not have job skills in another field of work. When I first went to work for my current employer there was no non-compete clause. I left this job after 17 years and went to work for another dental lab. I moved my family back to the area of my first employment partly so my wife could be close to her aging parents. When I came back I had to sign a non-</p>

	<p>compete clause, No way out. This non-compete doesn't offer any way out other than you work for another lab in another state or that you leave this field for a year. I am one of 36 Certified Dental Technicians in our state and I am not able to seek another dental lab job in this area. In September of 2022 I had over 34 years of experience and a CDT making \$22.00 an hour. In October of 2022 I took a management position that I really didn't want but felt I was at a dead end. I would like to be able to have the Freedom to seek employment elsewhere and not have to change careers(I'm 54) or move to another state. Thank You"</p>
Vijay	<p>"It is essential to remove this non compete clause.. Employers are exploring the employees very much.. This for sure increase competition and good for growth."</p>
Pratapji	<p>"Considering patient physician relationship and continuity of care there should not be non compete clause."</p>
Grant	<p>"Hello! I'm in my mid-30's, have 2 kids, a wife, a dog...pretty middle class family. I have a degree in Economics & an MBA. Every career advancement opportunity I've experienced has been plagued by noncompetes. I certainly wasn't taking anything proprietary or using anything against anyone, and I've had to pass on opportunities that would have allowed me to take better care of my family, start saving for my daughters' colleges, pay off my own student loan debt & mortgage, generate more in tax revenue, etc. Noncompetes absolutely prevents ordinary competition. You could argue that maybe a small fraction of a percent of that prevention is necessary, but it's pretty obvious that 99% of it hampers mobility & competition, and protecting <1% at the cost of 99% just doesn't seem like we live in free society that promotes individual liberty & capitalism. I have many friends, colleagues, and family members, both left-leaning & right-leaning, from a wide array of industries, that are against noncompetes & think they are predatory. The scales are always tipped toward the enforcer, who has better resources & lawyers. I think society/law students years from now will look back on these & laugh, but it's frustrating living during this time where noncompetes thrive like this. it's a big mistake that damages families, mobility, and ordinary competition."</p>
Tracy	<p>"Please end non-compete clauses. It robs workers of their freedoms and prioritizes businesses and corporations over human beings trying to earn a living."</p>
Pail	<p>"I agree with eliminating non competes for medical personnel. Non competes exacerbate the shortage of clinicians and give employers unfair advantage."</p>
Lauren	<p>"I strongly support the ban of non-compete clauses. If you are good at what you do, an employer should not be able to limit your ability to continue this same work for another organization. Non-competes hidden within NDAs are very problematic. If the employee doesn't sign, they risk losing their current job. If they do sign, they lose the ability to prosper elsewhere. Non-competes benefit only the employer and steals the opportunity for employees to find better opportunities."</p>

Chris	<p>"First off, I am currently a suppressed employer due to an unethical, unenforceable non compete/ non solicit that I can't afford to tight against legall due to how the US judicial system is set up toward business suits. Whoever runs out of money loses. My current situation: our company sold in 2016, we had a two year non compete that was fixing to expire. So the company (Parfab industries and Trive) come to us and stated they had a bank issue they needed signatures for, and asked us to sign signature pages. When asked to provide the contract, they stated they didn't have time to get the paper work out and had to close the deal immediately and insinuated that reproccussion could come if an individual slowed down the bank deal. Three years later we finally get the details and there was very broad agreement in there that no one would sign without an attorney review. In US courts for business suits, who ever runs out of money first loses whether your right or wrong. Currently some of my friends / previous coworkers are in a lawsuit over this in Harris County Texas. ParFab vs. Tyler Farrar, Ryan Horton, Brian Rockwell, Christina Waller, BD Energy Systems. At a minimum, tue FTC should make a rule/ law to stop companies from hiding clauses within large legal documents. Negate every current one within the US and make companies give employees the opportunity to negotiate for the signature. Standardize the limits of these agreements, to where corporation won't be compelled incorporate in business friendly states such as Delaware. In closing, there are probably industries or practices such as government contractors and suppliers that need to have sonic type of confidentiality agreement in place. But in our case a construction company, non competes should be totally banned"</p>
Rebecca	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. This practice should be illegal, because it is immoral. Non-competes could result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>

Constituent Support for the FTC's Noncompete Rule

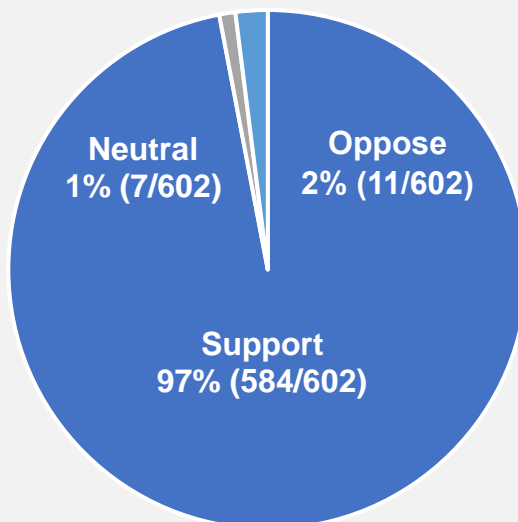


California | Statewide Impact



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Notice of Proposed Rulemaking: 584 of 602 CA Commenters Support



Non-Duplicate Public Comments Received by %


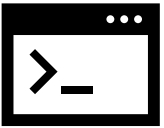
■ Support Rule





■ Neutral

■ Opposition to Rule

Support Across Sectors of California's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Good morning, I am a physician in private practice in the SF Bay Area of CA. Noncompetes aren't enforceable in CA. It's wonderful. I started as a solo doc, and have since grown and hired 4 additional OBGYN physicians to work with me, the first in 2014. We are a successful, thriving group because I run it in a fair, transparent way. If one of them had a better opportunity elsewhere and wanted to leave, I do not see why it would serve me that they would be forced to stay with me and also why I should have a say at all, outside of our contractual agreement of sufficient written notice. In the current climate, physicians are hating medicine. Our pay has been stagnant or dropping (in relation to cost of living, inflation, our skill set, the increasingly complicated field fo medicine). And in my area new grads in tech with a bachelors are making more than primary care physicians after the additional 4 years of medical school and 3 years of residency. Our country needs SMART, HARDWORKING physicians to care for our aging population, getting rid of the non-compete restrictions across the country is in the best interest of physician autonomy and just one tiny way to make the field of medicine more palatable for the next generation."</p> <p style="text-align: right;">- Sarah</p>
	<p>"My name is Peter, and I wholeheartedly support this new rule. As the founder of a company that now employs four engineers, I can say with confidence that it's thanks to California's rules against non-competes that have allowed me to start a company. If technology companies like Google/Alphabet, Microsoft, and Facebook/Meta were allowed to limit their employees on what they could work on after, they definitely would, and due to their sprawling scale, it would choke off a lot of competition. Having a lack of noncompetes have helped spur new enterprise and hire talented engineers to grow a thriving small business. I strongly encourage you to pass this rule."</p> <p style="text-align: right;">- Peter</p>
	<p>"I'm a retired union teacher. I feel very strongly that the FTC bans on non-compete clauses. These clauses affect workers conditions and are unfair. These clauses hold workers' wages down, stifle innovation, and harm working people. Banning the non-comete clauses pollicy will make it easier for workers to earn what they are worth. I urge you to ban the non-compete clauses."</p> <p style="text-align: right;">- Dorri</p>

	<p>"I completely support the proposal to eliminate non-compete clauses from employment contracts. As a recruiting and HR professional for 20 years, I personally experienced the negative impact of non-compete clauses. Employment opportunities were artificially limited for me. Competitors would have given me a higher offer since I would bring my knowledge of their competitors. As a recruiter, I could ethically honor my confidentiality agreements with a previous employer and still use the industry and competitive knowledge to the benefit of my new employer. These opportunities were not possible due to the non-compete. Also, as a recruiter, I know how candidates hate non-compete clauses. Getting rid of non-compete clauses would make hiring faster and more efficient.and result in better hires for the company."</p> <p style="text-align: right;">- Tricia</p>
	<p>"I am a worker in Software, who has signed a non-compete clause. Despite its purported unenforcability in my stale, CA, it has directly and indirectly harmed me. The goal, as I see it from my employers perspective, it to protect IP from crossing as easily to other companies. Barring actual theft, that IP is wholly equivalent to, "work experience". It harms me because I will not go work for a competitor company, simply because the hassle of possibly fighting corporate lawyers, or being involved in such a lawsuit if my new company defends me in court, is not something I want to deal with. It harms me indirectly, because competition for services I need can be similarly restricted and abused. Non-competes are used in the medical field, and as such, where a worker would do the same job at different hospitals, they may feel unable to change hospitals, like I wont work for a company doing the same thing my company does. Those trapped employees are subject to be overworked, which decreases the quality of my medical care. I am certain that companies abuse these clauses from my own experience."</p> <p style="text-align: right;">- Andrew</p>
	<p>"I am all for removing any prospect of a yoga studio or place of yoga employment (or independent contractor) saying I can't work there unless I sign an agreement saying I won't work teaching yoga elsewhere! How can a yoga teacher survive with this limitation imposed by the studio (or other facility). Please support yoga teachers by making this "non-compete" obsolete. Thank you!"</p> <p style="text-align: right;">- Dawn</p>
	<p>"I support the banning of non-Competes. I work in the aerospace industry as an mechanical engineer, and is a common practice here, the company will stipulate that you can not work for a competitor until after X number of years or that you cannot work X number of miles from the company. Many of the aerospace companies are located in clusters, so the non compete will prevent you from working on the same area. Why? They can be super broad, capturing massive industries or technologies They can include "lists of competitors that we can add to at any time" They apply to nearly everyone, not just those with sensitive information These contracts essentially would prevent you from working at companies with the exact skillset you grew."</p> <p style="text-align: right;">- Cesar</p>

Additional Support from California

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Keil	"Make it right."
RHONDA	<p>"NON-COMPETES WOULD HAVE KILLED MICKEY MOUSE AND SILICON VALLEY I am [...] a small business columnist, author, and advocate. I support the ban on non-compete agreements. My comments aim to highlight some of the adverse effects of non-compete agreements on new business formation and on small businesses. You've probably never heard of "Oswald the Rabbit," but that's the creature a young Walt Disney was working on at Universal Pictures in 1927. But he and his brother Roy had an itch to create animated pictures with sound, so they started their own company featuring a new delightful imp "Mickey Mouse." Fight bright young engineers were working for Shockley Semiconductor in 1957, when they realized that silicon would be a better basis for semiconductor chips than germanium (the element Shockley's founder was committed to). Those 'Traitorous Fight' left to form their own company, resulting in launching launch Silicon Valley. Many household-name tech companies are descendants of companies those original eight created. Fortunately for Walt and those brilliant engineers, California had rejected non-compete agreements in 1872. Had they been hamstrung by non-compete agreements, America would be a far less economically robust country. And I'd miss Mickey and my iPhone. It's not surprising that two of the country's biggest and most lucrative industries entertainment and tech - were able to flourish in California because innovative entrepreneurs and ambitious talents were and are able to create their own businesses. California has been a hotbed of entrepreneurial activity and one of America's leading economic powerhouses. And what the golden state proves is NON- COMPETES ARE NOT NECESSARY to protect businesses. In fact they are harmful. One could make a strong case that much of the economic vibrancy of California (now the fifth largest economy in the world) is directly due to prohibiting non-compete agreements. That's not true in the majority of US states, where non-compete agreements are enforceable. In many states, even a hairdresser, a house painter, or a lawyer might be limited from starting their own business in their own field. Allowing an employer to limit an employee from starting another business (or even getting a job) in their area of expertise is not only unnecessary, not only harmful to our economy, but is, in fact, a form of indentured servitude. Why should someone who takes a job at a fast food restaurant not be able to leave that job and go to another fast food restaurant. Or someone who works at a law firm not being able to set up their own law practice. Or someone who knows how to code not being able to start another tech firm? That's not fair. It's not smart. And it harms the American economy. It inhibits innovation, reduces entrepreneurship, suppresses wages. Indeed, a bizarre consequence of non-compete agreements results in barring those individuals who are most able to innovate from working in a field where they have the most experience, education, and expertise. The Federal Trade Commission (FTC) is</p>

	<p>right in considering enacting a rule to ban such non-compete agreements throughout the country. Of course, some reasonable provisions to protect existing businesses could and should be allowed, such as protecting trade secrets, enforcing non-disclosure agreements, and not allowing 'poaching' of customers. Moreover, someone selling a business could be contractually barred from competing for a reasonable period of time. Those provisions exist in California currently. They are sufficient to protect existing businesses while allowing entrepreneurship to flourish and employees to move jobs. Here are some of the ways non-compete agreements hurt the growth and health of small businesses:</p> <ol style="list-style-type: none"> 1. They limit would-be entrepreneurs from starting new businesses. An employer can keep a talented employee from leaving and starting a more innovative or ambitious company. 2. They discourage or limit employees from joining startups, making it harder for new companies to compete and survive. 3. They make it harder for every small business to hire experienced employees. Existing employers can keep employees from taking jobs, even in very small businesses, even if they have the skill-set to fulfill job requirements. 4. They may tie up small businesses in legal disputes. 5. Non-competes reduce competition and innovation in the economy, reducing small business owners' choice of providers and tools. <p>Non-competes offer little protection for small businesses, as the cost of enforcement — both in terms of legal fees and the negative consequences on company morale — makes them relatively ineffective for small companies. A ban on non-competes nationwide would spur entrepreneurship and innovation. It's good for small business. It's good for job creation. It's good for America. And frankly, it's just the right thing to do."</p>
David	<p>"Perhaps the Commission should specifically broaden the scope of the proposed rule to prohibit non-solicitation clauses as well, since these effectively restrict a former employee's ability to compete with his/her former employer. Of course, the employee would be precluded from using confidential information of the former employer in his/her solicitation activities."</p>
Mona	<p>"I support the FC's position on non-competitive clauses."</p>
L.	<p>"People should be able to change jobs without fear of being sued. I am totally against non-compete clauses."</p>
Monir	<p>"I am a Driven Brand franchisee owning 2 franchises and employing 14 individuals in California. Currently, my franchise agreement is for a term of 15 years. When I signed my agreement, which was over 517 pages long, it was a 'take it or leave it' situation in which I was forced to sign the agreement or walk away entirely. The contract, which was drafted by my franchisor's attorneys and is completely non-negotiable, included a non-compete clause which states that You must give notice, be in compliance with agreements, pay transfer fee, and execute a noncompete agreement and general release (if state law allows); transferee must meet our standards, complete our training program, pay initial advertising contribution, execute new franchise agreement or an assignment agreement, remodel Center to conform to new standards, and meet financial requirements; your Center must be open and operating; you or transferee pay</p>

	any applicable thirdparty broker fees and costs. If transferring to a corporation you own, the transfer agreement must be satisfactory to us. These terms restrict my ability to start a new business or in any way use my experience to work in a similar industry. When my contract expires, I must renew for another 5 years, generally on significantly different terms than my original contract, or give up my franchise entirely. If I choose the latter, my noncompete clause makes it very difficult to use my experience to run and/or work for another business."
Allison	"I am writing as a primary care physician. I have had non-compete clauses in prior job contracts. These clauses can force physicians to stay in jobs where they are being overworked and mistreated leading to physician burn-out and shrinking of the primary care work-force. These are intended for a physician to not "steal" patients away from one practice and follow them to a nearby practice. Patients should have the freedom to see a physician in any location which they please. Physicians should be allowed to move and change jobs when needed. Our for-profit medical system is falling apart at the seams and non-compete clauses in physician contracts is yet another example of profits over care of our patients and our medical work-force."
Lori	"I support a ban on non-compete agreements."
Meiling	"That a business could possibly sue a former employee from moving on to a better paying job is beyond unfair to the worker. It forces the employee into servitude, almost like a sentence. My first reaction was literally OMG! because I couldn't believe this was a serious potential business rule if they want to use it. Ban the non-compete rule."
Scott	"Non-compete agreements are unfair to the labor and stifle competition. These agreements should be banned."
Ellen	"Employees should own what they learn they give their time and effort to their employer- but their ability to grow and retains knowledge is theirs and they should be able to use it in any way. To do otherwise is wasting human capital and ingenuity. Follow California's lead in their B & P Code 16600 and outlaw non-compete agreements. It works in the largest producing state in the nation- it can work nationwide."
Ravi	"I support repealing the non-compete clause as the FTC is trying to do."
Faraj	"Non-compete clause should stop. It is in favor of healthcare executives"
THUSHAN	"These non-compete clauses are stifling free and competitive labor markets and general economy. Strong support to go forward with this proposed rule."
David	"I am 100% in favor of banning all non-competes, except when selling a business. These agreements do nothing to protect trade secrets, because those can be protected through non-disclosure agreements. They are used only to keep from having to pay a high enough wage to keep an employee. Businesses

	should have to compete for employees the same way the compete for customers."
Michael	<p>"I am writing in support of the "non-compete clause rule" proposed by the ETC. As background, I am a physician currently finishing fellowship training. I am writing specifically in regards to my experience with the current non-compete landscape and how it applies to physician contracts. In my home state (NC), it is common for physician non-compete clauses to prohibit practicing in the same specialty within a 20-30 mile radius or even within an entire county after leaving a position. These non-competes can last anywhere from 1-2 years. Given the broad prohibited area of practicing, it causes a very unbalanced and non-competitive landscape for physicians like myself. The biggest issue I have against these non-compete clauses is that the special skills we learn as a physician are obtained during our time in medical school, residency, and fellowship. The job itself is not giving any new skills/knowledge. As an example, if I join a private practice or hospital out of training, that employer doesn't teach me how to practice medicine within my specialty. At best they may teach me how to use a specific medical records system or some logistics about ordering supplies or utilizing support staff, but that information is neither novel or need be protected. How to order supplies or how to manage and run a practice can be easily learned by either my own research or from the many practice management consultants that exist. Moving to the next step, if I decide not to start my own practice and join an existing practice or hospital with certain goals of employment (i.e. partnership, being able to do certain procedures, or having a certain patient volume), then a non-compete becomes effectively anti-competitive in my ability to negotiate and grow as an employee in the future. For example, if a hospital system or practice offers me a job with the idea that I will see a certain patient volume, be able to practice in a specific location, or be able to perform certain aspects of medicine: but then in the end is unable to fulfill the goals that they recruited me with, I am bound by a non-compete and unable to effectively negotiate or leave. Even further, if a private practice offers a partnership opportunity but also has a broad non-compete, this places all negotiating power with the practice and not the employee. They can offer unfavorable partnership terms knowing that my only options are to take the unfavorable terms, to remain only as an employee, or to leave town and relocate. I do appreciate that non-compete clauses are in place to protect business interests of the employers, but in reality they do more harm than good in the field of medicine. They prevent physicians from leaving a practice and being able to continue continuity with their patients if the patients desire that. I would argue the practice of medicine and relationship with patients is more important than any individual business interest. They also protect practices from having to grow and improve. If I work for a practice that is behind the times and could use updated procedures or technology, if I try to recommend that practice to improve in a certain way they can say no knowing that I have no option to leave and do this on my own. If non-competes were not in place, physicians could have the negotiating power to say that we should do something better for patients, and if the practice doesn't agree that physician can go to a competitor or open their own practice to be able to do the things that would benefit patients better. This forces healthy competition among practices that ultimately benefits the patient. It requires practices to offer</p>

	<p>better and more cost effective care for their patients to remain competitive instead of purely dominating the marketplace by preventing others from creating healthy competition around them. Finally, getting rid of non-competes does not negate non-disclosure and non-solicitation clauses. Those will still prevent trade secrets from being disclosed and prevent a provider from leaving and soliciting patients and employees directly. However, if I perform services for a medical practice and another medical practice within the non-compete radius wants to offer me a more competitive offer to do the same services that I was previously trained, or if they want to allow me to do something that may benefit patients that I'm unable to do at my current job, there is no reason I shouldn't be able to take that offer to improve care for patients and improve my working situation. In short, in my experience non-compete clauses do far more harm to the overall practice of medicine than they do to help in protecting individual business interests. If you have any further questions about how non-compete clauses impact physicians specifically I would be more than happy to discuss further and help however I can. Thank you in advance for taking on this challenging issue and for your consideration of my comments. Attachments Non-compete letter"</p>
Scott	<p>"SUPPORT! This is long overdue. My brother was stuck in a job with his abusive boss because he had a non-compete. Please do this!"</p>
Maddy	<p>"This is a step in right direction!!"</p>
Matt	<p>"As a dermatologist I see the removal of non-compete clauses as a benefit for both physicians and our patients. Currently, most non-competes are structured in such a way that if a physician would like to leave the practice that they have a non-compete with, that physician would have to leave that city - uprooting their life and effectively abandoning their patients. These non-compete clauses have such a large radius of non-compete that it encompasses an entire city or region and are typically a year or longer in duration. These practices therefore have an unfair control over the employees allowing these practices to reduce wages and provide less benefits. Non-competes can also hinder patient care. Medicine is very individualized and some patients develop a strong relationship with that physician. If a physician feels that they are in an unfair situation at work and want to leave the practice, non-competes prevent that physician from changing to a practice nearby where patients could have continuity of care with that physician. Non-competes also stagnates growth/development of patient care and allows practices to potentially provide subpar care without a need to change as they would not have the competition to entice them to."</p>
Gabriel	<p>"There are 2 examples below. Another example: I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment</p>

	<p>opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."</p>
Luz	<p>"Non-competes should definitely be banned. There is always all this talk about high need communities, or "healthcare deserts", even within large cities, but if a doctor works at one clinic/hospital, with non-compete clauses, it makes it impossible for a doctor to continue practicing on their community because of x-mile radius they aren't allowed to work in after they leave that clinic/hospital. As per usual, this only benefits companies/corporate rather than the people of this country. Additionally, it makes doctors have to uproot their families and move them far away since they can practice within the same region...and if they don't move their families away, they are spending much less time with family be of additional commute they now have to make. Bottom line, if you want doctors to stay in communities, non-competes must go, so they can keep practicing/treating patients. Hospitals/clinics argue that doctors would "steal" patients away, but with how our society diet and sedentary life is, there will always be more patients to serve than can actually be served be of physician shortages. (But again, non-competes are contributing to these shortages)"</p>
Paul	<p>"Agree with eliminating non-compete agreements. Should extend to all agreements not just tech jobs."</p>
Behrad	<p>"I fully support abolishing all non completes nationwide. Thank you"</p>
Annie	<p>"As a healthcare worker I support banning non-compete clauses. These clauses allow organizations to implement predatory practices that put staff and patients at risk because they prevent staff from leaving for safer organizations. As such , there is no pressure on the predatory organizations to do and be better"</p>
H	<p>"Pass this and support workers!"</p>
Arthur	<p>"I currently work for a company that has a non compete clause which is significantly hindering my earnings potential. I work as a consultant and they do not allow me to directly contract with companies that require consultants. It is relationships they introduce me to and all they do is collect 30% of whatever I make as a physician consultant. This stifles competition and locks people in contracts that they cannot get out off. My contract has a clause that prevents me from working with anyone for a whole year as such I can never get out of it since I need to earn a living. Please make non compete clauses obsolete."</p>

Dori	"As a physician the end of non-compete clauses is an important step to improving access to qualified doctors for all."
Micah	"Non-compete clauses serve no real purpose but to allow employers to control their employees' careers, enforce worse working conditions, and prevent them from moving freely throughout their careers. Please ban non-compete agreements!"
Cecilia	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. Banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by 5300 billion per year."
Margaret	"Count me as another physician who was badly hurt by a large hospital system denying me the ability to work anywhere near them. They used this clause when I started talking about the sexual harassment that I had witnessed. It was egregious overreach, and a ban on non-compete clauses would go a long way to leveling the playing field. Thank you."
Michael	"I pray that this Non-Compete Clause Rule will go into effect as soon as possible to protect fellow American workers from abuse. I am a self-employed federal contractor working with HUD. The contractor I was working with tied me into a Non-Compete Agreement which prohibited me from working on my own or for anyone else doing property inspections for HUD. I signed the agreement 2/19/2017 when I knew practically nothing about the industry and trusted that I was working for a reputable employer since it's the largest contractor with HUD. I later learned that he had been deceiving me and had been knowingly overcharging me commission fees, starving me for work to pay lower wages, not putting in auction contract bids for me, and cut me off from all of my assignments when I discussed my findings with him. Consequently, he kept me tied into the contract for an additional 17 months after he cancelled \$40K worth of work and discontinued contact with me - the ultimate cancel culture. Keep in mind that I was a reliable contractor with a solid track record of great service and high level proficiency in my field. The contract was worded where I needed to cancel at least 30 days prior to my anniversary date of 2/19 if I wanted to contract with others, and then there is another 12 month probation. My jobs were deleted 9/1/2021 and I was stuck under this contract until 2/19/2023. Under this contract, if I performed any work for HUD, I would have to pay the contractor \$100 per assignment based on HUD's records. Therefore, if I completed 250 assignments in that 17 month period, I would have to pay him \$25,000 when the anniversary date ends. He abused his power, lied, conned, deceived, and defrauded me from the start but this contract protected his evil actions - once I learned the details of how he was defrauding me, I did not want to earn another dollar for his company. I immediately let HUD know, worked with various parties, including HUD officials, HUD OIG, FOIA, PA attorneys, CA attorneys, DC attorneys, and numerous

	<p>professionals. I hired an attorney and still have not been able to obtain justice, yet. In addition to the fraud, the contractor was using a non-compete contract nationwide, and particularly in California where it is not allowed and no one has been able to help me obtain justice because of the complications of states with different rules regarding non-competes. Let's follow CA, OK, ND, and DC in banning these non-competes once and for all to free the American entrepreneur or worker looking for freedom and fairness. I believe this move will end a lot of corruption that has plagued American Contractors nationwide. All federal agencies operating out of DC should also ban these contracts since that is already the law. Thank you for caring to read about my experience - hopefully this adds to the volumes of evidence and support to repeal these restrictive contracts. God bless the USA."</p>
Tom	<p>"Eliminate non compete clauses. Many low-wage workers — including hairstylists, fast-food line cooks and security guards — are now burdened by them. And the limits they impose on labor mobility have become a drag on the American economy. The F.T.C. should listen to workers rather than bend to the will of corporations that are abusing them."</p>
Bryan	<p>"I strongly support this proposed rule change!"</p>
robert	<p>"I came to voice my opinion that Non-Compete agreements should be outlawed. They are abused by employers to unfairly control employees and should be abolished except in the rare case that sensitive IP is involved. About damn time too!"</p>
Dave	<p>"I fully support a ban on non-compete clauses. The idea that an employer can "own" your knowledge and experience directly countermands the right of self-determination and liberty this country was founded on. I forward to this rule change improving both general working conditions and the overall health of the US job market."</p>
Paul	<p>"Sample comment: I am an attorney working for 40 years in the area of bankruptcy, insolvency and financial distress. Corporations already wield so much power over individuals that working people have virtually no leverage or negotiating power. Non-compete clauses undermine individual working people's mobility within an industry and undermine their efforts to improve their wages. So I strongly support the FTC's proposed ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth. Thank you for considering my comment."</p>
Elizabeth	<p>"I support a national ban on non-competes. This strangles competition and prevents employees from finding the best role for them, as they're subject to the whims of their prior employer."</p>
Mike	<p>"Non-compete agreements stifle progress and hold back workers. I fully support the non-compete clause rule. Study after study have demonstrated that the</p>

	<p>growth and development of key organizations in California, especially Silicon Valley, was possible because of California's ban on non-compete agreements. Good companies succeed by not limiting their employees from moving onto better positions or another company. Wages increase and growth is spread around as people move between jobs and bring their experiences with them. Relying on non-compete agreements to hold back employees doesn't help a company, and as my experience in California has demonstrated, being able to compete with top talent raises the bar for everyone. Non-compete agreements are used by poorly managed companies to prolong their death process and hurt regular Americans while propping up perceived shareholder value."</p>
Elizabeth	<p>"Please ban these clauses!! These kinds of contracts can be exploited by companies to keep employees in roles where they're underpaid and mistreated. Preventing this clauses would keep the market competitive and incentivize companies to treat their employees better!"</p>
Rose	<p>"I support the new rule banning non-compete agreements. These clauses, especially when used for non-executive roles, have the effect of limiting competition for workforce talent, and thus depressing wages. In many cases, they are "sprung" on workers and potential employees after a position has been accepted, and the employee is not compensated for agreeing to limit his or her future opportunities. Employers have many tools to protect against IP and trade secret theft, but non-competes are overbroad and anti-competitive. Non-compete agreements restrict competition, and reduce innovation, by not allowing the free movement of employees among competitor companies, and the creation of new businesses. They should be banned. I support the new rule."</p>
Eileen	<p>"Ban non competes. Sleazy CEOs are destroying our country."</p>
Abbie	<p>"Workers should be able to remain in their field of expertise and accept jobs with better pay."</p>
Reba	<p>"There are already limited resources for patients of all specialties in most areas so non-compete clauses further limit this access. Physicians may leave a setting for any number of valid reasons and to restrict them from practicing in an area where they already live and have their families established is not fair and not prudent for delivery of care. I respectfully ask that physicians not be forced to uproot their families because of limitations of where they can practice after leaving a job. There should not be a monopoly on the delivery of care. Thank you."</p>
Sanjay	<p>"Please remove non compete clauses from physician contracts. The non competes are used by private groups, for and non profit hospitals or healthcare systems to avoid competition and as some say represent forced servitude. There are innumerable examples of physicians tied down in unfavorable work situations since they are restricted by the non compete clauses. This adds to burnout and exploitation of physicians and undermines goals of freedom of employment opportunities for all."</p>

A.	"I am in favor of banning noncompete clauses in all employment contracts and offers of employment."
Clayton	"The proliferation of non-compete agreements in the private sector is anathema to the idea of a competitive market. Such conditions of employment not only harm workers but damage the economy."
Natalie	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. It is highly desirable that workers are able to be successful and productive, both for the good of the worker and the nation, instead of being stifled by greedy and selfish employers."
Catherine	"After the COVID pandemic, our healthcare system has been hit hard. We need as many doctors, nurses, and other healthcare professionals as possible. Allowing healthcare organizations to impose non-competes will limit the ability of healthcare professionals to practice. I urge you to ensure that healthcare is included in the FTC's proposed Non-Compete Clause Rule and to pass it. Thank you."
Joel	"I strongly support the proposed rule prohibiting employer imposition of non-compete contractual provisions on individuals. However, I would recommend an additional limited exception for such provisions in a bona fide collective bargaining agreement ratified by vote of the bargaining unit employees. In such cases, the collective bargaining power of the employees is analogous to the economic position of the seller of a major portion of the business, for which the rule provides an exception. In collective bargaining situations, the interests of individual employees on all major issues concerning wages, hours and working conditions are subject to collective bargaining"
James	"No-compete are an unfair obstacle to working people. They should be eliminated except for some technical companies"
pratyush	"Please get rid of non competes. Thank you!"
Merrill	"I SUPPORT THE BAN ON THE "NON-COMPETE CLAUSE RULE (NPRM) Although it is a exaggeration clear it is easy to understand that Today nobody supports "indentured servitude" any longer; so the idea of a "non-complete clause" is similar. Labor is a human resource and as an employee/worker, it is your right to tender your resignation for any reason. The employer also has the right to terminate your employment for just cause such as theft or violation of "company rules" that you have agreed to as a condition of employment. This is only just!"
Michele	"Reevaluating the situation I believe teachers should not be liable to any none compte agement."

Diana	"Please ban non-complete contracts! Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year."
Diana	"Ban exploitative noncompete agreements and ensure that workers can leave their job for a better offer."
Jessica	"Please ban all non-compete. Life, liberty and pursuit of happiness is at stake if we don't ban these."
Michelle	"The proposed non-compete rule would be such a welcome change. Looking forward to the FTC passing this new rule!"
Nathanael	"Please enact the rule barring employers from imposing non-competes on their employees! Non-compete clauses are anti- freedom and anti-worker."
Ryan	"Non-competes harm millions of workers and severely limit career options. People who have worked in one industry for years, and are heavily skilled in this area, are left with no options to continue their career in the same Industry, so now pay becomes an issue and people can become trapped. Americans should be free to work for a competitor, or any other company for that matter. Workers deserve freedom of choice."
George	"Corporate greed must be curbed. Non-compete clauses are part of this problem and must be eliminated"
Fred	"I was recently summoned by a company that purchased my former company Claiming that I am not allowed to work in an industry that I have been in for almost 30 years. I have been advised by my attorney that it is not enforceable in the state of California, so they filed in Arizona where the former company was based. If the FTC bans all Non-competes this would allow me to work and compete against these giant companies who have monopolized the market."
Steven	"Non-competes are an outrageous violation of workers' and human rights. They should be banned in all but the most narrowly defined circumstances. Anyone bound by a non-compete should receive full compensation from their prior employer for any period that they are not allowed to work under the terms of the non-compete."
Dace	"I worked in public health for many year in San Diego CA and I just retired and I am still an avid supporter of workers rights and I know how damaging a non-compete clause is. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and hams working people. This policy will make it easier for workers to earn what they're worth!"

Owen	"The free movement of labor benefits corporate America and the American economy as a whole. Non-compete clauses are a tragedy of the commons. While clauses may benefit individual companies, as a whole they damage companies ability to earn profits and grow. The success of Silicon Valley is in no small part due to non-complete causes. If California had enforced non-compete clauses, companies like Intel would not have existed. It's founders would not have been able to leave Fairchild https://en.wikipedia.org/wiki/Intel#Origins Intels predecessor, Fairchild Semi-conductor, would also not have existed, as its founders would have been bound up in non-competes with Shockley. See https://en.wikipedia.org/wiki/Traitorous_eight Non-compete are a tragedy of the commons. It benefits companies individually to use them, but in aggregate they stifle the flow of labor and information. Ending the legality of non-compete clauses will benefit all parties, including those companies currently using them."
Pat	"If workers have to wait for a set period of time this would mean they would be forced into another field that may not suit their skill set. This creates gaps in their resume and means they miss out on upgrades in the technologies used in their field. Expecting people to take a job that probably pays less but still keep up with industry changes is not fair to workers. It penalizes those who want to better their position in the workforce and only benefits the business management. The whole idea of Non-Compete came from business management that didn't want to compete with companies offering better wages or packages and trapping employees in their current jobs. Unfair and unethical."
Sarah	"I feel that non-compete agreements should be banned. Non-compete agreements benefit corporations and oppress workers and take away freedom."
Veronique	"Non-compete agreements should be illegal: they are an abuse of power over employees who sign them in good faith before being employed. They also stifle wages and limit job opportunities because they protect not the employees but, and exclusively, the employers -usually big employers. It is contrary to our Democratic and Capitalist tradition"
Christine	"I fully support this non-compete clause rule and want to make sure it also protects workers who have "retired" from a company but still need to work. My close friend's former employer has a contractual clause that will negate his pension entirely if he accepts employment in the same industry or in a related one. He is having a hard time finding a decent job now and it is a struggle. He jus retired last year but is only 54 and still needs to work, as his pension is meager. If he could work in the same industry, he would make a more liveable wage and with less stress and more joy. 100% please pass and include retirement and pension contracts. Thank you!"
Barbara	"RE: non-compete clause rule (NPRM): Ban NONcompete agreements."
A	"Hello, I'm writing in support of the proposal to ban non-compete contracts. I am well-versed in labor law (much of it from my own misfortunes!) and it's not hard to understand why non-compete contracts are anti-labor and anti-democratic. 1.

	<p>Non-competes protect mega-companies that only exist because our cowardly congress doesn't enforce antitrust law in the first place 2. Non-competes restrict the movement of experienced and/or skilled labor, both recognized and not 3. Therefore non-competes are blackmailing dedicated workers for their freedom in exchange for the convenience of big companies' shareholders and bosses 4. while offering workers nothing in exchange but the chance to work, which can lead to worker apathy and mediocre work quality 5. and consequentially bottle up and kill the movement of skills and information that creates the innovation and self-determined economies that built this country before mega-companies bought and suffocated it. They're unfair, wasteful, and anti-democratic. You reading this at the FTC probably don't care about fairness or democracy, but those reading this public comment might care, and every branch at every level must act in favor of fairness and democracy to keep its legitimacy. Thanks for your time. -ac"</p>
S	"STOP NON COMPETE CLAUSES THAT ARE UNFAIR. WORKERS ARE NOT SLAVES!"
Lori	"Noncompete clauses are abused and overused. Please ban the use of noncompete clauses. They prevent ordinary employees from earning a living and tie workers to employers even when the employee doesn't actually want to work for that firm anymore. Noncompetes reduce our economic competitiveness and give employers and firms too much power."
Tvetene	<p>"Non-compete clauses give companies and employers undue control over the lives of people, restricting their freedom to say no to a bad deal. A free market such as ours is fundamentally based on the ability of people to make fair deals between each other and saying no when that deal is no longer fair. An employer should have no control over a person's life the second after they are no longer an employee. The concern corporations would use as an excuse is fear of an employee "switching sides" to a competitor bringing their trade secrets with them, and therefore non-compete clauses address this "accidental corporate espionage."</p> <p>This concern is already addressed by intellectual property laws, trade secret laws, and non-disclosure agreements that allow corporations and business owners to sue if their ideas, methods, and product designs are stolen. Unlike existing and documented ideas, an employer has no rights to the skills that an employee possesses: intellectual creativity, physical labor, public facing interaction, or a trade skill. If an employee is offered a better deal by a competitor and an employer is concerned about losing the employee, the onus is on the employer to then offer a better deal rather than getting to legally restrict their employee from leaving for a better deal."</p>
David	"I'm a programmer working in California; every job I've had has put a non-complete clause in the employment agreement they've asked me to sign on my first day, and I'm very glad they aren't enforceable here. Non-compete clauses make it harder for workers to get a good salary, and to profit from skills that those workers have spent years developing; and it's very hard to avoid them if you get surprised by them on your first day at a new job. Also, most of the companies that I've worked at have been started by people working in related fields to what their

	<p>previous company did; it's better for the country if new companies can be founded to develop ideas like that instead of having them bottled up in companies that either won't develop them at all or won't develop them well. I don't think it's a coincidence that Silicon Valley appeared in a state where noncompetes are unenforceable."</p>
Matthew	<p>"I am a physician. Non compete clauses benefit only employers and are, overly burdensome to the physician. Often MDs are expected to hold a geographic non compete. Employers know that a doctor cannot move their entire family just to change jobs. This makes future raises, benefits, and incentives for retention minimal. Often it can lead to the employer outright mistreating the physician or even impairing their ability to provide good medical care to their patients because they know the MD has no recourse. I wholeheartedly support the removal of non compete clauses from our profession."</p>
Christine	<p>"A non-compete I signed several years ago is preventing me from working with a previous client who was sold a software solution that doesn't meet their business needs. I could provide them a lower cost solution which is tailored to their business needs, but I am prevented from working in any of the 50 states and abroad with many large companies because they are customers of my former employer. This is both a bad situation for me trying to earn a living and for my former client trying to run their business."</p>
Sean	<p>"The Federal Trade Commission (FTC)'s Notice of Proposed Rulemaking prohibiting noncompete clauses appropriately limits terms which are inherently unfair to workers, may prevent individuals from providing for their families, and can result in harms to the business community by enabling abuse and unlawful conduct to endure longer than they would otherwise. Please find additional comments in the attached file, Sean Castillo Attachments Non-Compete Clause Rule"</p>
Michael	<p>"This is an AWESOME idea. As I'm sure the agency is aware, some states like California already have a long-standing statewide bans on non-competes, and California's economy and labor market has been more than fine. This would be a big win for smart government and the American economy."</p>
Jinny	<p>"There can be no exceptions to the law. Do not let the American hospital association dictate that doctors have to adhere to non-compete when no other profession will have to."</p>
Joshua	<p>"Highly support getting rid of noncompetes. This will help many people seek opportunity and raise wages."</p>
Daniel	<p>"I strongly support the proposed rule by the Federal Trade Commission to ban non-compete clauses in employment contracts. Non-compete agreements are often exploitative, limiting workers' ability to change jobs and pursue better opportunities, and stifle competition in labor markets. This ultimately harms both workers and consumers. By banning this practice, the FTC estimates that wages</p>

	could increase by nearly \$300 billion per year, and career opportunities could expand for approximately 30 million Americans. Additionally, non-compete clauses hinder innovation and business dynamism, further harming consumers. The proposed rule would promote greater economic liberty and healthy competition, and I urge the FTC to implement it as soon as possible."
Jennifer	"I support elimination of non-compete clauses. For all jobs. As a physician, it is important to prevent doctors who spent years honing their skills from being severely limited in their career options. A friend needed to live in a specific area for family reasons. When their employment at one group became unsupportive and untenable, they had to spend 2 years out of practice to wait out a non compete clause. This is an incredible waste of their skills - skills taxpayers helped to support through education grants from the ACGME. Please ensure the non compete elimination includes physicians. It should be a level playing field where possible. Thank you."
Allen	"Non competes impedes physician ability to work and serve their community and hold physicians hostage. It is bad for patients and the community."
Lucia	"I'm a physician. The AHA does NOT represent the physicians of this country. Nor do they have physicians' best interests in mind when they ask that physicians be excluded from this non-compete clause. Physicians are struggling and trapped by hospital non-compete clauses. It's contributing to physician burnout which is driving large numbers of physicians to leave medicine, worsening the national physician shortage crisis. Please protect the physicians of this country and keep them included in this non-compete clause!"
Megan	"Noncompetes allow employers to mistreat and underpay employees for threat of having to uproot their lives and relocate if choosing a better employment option for themselves. Shame on employers for thinking this practice should continue."
Daniel	" Hi FTC, I am 41 years old, and I am pursuing a doctoral degree in occupational therapy. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Theresa	"Dear Federal Trade commission, I am writing to urge you to ban non-compete clauses for all hospital employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses were originally made to protect trade secrets and other confidential information, this is not applicable to the hospital system (outside of patient privacy, of course). Non-competes can be traced back to when former slave owners used them to keep freed slaves working for them and not to go to another owner. (https://www.nelp.org/publication/faq-on-non-compete-agreements/) Furthermore, they can have a significant negative impact on employees and the public. In particular, non- compete clauses for physicians can have a devastating effect on patient care. If a physician leaves a job and is prohibited from treating patients

	<p>within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients, which has already been impacted by the pandemic of COVID- 19. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare (which is already a problem in the US) and improve the overall quality of care. Thank you for your attention to this important matter.</p>
Lynna	<p>"Non competes are harmful so banning them would be great. Competition should be encouraged as it causes circumstances to become better for both employees and consumers."</p>
Matthew	<p>"Non-compete clauses are harmful to employees, go against the spirit of free market capitalism, and serve only to enrich large corporations without benefitting their workers. As an American citizen working in the tech sector, where these clauses are common, I fully support a ban on them."</p>
Jennifer	<p>"Please make the proposed order final as non compete clauses in contracts allow employers to exploit their bargaining power to limit opportunities and stifle competition. Workers' earnings can be increased by \$300B save Americans \$148B in annual health costs, and close racial and gender wage gaps. I am for the ban of non-compete disclosure agreements in employment contracts."</p>
Phillip	<p>"Non-complete agreements encourage monopolistic tendencies and restrict the people's freedom to pursue their own paths. I support the abolishment of such an immoral clause."</p>
Ulderico	<p>"There should be no exceptions for the ban of Non-Compete clauses and devices. It should be a complete ban. If exceptions happen to be necessary, then they have to be hilly compensated. No one should be unable to work and not being compensated for that."</p>
Aleksandras	<p>"As a physician practicing in the United States, non compete agreements are a constant fact of life and have affected my decisions throughout my career. I've been lucky to have worked in a large variety of hospitals and clinics, ranging from FQHCs, critical access hospitals, county Level 1 trauma centers, academic centers, and general community hospitals and surgery centers. Most physicians in our country are under some form of non-compete and it affects our ability to practice in the places where we think we could do most good. It would be fair to say that patient care is constantly affected by non- compete agreements, likely for the worse. Physicians need to be able to move freely to the facilities that allow them to practice at the top of their training and experience. We have a massive</p>

	<p>shortage of physicians and patients in many parts of the US have to travel long distances to access appropriate medical care. The state of non-compete agreements further damages our already incredibly strained healthcare system. Healthcare is a right, not a commodity, and thus should not be subject to the same regulations. I support eliminating non-compete agreements for medical personnel, in particular for physicians."</p>
David	<p>"Dear Federal Trade commission, Thank you for accepting comments on this critical issue. Please continue to stand firm on eliminating the abusive practice of non- compete clauses. I have personally lost of hundreds of thousands of dollars of income I could otherwise have expected due to the harmful (and entirely intentional) effect of them. Non-compete clauses are meant entirely to kill legitimate competition. All they do is help the powerful continue their domination. They have no place in a so-called free market. Thank you for the good work you are doing to level the playing field in this way!"</p>
John	<p>"Non compete clauses should be banned. What's a great way to make sure your employees don't work somewhere else? Pay them better than everywhere else. No one should be locked into a low wage."</p>
Frederick	<p>"I'm a computer networking consultant and have done tech and "white collar" work most of my life. The American economy is based on the concept of capitalism, which is supposed to be based on the notion of competition leading to better work and lower prices. This suggests non-compete clauses should have no place in the U.S. economy -- they do nothing but hold people's careers hostage. So I fully support the FTC's ban on non-compete clauses. Long overdue! The clauses hold down wages and undermine creativity and innovation. The ban should make it easier for workers to earn what they're worth!"</p>
Pamelyn	<p>"I respectfully request that noncompete clauses be removed from medical professional contracts. The goal would be to support and maintain physicians, nurses and mid level providers in their careers of service for the public good. The increasing challenges and stresses associated with for-profit management strategies gravely affect how quality of care and life work balance happens in medical provider jobs, and the extreme conditions of performance under COVID pandemic conditions has only made the above issues worse. Non compete clauses are particularly difficult for medical care providers in smaller towns and rural communities where health care resources are already strained. Not being able to choose an employer in the same area forces provider families to uproot children, disrupts family relationships and impacts ability to repay educational loans due to move-related expenses. For profit companies are making record profits based upon unfair labor market restrictions and noncompete clauses figure meaningfully an imbalance in the formula for medical care provider compensation and financial stability. Thank you."</p>
Alexander	<p>"Non-compete clauses area contributing factor to the "worker shortage" that management all over the U.S. is talking about. Invalidating previous non-compete clauses, as well as preventing new ones will enable employees to build</p>

	valuable skills, maintain momentum, and continue to contribute economically using the skills they have built up. When employees are prevented from working, they are being removed from the labor pool. I am completely in favor of this proposed rule. If this is implemented, it will have the single largest impact on the American people, the economy, and more broadly - employee freedom in general since the implementation of the Sherman Anti-Trust Act. Tired, skilled, but legally-bound employees all over the U.S. implore you: approve this proposal. You, yes you specifically, the one reading these words right now: by helping to do this, you specifically will help add tens of millions of Americans back into the labor pool, something we desperately need. Thank you for taking the time to read this, whoever you are. This proposal has received millions of eyes around the world, and we are very hopeful to see U.S. law finally changing in a way that may improve the lives of Americans, not just the wealthy."
Howard	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! As a long-time tech worker in the Silicon Valley software industry, I know that California's impressive creativity and additions to our society in all areas of intellectual property and creativity are partially but significantly due to California's ban on non-compete clauses in employment contracts. The high-tech, biotech, and entertainment industries feed off of the constant exchange of personnel and ideas among large, medium, small, and startup companies. It is high time for the entire nation to reap the benefits of eliminating these stifling and anti-competitive contracts."
John	"Non compete clauses hams care by by limiting physicians can practice"
Jim	"I fully support banning non-competes"
Olivia	"Non-compete clauses restrict competition and serve companies over workers. I support banning non-compete clauses and invalidating ones that were previously signed."
Curtis	"Non-compete agreements hurt physicians. Physicians who want to leave a medical group and are limited by a non-compete leave the communities in which they practice, taking their knowledge of and experience with that community with them to practice outside of their restrictions. Allowing this practice to continue limits access to healthcare by forcing physicians to relocate if they are not happy with their employment when staying put and working for someone else down the street would keep them active in giving care where it is needed."
Liz	"What is happening with noncompete clauses in the workplace is that they are being used to cover up abuse and illegal activity. Managers know that they haven't you sign a noncompete that you are less likely to report these behaviors because if you have to leave the company you can't work in your field. And if the United States believes in competition being healthy and a driver of innovation, these clauses should be abolished."

Duncan	"I work in a highly specialized field, literally 4 companies who do the work, if I am not allowed to work for the competition I will be destitute yet my company can fire me at will. How is that a fair exchange of labor?"
Justin	"I support the NPRM. Businesses that include non-compete clauses in employment contracts do so to stifle competition, preventing many employees from working elsewhere with better pay and benefits, or starting small businesses on their own. They can and have been used by vindictive bosses to try to punish workers after they left the company. This becomes especially insidious in industries or local economies where the company's market share approaches monopoly and/or monopsony. With NPRM, most non-compete clauses that are detrimental to competition and a healthy economy will be rescinded. This will remove barriers of changing companies or starting a business to countless Americans, allowing them to learn and try new ideas that were denied by their current or former employers."
Geo	"This is a very important rule to protect workers."
Andrea	"The AHA recently came out against including physicians and other professionals in the rules against non-competes. This is a one sided interest form a group representing hospitals, who have had massive profits at the expense of their patient and employees. hospitals have been running "just in time staffing," and skeleton crews in the name of profit, endangering their patients and burning out their nurses, support staff, and physicians. They have done this purely in the name of increasing profits and bonuses to the executives that do not provide anything toward the application of healthcare. These actions are enabled by non-competes trapping physicians and other professionals from leaving toxic workplaces for workplaces that actually put patient care and employee well being first. The AHA is in favor of non-competes because they stop physicians and other professionals from advocating for themselves. If they are worried about attracting workers, they should have to provide an attractive place to work as all other business have to do."
Philip	"I agree with this proposed rule change. I now live in California where Non-Compete clauses are generally not allowed. This works fine for both businesses and employees here in California the most populous state in the nation. I had previously lived in Massachusetts where Non-Compete clauses were allowed at the time and found them to be very restrictive in my industry. Employers can and will use them as a fear tactic to keep workers from leaving."
Timothy	"I urge the FCC to do everything in their power to force companies to cease employees non-compete agreements. It is a practice that borders on indentured servitude!"
Stephen	"I strongly support the FTC's proposed ban on noncompete agreements. My name is Stephen Cutie; I'm a PhD Bioengineer & former CCST science fellow in the California State Senate, born & raised in Miami, FL. Noncompete contracts

	are predatory employment practices that border on indentured servitude — they should be banned nationwide, as they already are among lawyers."
Michael	"The proposed rule sounds like a wonderful idea and an important step toward increasing economic justice."
Lindsay	"Please ban the use of noncompete clauses in future employment contracts and void such clauses in existing contracts. Thank you."
Lauren	"As a physician that wants to practice in a rural community this type of non-compete practice limits our ability to serve the towns we have built relationships with for good patient care. Please end this draconian rule of non-compete."
Austin	"Please ban non-compete clauses. Workers in general lack the sophistication to appreciate the gravity of non-competes. If they do understand their potential impact, they lack bargaining power to negotiate the terms. The cumulative effect of non-competes hampers innovation, contributes to the decline of the middle class, and effectuates a type of servitude for which this Nation long ago amended our Constitution to proscribe. My wife was a ballroom dance teacher for a studio that required a non-compete agreement as a condition of employment. After taking time off of work to have children, she wanted to return to work but needed flexibility due to childcare constraints. Her studio would not accommodate her schedule and the non-compete prevented her from teaching dance independently. She never worked again. Who knows what kind of business she could have started, who she would have impacted, and how her economic life would have unfolded had she been able to return to the workforce after having children. If a total ban is politically untenable, an effective compromise could be to ban all non-compete agreements for jobs with total annual compensation under \$100,000 per year. Thank you."
Andrew	"Physicians have been raising concerns about noncompete agreements in the healthcare field for years, which can prevent them from leaving their jobs without fear of retribution or the inability to provide for themselves and their families. This can lead to a physician shortage, as many physicians are leaving the field due to frustration and burnout. Large hospital systems often require noncompete clauses that can force physicians to leave the geographic area in which they practice, eliminating market forces that would lead to better systems that served clinicians and patients. Noncompete clauses can also hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. While it is hard to argue that a single physician leaving a large hospital system would significantly threaten the hospital system's business model, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice. Therefore, if a carveout in the Federal Trade Commission (FTC) proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital

	<p>systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. Therefore, noncompete clauses should be eliminated for both not for profit and for-profit hospital systems. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long-term ability to maintain access to quality care, and should be outlawed. Physicians should be able to speak out about issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families"</p>
Timothy	<p>"Non-compete clauses in medicine are absolutely hurting competition and patient care across the industry. Hospitals can pay less money to residents who can't leave for better jobs. And let's face it, these big hospital chains are run by accountants, not people who are focused on patient care any more than to use patient care as a marketing tool. Hospitals don't benefit medical professionals. Hospitals benefit their shareholders (non-profit or not - "non-profits" still pay their board members and CEO huge paychecks). Health care professionals need to be able to be free to speak out and be truthful and not fear being blacklisted from the market place. Making an employee sign a non-compete agreement that bars them from working within a large distance and making that non-compete clause effective even upon being fired or terminated effectively is a hammer to stop free speech. On the other hand we also have laws that don't make health care discipline records transparent to the public and future employers. That's dangerous also. So we need a package deal where medical professionals need to comply with the standard of care AND they are free to go to another employer for better wages or working conditions which also improves patient care. It's dangerous to underpay a medical professional AND expect them to perform to tough standards of care. The employers in health care are NOT providing training that is a trade secret. The training employers in health care are providing is required by laws to make employees meet or exceed the Standard of Care. Employers can't say, "You, employee, owe us because we're showing you how to treat patients properly." All patients have the right to expect that their medical professionals are able to provide appropriate care within the Standards that are expected in the community and legally."</p>
Jamila	<p>"The people of the U.S. need this to happen."</p>
Sylvia	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovations, and harm working people. This policy will make it easier for workers to earn what they're worth. No ex-employer should have that kind of hold on a worker to move on in the labor market."</p>
Eric	<p>"I am in support of this rule. I also wonder if this rule would apply to employers that prevent workers from doing similar types of work concurrently. As an example, I work as a doctor in a state hospital, and am barred from doing any clinical work with any other employer by my contract. This caps my income, prevents me from maximizing my productivity, and prevents me from providing</p>

	clinical care outside of my normal work hours to other hospitals in need in my area. These sorts of employer rules are arcane and limit workers unnecessarily."
S	"I'm not an economist but I strongly suspect non-compete agreements result in less efficient markets, which in the long term would be a contributing factor to a less prosperous society. Assuming it's constitutional, I'd like to see this law pass."
Greg	"Ban non-compete Clause rule for most workers. The only workers that should have a non-compete clause in their contract are those workers who have trade secrets."
Jennifer	"The non-compete clause rule is an unfair way for employers to gain control over the workforce. It should not be allowed. Any existing non-compete clauses that are currently in use should be immediately invalidated. I once signed an employment contract with a non-compete clause. Fortunately when I left that job, it wasn't enforced, but it caused me a lot of stress because it was not fair to me. These clauses should not be allowed in 99% of all employment contracts. Today they are widespread in fields where it makes no sense, but is just a way for employers to keep wages low and prevent employees from moving to a different job."
Ariana	"Physicians are already at a disadvantage in the business of medicine. Non compete clauses are unethical and continue to give the upper hand to corporations. Individual physicians went into medicine to help people and now the hospitals and corporations are profiting from wage suppression and unhealthy working conditions for physicians. Physician burnout is at an all time high, in part due to lack of autonomy and ability leave toxic work environments. We cannot leave a toxic workplace without uprooting our family and support systems due to non compete clauses, if physicians are excluded from the FTC ruling, we will continue to see a physician shortage, continuing burnout and continued loss of life from physician suicide. Please consider physicians as a class of workers work protecting from predatory hiring practices."
Ann	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! I spent over 40 years working for the USDA Forest Service after spending 3 years in the private sector.in the late '70's, I never encountered a non-compete clause and think no one should ever have to! Good luck moving forward with your proposed ban. Thank you for considering my comment."
Nick	"Having Non-competes banned at the state level is key to Silicon Valley innovation; engineers are free to flow between companies. This is very good for workers!"
Matthew	"Non competes are used to bully and threaten workers from earning a living, even when they're usually not actually enforceable. Companies know this, but still try to force employees to sign them as a scare tactic. In other words, they

	area tool of oppression. The citizens of this country need protection from this evil. End the legality of non competes."
Sara	"I completely support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people. I have been lucky to only practice in the states that do not allow non-competes. I personally witnessed how disruptive they are both to patient care and the physician's well-being, and the ability to practice in a manner that they wish."
Daniel	"It is well-established that California's very old prohibition against non-competes has contributed significantly to our innovative industrial culture, and monopolization (which is supported by non-competes) is just there to increase concentration of wealth. Please proceed to outlaw such behavior. Thanks."
Natalie	"I strongly agree with and urge the Federal Trade Commission to adopt the new rule banning the use of non-compete clauses in employment contracts. I have worked in the financial services industry as a rank-and-file employee for over 30 years, primarily for large U.S. banks. Throughout my career, I have experienced the unilateral nature of employment contracts in which employers hold the vast majority of the power and routinely mandate that employees sign such contracts that contain non-compete clauses. At the same time, these employers are well aware that employees in our industry, specialize and will most likely continue to work in the same industry, often for our entire careers. Often for employees like me, the only way we can significantly improve our career opportunities and compensation, is by getting a new job at a higher salary and grade level with a competitor in the industry. Banning employees from working for a competitor is unfair, deceptive and causes harm to employees like me because essentially, we are forced to either: 1) choose to put up with compensation that lags inflation and the cost of living the longer we stay with a current employer (note: employers frequently give minimal, annual compensation increases to longstanding employees, who they consider "captive", but generally only reward new hires with the highest, most generous compensation to get them signed, hired and in the door), or 2) have no livelihood / no earnings because we are forced to comply with an employer's non-compete clause if we leave a job in the industry. Non-compete clauses, if they are allowed to continue to exist at all, should be restricted to the highest paid executives in a company such as a president, chairman and other "C-suite" executives. Routine use of non-compete clauses in employment contracts should be banned from all other employment contracts for all other employees in the U.S. C-suite employees and other senior executives, generally have very generous, custom employment contracts that give them lucrative annual compensation as well as "golden parachutes" if they leave, often receive multi-million dollar annual bonuses plus stock options, in addition to many other perks (housing, limousine service with driver, and access to private jets for travel, and much more). However, the vast majority of American workers like me have to work continuously our entire lives. We can't afford to be without a

	<p>paying job. All employees should have free will to pursue a job at any employer that they wish, including to be able to improve the employees' standard of living. It's time to institute a national ban on non-compete clauses in employment contracts, similar to the state laws such as in California, that ban such non-compete clauses from employment contracts as illegal and unenforceable here. All American workers should be afforded similar protections nationwide. Thank you for taking action to protect American workers."</p>
Neha	<p>"I think it's a great idea to get rid of non-compete clauses. These types of clauses only serve to make it more difficult for skilled professionals to get fair pay for their work without uprooting their entire lives."</p>
Ryan	<p>"Dear FTC Commissioners, Please put an end, once and for all, to the Non-Compete Clause Rule, for the good of the country and employees everywhere."</p>
Rena	<p>"I am in favor of limiting the ability to add noncompete clauses for low-level workers. This harmful contract agreement makes it difficult for workers like hairdressers and dance teachers to find new jobs. Please eliminate this burden on people who want to work and have agency in their future."</p>
Elizabeth	<p>"In general I am against non-compete employment clauses. I can understand the use of a non-compete in areas related to trade secrets or in the area involving investment into highly specialized training that would take time to recoup training costs but these cases should be few and narrow in their scope. Limiting an employee's ability to work when and where they want puts way too much power in the employers hands and that power shift is not healthy or fair in a world that's already stacked against the working class."</p>
Sabrina	<p>"I highly support removing non compete language from employer contracts. As a single mom to three children, my income is pertinent to their education and survival. I just received a reduction in hours. I was reminded to honor the non complete clause. It is absurd I am expected to deliver the same results in less hours and not have the flexibility with my working hours to take on additional income to substitute the loss. I should never be denied the right to earn a living to provide for my family. I have spent years building knowledge and a credible reputation in my field of expertise. That's hard work needs to be honored and appreciated, not hindered or ignored."</p>
Alicia Butcher	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 Non-compete clauses are NECESSARY for very few jobs of highly skilled and limited occupations; putting them into ordinary employment contracts is limiting the ability of workers to find jobs and change employers. It is UNAMERICAN to limit workers and job choices in this draconian way. They should, instead, have to be very well documented and reserved for very few limited jobs. Data can be obtained from any legal proceedings that tried to enforce these clauses after workers left a job, and whether the workers or the companies were successful in the suits."</p>

Wayland	"Non compete clauses hurt the worker and the economy. They only function to protect the companies from competition which reduces the pressure to improve products, working conditions, and long term company viability."
Kate	"Non-competes are harmful to the economy, innovation and the workforce. I support the agency's efforts to make predatory non-competes void and unenforceable."
Hollie	"I believe that people will frequent and support the teacher as opposed to the studio. I agree wholeheartedly with a new law to take away noncompete contracts."
Marcy	"I strongly support this new rule barring noncompetes. This is a long past due reform. As a resident of California, I can attest that banning enforcement of noncompetes does not have a negative effect on the economy and allows for more worker mobility and advancement. Permitting companies to stop nurses and other essential workers from performing the job they spent years and thousands of dollars being trained and certified for actually endangers public health and our economy and leaves our country less prepared to deal with emergencies and crises. Please vote "yes" on this rule. Thank you."
Nicholas	"Non-competes harm physicians. We already move so frequently for training and non-competes hampers many specialists where jobs are hard to find and localized in metro areas due to level of care required. Many times changing jobs requires uprooting family and relocating to entire different places due to these non-competes trapping you between a less than ideal job or having to leave your hometown. This limits competition and can worsen physician burnout, satisfaction and ultimately patient care."
Sayeed	"The non-compete clause is unfair to employees. When organizations are allowed to buy their competitors to eliminate competition threat then how come, employees, are not permitted to join a competing firm?"
David	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements, I worked for years in Silicon Valley and every company I worked for required me to sign a non-compete agreement as part of my employment contract, This was standard language that had been prepared by the corporate legal staff. As an individual employee I did not have the resources to hire a lawyer or negotiate this language. The choice was either sign the contract or not take the job, because the next candidate would sign it. All the power was in favor of the corporations and gave an unnecessary amount of control to the hiring corporation over my ability to change jobs or start my own business in competition with these

	companies. This certainly does not improve an individual's chances to get ahead or move to a competitor for a higher salary. How can that be good for America's economy? Thank you for your work, and please issue a final rule that bans noncompete agreements."
James	"My former employer in California, Precious Metals Refinery, forces all of the employees in California to sign a non-Compete contract and bullies them with it. I finally realized after large scale wage theft from PMR and contacting an employment lawyer to find out what my rights are, I could have left years ago and not been subject to several illegal actions from this employer. I have a formal complaint into the California Labor Board, but this new law would have saved me years of stress, entrapment and intimidation by my fonner employer. I cannot get those years back. Please Pass this regulation."
David	"This is a good start. The entire idea that a giant multinational corporation and an employee are somehow on such footing that any contract could be negotiated between them is ludicrous, and we must dismantle it."
Rod	"Non compete clauses are antithetical to smart public policy, they ruin people's lives, and they are anti competitive in our so-called free market economy. They are largely not allowed in California and companies do just fine. Those who say they're necessary are fear mongering. I strongly support this proposed Non-Compete Clause Rule."
Cat	"Companies need to be responsible about retaining top talent. Forcing somebody into a noncompete is just saying that they can't live up to being a good company to work for. Company private intbrination fine keep that secret but if somebody can get a better job somewhere else and some thing else is willing to pay more for them than they should be able to do that."
Kimberly	"I support a federal ban on noncompetes. As a physician I have directly felt their impact and saw how it impacted the patients I was no longer able to serve since I had to leave the community in order to leave my job. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people. I have personally been impacted by a noncompete clause and it led to burnout and me wanting to leave medicine altogether. The current rules do not favor physicians and patients. It is corporate bullying. Physicians cannot accrue 200,000 plus dollars in debt and be held to some crazy medical legal liability and then be treated like janitors by corporate healthcare companies."
John	"This rule should be put in place in it's absolute full force. I have been working in the mortgage industry for 25 years. I have Watched company after company use noncompete contracts to hold loan officers branch managers and other employees hostage year after year. One of the biggest tactics used by mortgage companies is to tie loan officers and managers up in lawsuits if they choose to

	leave and other employees decide to join them at their new company. All employees at all levels should have the right to choose where and who they wish to work with, period."
David	"The heart of American capitalism is a simple idea: open and fair competition that means that if companies want to win our business, they have to go out and they have to up their game; better prices and services; new ideas and products. That competition keeps the economy moving and keeps it growing. Fair competition is why capitalism has been the world's greatest force for prosperity and growth. By the same token, "competitive economy" means companies must do everything possible to compete for workers: offering higher wages, more flexible hours, better benefits. Employers use noncompete clauses to depress wages and lock in workers for no good reason. It's estimated that at least 30 million workers in the U.S. are subject to noncompete clauses that restrict their ability to move to a competing employer or start a competing business. Workers are unable to leverage a better job offer into higher wages. If the FTC estimates are correct, and that a ban on noncompetes would increase earnings over \$250 billion annually, then it is absolutely imperative that FTC ban non-competes nationwide immediatly."
Nancy	"It is important to end non-complete clauses in their entirety, and return any and all burden of proof to enforce only truly top secret trade secrets to the employer who can prove their exclusivity claims. But otherwise, non-compete clauses will continue to be used by all employers to intimidate and harass against vulnerable employees, including as is cunently happening, against the most vulnerable and low-paid workers who are too afraid and know they can't afford legal counsel to fight an employer's threats so they just stay and stagnate their earning potential - and this in turn leads to widespread salary stagnation for all workers. I have been confronted by non-competes threats twice, with the first time when I was very young and still in college working to pay my way through school and I found it very scary to be bullied and in effect threatened by an employer. And had I not been in college and known a little more and been desperate to make more money to stay in college, I might have stayed at that job out of fear of his threats of retaliation if I left. At this point it's unconscionable to have any non-competes that an employer can claim they are entitled to use against employees who are merely trying to make a living - this gives employers/mangers too much discretion and they wield it as a blunt threat against any employee in all industries (even fast food industries!). Please end the use of all non-competes and if an employer believes they have been in fact harmed by a former employee, they should spend the money to prove it and have a deterrence against making false claims against employees who usually have much less money to protect themselves against employers' desire to suppress wages and control the workforce, so we will remain more vulnerable than we already are."
marilynn	"it is essential that we do away with having to sign a noncompete agreement when taking a job--non-compete agreements interfere with free enterprise-- they allow the employer an unfair advantage --because of noncompete agreements,

	employees feel bound to continue in jobs that are oppressive- -the agreements diminish the freedom and the rights of employees"
Jameson	"DO NOT exclude physicians. If it's inappropriate for other professions, it's inappropriate for physicians."
Jeremy	"I think this is a smart change. Workers should be granted full freedom to find and take a new position, regardless of the employer. The current restriction is uncompetitive"
William	"I support banning noncompete clauses. The company I work for recently had a competitor fire roughly 200 employees. Most were under non-compete so were out of luck for a job. Our competitor didn't want them, we did, but yet we couldn't hire them. That's ridiculous."
David	"I write to support the proposed rule making Currently, employers have little incentive to match market rates for employees while they remain in their current position. There are significant upsides to switching jobs [1]. Enforcing that employees are not able to switch suppresses wages and reduces the competition to ensure that the best talent is able to command their actual market rate. While my state of California bans non-compete clauses, contracts from other states are enforceable. I have seen colleagues with deep expertise and years of education be forced to work on unrelated projects at a medical device company, reducing the competition in the market place to bring AI-driven technologies to the market; a clear detrimental impact on interstate commerce. California companies have also shown that NDAs and other mechanisms to protect intellectual property are sufficient. All employers that I have interviewed with have extremely clear policies of potential or current employees never being asked to provide, nor freely providing IP covered by such an agreement. The market has factored in the cost of IP disputes and found theft not worth it. If an employer is providing valuable training to an employee, they are also still able to oblige the employee to return the value of the training if they leave prior to a certain date. This, as with retention bonuses, clearly defines the market value to the employer for the employee to stay. [1] https://www.pewresearch.org/social-trends/2022/07/28/majority-of-u-s-workers-changing-jobs-are-seeing-real-wage-gains/ "
Henry	"The FTC should be applauded for implementing this rule, which will create procedural certainty in the country. The states of California, North Dakota, and Oklahoma ban non-compete agreements. This would also ban the boilerplate language often placed in employment agreements but not enforceable in the above states from being used to cloud the rights of people that work in these states. For items which are unique to a particular employer, the provisions in the regulation allowing non disclosure agreements or bars on soliciting former clients should be sufficient. As a worker I strongly support this regulation. I would like the same rights as Californians have to propagate throughout the nation."
Graham	"These non-compete clauses are terrible for workers, and should be banned. I live in California, which fortunately does not allow them, and our employers are

	not significantly harmed by not having them. Our markets work just fine without non-competes. They should be disallowed throughout the United States, so our workers can have long-term careers and freedom to get the best rate for their services. That's how it's supposed to work."
Sherrill	"Non-compete clauses are in restraint of trade, oppress workers and unions, and prevent creativity in industry. Strengthen our nation! Adopt this policy! Thank you!"
Chrs	"I am in favor of the Non-Complete Clause Rule moving forward. As a tax payer, I feel this rule represents the direction this country should be moving towards. Employers should not have the ability to request that non-complete clauses be included as a condition of employment under any circumstances."
Saurabh	"Support eradicating non-competes. They're destructive for free market and to individuals"
M.	"When there are rules that prevent workers from leaving one company and joining another within the same industry to increase their wages and quality, it is an unfair practice and effects lower income employees more than others. It definitely needs to be resinded! I personally know someone who was recently laid off from their employer and had to sign a non-compete to receive his severance. It prevents him from employment with competitors of his previous company."
Joseph	"I agree with the proposal to do away with non-competes. They keep wages and can make it difficult for a worker to change jobs (without moving out of the are) if a better opportunity comes along."
Brian	"Non compete clauses do nothing to help the employee who may want to start their own business and do a better job at it than their employer. Laws such as these unfairly favor large corporate entities which in turn raises prices all around. In medicine we are facing higher and higher costs due to smaller practices being eaten up by large hospital systems. This is bad for patients, bad for the economy, and bad for the country."
Brian	"In California, the world's 4th largest economy, and bellwether state, they do not enforce do not competes. In terms of healthcare, physicians and physician-run clinics provide CRITICAL ACCESS and hospitals trying to box them out creates hegemony, limits access, and raises prices. DO AWAY WITH NONCOMPETES AND STOP GIVING THE HOSPITALS A PASS and keeping costs high!"
Roberto	"Non-compete agreements are terrible, unfair, go against the most basic principles of personal freedom and free market. They allow companies with big lawyers to go after former employees that simply want to move on with their careers, they are a big obstacle to innovation, it's not a coincidence that the most innovative place in America is the Silicon Valley where these practices are

	basically illegal. Please ban this travesty which is the typical example of how big businesses rig the game in their favor while claiming they're for free market"
Megan	"I am writing on behalf of my sister in law. She is an underpaid worker who has done every job available to her from security to school bus aide. If this law is not passed there would be fewer protections for her than there already are. We see employer after employer take advantage of her and due to a genetic learning disability she has few resources to fight back in unfair situations. Giving her some protection through this law is better than what she has available to her now ."
Morgan	"Hello, I am writing to support elimination of non-compete clauses in employment agreements. I've lived in states that allow them, and in states that do not. I have also worked for multiple organizations that have used them. And, have at various times been a hiring manager that has had to deal with the repercussions of trying to hire others concerned about non-competes. What I've observed is that non-competes definitely harm the individual, but have little to no impact upon "protecting a companies IP". Rather, all they do is limit an employees ability to change jobs. I currently live in California. It has one of the most vibrant economies in the world. It bans non-competes. There are already various mechanisms to protect intellectual property (including non-recruiting clauses). Please vote in favor of eliminating non-competes. I have no doubt about that corporate America will lobby hard against this. But it is lobbying against because it knows it keeps its labor costs down, not because it protects IP/corporate secrets."
Glenn	"I support banning non-compete clauses! They are unfair, un-American and cruel. Please DO put an end to this ruthless business-over-people practice."
Kathy	"NPRM was successful in Silicon Valley. This would be a good thing for workers and the US economy."
Chris	"As a retired IT consultant I urge you to ban non-compete agreements or clauses in employment contracts. Constraints like these echo the early days of our country when indentured servitude and even slavery were common. The labor movement and federal regulations have freed workers from excessive employer control. There is no reason to reverse course. Personal autonomy should have more weight than corporate profits."
Wayne	"I am in favour of the ban on non-compete clause rule. Competition in the workplace ensures workers (employees, contractors, specialists, etc.) are fairly compensated for the duties they provide. Non-compete regulations can have a large impact on any industry as this can slow competition, slow industry service provider growth, and stall innovation. No employer should have the power to stop an individual from bettering themselves, or blocking fair competition in industry as a whole."
Robert	"I fully support the FTC's proposed rule to ban non-compete clauses for workers and to roll back previously signed non-compete agreements. Not only is this

	unfair to workers, particularly lower-paid workers, but it is a drain on the U.S. economy because it slows down the ability of workers to change jobs, make more money, and fully participate in the economy."
AG	"This is long overdue. The non-compete clause has to go. Thank you."
Michael	"The AHA is trying to obtain an exemption to new regulations that would specifically exempt physicians from the ban on noncompete clauses. There is no reason why noncompete clauses should apply to physicians. There is nothing proprietary about the work we do. Noncompete clauses should only be permitted if the physician will be paid at full salary for the duration of the noncompete. Otherwise, these clauses exist only to intimidate physicians and remove our ability to negotiate contracts. We served our country through the pandemic. Don't let hospitals abuse us with noncompete clauses."
Stuart	"I am a professional software engineer with 15 years of experience, working on self-driving cars. California is the center of innovation in the US and the world, in part because it has banned non-competes. It's time to help the rest of the country catch up, by banning non-competes everywhere."
Sheila	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Casie	"I support the abolition of non-compete clauses."
Justin	"Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."
Alex	"I'm strongly in favor of this rule broadly as written"
Kent	"In 2021 I accepted a full-time job at a large company in another state. The position was fully remote, which I intended to work at from my home state of California. The employment contract I was offered had an 18-month non-compete clause which was legal in that state, but not in California. I questioned this, but lacking sufficient time to decide and money/knowledge to consult with an employment lawyer, I accepted the position anyway...hoping that if I left my job one of the following would apply: - My employer would decline to press the non-compete clause against me, or would only enforce it narrowly similar to NDA-type - My residency and working physically in the state of California (where I also pay state income tax!) would effectively supersede to allow me to work for other

	<p>employers. - The fact that short of actively and maliciously copying and sharing internal privileged company information, ifs extremely unlikely I could plausibly "compete" with my current employer at another employer (I barely understand the proprietary systems I work with!) - That any or all of the above factors would prevent an expensive, difficult, and distressing legal fight. Even if, optimistically, all of what I've said here is correct...the Non-Compete Clause has <i>*explicitly*</i> caused me harm. I have PTSD and am a survivor of abuse, and one classic abuse tactic is for the abuser to attempt to control their target for as long as possible. I have great anxiety and fear that, despite no ill will, intent, possibly even <i>*ability*</i> to harm my employer by working for a new company...that my employer would still have the power to impair my ability to survive, hundreds of miles away and for no other reason then they can and I lack the resources to protect myself. I'm not opposed to employers taking <i>*reasonable*</i> precautions regarding their NDAs and proprietary IP. Or, if they want to keep me on their payroll for 18 months after I leave but aren't working for them...I wouldn't like that as much as having my free choice, but it'd be more justifiable than: "you're not working here, we're not paying you, but also we still control you!" I even have anxiety over whether my employer could find out I wrote this, and retaliate against me for doing so. I know such action wouldn't be <i>*legal*</i>, and I'm not sure how <i>*likely*</i> it is, but it's still scary because if it did happen I again lack the resources / knowledge to defend myself. Even so, I've chosen to sign this with my real name because this issue is important enough to me to take that risk. Even such personal consequences would be a small price to pay, to Inc. to remove the burden of non-compete clauses. (And at least I could try to find a replacement job immediately, instead of in a year and a half!) Thank you so much for taking up this critical issue, you are working to make the country fairer and more reasonable, and I hope you don't underestimate the positive effect your ruling could have not only on workers currently under non-compete clauses...but for millions of future workers whom might suffer similar fides and uncertainty without your intervention!"</p>
Andrew	<p>"I support abolishing non-compete clauses, as they significantly detriment the worker's ability to capitalize their labor. Businesses should profit from the organization and efficient combination of capital with labor, not by hobbling individuals and their ability to seek gainful employment leveraging their established skills."</p>
Caroline	<p>"Please end the practice of allowing non-compete clauses for everyday jobs. It is crippling for people who are often only just getting by to begin with. A friend of mine - in her 60s - has had to move 100 miles from town because she was not allowed to work as a home-health aide by her former employer. she is only just getting by to begin with and this forced move has been financially and emotionally devastating for her. Thank you."</p>
Andrew	<p>"Non-complete clauses are obviously bad. Competition is vital to our economy, and these clauses unfairly limit workers ability to change jobs. They should be illegal."</p>

David	"I work for an IT company low-level employee just above minimum wage and I had to sign one of these to get the job even though I don't know any knowledge above what someone could learn in 10 or 15 hours on YouTube yet I still had a sign this which makes it so I can't compete for competitive if they offered me better pay. A non-compete agreement is extra rules on the free market that do not favor the employee"
Paige	"I fully support the proposed rule to ban non-compete agreements, which not only trap workers and prevent them from seeking better working conditions but also stifle innovation and entrepreneurship. California's ban on such agreements has not negatively affected its economy; on the contrary, the state's economy is the fifth largest in the world (by GDP). A healthy capitalist economy is dependent upon competition, not monopolization. The proposed rule will encourage such competition and innovation."
Mrinali	"A ban on noncompetes is much needed. Hospitals should not receive an exception. I live in a state where noncompetes are forbidden including for physicians and by hospital employers and there is NO shortage of doctors. Elsewhere- noncompetes have stifled competition and forced physicians to move away, which is detrimental to continuity of care."
Suresh	"Good move and that will open up many opportunities to employees/workers with better pay and open up the doors for lot of innovation. A big relief to employees and this should be implemented soon. A big thank you!"
liliana	"I agree with banning non-compete agreements."
Carl	"Please eliminate the "Non-Compete Clause Rule." Thousands of low pay workers are being forced into ridiculous work commute situations that not only interfere with them making a living, but put tremendous strain on their lives and that of their families. This has got to stop! Please do the right thing for American! workers!@"
Jake	"I fully support the removal of non-compete clauses. As a software engineer, these clauses have regularly prevented competition and innovation while promoting the growth of monopolistic corporations which further inhibit innovation and an otherwise healthy market. Businesses should have to compete on a level playing field for both customers and talent. It is inherently anti-worker to prevent someone from changing jobs or starting their own business. It is anti-consumer to dramatically limit the capabilities of businesses due to an artificially small hiring pool. To promote a healthy, competitive market these non-compete clauses should not be allowed. As their name implies, they are anti-competition."
David	"Please end non competes. Workers are tied to lesser opportunities."
Karen	"I am in full support of removing non-compete agreements. They stifle competition and stop the free market from working as intended."

Ramy	"Non competes are simply inappropriate scare tactics. Legally unenforceable, they create drawn out legal battles that favor large conglomerates until they are examine under the weight of the law- after which they are found severely lacking in fairness and standing ..."
Barbara	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Kathleen	"I support the elimination of Non-Compete Clause Rules. Corporations benefit from their Employees contributions and have ROI on the onboarding costs in the work products of their employees. Employed AT THE WILL of the corporation, Employees should have equal WILL to Terminate that Employment, and remove to a new Employer, unencumbered . Is this not "the American Way??" I understand the issues around Competition but we have OTHER LAWS of Privacy and Non-Disclosure that more properly govern matters of ethical behavior in these areas. Unethical behaviors are the only possible rationale for Non-Compete Clause Rules - - and this is an insufficient basis for these dubious "legal" contracts - - -"
A T	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth. Workers should not be limited to take their employment to another or better job. If employers can lay someone off for any reason, then employees should have the option to leave and take any another job somewhere else."
Julio	"Non compete agreements hurt physicians and communities. Since large hospital own the majority of medical practices in an area, after working for them, a physician may have to leave the community to be able to find employment. After doing residency in NY, I had my first job in California and I was happy to know that non-compete clauses are not allowed. If the working conditions were not to be safe, I could go to another employer and, since I'm proud of the quality of care I deliver and of my work ethic, my patients (and the continuity of care by their family physician) will likely follow me."
Timothy	"I fully support the FTC's proposed rule to ban non-compete covenant clauses in employment contracts. I live in California, where such covenants have been banned for decades, and my state provides a good example of the lack of economic justification for such clauses: we have a dynamic economy, high wages, ample job mobility, and highly profitable, very large corporations all at the same time. Many employees bring substantial experience and education to their jobs, and it is a serious constraint on their freedom and earning potential to hamper their future employment in their fields of expertise in exchange for a paycheck. There is ample evidence that such non-compete covenants do suppress in-industry job moves and also wages (e.g. https://onlinelibrary.wiley.com/doi/10.1111/Jors.12305). Non-compete covenants for those workers are like an overbroad prior restraint on the off- chance that an

	<p>employee will steal company secrets and leave to use them in competition against the former employer. However, we have civil courts that can deal with those cases effectively after the fact. And the situation is even worse for entry level! low skill workers: often their jobs are highly structured with little space for employee-led innovation: non-compete covenants seem to only exist to protect poor management, hamper job mobility and therefore suppress wage growth. I would like to thank the FTC for proposing this rule that will surely both increase wages and the dynamism (and future profitability!) of the US economy."</p>
Leonard	<p>"Please do not exempt physicians from the non-compete clause. We go into high levels of debt during medical school and undergo multiple years of residency training with severely reduced pay during which debt accrues. As physicians are increasingly becoming employees in a hospital system, reducing job mobility severely damages our ability to pay off debt and takes advantage of us during our early career. Including us in a non compete clause will be beneficial for the American public; increasing physician hospital job mobility will help to retain physicians in the field of medicine and reduce physicians taking jobs in other sectors or retiring early."</p>
Ron	<p>"I am in favor of banning all non-compete clauses. I am currently a Partner in a big4 accounting firm. They mandate retirement at 60 and then also impose non-compete clauses. If you have been a career consultant, this severely limits your opportunity to gain additional employment. The non compete is very unfair in this case and should be banned. To be honest mandating retirement at 60 is also discriminatory. The big4 accounting firms want it both ways, they want to push out senior partners but then also limit them on gaining future employment."</p>
Andrew	<p>"I support the proposal to ban the use of non-competes for all the reasons cited in the proposal. Their usage has gone far beyond what is needed to allow businesses to profit from their investments and instead are deployed to unfairly stifle competition at the expense of the employee."</p>
Melissa	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Michael	<p>"I support the adoption of the non-compete clause rule. I perform highly specialized work in a large and lucrative industry with only a few major players. Not only do non-compete clauses stifle competition but they contribute to an atmosphere of fear among those subject to them. In my industry, one way the effects of non-compete clauses manifest is through a chilling of innovation. Additionally, the effects of non-compete clauses on worker's daily lives should they choose to leave an employer and become subject to them can be deeply disruptive. This results in reluctance to advocate for better treatment, reluctance to speak up when issues arise in the business, and a watering down of the talent pool as the best talent looks to other industries where non-compete clauses are not used. Non-compete clauses are bad for businesses and bad for talent. If a</p>

	firm hasn't been managed well enough to handle competition, it should feel the effects of the market rather than artificially stifle a whole industry. Thank you."
Martin	"Non-Compete Clauses are inherently unfair to workers, so I wholeheartedly agree the FTC should ban them! It is unfair to allow these mechanisms, available only to the big and powerful, to cause so much hann to workers. I support the FTC's ban on Non-Compete Clauses!"
Martin	"End Non-Compete Clauses/arrangements! They only serve to shield the rich and powerful from the hard work or ordinary people. Stop all Non-Compete Clauses now!"
Kevin	"Ban noncompetes. This is an unfair practice that only exists to suppress wages, and is antithetical to the free market we value. Noncompete clauses force employees to either accept worse pay and conditions, or to uproot their families or endure longer commutes. Employees may suffer consequences from noncompetes even when they like their job- for example, if a medical group contracts with a hospital to provide physician staffing, but the physicians are bound by a noncompete clause, then the physicians may be forced to move to a different city if the hospital switches its staffing contract to a different medical group, negotiations which are outside of the individual employee's control. Let's value the broad impact these clauses have on individuals over the modest wage savings that they provide employers."
Donna	"I am writing to support the Non-Compete Clause Rule that would "ban employers from imposing noncompetes on their workers." I knew this was a practice applied to tech workers, for instance, who were privy to trade secrets, but until reading the New York Times piece, "The Great American Labor Trap, I was completely unaware of the prevalence of the practice throughout the labor market. After reading the information provided in the opinion piece and "FTC Proposes Rule to Ban Noncompete Clauses, Which Hurt Workers and Harm Competition," as well as thinking about my own lived experience and common sense, I fmd the practice abhorrent, cruel and costly. It clearly harms workers' ability to fmd steady work an accessible distance from their homes, results in lost wages, and most likely an increased reliance on goverrunent support Banning this practice will help workers fmd jobs in their fields, decrease their commute times and costs, likely lower child care costs, support employers paying higher wages, increase healthy competition among employers for good workers, and reduce worker stress. Disallowing noncompete clauses can result in more humane and more sensible business. Please adopt (and help enforce) the Non-Compete Clause Rule."
Ann	"I am absolutely against noncompetes. No one has the right to limit who I work for as a self-employed person. Nondisclosure of intellectual property agreements I think are fair if employers want to keep a trade secret or information about a specific project under wraps - I would not share that information. But noncompete? No way. I'm a worker for hire, not a permanent indentured servant."

Brianca	"I don't believe employers should be involved in our personal life, including where I work. I think we should get rid of non-compete agreements."
Janine	"Yes, please get rid of this. It's ridiculous to restrict physicians as to where they can practice especially when there is a shortage of doctors!!"
Christina	"Non-compete clauses have the power to subjugate entire industries of workers. These workers are not just numbers or profit machines, they are integral and should be able to have freedom over their own lives."
Matthew	<p>"The FTC's proposed NPRM is welcomed but it does not go far enough; non-compete clauses should be banned without any exceptions whatsoever. There should be no doubt that such a contractual term is null and void and cannot ever be enforced for any reason. These contracts hold back innovation, reduce tax revenues, and undermine our ability to compete on equal footing in a world economy increasingly dominated by China. Competition is what creates vibrant products, technical innovation, and serves the national interest. Competition and associated profit motive is the spirit that drives the American economy. Why would we ever allow incumbent monopolists the power to engage in rent seeking behaviors that constrain wages, reduce innovation, and undermine American competitiveness to such an extent? There is a reason California leads the world in technical innovation despite its high taxes and expensive cost of living: among many other things, it simply bans non-competes as a matter of public policy. They cannot be enforced and everyone knows it. You can't recreate silicon valley in Massachusetts because, as smart as all the people there are and in spite of the excellent engineering talent available, noncompetes ensure there is not a free market for skilled labor. The simple fact of the matter is that noncompetes are not agreed to between equal parties. They are not agreed at all. It is a contract of adherence. As an individual, at some point you must accept this unconscionable term of employment or you must starve. There is no room for an equal negotiation. An engineer or scientist or accountant or any professional of any kind is handed a pile of papers on the first day of employment and told 'sign or you're fired'. That's what happens. These are not agreements in the first place. To the extent that they are ever agreed, it is under duress. There is no true benefit or consideration paid to the engineer or professional party entering into a noncompete. Not only do noncompetes stifle technological innovation and reduce productivity (by keeping workers stuck in one position at one company under threat), but they also serve to artificially reduce worker wages and therefore reduce taxable income writ large. These clauses increase dependency on welfare by reducing worker wages, reduce government revenue by suppressing the tax base, and undermine technical competitiveness or innovation by holding workers in positions that underpay them or do not represent the best use of their technical skill. There is simply no good reason for these 'agreements' to exist or to be enforceable. Ban them. Leave no exceptions. Let the market work without monopolist distortion. We need to be able to compete against China more effectively. Noncompetes are holding us back in so many ways. They must go. Matthew Ivan"</p>

Paige	"Please void current and ban future non-compete clauses in employment contracts. They are unnecessary and unfair to individuals, and they impede the free movement of labor, which is a drag on business and the economy as a whole."
jenice	"People should be able to work anywhere they qualify to work."
Katherine	"It is a matter of fairness and freedom to pursue the best interests of the individual and their family!"
Dave	"Yes, please ban non-compete agreements. California has had them in forever and our economy is healthier for it."
ELIZABET	"As a physician, I fmd that no compete clauses hurt patients; if a competent doctor wishes to change the place of employment, their patients should be able to fmd them and follow them. This is a fair market practice and benefits patients. Placing a non compete clause means a physician has to move outside the area and can no longer see patients with whom they may have a long history. This creates monopolies by hospitals in certain regions which directly harms patients. If a hospital or practice wishes to retain employees, they should examine why someone would want to leave, not keep them hostage with a no compete clause."
James	"I am in favor of restricting the use of non-compete clauses. Non-compete clauses are currently unenforceable in California due to longstanding state law that restricts their use. It is one of (although not the only) the reasons that 1, a software engineer, moved to California. I believe this is one of the reasons why California is such an outsized economic powerhouse in the tech industry: when employees are free to leave a deadbeat employer and either find a better employer or start their own company, it ultimately makes for a more efficient capitalistic market. May the best employer win!! This has been borne out over decades of tech innovation in California. Restricting an employee's ability to switch employers means that a deadbeat employer can limp on providing a substandard product, while other countries can then outcompete us. By restricting the use of non-competes on a national level, it will help give the entire country an economic boost that will both benefit our own citizens as well as make the country a stronger competitor on the global stage. From a humanitarian standpoint, it is simply inhumane to restrict the ability of an employee to freely gain employment at whatever job can best put food on the table and keep a roof over the head. The United States does not have a good social system compared to other countries. It's therefore extra important that employees be able to seek employment at whichever employer can pay the best."
David	"Currently employed as a registered Investment advisor I feel the noncompete rules, especially hurt our customers. Our employment contracts lock us into situations where we are unable to make change and creating conflict with living up to our fiduciary standards. RIA's should maintain the ability to at all times

	employ custodians that offer the best investment opportunities for the American public."
Nick	"Should you decide not to ban these clauses, it will be yet another sign that you are firmly in the pocket of corporate America, and have little to no desire to actually help the middle and lower class. It would further show you have little to no desire in maintaining America as a functioning country, and instead are willing to help turn out great country into a land of (even greater) impoverishment. Seems like an easy decision to me! Don't forget, history will not absolve you!"
Anthony	"I support the ban of non-compete clauses in labor agreements"
Matthew	"Non Compete says it all right in the name. It's opposed to competition. If Shockley electronics could have used non compete clauses to break fairchild semiconductors the entire silicon revolution and 20 years of explosive economic growth in the US would never have occurred. The very notion of a non compete clause is functionally insane in context with unemployment benefits and local laws requiring the unemployed to take the first job they are offered or risk losing benefits. It's destructive to the economy as a whole. And it's blatantly unamerican in every meaningful way. It robs people of agency and denies them the pursuit of happiness and success in their profession or trade. That it's taken this long to strike it down is a scathing indictment of the FTC and our leaders. You are a day late and a dollar short with this draft."
Sam	"Non Competes should extend to partnership agreements as long as it does not hurt the partnership. allow people to work more!"
Joseph	"Only 20 years late, but then it's not like anyone in the FTC has ever experienced wage suppression..."
Max	"Ending non-compete agreements is a very good idea. It has worked well here in California and it will work well everywhere else."
Igor	"Physicians support doing away with non-compete. Please support Physicians and eliminate non-compete. Thank you!"
Miriam	"Free enterprise is the foundation of our great country. Those business enterprises that service the public well shall be rewarded by staying in business. A non-compete only tips the scale to those business enterprises that do not perform well and should not be rewarded."
Daniel	"This has the potential to benefit so many workers by giving them significantly more freedom in advocating for themselves. I am strongly in favor of this."
Samantha	"They should totally get rid of this non compete clause. This is a capitalist society. If an employer is no longer paying an employee they have no rights to anything the employees does. Additionally there is no basis for this and it keeps wages lower, inhibits competition and slows growth . Why should companies dictate

	where you work after u leave or get fired? If someone starts a business they risk people copying their ideas but hospitals and other organizations get away with special rules. This inhibits patient care as well."
Kathleen	"I am writing to express my strong support for the Non-Compete Clause Rule. Employers may have legitimate fears that employees with knowledge of sensitive information may share such information with new employers. However, this contingency can be better handled with non-disclosure agreements pertaining to proprietary information. The employment contract between and employer and a worker should exist only until the worker stops working for that employer. Why should the employment system be rigged in favor of employers, allowing them to tell former workers what employment they might seek? This is an attempt by employers to both put pressure on employees to stay with them and to artificially limit the opportunities the employee would have if he/she decided to leave. A boss can tell a worker what to do or not do while the worker is employed by and compensated by the boss or the boss's organization. The ability of a boss to command a worker should properly end when the employment ends, aside from the above-mentioned exception regarding non-disclosure agreements. It is unfair to workers to allow former employers to have a say in where they work next. As an example, my dog's veterinarian objected to the way his previous employer (a veterinary practice) handled some aspects of the practice, and the practice fired him. It also refused to give the vet's clients information about where he could be found. It thus took some effort for current clients to even locate the (absolutely wonderful) vet. When we did find him at his new practice, we learned that the previous employer was trying to enforce a non-compete policy and therefore prevent him from practicing within some (rather large) distance from the initial business. Clearly this was not being done to protect any business secrets, unless maybe they had to do with improper procedures. The old employer was trying to interfere with the vet's ability to make a living simply out of spite or out of fear of what employer malfeasance might be brought to light; it was also probably hoping that the vet's existing clients would stay with the practice rather than searching for him. That former practice should have absolutely no right to interfere with this vet's future employment. And this happens to be in California, where I understand that non-compete clauses are not allowed Please do the right thing and approve this resolution."
Marjory	"Um in favor of the proposed Non-Compete Clause Rule. The Federal Trade Commission estimated that 30 million US workers, many of them in low- wage jobs, would have better career opportunities with this rule in effect, and wages would rise by \$300 billion a year. I urge you to approve the rule which will give needed support to the American worker. Thank you."
John	"End non competes for all especially physicians."
Jyotsna	"Having physicians and only physicians sign non compete agreements leaves us as the ONLY profession not able to find the best job for the best pay. This is just throwing gasoline onto the moral injury we deal with in every hospital system. It

	would be incredibly more productive to spend their lobbying dollars on improving physician pay. Please stop regulating physicians. We are not children"
Lee	"I work in the mortgage industry and rarely see the FTC get involved when there are serious overcharges of points and fees. In fact, as a compliance officer I have blown the whistle to the FTC on a company that was grossly overcharging borrowers and misrepresenting the charge on disclosures and the FTC has taken no action. It's so long overdue that these public agencies stop grifting on public tax revenues, by way of fat salaries, and actually do their job! At the very least they can live up to the American principle of "free enterprise" and keep these non-compete agreements out of employment contracts, which are always contracts of adhesion."
Jonathan	"How come a government executive can push contracts to a private company and then jump ship to a cushy million-dollar-a-year role, actively sabotaging their own country for personal gain without it affecting their own lucrative employment prospects, but a company can say that their employees just trying to pay rent aren't allowed to go ply the skillset they've developed for someone else in the exact market that they're employable in? Not to mention that a non- compete, if abused, gives a company ludicrous leverage over their own employees, whose only real ability to negotiate comes from their ability to leave for competitors. Non-competes are an abusive instrument in an already coercive system, and should be abolished."
Dr. Mha Atma S	"As a very concerned American citizen and taxpayer, I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone."
Hiroyasu	"Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change"
Laurel	"As a California-licensed attorney representing startups and investors, the Sky-is-Falling rhetoric around this proposal in the national press is a bit surprising. Some of our clients might not have been able to quickly hire essential talent (or leave their own jobs to launch in the first place) without California's clear prohibition on non-competes. Despite banning noncompetes in most contexts

	<p>since 1872, California still has hair salons, veterinary clinics, restaurants, hospitals... and of course, major high-tech industries with valuable patents, copyrights, and trade secrets. We are far from last in the nation in terms of innovation and business development. (Indeed, there is plenty of scholarship attributing California's long lead in startup formation in part to its longstanding ban on noncompetes). So I strongly support the FTC's proposal-- without a salary cap-- and also encourage the FTC to take more vigorous steps to close loopholes and forestall workarounds (such as disproportionate liquidated damages clauses in employment contracts and no-hire agreements with other employers) that could achieve the same chilling effect as noncompetes and would be the next go-to move for dominant firms seeking to have their cake and eat it too (by preventing employees from exercising their at-will right to quit and seek better opportunities, even as they hoard their own at-will freedom to fire employees without cause). Companies will still be able to rely on appropriately tailored confidentiality clauses and invention assignment agreements to protect truly valuable trade secrets and inventions.* I also encourage the FTC to look past rhetoric from industry associations and give some weight to the actual behavior of their members when assessing the credibility of testimony attempting to justify non-competes. For example, at one FTC forum, an in-house attorney from BAE Systems, Inc. spoke in favor of imposing noncompete clauses on senior employees. But BAE's actions belie its ghost-speaker's dire complaints: a quick websearch revealed that BAE has multiple facilities in California. So, apparently, BAE has substantial experience running a successful business in a state where noncompetes are unenforceable. Moreover, their website listed various open *senior level* positions in California for software engineers, floor manager, etc. that would involve access to sensitive information (and carry salaries well over the \$100k threshold others have suggested as a cutoff for allowing noncompetes). How many other industry associations or businesses commenting on this proposal are taking similarly disingenuous positions? I suspect there may be more multinationals with a long and profitable history of adapting to California's embrace of free market competition who are not coming to this debate with clean hands. * (It may also be worth noting that California companies have not only had to get along without enforceable noncompetes; for a long time, California companies also had to clear higher hurdles to bring trade secret lawsuits than in other states, because under California's state trade secret law, plaintiffs cannot get discovery unless and until they define their trade secrets with "reasonable particularity." Since 2016, some plaintiffs have been able to pursue cases under the laxer standards of the federal Defend Trade Secrets Act instead, but the point stands that California managed to build successful industries without noncompetes, even back when litigating trade secret misappropriation required meeting high pleading standards.) Thank you for your important work to unleash entrepreneurial potential and unlock fair, competitive markets throughout the country. [Disclaimer: I speak only for myself, and my views may or may not represent those of my firm, clients, etc.]"</p>
J..	<p>"I am an anesthesiologist. Every job I've taken has included a non compete. From small (inns (ten) to my mega corporation now. I'm all locations, there are undeserved populations that should negate these. These non-compete create unnatural BARRIERS to EXIT. Which, any economist will tell you increases the</p>

	costs to the system. The current physician and anesthesiologist shortage has shown the true market rates for anesthesiologists. With covid, being stretched to cover intensive care units and multiple retirements, my occupation is one of the shortest supply in our profession. We know how vital we are to patient care, patient lives, and stability of Publix health. However the non-compete are Depressing what the employers have to pay. Market rates for my profession now approach \$500/hour. Yes, we are privileged, and we are aware but not spoiled since we work 50-60 hours a week, and 24 hours nonstop very regularly. But due to non-competes, I am being paid about \$150/hour. So that percent drip, let's call it a MULTIPLE of three, is what is creating this unfair market. Please pass this ban. Thank you for listening."
S	"I was involved in a noncompete situation and had to pay the company hundreds of thousands of dollars to get out of it, along with thousands of dollars in legal fees. Please Do not limit peoples right to work. It's like slavery. Please also include partners of a business because even though I live in a non compete state, it does Not include partners."
Samuel	"This is a strategy being utilized by private equity to force physicians, who dedicate their lives and energy towards the care of patients, as well as their livelihood and passion. Consistently, it has been shown that private equity utilizes these mechanisms to facilitate and accelerate the replacement of physicians by nurse practitioners, who (believed) to be cheaper and (are definitely) less trained. This is resulting in lower quality of care and greater complications. Moreover, it does not in the long run, save more money, as evidenced by a recent study by Stanford medicine. NPs order more tests, refer more than MD/DOs and do not save the healthcare apparatus as a whole more money when practicing independently from MD/DO supervision. Bring the focus back onto patience, quality, healthcare, and the physicians who advocate and care for them. Thank you very much."
Allyce	"I am a very experienced employment attorney in the California, which has had a strong prohibition on employee non-compete agreements for many years. I believe it is a very important protection for all workers, especially those who have specialized skills, like tech workers. California's law has not hurt its economy since it has one of the most robust economies of any state in the United States."
Zachary	"This would be an incredible boon to workers and I can not advocate for this more highly. Worker autonomy is a central part of a functional and efficient economy."
Zachary	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better

	employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."
Elizabeth	"Non-compete clauses should be banned. If they aren't banned, then they should be regulated such that any non-compete limits should come with full remuneration for that time from the employer or business who wrote the non-compete clause into a contract."
Nathalie	"Non-compete clauses harm workers and harm the economy. Desirable talents are contractually chained to a company, which means their career field is more like a lawn. Predatory and low quality employers put these clauses in their contracts to ensure that employees will put up with a more inappropriate activity. Employers would be forced to treat their employees better if those employees could simply quit and find a competing job. Better companies in need of good, experienced workers find their hiring pools whittled away by these clauses. Protect American Commerce, and Protect the American: Ban Non- Compete Clauses."
Pratima	"There should not be non competing clauses for physicians"
Nicholas	"Commenting in support of this rule."
Kevin	"I am opposed to non-compete agreements because, as the name clearly implies, they are anti-competitive. I thank you for your consideration."
Robert	"I support banning non compete clauses from all employment contracts."
Margaret	"A non- compete clause is unfair to workers and limits creativity. Please do away with this."
David	"I am in favor of eliminating non-compete practices. I have seen the harm first-hand early in my career, and now as a business leader, I use positive tools to encourage employee loyalty and retention as opposed to draconian rules that impose unreasonable hardships."
Jeff	"Competition is the key to innovation and progress. Companies should not be shielded from competition for customers nor employees. Worker bees must be

	free to cross pollination in the corporate world to promote a resilient and abundant environment."
Bob	"Career employment with non-compete clauses hanging over your head essentially make you unemployable with ANY OTHER COMPETITOR. These clauses TRAP employees into staying in jobs which are not necessarily up to industry standards with regard to benefits, pay, or advancement opportunities. Please BAN employers from using NON-COMPETE clauses in their hiring contracts. Anything else is UNFAIR to employees!"
L	"Do not hamper ethical physicians from practicing outside of huge conglomerate health systems. Stop the non compete clause in contracts. Please don't hamper the brilliant minds from providing superior health care. I was employed by a huge health care system that dictates all aspects of care. I have witnessed that the client truly suffer s, including their demise. Thank you."
Kay	"People have the right to leave an employment situation to seek a better one, and I'm frickin tired of corporations controlling our bodies. , Therefore, I fully support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and hams working people. This policy will make it easier for workers to earn what they're worth!"
Karen	"My comment is in favor of the FTC rule to ban noncompete clauses. Given the tight labor market and how housing shortages are limiting people's ability to relocate, it makes no sense to further constrain job mobility. This is especially for people paid as hourly employees who do not have "trade secrets" or privileged information to share with a future employer."
Peter	"I support the proposed Non-compete Clause Rule but ask that it be extended from employers to cover franchisors as well. Most franchise agreements contain non-compete clauses which limit franchisees from competing post-tenmination or expiration of the franchise agreement. Even when the post-term non-compete is limited geographically (for example within twenty-five miles of the franchisee's location or any other franchise location is not uncommon) or temporally (for example one year after term is not uncommon), the franchisee as a practical matter cannot move twenty- five miles away nor wait one year to begin competing. Franchisees often are similar to employees in that the franchise is their job. Namely, they buy a franchise instead of becoming an employee and look to the franchise for their livelihood. But unlike employees they have invested capital, often significant capital into their franchise. In this regard franchisees with fixed costs are more in need of protection than employees. Franchisees to this day usually suffer from imbalances in the franchise relationship. Despite the F7C Franchise Rule, franchisees still are in an informational imbalance with their franchisors which know everything about their franchise system and businesses. Franchisees also suffer a power imbalance with their franchisors. The power is economic as well as legal based on one-sided adhesion contracts which are totally endemic in franchising. There are thousands of franchise systems, with new one coming and old one failing every year. But they all have very similar

	<p>franchise agreements covering the same issues in the same franchisor oriented way. One such endemic clause is the non-compete clause. Through this clause, at the end of the term, a franchisee faces a Flobson's choice. Sign up lig another ten years as a franchisee even if making little or no money, or face a year of not engaging in the business for which the individual franchisee has spent the last ten years working. Moreover, the way most franchise agreements are written, the "renewal" will have to be under the "then current" version of the franchise agreement which may siphon off higher royalties and ad fees or change other terms less favorably to the franchisee. There is no justification for keeping a sandwich franchisee from opening up an independent franchise after having spent ten years using the trademarks and paying royalties to the franchisor. And if competition is the goal of the antitrust laws including the FTC Act, society will benefit from having another independent actor in the marketplace. This is perhaps even clearer in creating marketplace competition than allowing employees to be able to seek other work notwithstanding noncompete clauses. Franchisors have independent interests, often reflected in statutes, which can separately still be enforced but not the non-compete clause. These statutes provide for trademark and trade secret protections. Butth the Lanham Act may still be enforced against a competing former franchisee who must change her business name and marks. Likewise, the competing franchisee must abide by any genuine trade secrets in their new endeavor (although franchisors in my forty years of practice often overbroadly claim trade secrets where none really exist). Franchisees need the Commission's help and allowing sandwich maker, gym, and many more franchise business owners the ability to compete post termination or expiration of their franchise agreements should be included in this rule."</p>
Nora	<p>"I am strongly against noncompete clauses as they not only harm workers freedom of employment, but freedom of creative expression, liberty, and the pursuit of happiness."</p>
Kurtis	<p>"The non compete clauses only value is to the money holders and the politicians that accept their bribes working people deserve protection from slavery, they've invested in themselves via education and effort to become self sufficient. No one should have the right to limit personal freedom in that manner."</p>
Katherine	<p>"Non-compete clauses are harmful to workers! Support working Americans by approving this rule change."</p>
L.	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Mark	<p>"Non-compete clauses harm patients and physicians in the specialty of emergency medicine. This from a career emergency physician with 35 years' experience, who served as a medical director of a large academic emergency department for 18 years and Chair of the academic department of a major California university for 20 years. The non-compete clauses, although ostensibly</p>

	<p>non-enforceable in California, nevertheless inhibit the ability of physicians to advocate for their patients and for safe emergency department practices. If such advocacy runs afoul of the current hospital or emergency department administration, the physician can be summarily fired without due process. Then the physician cannot, if subject to a non-compete clause, go to work for the hospital in the same city and must move his family and livelihood far away. This disrupts the community and harms patient care. Furthermore, the emergency physician does not have any magical trade secrets to use against their former employer, so the entire premise of non-compete clauses is moot."</p>
Daniel	<p>"I strongly support the ban on non-competes. As an emergency physician, I have watched as private equity has made significant inroads into medicine. As private equity firms have consumed contracts in emergency departments, they have cut wages, decreased staffing to unsafe levels, and have had a significant adverse effect on the quality of medicine practiced to increase profits. Non-compete clauses are just one of many tools they use to suppress wages and poor working conditions on the staff. A ban on non-compete clauses are a step in the right direction in improving hospital staffing and preventing physician shortages."</p>
Shaughan	<p>"I strongly support the abolition of non-compete clauses. It will restore fairness to the job market and increase the pace of innovation."</p>
Seth	<p>"Noncompetes are an unfair method of competition. The freedom to change jobs should be protected to ensure competition. Noncompetes deprive individuals from seeking higher wages and better working conditions. Noncompetes deprive businesses of a talent pool to expand. Ending noncompetes would promote greater innovation and healthy competition. Employers unfairly use their bargaining power to coerce employees into signing noncompetes and to stifle competition. Noncompetes constitute unfair methods of competition as they hurt workers and harm competition. The FTC should adopt the proposed rule to ban noncompete clauses in their final ruling."</p>
Long	<p>"I work as a physician and very welcome this proposal to ban the non compete clause. In post pandemic, the working condition of many hospitals have become unbearable and limiting the freedom to change jobs hamper our ability to advocate for the patients and changes to working conditions. The non compete clause makes zero sense in medicine since there is zero trade secrets involved in our work. All medicine knowledge are available publicly and can be obtained by anyone though some do require payments. Many of my colleagues and I thank you for this proposal."</p>
Jared	<p>"It seems to me there is no rationale for restricting where a non convicted person moves jobs to. It is reasonable that in some professions like law a lawyer will have restrictions on taking clients or discussing active cases when changing firms. But they may still leave one law firm to work for another. Surely allowing companies to impose restrictive obligations in an employee's contract concerning working for another company in the same field is not only anticompetitive but unethical."</p>

Sandra	"Restricting job access is un-American."
Ben	<p>"Dear Chair Lina Khan, Non-compete contracts suppress workers' income. This is the last thing needed. The "nonsupervisory workers" average weekly earnings were higher in 1968 than in 2022. Isn't it about time for a raise? Check the BLS graph here: https://data.bls.gov/timeseries/CES0500000031 The graph/table shows in December 1968 incomes were 325.76, in December 2022 they were 324.36. (in 1982-1984 dollars). Go to RealTime Inequality and see how much incomes increased for the lower-earning 50% of U.S. households, or for the working age adults, between 1976 and 2022. I see the working age adults increased their incomes from \$19,700 to \$25,400, up \$5,700 or 29%. Now look at the incomes of the top 10%, the increase is from \$154,600 to \$427,400, up \$272,800, or up 176%. This is why our economy is screwed up and people are so resentful. You must work to fix this mess. I write a blog, Economics Without Greed, Part Two. Take a look, please. Now I hope you lots of irate letters, and you get the message. I'm not irate, but I am disappointed. "</p>
Ben	<p>"Dear Chair Lina Khan, In 1968 weekly wage income was higher than in Dec. 2022, a 54 year period without a wage gain --- absolutely incredible. See the BLS page -- https://data.bls.gov/timeseries/CES0500000031 --- That's 54 years without a raise, while the Real GDP per capita increased from \$20,337 in Q2 1968, to \$60,422 in Q4 2022 -- it tripled. Wages are much too low, we have a crisis of affordability. The United Way charity reports in its ALICE report that about 40% of U.S. adults live with material hardship, which of course includes the officially poor section of U.S. adults. The U.S. Census conducts a series of Pulse Surveys and looking at the health section, Health Table 1, you can see that 62% of adult respondents report excessive worrying about paying their bills; and some report they cannot stop worrying, 54%. They also report "little interest or pleasure in doing things", and "feeling down, depressed, or hopeless." Look for yourselves, this is a disaster. You also might look at the Job Quality Index, Buffalo University, NYU, to see the bifurcation of wage pay for full-time workers. As of January 2023 53% of nonsupervisory workers, out of a total of 107 million workers (about 57 million), have an average annual income of just over \$35,000, the other 47% have incomes of about \$65,000. When you add on the part-time workers, about 18% of all workers, you get 84 million workers, around half of all workers with very low incomes. Or look at the Social Security Administration page on wage income, \$37,586.03 is the median wage income for 2021 -- 84 million workers earn less than \$37,586.03, and their average income is \$16,511 per year. This is just above the incredibly low minimum wage income for a full-time year-round worker, \$15,080. How can you support or help you family with less than \$17,000 a year in income? See here -- https://www.ssa.gov/cgi-bin/netcomp.cgi?year=2021 Lastly, the average household income is between \$144,000 and \$163,000, depending on whether you look at the Joint Committee on Taxation figure or the BEA figure. The median household income is \$70,758 per year. The median is half the average, which is indication of severe inequality. As you can abundantly see, wages are much too low. Do what you can to raise wages. End the Non-compete clause in contracts. Help the low-income adult workers."</p>

Anita	"I am absolutely in favor of this and there should be no non competes anymore. I have never been employed somewhere with a no compete but I can see how harmful it is to a a working individual. It will make leaving a job much more difficult and it stifles creativity. Everyone needs to have the freedom to move around and employer also needs fresh sets of eyes to see things from a different perspective. Non competes creates stagnation."
N.	"The non-compete requirement for employment has nm its course as a benefit, it needs to be stopped."
Sandra	"I want this to be supported. I'm in CA and we know how valuable it is to be free of noncompetition clauses. Freedom is an American fundamental value."
Peter J	"I support the FTC proposal to outlaw all Non-Compete Clauses. They're already illegal in California. Non-Competes are legalized abuse."
Peter	"YES! Get rid of it! It's horrible and anti-American. Make companies compete. Thats how it should be."
Avery	"In Section 5 of the Federal Trade Commission (FTC) Act, the Commission is granted the authority to enforce provisions needed to prevent unfair competition in the economy. In translation, this has meant that employers have the right to make employees agree to non-competition terms. In the event that employers require their employees to adhere to such expectations, the employees are limited in their ability to work in their field/trade of choice. Said employee cannot leave the current company to work for another employer in the field, nor can they start their own business in the same market. While this is a valid concern for employers, and thus is understandable that the government has protections against unfair competitive economic practices, I believe such limitations are harmful to the workers themselves. The non-compete clause outlined here proposes an adjustment to Section 5 of the FTC Act: henceforth it is unlawful for employers to enter into non- compete contracts with their workers on account of it being limiting to economic activity. There has been a movement against trusts in this economy, as a major problem of the United States' past is that certain companies have monopolized their respective industries. This prevents healthy competition, meaning consumers have limited options as do employers in that field. This threatens the nature of democracy and free will that this nation holds so dear. I agree that the non- compete clause will mitigate the inequitable limitations placed on free and fair labor thus far. Broadly scoped contractual obligations are unfair to workers that feel inclined to agree to them. They also might negatively impact a worker who ultimately finds themselves in a less than ideal workplace, but is unable to transition to a new company or leverage better conditions in the organization they are effectively confined to via the non-competition contract they signed during the onboarding process."
Christopher	"Tuesday, April 18, 2023 Federal Trade Commission Office of the Secretary 600 Pennsylvania Avenue NW Suite CC-5610 (Annex C) Washington, DC 20580 Subject: Please Ban Anti- Worker Non-compete Clauses -- Non-Compete Clause

	<p>Rule (NPRM) (Document ID: FTC-2023-0007-0001) To FTC Chair Lina Khan: I strongly urge the Federal Trade Commission to ban non-competes, a practice that suppresses wages and limits workers' options by preventing them from freely changing jobs, negotiating for better pay, or starting businesses on their own. Between 30 and 60 million Americans work in jobs where they are forced to sign "non-competes"—clauses in their contract that limit where they can work if they leave or are let go from their employment. This compels many workers to stay in jobs despite low wages, limited benefits, abusive management, coercive scheduling or other poor working conditions for fear they could not take their skills to new employment. It deprives them of the ability to seek exiting and remunerative opportunities for fear their employers will bring legal action against them. And it limits their ability for entrepreneurial pursuits such as leaving to start their own businesses. It is imperative our government act to balance the playing field rather than giving corporations all the power over workers and consumers. Again, I urge the Federal Trade Commission to ban non-competes. Thank you for your consideration of my comments. Please do NOT add my name to your mailing list. I will learn about future developments on this issue from other sources."</p>
Amanda	<p>"this is an essential change. physicians are often at the mercy of abusive companies with ridiculous non competes. forces moves, long commutes, and adds burden to an already stressful job."</p>
Anthony	<p>"Sirs: I f you believe in a free market, why in the name of God are you willing to not even contemplate getting rid of non-compete clauses in employment contracts? Isn't it time to let workers have their freedom?"</p>
Renu	<p>"I fully support a No compete clause. It has been used to as a way to control newer physicians as they cannot do anything to change their situation without moving into a different area, which is obviously even more difficult once they have a family/house."</p>
n	<p>"It is about time to eliminate the rule. Wages for workers will increase."</p>
Rajeev	<p>"This rule should be implemented as a basic right for physicians. In the current scenario, the service provided by Physicians. Is heavily controlled and monetized by big corporate hospitals like Kaiser Permanente who do not care about physician well-being. Corporate hospitals should be penalized for implementing noncompete clauses against doctors. The AMA should support physicians and help remove non compete clauses to help promote physician, well-being, and prevent corporate hospitals from monopolizing medical care. https://abenews.go.com/Health/noncompete-agreements-impact-doctors-patients/story?id=61790574"</p>
Chris	<p>"California's tech industry is a product of its non-compete clause rule. The rest of the country would do well to follow suit and allow workers to freely change jobs to allow for more innovation. Inunobility of workforce stifles economies in other countries, lets stop doing it here."</p>

Jean Ann	"The non-compete clause nde should be outlawed. This law means the former employer controls the employee after the employee is no longer with the company. That by law, is controlling the economic future of of former employee, not to mention their healthcare options. In effect, it is a fonn of slavery."
Dave	"How can noncompetitive agreements be seen as capitalism. This is ridiculous and monopolistic"
Robert	"I'm a physician who was employed at a large non-profit hospital system in Reno Nevada. I was prohibited from providing patient care at another healthcare facility (DURING THE MIDDLE IF THE PANDEMIC) because of the do not compete clauses the non profit hospital hospital had in place. It boggles my mind that a non profit company would put these clauses above the patients and needs of their community during a time of crisis. Ban these harmful clauses, please."
Ryan	"Non compete clauses should not be allowed. They stifle innovation and decrease competition in the market place."
Armin	"Please follow through with the new proposed rule change to allow employees to have more freedom in where they can work!"
Madeline	"Non-Compete Clause Rulemaking, Matter No. P201200 Writing to share my opionion that I do not agree with non- copete clauses, and I do not think that they should be legally allowed."
Harmeet	"I support ban on non-compete. As a physican I can no longer open my own private practice and won't for big systems. I should not have to move just to switch jobs."
Mathew	"I am writing in support of eliminating non-compete clauses. I am a physician practicing in California, where non-competes are unenforceable. Having free movement of labor is good for workers and for the economy. It allows good employers to succeed and outcompete bad ones, especially since there are now only few employers in any area. When I talk to colleagues in other states, it's shocking how large labor monopsony looms. It's a consideration I discussed with resident physicians I train, warning them to be careful about tying your future heavily to a single employer since moving is so disruptive. Noncompetes also drive physicians out of the region permanently. Meanwhile, back in Sacramento where I practice, some people who left for local competitors have been re-recruited back to my group, which would not be possible had they left the area. Non-competes are bad for the economy and bad for workers. The only beneficiaries are companies who lack the dynamism to compete in a fair marketplace. In summary, I strongly support elimination of non-compete clauses."
Paul	"Please ban non-competes! Non-competes stifle innovation and competition between companies by artificially restricting the workforce. They give companies too much power over their employees and create an unfair market dynamic that

	prevents capitalism from working as effectively as it could. Non-competes are bad for workers and bad for competition and should not be allowed!"
Hafid	"Noncompete clauses are particularly damaging in health care. Over 300,000 healthcare workers left the field in 2021. The US is going to need more providers to fill vacated roles as well as needs due to our aging and growing population. Healthcare workers ought not be limited to a single employing entity."
Cesar	" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. On a personal note I was forced to sign such noncompete when I was studying for a tax preparer role with an H&R BLOCK subsidiary without knowing my rights. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Rene	"Removing non compete should happen. Companies are now monopolies making someone lose their profession due to non compete."
Stephen	"I'm writing to propose that the non-compete clause should be barred for non-profits as well as for-profit organizations. The non-compete clause is a burden on the employee, and the burden is equally great no matter who the employer is. We shouldn't decide that non-profit employers are more worthy of placing such a burden."
Mario E	"Companies are not slave owners that should be allowed to sue ex employees for switching jobs for better pay. This is completely contrary to freedom of choice in a democratic society. Should a worker stay for the company's benefit at the expense of his family?"
Joshua	" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I live in California, where non-competes are mostly not allowed, but businesses still threaten employees with them. A friend went to school to be a nurse and ultimately went back to school for a career change after he was "blocked" by non-compete agreements preventing him from getting a better nursing job after he got his foot in the door with a very lousy company called Maxim. He wasn't aware that they wouldn't hold up in California courts, but he was still shut down by these unfair practices because they can get away with lying about them being valid. Thank you for your work, and please issue a final rule that bans noncompete agreements at the Federal level."

Matthew	"I'm a physician practicing in California. I worked for Sound Physicians throughout the pandemic, often working twice my required number of shifts in order help with surges. Despite that, and despite being in excellent standing, just after the pandemic, they terminated me and 77 others in order to enhance their profit. The tennination letter referenced multiple non-compete clauses which, if I had followed them, would have severely limited my capacity to work as a physician, even in the most underserved areas of the state. Thankfully, California already strictly limits these anti-competition clauses. Because of that, I was able to get a better job with a competitor. Other Americans deserve the same opportunity. Please ban this anti-competitive practice that stifles innovation and holds us all back."
Paul	"In general, doing away with non-compete clauses seems like a win for workers. I am a free lance worker and I have signed hundreds of NDAs over the years that have prohibited me from detailing the projects I've been a part of in my portfolio. Of course small businesses, particularly in the trades and manufacturing, will bear an outsized burden with increased worker mobility because of the relative cost and investment for smaller workforces. I guess they will have to find ways to increase their incentives to stay competitive with larger businesses that can more readily absorb the increased costs of doing business. Maybe there is a way to subsidize hiring & training for these smaller competitors? Maybe a windfall profits tax on large corporations?"
Maygin	"People should be free to go to work wherever they can make the best living. Whether that means more money, be treated with more respect or be able to have a better quality of life. They should not be held back because the company that they are currently working for has been able to engage in a practice that has basically cobbled them and now they are stuck without any means to better their lives."
David	"Do away with non-compete clauses. They hurt ordinary people for the benefit of the powerful"
David	"Non-Competes should not be allowed. I work in Escrow in California and there really is only one way to do Escrow. If I were not allowed to seek employment with mother Escrow Company for a period of time after leaving a position, that would be detrimental to my ability to earn a living and support my family."
max	"this needs to pass, it is absurd that an employer can dictate an employees future employer."
Riley	"The un-American non-compete rules need to be federally banned. Numerous case studies have demonstrated how it results in higher wages, which increases the quality of the American labor force."
Brandon	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncontpete agreements. Your plan will boost the economy and directly help trillions of workers, future new business owners, and people like me all across

	<p>the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. During my time in the mental health industry, I have had to sign two different non-competes that did not allow me to move on to more promising opportunities, and I had to reject them for fear of litigation. Both non-competes were for entry-level positions, and I feel they really prevented me from advancing myself. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Steven	<p>"Please get rid of noncompetes! It was one of the reasons I left Indiana - so I could keep working as a medical provider since it was legally enforceable there and I couldn't get a job without 1.5+ commute each way (and for a paycut at that)!"</p>
Kenneth	<p>"The FTC should BAN exploitative non-compete agreements. They are harmful and unfair. Thank You"</p>
Rajat	<p>"Extremely simple idea: people like having more money, choices and freedom. Generations of Americans built a whole country on this notion. This country, built on that idea, currently stands as blatantly the most successful, incredible, and valuable political undertaking any human has ever aspired to. As a tech worker in California, I benefit immensely from anti-non-compete laws here. I get more choices, fewer headaches, produce more for an economy that currently supports previously unimaginably lavish lifestyles for hundreds of millions of people, and get more money in my pocket. My thesis is that Americans would like all this, and in fact America as a whole would benefit from these things being the standard for everyone. We are, all of us, united in the multi-generational, incredibly ambitious project of building America, a once-inconceivable civilization where most anyone could just start out or come in with what they've got, work hard, contribute, improve others' lives, and get a nice life for themselves and the folks they care about in turn. Noncompetes stifle this project by giving a class of folks whose interest conflicts with our country's immense productivity the ability to hold back the rest of us, to block some people from taking the steps we must take to generate and earn value. So I hope y'all choose to continue on the path of our people's mission and destiny of building America and, among other things, take this crucial step of ending the noncompete regime."</p>
Mitul	<p>"Please ban noncompete clauses. These clauses have dramatically affected the practice of medicine because doctors are forced to stay with practices/organizations that offer substandard care especially in rural America, otherwise they would have to move their entire families Private equity groups are trying to extend those clauses across states and state lines as they gobble up practices, increase the cost of medical care and decrease quality. Ultimately the patient suffers."</p>
Torr	<p>"I am writing to strongly endorse the NPRM that is currently being considered by the FTC. It is not only patently unfair to workers, it is obvious to me that it is used</p>

	<p>by employers to punish former employees merely looking out for their own best interests and career, but also stifles competition among other businesses who need talent and offer better opportunities and working environments for employees. As you well know, Californians already enjoy these protections and for that, I am grateful (despite not ever needing this protection personally), but the FTC should stop this disgrace to our workforce. Please, please do not listen to employers or their lobbyists who will no doubt argue that it is unfair to businesses or will force them to "close their doors", for in the latter argument, if they must close due to losing any employee, then they should look no further than their own work environment, management and/or compensation. I should add that I also STRONGLY support any and all existing laws against stealing intellectual property for any reason as this has nothing to do the NPRM."</p>
Ryan	<p>"As a worker recently strong-armed into signing a non-compete as a condition of employment. I worry for my future in my field. This proposed rule change helps ensure that I will not be subject to what amounts to forced unemployment, skill decay, and stunted professional growth due to corporate greed. This rule creates hope for competitive pay and stands to improve wages naturally, and thus spending power of the US populace. I am not a professional economist, but as I understand it, money flow is always the mark of a healthy economy. A large part of that flow in America would be the consumer market, but hamstrung wages often lead to people buying the cheapest possible option and those often tend to be of foreign make. As the average household buying power has been declining since the 60s, businesses have had to compete for the most bottom barrel production quality in an effort to reduce costs to the point where people are willing to buy things. With more buying power in the average workers hands, businesses will see more interest quality American products in stead of the cheapest disposable option from overseas."</p>
Anne	<p>"I strongly support your effort to ban noncompete agreements. Non-compete agreements stifle competition and depress wages. They are a modern version of involuntary servitude and have no place in a free market. That regulators have allowed these agreements to become routine for low wage workers (e.g. security guards and fast food workers) is a national disgrace. That they exist at all in a country that lionizes entrepreneurship is insupportable. Pre-emptively treating all employees as trade secret thieves is an appalling abuse of workers, especially given the legal remedies to address the theft of trade secrets. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
David	<p>"I urge you to implement this rule as soon as possible. It redresses an imbalance of power that has benefited companies at the expense of workers, and it makes sense."</p>
Nessa	<p>"We doctors together stand against non compete clauses. Get rid of them ASAP."</p>
Ian	<p>"I am an architectural photographer who has been working with a specific company that had me sign a noncompete clause in my contract when I started working for them. It's been seven years and the company isn't as dominant in</p>

	the market as the once were. I'm making less money than ever before and cannot move on to create my own business due to fear of being sued. Non compete clauses should be outlawed immediately"
Peter	"I thin' k non-compete clauses hinder workers from moving up and earning more money. I can understand protecting confidential information, but restricting workers to switch jobs in their field is just a matter of power and suppressing wages "
Michael	"These should be banned. You should be able to be employed by anyone Are we capitalist or are we socialist?"
Alexander	"Fantastic initiative that will liberate workers from the confining shackles of non-compete contractual clauses. Enthusiastically support"
Christopher	"In the Overview of the proposed Rule, the following is mentioned: "the fact that non-compete clauses limit a worker's ability to practice their trade" This is a valid observation, but is not addressed by the proposed Rule. The proposed Rule's writing very clearly states that non-compete agreements are only considered such if they are in place *after* the time of employment. However, this fails to address the issue of so-called "non-compete" clauses in active employment contracts which prohibit the employee from reasonably practicing their trade, nominally to prevent "conflict of interest". However, many people are employed by large conglomerates who have vertically or horizontally expanded so significantly that an employee is barred from participating in professional advancement, personal projects, or even their hobby. In such contractual agreements. In such agreements, it is often implied or explicitly stated that such limitations apply to non-commercial endeavors, which are not competing practically by definition. For example, it is not only common but expected for large Tech conglomerates to make liberal use of "open-source" software, as it is easy to validate for security, and free-to-use, often for commercial purposes. Similarly, the same Tech conglomerate may bar employees from any contributions to such open-source software projects. In this way, the Tech conglomerate abuses their right to prevent against conflicts of interest to prevent their employees from contributing to projects they care about, to prohibit the conglomerate from giving back to the communities they take from, and moreover hinder employees from practicing their trade or exercising their skills even in a noncommercial context. Furthermore, the expansion of such Tech conglomerates can rule out an unordinarily and unreasonably wide set of avenues for personal fulfillment of employees. For example, a company which sells portable Tech devices, and a suite of software on their marketplace for the devices, may then bar employees from participating outside of work in any field which is tangentially related to any product on the marketplace, as it could be reasonably posed as competition. Thus, an Electrical Engineer for a company which primarily produces devices is barred from contributing to public software projects, making private software projects for or not for profit, serving as a Fitness instructor (as the Tech conglomerate may offer a first party remote fitness instruction application in the future), advising friends on unrelated projects, participating in

	<p>Tech communities, producing any media whatsoever, and more nonsensical restrictions. This is a gross overreach by employers, and quite thoroughly tramples employees abilities to develop their trade, perform fulfilling hobbies, get feedback from others about personal, non-commercial projects, and express their enthusiasm for any element of business which their employer does or may conduct in the future, regardless of breadth of business conduct. It is ridiculous for a company which spans half a dozen sectors to bar an employee from any behavior which could conflict with future endeavors in any of those sectors or any sector the company could "reasonably" expand to. If the Tech conglomerate releases a single first-party game, then they may bar every employee across the entirety of the company from ever participating in the development of a game which would see the light of day during or after their employment, regardless of the field the employee works in. This means a sales worker at a phone company would be prohibited from community programming experiences, as the conglomerate could reasonably see any and all software work as a conflict. This sweeping classification of conflicts of interest across all verticals of a conglomerate or otherwise expanded corporation suppress the creativity, fulfillment, professional development, and first Amendment right to freedom of speech and expression under the guise of IP protection and non-compete. This issue very finely and cleanly falls under the ill effects of non-compete clauses and yet appears wholly unaddressed in the proposed Rule. The Rule should be amended to restrict the scope of non-compete (otherwise called anti conflict-of-interest) contractual agreements during active employment which extend beyond the scope of work which the employee provides for the employer, and serve only to suppress future competition by means of severely limiting an employee's networking and professional development opportunities, or wholly stifling them altogether."</p>
Rob	<p>"As a member of the working class, not the nesting-yacht rich who can afford a non-compete clause, I urge you to PASS THIS RULE."</p>
Mark	<p>"This proposed rule is long-overdue. The use of non-competes has reached levels where they are now used by default for the sole purpose of restraining employee mobility. There are legitimate employer concerns about the protection of confidential information and intellectual property, and the right to be free from loss of business resulting from a former employee's solicitation of the company's clients. Each of these legitimate concerns can be protected against through reasonable restrictions in employment agreements or employee handbooks. None of these protections requires the more draconian measure of prohibiting a worker from going to work for a competitor. There may be unique (and very limited) circumstances where a non-compete may be appropriate, and I would point the Commission to the way non-competes are handled in California as an example of a fair and prudent approach. But the default assumption should be that an employee's right to work for any other company should not be restrained, and reasonable employer concerns can and should be addressed through other measures and contract provisions beyond a non-compete."</p>
Barbara	<p>"I strongly urge the FTC ban non-compete clauses."</p>

Ian	"As a supporter of fair competition and worker mobility, I fully endorse the proposed rule by the FTC. Non-compete clauses can stifle innovation and limit career opportunities for workers, which ultimately harms the economy and society as a whole. This rule is a step in the right direction towards protecting the rights and freedoms of workers while promoting a healthy and competitive business environment."
Cyrus	"Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."
Ralph	"I am a physician (MD) in California practicing Nephrology, the AHA and corporate interests' goal of placing an exception to healthcare worker noncompete is a poisonous and evil venture, do not give in to them."
Alvin	"Ban non-compete clauses"
Kevin	"Please enact this legislation I have been subject to many forced, non negotiable noncompete agreements in my 20+ year career in technology and telecommunication sales and sales management. This has negatively affected my career and compensation while adding stress and anxiety to my life. Specifically, on multiple occasions I have been blind sided and handed non compete agreements on my first day of employment, Essentially being told that my first day is my last day if I do not sign the non compete agreement. I have had situations where I worked for a company that was sold, and on the first day of the acquisition, I was forced to sign a noncompete. This has not happened to me once but multiple times. I have had to disclose non compete agreements to potential future employers only to have those prospective employers completely vanish / back out of pursuing me for their open roles because I was potentially bound by a non- compete....even though I reside in California where there are various protections regarding noncompetes Again, please enact this legislation"
Forrest	"As a physician, I am writing to strongly support the proposed rule to ban non-compete clauses in employment contracts. Non-compete agreements limit our ability to seek employment and provide the best possible care to our patients. They also harm our ability to pursue our careers and innovate in the medical field. Physicians, like all other workers, should have the freedom to practice in the location of their choice without fear of legal retribution from their former employers. Non-compete clauses limit our mobility and can prevent us from practicing in underserved areas where our skills are desperately needed."

	<p>Furthermore, non-compete agreements suppress wages and limit our ability to negotiate for fair compensation. This ultimately harms the patients we serve by reducing the quality of care we can provide. I understand that the American Hospital Association is attempting to get physicians excluded from the proposed rule, but I strongly believe that this would be a mistake. All workers, including physicians, deserve the freedom to pursue their careers without being unfairly restricted by non-compete clauses. In conclusion, I urge the Federal Trade Commission to implement the proposed rule banning non-compete clauses, including for physicians. Doing so will promote competition, innovation, and access to quality healthcare for all Americans. Thank you for considering my views on this important issue."</p>
Mohamed	<p>"All non compete rules should be banned as they stop nonnal employees to not be able to work with competitors if the NDA says so."</p>
Lorna	<p>"I enthusiastically SUPPORT the proposed rule to ban employers from requiring employees to sign non-compete agreements. Thank you, FCC!!!"</p>
Ana	<p>"I am in full support of a nationwide ban on non-compete agreements for healthcare professionals and obstetricians and gynecologists in the United States. The shortage of these medical professionals is a critical issue in the country, and non-compete agreements only exacerbate the problem by limiting access to experienced and specialized healthcare providers. I am voicing my opinion through the lens of obstetrician and gynecologist (OB/GYN). Non-compete agreements harm maternal and prenatal health in several ways. For example, they can prevent patients from seeing their preferred obstetrician or gynecologist or require patients to travel long distances to receive care. This is particularly concerning for pregnant women who need regular prenatal care to ensure a healthy pregnancy and delivery. In addition, non- compete agreements can negatively impact the quality of care provided to patients by restricting access to experienced healthcare professionals. With maternal mortality rates on the rise in the United States *, it is more important than ever to ensure that women have access to high- quality obstetrical and gynecological care throughout their pregnancy and beyond. A ban on non-compete agreements would help address the shortage of obstetricians and gynecologists in the country by allowing these professionals to work more flexibly, particularly in underserved communities. Black and American Indian and Alaska Native (AIAN) women have higher rates of pregnancy-related death compared to White women **. Their pregnancy-related mortality rates are about two to three higher, compared to the rate for White women (Black and AIAN rates are 41.4 and 26.5, respectively, vs. 13.7 for White women per 100,000 live births). These disparities increase by maternal age. A ban on non-complete would increase patient access to care and improve maternal and prenatal health outcomes. Furthermore, a ban on non-compete agreements would promote innovation in obstetrics and gynecology by encouraging competition and allowing healthcare providers to freely share their ideas and collaborate with others. This could lead to new and better treatments for a range of maternal and prenatal health conditions. In conclusion, a nationwide ban on non-compete agreements for obstetricians and gynecologists</p>

	<p>is a crucial step towards improving maternal and prenatal health outcomes in the United States. By increasing access to experienced and specialized healthcare professionals and promoting innovation in the field, we can help ensure that all women receive the high-quality care they deserve during one of the most important times of their lives. * From the CDC and the National Center for Health Statistics: "In 2021, 1,205 women died of maternal causes in the United States compared with 861 in 2020 and 754 in 2019. The maternal mortality rate for 2021 was 32.9 deaths per 100,000 live births, compared with a rate of 23.8 in 2020 and 20.1 in 2019." ** "Racial Disparities in Maternal and Infant Health: Current Status and Efforts to Address Them." https://www.kff.org/racial-equity-and-health-policy/issue-brief/racial-disparities-in-maternal-and-infant-health-current-status-and-efforts-to-address-them%"</p>
Mark	<p>"I've worked in the IT industry for over 40 years, the sales side, and the extensive use of non-compete clauses, or some version thereof, are targeted specifically at the causes and outcomes cited in the proposed rule change. I am 100% in support of the proposal to eliminate this practice and believe that it will go far to alleviate a host of concerns in my industry alone."</p>
Richard	<p>"Please ban non-complete clauses. They are a tool used by companies to control their work force by limiting pay and options for job opportunities. The very idea of a non-complete clause is the antithesis of a free market capitalistic society. They allow companies to lazily control their workforce through fear rather than inspiring them through competition and innovation. True leaders don't force loyalty, they manifest it by their example."</p>
James	<p>"I live in California where non-competes area against state law. This has helped many workers be able to move from one company to another with in the same industry while maintaining a competitive salary. This needs to be applied to the of the states for the same reason. https://oag.ca.gov/news/press-releases/attorney-general-bonta-reminds-employers-and-workers-noncompete-agreements-are"</p>
Lori	<p>"Non-Compete Clause Rulemaking, Matter No. P201200. Hello, I have never written into the FTC to comment before. I am an MD- I graduated from Medical School in 2007, completed my internal medicine residency in 2010 and my hematology/oncology fellowship in 2013. Following fellowship, I joined a private hematology/bone marrow transplant practice in Denver Colorado, in order to be closer to family and get help raising my three children. In Denver, there are only two hematology/bone marrow transplant clinical practices- one is private and one is at the University. After starting at the private practice, I realized almost immediately that it was a bad fit- the partners were all older men, there was a paternalistic, old fashioned approach to medicine, and contrary to their promises, I could not pursue research in their group. Unfortunately, my contract with the private practice included a non-compete clause, essentially banning me from employment within a 15 mile radius for 2 years. I hired a lawyer and was told that it was a solid non-compete, and that if I tried to work for the University I would likely be sued. I was trained as a hematology/bone marrow transplant specialist and had nowhere else to go. Due to the non-compete, our family of five was</p>

	essentially compelled to leave Denver- both sets of grandparents lived there and my children would have had tons of support. I am now faculty at Stanford University in California. All of this is due to a ridiculous non-compete clause and the fear that it generated for me and my family. These are predatory relics from the past. I am a highly educated physician and was totally unprepared to deal with this- how can you possibly expect young people and the general work force to navigate these insane and totally unfair legal clauses? PLEASE, PLEASE, PLEASE OVERTURN THE TERRIBLY UNJUST AND INHUMANE NON-COMPETE CLAUSE. I don't want anyone to experience what I did- it makes me feel awful just thinking about it."
Michael	"Please ban blanket non-compete clauses. Most workers do not take trade secrets with them to new jobs. Non-compete clauses punish workers who look for better working conditions and higher pay at other companies. Please stand up for hard-working Americans, not the faceless corporate interests which care only about profit and shareholder return."
Beth	"The FTC's Non-compete clause rule is a move to support individual's freedom instead of supporting corporations who more and more frequently are enslaving people for the corporations own needs and controlling the US citizens with ties and agreements with the US government because of the power of big money."
Nadir	"Non competes 100% stifle innovation"
David	"I believe this change is one important step forward in making us more competitive as a nation. Especially in the current environment where competition is on a global scale against far less constrained countries and economies, and when technology is enabling rapid turnover in almost every vertical and opening the door for entrepreneurs that are the ones most likely to accelerate innovation. If I, as employee, leave a company and go create a breakthrough that competes directly with my former employer, there is nothing that stops that employer from acquiring me. Most large incumbents have "innovation" arms that create very small, incremental gains but tend never to disrupt. I always advocated that my past company build a venture arm that partnered with startups in the same or adjacent spaces that we could foster (without meddling to their detriment) and support through to an exit with our acquisition at a fair but discounted price. We were a \$5B company and I was advocating for a \$5 - \$10M fund annually, but they wanted to do it all in-house, like that was going to work! Even if some come up with really good reasons why this shouldn't be done, I'd say nothing is permanent and we could run a one to two decade experiment to see if this doesn't increase competition and accelerate innovation and growth versus other economies, understanding that it'll is just one piece of a number of other policy changes that could be made to increase competition and disrupt the too-powerful and stodgy incumbents."
Priti	"Noncompete clause needs to be removed from physician contracts as it hinders freedom to practice and serve patients, forcing physicians to work in places that they do not prefer and prevents patients from accessing services from competent

	physicians who wish to care for them. It is often misused tool by employers (especially corporate type) to manipulate and threaten physicians and affects morale of physicians and ultimately affects patient care adversely."
bruce	"I fully support the proposed Non-Compete Clause Rule, and applaud the Commission for recognizing and proposing to deal with these widespread and harmful restrictions. My comments regard Section 910.1(0, the exception from the proposed Rule for the franchisor-franchisee relationship, which I believe is harmful and unnecessary and should be removed from the final Rule. I have submitted my complete comments as an attachment. Attachments non-compete comment"
Rajan	"I strongly support the proposed ban on non-compete agreements. As presently constituted, these are significantly hampering our economic competitiveness as well as individuals' wage-earning potential."
Hazem	"I was an Director of Engineering at Honeywell living in CA. In October 2020, my position was eliminated. I was offered severance pay contingent on signing a non-compete. This non-compete has very restrictive clauses that prevented me for being able to get a job. It also prevents me for life from ever recommending people that I have ever worked with at Honeywell. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Darrell	"I support the FTC's ban on non-compete clauses. These clauses result in economic monopolies. These clauses hold workers' wages down, stifle innovation, and hann working people. This policy will make it easier for workers to earn what they're worth!"
Kenneth	"Please prevent non-compete clauses! Labor is a product and we have the right to a free market too!"
Bryn	"I am a freelance professional novelist and short story writer with seventeen years' worth of experience in the field of traditional publishing, where the equivalent to a non-compete generally takes two forms. For short fiction, it is a period of exclusivity (generally ranging from three months to, at the extreme end, eighteen months) during which the writer is barred from reprinting the story anywhere else, usually with an exception carved out for Year's Best anthologies. For novels, it is an option clause that gives the current publisher an exclusive first submission of the author's next work; the specifics of the exclusivity vary and are often a point of negotiation for the author's agent, as they can be anything from "Author's next novel- length work in this series" to "Author's next novel-length work in this genre" to "Author's next novel-length work" (of any sort whatsoever). The option clause usually mandate certain spans of time: for example, one of my current contracts specifies that Publisher will have thirty days to consider the proposal, and if they make an offer, thirty days in which to negotiate, after which point, if an agreement cannot be reached, I am free to submit the work elsewhere

	<p>-- but it also specifies that this process will not conunence sooner than thirty days after Publisher's acceptance of the final book covered by this contract. The short story exclusivity is rarely a problem except when (as in the case of the eighteen months cited above) it runs excessively long. The option clause for a novel, however, does have a negative effect. Because of the delay imposed by waiting for the final book of the current contract to be accepted, then even if I am highly productive, the option clause potentially *bars me from selling a new work yet* (if the clause is worded too broadly), thereby slowing down my career: I can't submit a new proposal to any other publisher until my current one passes on or fails to make an acceptable offer for that pitch -- a process which contractually will take up to sixty days once I can actually submit the proposal to them. In practice, it often takes far longer. The pressure of courtesy towards an editor with whom one is already working means that authors and agents are encouraged to wait for a reply, even if more than thirty days have elapsed, lest they leave ill will in their wake. The ill will matters a great deal because the field of fiction publishers has been steadily shrinking; there are only about five large houses left, and so alienating one is a massive blow to one's publishing prospects. Some years ago, I spent five months waiting for my then-current editor to reject a proposal I had sent her -- a delay that significantly affected my forward progress with both that concept and my novel publishing career in general, leaving me scrambling to arrange a new proposal lest I wind up *not publishing anything at all* for an extended period of time. And even the sixty-day delay serves increasingly little purpose as the field of traditional publishing shifts: agents are now saying publicly that authors should not expect to continue working with the same editor and publisher for more than one or perhaps two books. Option clauses are locking authors into behaviors crafted in the days of extended professional relationships, while the other side fails to hold up the implicit bargain of that continued partnership. They are likely not *as* detrimental to the careers of novelists as the sort of non-compete often envisioned when that term comes up, but I believe they have indeed become detrimental."</p>
Diem	"This is discrimination against physicians"
Khanh	"I agree with banning non-compete for all specialties."
Tran	"We should ban non-compete"
Sheldon	"Ban non-compete clauses. Not only do they stifle workers and industries, but also the whole economy. Many thanks for stopping it."
Rohit	"Please ban non competes. They are unfair to entrepreneurs and give too much power to companies."
Mauricio	"As a semi-retired doctor who lives in the United States and practiced medicine outside of the country, I strongly support a nationwide ban on non- compete agreements for healthcare workers and doctors in the U.S. In the country where I practiced, such agreements do not exist, and I saw firsthand the benefits of a system that promotes fair competition and enhances healthcare workers mobility."

	<p>Non-compete agreements limit healthcare workers' ability to advance their careers and pursue new opportunities. This can ultimately harm patient outcomes and impede healthcare innovation and professional career advancement. In addition, these agreements can make it more difficult for small private practices to hire doctors and nurses, reducing patient access to care. Healthcare workers should have the ability to pursue the best opportunities for their careers, without fear of being restricted by non-compete agreements. This can ultimately lead to a more vibrant healthcare industry, with more diverse perspectives and innovative solutions to healthcare challenges. A ban on non-compete agreements would increase patient access to care and improve clinical outcomes, too. Overall, as a semi-retired doctor who practiced medicine outside of the United States, I believe that a nationwide ban on non-compete agreements would be a positive step for the American healthcare industry. By promoting fair competition, enhancing healthcare workers' ability to advance their careers and pursue new opportunities, and encouraging entrepreneurship and innovation, such a ban could lead to better patient outcomes, greater innovation, and a more vibrant healthcare industry in the United States."</p>
Rick and Sharon	<p>"People argue, mostly the Republican and Libertarian Parties, that the market place should set wages, well, non-compete labor contracts are 180 degrees removed from that argument, because non-compete clauses add downward pressure to next job wage negotiations. We support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! Support true market forces setting wages. Non-compete interferes with one to one wage negotiations where no union is involved."</p>
David	<p>"I am an independent contractor who was forced to sign a non-compete clause as part of a contract. These are terrible clauses. My employer included a 12-month extension of this clause to all clients in the industry following my termination of employment. Although the terms were broad and likely not enforceable in court, I have chosen not to engage in additional work until the expiration of this agreement due to the threat of litigation. That threat extends beyond the 12-month period because of the statute of limitations for enforcement. So a contract that I held for about a year can have an impact on my ability to do work under threat of litigation for multiple years. If you are going to limit this proposed rule, please make sure that it applies to all independent contractors."</p>
Ray	<p>"The FTC estimates that the Non-Compete Clause Rule would: Increase workers' earnings by nearly \$300 billion per year, save consumers up to \$148 billion annually on health care costs, and double the number of companies founded by a former worker in the same industry. In the US, worker's pay and rights are eroded by corporate greed and the lobbying of laws to weaken unions. For too long now, workers have been exploited by Non-Compete Clauses. It's bad enough that corporations, through free trade agreements, ship the world to exploit workers through low wages and long work hours in countries where governments permit it. We don't need US workers being used to ensure company profits. Yes, labor will always be the most costly issue for capital and that's simply</p>

	<p>natural. Capital needs labor even in an age of automation and A.I. Labor needs to be respected and heard, not exploited. Only then will labor greatly benefit a company. Make sure the new rule is approved and remains enforced."</p>
Bethany	<p>"I fully support a ban on non competes at the federal level. I myself work in a state where non competes are unenforceable, which has allowed me flexibility and growth throughout my career. As a physician, I have heard countless stories from my colleagues regarding how harmful these non competes are. I know a surgeon who was forced to take a 15% pay cut at the beginning of the pandemic. If he would have refused, he would have faced moving his wife and four kids during an unpredictable and unprecedented time when, especially for kids, stability was needed to maintain basic mental health. I know a specialized radiologist whose employer has lost out on contracts to the competing entity in her region. She may lose her job due to lack of productivity. This would mean having to move her 13 year old son hours away from the oncologist and rehabilitation specialists who have treated his medulloblastoma, or stay and wait out a non compete, but lose the health insurance tied to her job that is needed for her son to survive. The current field for this is certainly not level. Even if a non compete is not enforceable or there's a loophole, who has the deeper pockets? Not the individual, but the corporation that wrote the non compete in the first place. A contract is supposed to be a mutual agreement that protects the interests of both parties. However, the employee does not have the bargaining power or leverage to negotiate away a clause that clearly only benefits the employer. The employer then has less incentive to ensure a better product, in this instance: healthcare. The physicians are actually offering the product, the service which requires a unique blend of skills. If the physician is not receiving the resources necessary from their employer to continue to provide that product or service, the employer is able to push out the physician without worrying about losing the paying patient and also without worrying about having to actually improve the resources needed from the employer to maintain or improve the quality of the healthcare. Some argue that non competes are necessary to protect business interests related to recruiting and retaining specialized roles in any industry. This is simply not true and is a fallback position that again allows employers to avoid creative innovation. In the state in which I work, again where non competes are not enforceable at the state level, I have seen many other recruitment techniques used: for example, sign on bonuses that are forgiven proportionally after a defined number of years of employment, or relocation or student loan repayment assistance. These are carrots that serve as a basis for a more mutually beneficial relationship for all than the stick of a non compete. Essentially, the name says it all: non compete. Why do we continue to allow a mechanism that states in its name that it contradicts the ethos on which we have built commerce in this nation? The federal ban on non competes will serve to promote healthy competition in a marketplace that sorely needs it to improve standards of living for direct employees, as well as standards of healthcare for all."</p>

KIMBERLY	"As a California resident I'm lucky to live where these non compete clauses are illegal already. I think every American deserves this right! It impedes on our right to earn a living."
Joan	"I did sign a non-compliance (NC) agreement when I worked for Intel and fortunately for me, it didn't affect me but I often wondered about my friends who left the company to work elsewhere, how draconian was the clause? The idea that the NC is being foisted on people for any kind of work is ridiculous. This is just a corporation or business' idea of servitude. This flies in the face of capitalism of which we pride ourselves. Why is it that a hairdresser can't work at another salon whereas our government representatives can hire themselves to the highest bidder as soon as they leave office? This is definitely a case of "ok for me but not for you" of which we accuse our government representatives. I had no idea that folks outside the tech field had to sign these enslavement contracts. This must be struck down,"
Oren	"The noncompete has disrupted many veterinarians' lives. They should be made completely illegal."
Matthew	"I 100% support this new rule. Outlaw all non compete agreements, so corporations and employers can't exploit thier workers and suppress thier wage growth. Any worker should always have the option to leave thier current employment and go to either a competitor or another company working in their field of experience. Especially if thier current employer is taking advantage of them or any myriad of good reasons to leave a job. These agreements serve the employers and not the people. It should be the other way around. Employees should have more bargaining power when it comes to employment and"
Benjamin	"Non-Compete Clause Rulemaking, Matter No. P201200 I am for the non-compete clause rule. Non-compete clauses unfairly discriminate against workers and limit their freedom to achieve their real worth while frequently allowing employers to uncompetitively hire their replacements."
Big Iron	"I support banning non-competes uniformly. We should not be encouraging monopolistic behavior as that reduces incentives to provide good services and/or products."
Alex	"Hi, I'm writing to express my strong opposition to the American Hospital Associations's (AHA) attempt to exclude physicians from the new rule prohibiting noncompete agreements. Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and

	benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future. Thank you, A concerned resident physician"
Jen	"I worked with a Multi Level Marketing "MLM" (Young Living) who has made it impossible to share any other MLM opportunity regardless of if it is competing or not. I am a naturopath practitioner who offers multiple modalities. When I shared another non-competing health supporting modality that happens to be offered in the MLM structure, they terminated me. The first reason was because I offered a product that was competing. When I proved to them that it was not competing, they claimed that the "Intent of use" of that product was competing. When I pointed out that the product I shared is exactly like another company that they allow others to share that they consider non-competing they changed what the term "non-competing" means and that it was because I offered a competing BUSINESS OPPORTUNITY to their customers. This was not the case at all since I never offered the business opportunity at all in the one post, nor the one email I sent that got me terminated. I now must wait 12 months to even share this other product with anyone. As a practitioner this is harmful to my practice, to my clients, and also to my ability to make a living. In this day and age where most people are purchasing online, it is not right to have these non-competes in place. People need to have freedom to purchase and sell what they choose to. MLMs should not be under different rules just because they have an opportunity attached to them. People should have the right and freedom to share what they want to share if it works for them. Please consider banning non-compete clauses for those in the MLM workspace. Attachments Screen Shot 2023-02-25 at 10.32.23 AM"
Jordan	"Hello, I hope this message finds you all in good health. Dear FTC, I believe non-compete's in contracts and offers should no longer exist in the form that they currently do. At the very least they should not be as widely used as they are. There are fringe cases where this can be used for example if you have recipes or trade secrets, there should be stipulations like non- compete agreements detailing the field you need to stay away from and for how long. However, in practice many non-compete clauses stifle creativity while almost completely eliminating competition. I believe as American citizens, it is one of our few and just rights to engage in a free market.... Well freely. A non-compete agreement goes against that entirely."
Steve	"Competition is the basis for free enterprise. Please enact this rule."
Caitlin	"Physicians should not be excluded from the ban on non-compete clauses. It is unconscionable that a physician hoping to leave a practice would be forced to uproot their family and life just to continue their work in a different setting. Physicians are already unprotected from many abuses not allowed in other fields, and to exclude us from the ban on non-compete clauses would help no one except for the hospitals- patients would certainly not benefit. Non- compete clauses are restrictive of freedom and the pursuit of happiness and hamper innovation."

Cora	"The FTC should side with workers and ban the use of noncompete clauses in future employment contracts and void such clauses in existing contracts."
Jaibir	"This needs to be done it's non competes give big corporations way to much power. I 100% support a ban on non competes."
Dimitri	"Non-Compete Clauses are not justifiable. An employee has expertise and capabilities independently of their current job. In most cases, the expertise predates current employment. For example, non-compete clauses for MDs and surgeon MDs. If changing jobs between health organizations, non- compete clauses require effectively switching cities. That is a common consequence and prevents people from seeking better employment. Such a non- compete clause encourages employers to offer low salary increases and benefits. To the extent that employers require employees to sign non-compete clauses, it is a form of an oppressive requirement. Non-compete clauses do not belong in a free country. Employers wrongly assert that someone's current job capabilities were gained in the current job. That is a wrong assertion."
Lee	"I was just starting out in my career when I finally got a part time job in my field of geology. Unfortunately, it didn't last long and I was let go. But because of a non compete agreement I had to sign I couldn't take another job in my field even though I had a good lead on one. Instead I had to take a job as a waitress making less than minimum wage. Non compete clauses unfairly hurt workers and should be banned. Thank you. Sincerely, Lee"
Stephen	"As an individual, and family, negatively affected by an illegal, unenforceable, far-reaching noncompete employment clause, I am ecstatic to see changes being made to support individuals, businesses, ingenuity, and financial freedom. I previously worked for Kalamazoo Anesthesiology, PC in Kalamazoo, Michigan. In order to gain employment, I was forced into a 2 year, 50 mile radius from city center noncompete agreement with the ability to legally moonlight. There was no negotiating around this agreement. They had artfully crafted it over decades. I eventually learned their reputation for litigation against anyone who leaves, whether or not in violation of an unenforceable noncompete agreement. The fear created prevented people from leaving. Meanwhile, wages were dramatically cut, we were forced to start paying for our benefits (including health insurance, something we didn't previously pay for), and we were required to work ever-increasing hours. My typical week, excluding the occasional weekend Call shifts, were 52-55 hours. With a weekend call included, I easily surpassed 70 hours a week. When I tried to begin a business unrelated to their practice, and lawfully within the moonlighting clause, they threatened to fire me and "sue me into the ground." They have single handedly prevented hundreds of individuals from gainful employment and the ability to support their families. My family and I had to downsize our home twice as a result of inflation, increasing prices on consumer goods, and ever-shrinking wages. I picked up extra hours and shifts just to stay afloat financially. Noncompetes will always hurt employees. My employers on the other hand, continued to give themselves higher wages and large bonuses the whole time, all off the backs of employees like me. I applaud

	the efforts to end such agreements, to protect employees and the freedoms each should enjoy, and am willing to speak to anyone willing to listen."
Gary	"Dear Commissioners, Employers can write effective non-disclosure agreements that protect trade secrets without affecting the employment prospects of former employees with unnecessarily onerous non-compete agreements. As you know, intellectual property law is very specific and a holder or assignee of intellectual property, including patents, trademarks, trade dress and trade secrets, has primary responsibility for identifying and protecting specific claims. Blanket restrictions on departing employees would often be unenforceable but most prospective employees are not in a position to resist non-compete agreements before accepting a position or to defend their rights by disputing the enforceability of an agreement after leaving a job. Thank you for considering my comment."
Meghan	"Noncompete clauses are part of a system that allows hospitals to bypass normal free market forces. These non-compete clauses worsen physician shortages by forcing people to stay in an undesirable working environment or move their lives/families. Physicians who choose to leave are then often just out of the work force despite a need for patient care in the area. They also disincentivize hospitals from responding to physician concerns about their working environment, compensation, or safe patient care. This practice needs to end for both for profit and non-profit hospitals. Excluding non-profits does not address the underlying issues and these institutions should be accountable to their employees and patients the same way for profit hospitals are. One physician leaving a hospital does not place undue burden on a hospital system - and if multiple physicians are leaving, then the institution clearly needs to change! Getting rid of non-competes will force hospitals to spend more time dealing with issues that impact physicians and patient care, which is ultimately important in the recruitment and retention of physicians in the workforce. Without retention of physicians, the ongoing physician shortages will worsen and people will have longer wait times and more restricted access to care."
Jacklynn	"Non-compete clauses force workers to continue working in jobs even in the face of abusive and often illegal practices by the employer, because the worker cannot get another job that utilizes their skills due to the non-compete clause. Non-compete clauses are purely evil and serve no legitimate purpose, the only purpose is to keep employees as chattel and prevent them from taking their business elsewhere. This is why non-compete clauses are already illegal in California and they should be illegal everywhere."
Mel	"The non compete is an unfair and unconstitutional demand on workers. Please get rid of it."
Craig	"My mom nms a tax business in Iowa and was sued by a competitor using non-compete language. The suit failed, as it should have. Non-compete restrictions are a form of restraint on trade and should be banned nationwide. The right to contract is fundamental to the exercise of citizenship - it should not be constrained by companies that seek merely a leg up on competition. If

	companies are worried about losing intellectual property when people leave, they should do a better job of caring for employees instead of using anti-competitive laws to force employees to stay."
Jim	"Allowing Corporations, or any business, another opportunity to meddle with, or hinder in any way, an employee's freedom of choice, in changing jobs, or moving on, is another point in the punishing and restrictive nature of Capitalism, and the cold-hearted individuals who support it without control. Stop this practice cold, immediately. No non-compete agreements/contracts whatsoever."
Ronnie	"Non-compete agreements should be ILLEGAL."
Gregory	"Dear FTC, As a medical professional I would commonly be targeted for non-compete clauses but only the brave leadership of my state has protected me. There is no way I could seek fair market compensation for the work I provide while staying near my family without these protections. Please extend this right to all American workers and liberate us to work as we see fit."
Lorin	"Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes ultimately building a stronger economy for everyone."
Martha	"I support banning non-compete clauses in labor contracts. It just makes sense."
Xuan-Binh	"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare. particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities. This new rule apply to non profit organizations as well."

Lien	<p>"As a physician in training, soon to be out on the job market, I support banning of the noncompete clause. It is detrimental to our healthcare system overall, limits physician practice area, limits our living options and creates more inequities in the long run. No amount of \$\$ lobbied is worth the lives of hundred of millions down the line. If physicians are not well compensated, especially during training, burnout rate would likely climb and the problem of physician shortage is only going to get worse. Please ban the noncompete clauses!"</p>
S	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. One only has to look at California to witness the vibrancy and higher salaries that disallowing noncompetes creates. Banning noncompetes also begins to address leveling the playing field by not allowing companies to artificially suppress the market. Companies should be able to rise or fall on their own merits, based on the superiority of their product, not because they have put their proverbial thumb on the scale. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Rex	<p>"The current era of non-compete clauses is stifling for professionals. In the area of medicine, jobs are more and more linked to large corporate entities that own health systems that have been allowed to eliminate competition in large geographic areas, not just cities. As a result, physician non-compete clauses have limited economic opportunities and worsened working conditions for physician employees because they are unable to exercise their right to seek better employment opportunities without leaving their established homes. As well, most employers mandate these clauses and do not provide any financial consideration in doing so. Lastly, by forcing physicians to leave an area to seek better employment, we are worsening healthcare shortages in these areas. Your doctor should have an amicable and enjoyable relationship with the hospital they are employed at. Patients are not served well by physicians who are disgruntled and forced to provide services to a health care system that has enslaved them to their entity due to unfair employment practices. Certainly there will be many comments from lobbyists and health care administrators who have spend decades undermining physicians as an important part of their business. They do not want us having the same employment rights as nurses and other skilled workers because they have long benefited from the physician workforce and their control over our employment terms."</p>
Alex	<p>"As a worker and union activist, I ask that you please vote to implement the non-compete clause rule. Businesses already exert too much control over the lives of workers; limiting their future employment opportunities only serves the bottom</p>

	line of businesses at the expense of their workers. Do the right thing to help restore the middle class after decades of attack from business interests."
Debra	"Non-compete clauses increase the imbalance of power between employers and employees, leaving working Americans with fewer employment options. Please ban non-compete clauses. Thank you!"
Sydney	"Every employee should have the right to work in a supportive, friendly, safe, work environment with decent wages and fair discipline. If an employer promotes practices involving any type of discrimination, harassment, sexual abuse, inequality or disregard for a workers' physical and mental Health and safety, then their employees should have the legal right to leave and report what is going on at their workplace. It is time that we fight harder to crack down on abuse in the workplace as well as corporate greed, as well as regulate how big the CEO to worker pay gap should be."
Shamit	"Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future. Signed, Resident physician pgyl"
Marilyn	"To be fair to workers, I support the FTC's ban on non-compete clauses."
Doug	"The FTC should make non compete clauses illegal. These clauses hurt workers and treat them like slaves. Please make these clauses illegal."
Todd	"I have had to turn down several job offers that would have provided substantial pay increases over the last year due to the non-compete agreement I was required to sign by my current company. Not only has this prevented me from being able to advance my career, but it has also caused friction in many of my professional relationships."
Nina	"Non-compete clauses are horrible for doctors. They force doctors to choose between staying at a job they don't like or staying in their community. This is one of many factors that leads to burnout and dissatisfaction among physicians."
Monica	"This conunent is on behalf of my fiancé who is on a non-compete agreement. His employer is based in Maryland but his work site is in California. He is paid only \$3900 per month. It is very difficult to live with this salary in California. He is paying his student debt as well. However, he cannot change jobs because of the non-compete agreement. Thank you very much for proposing a rule to ban all the

	non-compete agreements. It would be really helpful if he can come out of this agreement and work for a better company that pays him well."
Rithika	"I strongly support banning the current rules regarding non-compete clauses. The way it stands now, employers and large corporations are too easily able to suppress wages and take advantage of their workers that way. This will allow for healthy competition in the market and infuse many more workers into the labor market, allowing workers a sense of dignity as well. There is no reason not to move forward with banning non-competes, unless your true interest is protecting corporations over the citizens you represent"
Beverly	"Please ban non competes for physicians. As a retired physician I see the non completes as decreasing patient choice, restricting access to physicians and trapping physicians in jobs where they are not able to provide quality patient care. New physicians graduate with so much debt they are forced to take these jobs with non compete clauses. Thank you"
Christopher	"Banning non-compete agreements would not only protect employees' career prospects, but also foster innovation and entrepreneurship, promote competition and consumer welfare, and support social mobility and economic growth . By limiting the ability of talented and ambitious individuals to start new ventures, non-compete agreements can have a chilling effect on the creation of new businesses and the development of new ideas, which is harmful for the economy. Additionally, non-compete agreements can lead to lower wages and benefits for workers, perpetuating economic inequality and reducing their ability to improve their economic status over time. This can result in decreased consumer spending, ultimately harming the overall economy. Moreover, non- compete agreements can decrease competition and harm consumer welfare. Companies may maintain market power and charge higher prices for goods and services when employees are prohibited from working for competitors. Finally, non-compete agreements can limit social mobility and economic growth. Workers may become trapped in low-paying or unsatisfying positions, which can limit their ability to improve their economic status and pursue their dreams. Non-compete agreements can also discourage workers from moving to new areas where their skills are in demand, which can stifle regional economic growth and development. Theretbre, banning non-compete agreements would provide employees with the freedom to pursue their careers, start new businesses, and contribute to the economy in meaninglill ways, promoting innovation, competition, and economic growth. By protecting the rights of workers and promoting a more dynamic and competitive economy, banning non-compete agreements would be beneficial for the economy as a whole."
Gary	"Obviously non-compete agreements are anti competitive & a threat to the public & damaging to our democracy. Please prohibit them. Thanks"
Pranav	"The FTC should ban non-compete clauses especially in the tech sector and should make it easier for large tech corporations to hire anyone from a competitor. support the ban!"

Roxanne	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Karen	"Please stop this unfair practice that is hurting average Americans, it is un-American and abusive. Do the right thing please the intent of this law is not to hamstring workers with nothing to do with high level secrets"
James	"Under 910.1(b)(2), the examples of de facto non-compete clauses, it is important to list non-solicitation covenants. These restrictive covenants hann not only workers but also the clients they serve, by preventing workers from separating from their firms and serving their clients when it is efficient to do so. A decision not to enforce non-solicitation covenants is not without precedent. The courts will generally not enforce restrictive covenants on lawyers, due to a strong bias toward the rights of clients to choose who will represent them."
Rotem	"I believe that removing all non compete clauses or making them unenforceable will improve competition for workers and improve the life of ordinary Americans"
Kaylynn	"Noncompete agreement s should in almost all cases be illegal and against public policy They are used to oppress workers and prevent them from seeking better employment and working conditions. End them please."
Tracy	"Non-competes are hannful to the worker. Especially tech workers where they are common. They hurt the careers of works in very quantifiable ways to the benefit of their large corporate employers in non-quantifiable ways who don't need any more legal help. Non-competes ruin the free market for the labor of the individual."
michael	"Non-competes need to go away as they are usually over broad and in many niche industries may deprive one of changing jobs altogether."
Jennifer	"I agree with the FTC's decision to ban non-complete clauses. Non-compete clauses can limit workers' ability to seek better job opportunities and advance their careers, and can stifle innovation and competition in the job market. These clauses often disproportionately affect low-wage workers who have limited bargaining power and may not have the financial means to challenge them. By banning non-compete clauses, the FTC is taking a positive step towards promoting a more open and competitive job mark that benefits both workers, will spur innovation, and boost the economy as whole."
Tawny	"Employers say they need non-compete agreements to protect trade secrets and investments they put into growing their businesses, including training workers. Rubbish. Employers in the states that already ban them (such as California) show no sign of being more reluctant to invest in their businesses or train

	workers. The real purpose of non-competes is to make it harder (or impossible) for workers to bargain with rival employers for better pay or working conditions. As we learn again and again, capitalism needs guardrails to survive. Unfettered greed leads to monopolies that charge high prices, suppress wages, and corrupt politics."
Keith	"I think that non-compete clauses are un-American. Workers should be free to work for any that they want without any reprisals. I live in California in a job that I like for over 35 years. I see workers in a job and then move on to a different job because of whatever. They should be allowed to do this."
Ronald	"I strongly support the FTC's ban on non-compete clauses. Non-competes depress wages, stifle innovation, and harm working people. This policy will make it easier for workers to earn more."
Judith	"I am in support of banning noncompete clauses. I have not personally had a job governed by a non-compete clause, however I have been in non-personal circumstances one involving job another medical care in which the person in power made a move difficult or impossible to move by directly contacting the personnel of the new site with falsifying information. This type of situation is crippling to the individual and deprives them of their personal right "to the pursuit of happiness". I find non-compete clauses to be equivalent and think it imperative to ban it"
Ricky	"I am an education consultant and author. I work with schools, school districts, and state departments of education across the country helping them to develop trauma-informed systems of support for children and families. My publisher offered me a contract where they would be my sole representative, managing all my consulting contracts. In exchange, I received a salary and benefits which provided considerable stability for a consultant. However, they required that I sign a non-compete agreement. I want to share how profoundly unfair and legally questionable a non-compete agreement is, especially in this circumstance. I am the owner of the intellectual property of my work. I had published my book and began my consulting work prior to signing the contract with them. They own none of the intellectual property related to my consulting work and yet want to forbid me from moving on from our agreement. Their non-compete agreement (and others like it) infringes upon many other financial and legal areas (in this instance intellectual property rights) and is harmful to clients, employees, and future employers. Please ban non-compete agreements."
Carol	"Non-compete clauses are immoral and should be illegal, particularly in medicine. Why should we be beholden to a job long after we've left it? These employers are counting on our unwillingness to uproot our families and move out of state to trap us into horrible working conditions. Perhaps if they instead worked on bettering the working environment, they wouldn't need non-compete clauses. Thank you, FTC, for looking into scrapping this barrier to trade and freedom."

Imani	"Non-Compete agreements go against the free market principles of capitalism by depressing wages, and amount to corporate welfare!"
Joy	"I hope the businesses that require Non-Complete Clauses for employees would step into their shoes. Would you be willing to see your grandchildren locked into a job that FORCES them to stay, working AGAINST THEIR WILL? There ARE valid reasons YOUR GRANDCHILD might need to quit his or her job- Such as SAFETY, HEALTH, LOW PAY, ABUSE BY A SUPERVISOR, ETC. It does conic up as an issue that affects the quality of the workplace AND the employee! Please DELETE Non-Complete Clauses Rules that terrorize some employees. Forcing work is NOT the American way!!"
Manuel	"Dear Chair Lina Khan, Ban non-compete clauses! They are undemocratic, un-American and are bad for the economy. Do it for Americans."
Chuck	"Stop making employees slaves or indentured servants by requiring non compete clauses. If Congress can trade stocks based on inside infonnation how can you in good conscience ban workers from better pay."
Stephen	"Non-compete agreements must be prohibited in all cases. To not do so is exploitation of the working class. California has it correct with business and professions code 16600."
Caithness	"As a physician I hole heartedly support this legislation. Non-compete clauses stifle small businesses, force people to stay in jobs that do not suit them contributing to physician burnout, and frankly are counter to capitalism and democracy."
Spencer	"The banning of Non-compete clauses *should* have bipartisan support. For free market conservatives, non-compete clauses hamper the market's ability to reward the best workers with appropriate pay; requiring them to move out of city or evens state in order to accept a competitor's offer. This disincentives moving on to better pastures and rewards poorly performing companies by retaining workers through artificial and anti-competitive means. As a progressive, one should completely endorse an expansion of worker's rights to freely choose who gets to compensate them for their labor. Frankly the only interests that would be opposed to this would be corporations interested in deflating working conditions and pay. I wholly support the abolition of non-compete clauses in the United States."
Jason	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. It is NOT fair that an employer can enslave an employee against competition. That is as UN-American as it gets. If America is truly going to live up to its promise, then it cannot deny so many of its people the right to compete in the open free marketplace! Non-competes are slavery! Competition is

	FREEDOM! Thank you for your work, and please issue a final rule that bans noncompete agreements forever."
Kyle	"Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."
David	"When starting my company with a business partner, his father included a non-compete clause in our partnership agreement. When my partner had a stroke and was unable to work, we tried to conic up with a reasonable separation agreement. The non compete clause was held like a sword above my head and the father refused all options. This would have prevented me from working in IT in any fashion for 2 years, which was the only thing I was highly proficient at. Due to being in California, the non-compete didn't hold much weight, so we finally pushed to have a reasonable settlement. Had the power of the non-compete clause been there, I would have either been stuck in a nightmare partnership agreement or been unable to work in my field. Everyone should have the same rights to not let these malicious agreements rule their career development and lives. Thank you."
Emily	"I am very grateful to see this. The non. Compete has always been a selfish tool for companies against their employees. Preventing growth and livelihood for the selfishness of the company is immoral. If one's company is a fair and fine place to work then they will not have to worry about employees leaving. I support banning non compete 100% Thanks you."
J	"Do not exclude physicians from the new rule. Doctors are "labor" in the modern consolidated health economy in the same way as other workers in our country and deserve the same labor protections as anyone else. Non-compete clauses in medicine can dramatically restrict physicians' ability to practice medicine in the communities that they live in and have roots in if their relationship with their employer deteriorates. Overall earnings potential is not the only thing that matters and it's truly oppressive that a physician who wants to change jobs wouldn't be able to practice their trade in the place that they live due to a non-compete agreement. Nowadays, many doctors had no choice when deciding to sign a non-compete in the first place because the healthcare system is so consolidated so individual doctors have so little leverage/market power."
Kalyan	"I support this decision"

T	"Non-competes hurts PATIENTS. Not allowing physicians the freedom the leave work environments that are abusive or dangerous without having to uproot themselves and their families means that healthcare systems (aka private equity nowadays) can continue to push substandard and dangerous care instead of allow physicians to do what's right. It also adds to physician shortages when a physician can't stay within their own community if they want to leave their current work situation. ABOLISH non-competes!"
Oren	"None compete clauses are undemocratic and allow corporations to control employment of people instead of getting the best employees by paying them what they are worth."
David	"I am a physician and I have seen how non-compete agreements devastate other physicians. If a physician moves into a major metro area to work for a health system and then decides the work arrangement is not ideal, he/she can be forced to leave the state in some cases to find a suitable replacement job. I have seen this put strain on families where one or both of the parents are physicians and a person needs to relocate for work. Please eliminate non-compete agreements!"
Philippe	"I approve of this proposed rule to ban non compete clauses. Non compete clauses hurt American workers by controlling their labor after their employment ends. This unfairly limits competition in the labor marketplace."
Bradley	"Non-Compete Clause Rulemaking, Matter No. P201200 Non-compete rules are far too restrictive and not in the public interest. They must be stricken."
AnnaLee	"I documented the economic benefits of eliminating non-competes in my 1994 book, Regional Advantage, which compares the rise of Silicon Valley with its East coast counterpart, Route 128 in Massachusetts. I argue that the open flows of talent and ideas within the Silicon Valley ecosystem--aided by the unwillingness of the courts to enforce non-competes--contributed directly to the rapid pace of innovation and new firm formation in Silicon Valley. The Boston area, which by many measures was better positioned to grow (longer industrial history, financial resources, ties to DC and military contracts, etc., was unable to keep up with the pace of technological change in Silicon Valley. The enforcement of non-competes in Massachusetts was a constraint on experimentation and the generation of new ideas, and was consistent with a more autarkic firm structure. In Silicon Valley the founding myth was about the genealogical nature of the region's start-ups (lots of interconnections between engineers who moved from firm to firm easily) while in Boston the founding myth was the bitter lawsuit started by Digital Equipment Corporation (DEC) when the engineer, Edson DeCastro left to start competitor, Data General."
Jake	"This is great! You can't have a free market if you can't control your labor!"
Myra	"Non compete clauses rob employees the opportunity to better their economic situation and should be banned. Employers already have too much power."

Doctor	"This is an incredibly important ruling. Physicians are often binded to their jobs due to non-compete clauses and lose leverage for salary increases. Further, if the job takes advantage of the physician, which most do, the physician needs to leave the area for new work which is unjust."
Christian	"This is a fantastic idea. Employers reserve the right to hire and fire at-will. Employees should have the right to quit for a competitor at will. Democrats should favor this because it's pro worker. Republicans should favor this because it encourages competition in capitalism."
Daniel	"Please ban non-compete clauses and any other provisions that would have a similar effect in employment contracts and MOUs. Depriving individuals from being able to use their experience and knowledge obtained in their work experience from being able to support themselves in the same job in the same industry as their previous job is completely unfair and should be illegal."
Dustin	"This is a way overdue decision. For far too long employers have been able to use people's families against them by forcing them to choose whether to stay at a lower paying, worse job or to move their families since they are blocked from taking a better job in the same area. This will promote wage growth, better benefits for employees, and overall a better life for employees and families. Thank you for enacting this."
Greg	"I'm totally on board with the FTC's plan to ban noncompete agreements at the federal level! Noncompete agreements have been holding workers back for way too long, stopping us from moving up career-wise and making more money. By getting rid of them, we'll be giving American workers a chance to earn more and find better jobs. It's a huge win for the middle and working classes, and it'll help make our economy stronger overall."
Andrew	"Hello Commissioners, Please end non-competes for employees. They force people to travel ridiculous distances One in Texas offered to me,said you couldn't see any of their customers. They had four different clinics in the area. One visit could make someone a customer. You agreed to a \$100,000 fine in business expensive friendly arbitration! Let employees be free instead of captured in labor market. Thank you"
Derek	"I fully support banning non-compete agreements in all forms for all companies."
Gwenyth	"I am a part owner of a company, and I am writing in favor of this proposed rule. Non-compete clauses are unethical and un-American. Many workers probably don't even realize what they are signing. But even if workers really and truly understand what they are signing, non-compete clauses are often forced on workers who desperately need a job and are in no position to refuse to agree to the non-compete clause. I realize that a vast array of corporate interests opposes this rule, primarily because they believe that it will hurt ability to make money. Maybe it will; maybe it won't. Either way, non-compete clauses are unfair and should be banned. The New York times has a great article on the obscene

	consequences of non-compete clauses (https://www.nytimes.com/2023/04/11/opinionifftc-noncompete-clause-nile.html). This article is more eloquent than I can be, so I respectfully ask that you take the examples of real-life American workers that the New York Times documented to heart and vote to approve this new rule. Thank you for your time and consideration. -Gwen"
Molly	"Please disallow non compete clauses. They make it hard for workers to take a job or leave a job and put workers at a disadvantage."
Nancy	"Please ban non-competes except in very, very specific circumstances! They're anti-competitive and give all the benefit to employers, none to workers. It is possible to ban the taking and selling of trade secrets via the court system, while the rapidly expanding non-compete clauses in the country now just make workers dependent on employers for no reason."
Louis	"The FTC should disallow non-compete clauses. They only benefit employers and stifle the marketplace for workers."
Susan	"We need competition in a true capitalist society. Incumbents must not be allowed NonCimpete Agreements. Monopsonies waste resources better used by potential companies."
Paarth	"Non-compete clauses are an abuse of power and entirely evil; they must be made illegal and unenforceable everywhere in the free world, certainly in America."
Nader	"I strongly endorse the elimination of non-compete clauses. They by definition reduce competition, which is the cornerstone of healthy marketplaces. In addition they are often abusive and in some cases directly go against the community good and often drive workers out of communities that need them the most. Please pass this very important regulation."
Mitchell	"Corporate competition for good. Do pass no non compete regulation."
Kaelan	"I was working 3 jobs to make ends meet and had to sign a non-compete agreement with a small- timeTranscription company owned by one woman. Transcription is a skill that is very well suited to freelance work and it would have helped me financially to be able to start my own business doing this if I had not signed this agreement."
Nandita	"Non compete clause prevents physicians from working in the same place or city of work culture gets toxic. Promote fairness, ban nom compete."
Gabriel	"I've witnessed NPRM's harm independent contractors in several states. A ban would protect Yoga instructors and help to regulate abusive employers. Please vote to protect your constituents."

Dror	"Non-competes are un-American, preventing people from pursuing careers as they see fit. Protecting intellectual property, trade secrets, etc. do not need to come at the expense of preventing the free-market decisions of employers and employees choosing to work together. We've had this in California for decades and have the most vibrant job market in the country!"
Kyna	"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations as well as limit physician autonomy and career opportunities."
Jacqueline	"I fully support banning non-competes."
David	"Non compete clauses harm the worker, consumer, and economy. They enable companies to obtain a monopoly."
marc	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! Corporations don't want to pay workers what they could earn on an open market, so they make claims about "fostering innovation." It's a load of b.s. Workers describe themselves as "hostages" and "indentured servants" to their bosses. But impacted industries will run their own campaigns in an attempt to keep the rule from being implemented, sometimes even using tricky astroturf tactics that can be hard for the FTC to detect."
Marc	"With the Chamber of Commerce standing in our way, we need as many supporters as possible to submit public comments today and convince the FTC to defend workers from these exploitative contracts."
Jeffrey	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help

	millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Melinda L	"Dear Commissioners just read an article (Opinion) The Great American Labor Trap New York Times about the misuse of this rule as applied to individuals who work outside of the possibility of abusing corporate secrets as I believe the original intent was designed to prevent. They are severely negatively impacted by this misuse. Please in the name of fair trade and democracy amend the perimeters of this rule at your next meeting."
Bruce	"I heartily endorse the FTC's proposal to federally ban noncompete agreements. stealing intellectual property is one thing. simply taking one's expertise with oneself when changing jobs is another thing altogether."
Inder	"A Non compete clause is unacceptable. It goes against every principle the country is based on. Communities are being provided sub optimal care because anon compete and restrictive covenants placed in Physician contracts. This needs to stop."
Mandeep	"I want to get the non compete clause removed in the interest of patients. It affects the patient care. Good doctors are lost. This clause only favors corporations."
Pavel	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
John	"I strongly support the ban on non-compete clauses. Please work to enact and enforce this."
Cathy	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. People should be able to move jobs freely and this policy will make it easier for workers to earn what they're worth!"
Gabe	"Non compete agreements are just one more way that billionaire corporations prevent ordinary folks from getting ahead. They are an abomination, should

	never have been allowed in the first place, and must be eliminated immediately and retroactively"
Derick	"Non-compete should be illegal."
Don	"this is great! please enact this."
Dorea	"Yes please impose/pass the rule banning non-compete clauses/contracts in America. American businesses have gotten ridiculous by imposing such non-compete clauses on average employees. I worked at three large corporations (GTE/Verizon, Praxair and MasterCard) in the 1980s and 1990s and was a director & vice president. NONE of those companies asked me to sign a non-compete clause, even though I sometimes handled or was aware of sensitive information. It is a drag on workers' careers and a drag on our economy. Thank you."
Mark	"Califomia Attorney General Bonta periodically reminds both employers and employees that noncompete agreements are prohibited in the state of California. Highly skilled technical professionals move from firm to firm in the Silicon Valley without being impeded by non-compete clauses. The economic results of the many successful firms in the Valley speak for themselves. Non-competes should be banned nationally."
Shane	"As a top performer, I built a career out of getting noticed for doing an excellent job and getting recruited for more money or an equity position. I recently joined the insurance industry. As such, I signed a non-compete for the first time in my career. I noticed right away there was a sense of complacency within the industry as well as rampant mediocrity. I was able to identify it right away as a symptom of the non-compete clause. My admonition for any company relying on a non-compete: Do a better job and rely on the strength of your workmanship to compete...or lose to somebody who will."
Greg	"The fundamental problem with noncompetes is that they are not arms length negotiations. People need work and do not have the option to negotiate terms of the noncompete so have to sign so that they can feed their families This is a form of extortion and coercion not a negotiated contract. Additionally, if they company wants someone to not compete with them then they need to pay that person a living wage during the time of the noncompete or it should be invalidated. Essentially the company is getting a service (the employees not working for a competitor) without paying thr it. As there isn't an equal exchange for goods again the noncompete should be held invalid."
Eduardo	"Hello, thank you for considering my public submission; My dream job is to work for the Federal Trade Commission, I read information from here regularly and am a proud Immigrant/ US Citizen who is optimistic about the future for American peoples. I'm 29 years old. and thankful for the opportunity to contribute. A non-compete clause rule (NPRM) should be implemented and effective immediately because indirectly as well as directly and subsequently imposes legal restrictions

	<p>limitations on human workers who work in good faith, making them subject to and vulnerable to deceptive schemes that, by design, forfeits a) commercial gain from any works, creations or ideas and b) financial gains from the distribution of the catalogue or records/recorded as data or biometrical intelligence informations, composition. This subsequently makes the worker nothing but a participant or test subject voiding any obligation for the employer to compensate or award, or subsidize, pay, or share publicly tradable securities or royalties. IT is essential for workers to be able to work with natural reward as well as consequence for the creation of their works, IT should be naturally available and optional to decide such fact, this natural option to default should apply to any technological device, that records, documents, reports or captures any biometrical datapoint of a human worker while they are at work, I understand that corporations must act competitive and protect the interests of the respective investors, but this is not entirely in the best interest of the future. Most of the industry and markets that have matured in today's economy have been in growth and development with support of American investors of the last 3 decades. The business giants of the steel, and railroad have made it possible for new industries focused on creating new stuffs. If it wasn't for the much needed ideas and innovations in the steel and rail development, we wouldn't be as strong as we are now as a country. Let's not forget that the Great Depression as an example of what happens when an industry fall under the false notion of "shortage". In order for the United States to avoid repeating this dangerous limiting belief, there needs to be available adequate code and rules like (NPRM) are the epitome of this adequacy. Of course any American would agree logically and unbiasedly that NPRM is vital for future development. It is logical, also that we can't ignore the other big question; who does this "rule" apply to and who does it NOT apply to? I'll try clarify below also, see the attached files of screenshot examples where I'll be exhibiting the case of Apple's copyright code in every software program, and a generalized, vague, disclaimer policy. Lastly, The Non-Compete Clause Rule (NPRM) is the most important subject matter of this decade. IT is the epitome of the of the creation: and by default; the timeless, universal laws that govern the very stuff that make this world and this country. The NPRM should be implemented to its fullest capability at every level of business, in all industry in the United States and should be made immediately effective. History teaches us that competitive limited belief lead us to a Great Depression, the people who make decisions today can contribute to the future of the United States and embracing Non- Compete Clause Rule is a start. Subsequently this will exterminate the infestation of deceptive schemes that have tricked citizens into becoming "a product" and fooled workers into forfeiting natural ability to create. of the plant that grows in the small room with only a small window. The plant will go through whatever obstacle necessary to reach light source. In the words of the late Wallace D Wattles, "That which makes you want more money is the same as that which makes the plant grow; it is life seeking fuller expression. The science of Getting Rich. Attachments Attachment 1 apple policy potentially deceptive for a worker"</p>
Eduardo	<p>"I would like to make a public comment on a recent study, authored in part by a Commission economist, on the value that firms attach to enforceability of noncompete agreements. See Hiraiwa, Lipsitz, Starr, "Do firms value court enforceability of noncompete agreements?" A revealed preference approach,</p>

	<p>(February 20, 2023) available at SSRN: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=4364674. The study presents data and surveys agency attorneys about how new Washington laws (2020) prohibit firm's enforceability of non-compete agreements in courts upon below level earners (790/0 of income earners who earn under 100k annually) furthermore, most (publicly traded firms) who take employees (who earn less than 100k) to court do not depend on using NCA (Non-Compete Agreements) "because firms can use other, related restrictions." The majority of comments submitted by the public participants regarding Non-Compete Clause Rulemaking, "Matter No. P201200" also referred to by the "Commission" as "NPRM" - indicates that most comments stand in 'favor' of this proposed rule making because the absence of NPRM limits their rights and limits them from much needed income earning opportunities , in other words 'MOST comments value the laws that prohibit firm's enforceability of non-compete agreements because employees value their natural freedom and natural rights. The laws of 2020 that prohibited firms to enforce NCAs were applicable ONLY to those who earned below 100k, annually, according to the study (authored by Hiraiwa, Lipsitz..) furthermore, most publicly traded firms only enforce NCA's becuae stake holders traditionally value it in the context of public trade. In conclusion, the proposed "NPRM" Matter No. P201200 may be flawed because they do not prohibit enforceability of 'other related' restrictions that can be used to take employees to court. The Federal Trade should prohibit the use of enforceable agreements by any publicly traded firm that offers goods or services that have common use or essential use for human consumers or employees who seek the natural right and freedom to seek increased financial expression."</p>
Katie	<p>"To The Federal Trade Commission- I support the ban of non-compete clauses and the approval of the Federal Trade Commission proposed rule that would ban the use of noncompete clauses in future employment contracts and void such clauses in existing contracts. It is an unfair practice against American Workers who have the right of Life, Liberty and the Pursuit of Happiness, which includes the right to work in your community."</p>
Alpana	<p>"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to</p>

	the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."
John	"I strongly support the FTC's proposed restriction of noncompete agreements, which are inherently incompatible with the very foundation of a capitalist society. Restricting any employee's ability to devote their labor to their most promising opportunity is an abuse of power that gives far too much control to employers and incentivizes exploitative practices."
Charlotte	"Regarding Non-Compete Clause Rulemaking, Matter No. P201200 - I support prohibiting employers from entering into non-compete clauses with workers, and I support requiring employers to rescind any existing non-compete clauses. I also support requiring employers to inform their employees that their previous non-compete clauses are null and void. Non-compete clauses are exploitative. They function to suppress wages and to stifle economic productivity. We will all be better off without them."
Guillermo	"I am a physician and myself have a noncompete clause on my contract that has caused significant distress to my ability to earn an income based on the work that I choose to do for whom I choose to do it. This should not be legal. Hoping that the right decision is made."
SANJAY	"I URGE THE FTC TO COMPLETELY ELIMINATE ALL NON-COMPETES IN EVERY FIELD ESPECIALLY ION MEDICINE AT ONCE AND FOREVER!- -THEY ARE UN-AMERICAN UNFAIR PUNITIVE TO FAMILIES AND INEFFECTIVE ANYWAY. EVERY COMPETITIVE BUSINESS IN AMERICA RECRUITS AN DSPENDS MONEY TO ADVERTISE ITS WORJERS—THE FACT THAT SOME REMAIN BEHIND IN TEH AREA AND START THEIR OWN OR JOIN OTHER BUSINESSES BENEFITS THE COMMUNITY. WE ARE NOT HERE TO PROMOTE TO PROPOGATE OLIGOPOLIES AND ESPECIALLY NOT IN MEDICINE, WHERE THE PATIENTS CONCERN SHOULD ALWAYD COME FIRST AND IF THERE IS PRE-EXOSTENT MEDICAL SKILL AND TALENT IN AN AREA- -WNY DRIVE IT AWAY?"
Edh	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets — and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. One in five American workers have signed noncompete agreements and it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employees from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge positive impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new career opportunities for

	<p>30 million people but the FTC hasn't approved the policy yet. Corporate lobby groups are bitterly opposed to banning noncompete agreements because they want to keep competition for the labor force as low as possible. Several states have already moved to restrict or ban noncompete agreements including the state of Washington. Attorney General Bob Ferguson began investigating noncompete agreements in 2019, and his work led the Washington state legislature to eliminate noncompete agreements for any employee earning less than \$100,000 annually. If enacted, this FTC rule would expand Washington's noncompete ban to the entire country — and it would go a step further by eliminating noncompete agreements for all employees regardless of income. I urge the adoption of all noncompete bans across the country. Let the FTC set this new policy."</p>
Benjamin	<p>"I wholeheartedly support this change, individuals should be free to work wherever they choose. Currently businesses have way too much power to exploit workers and this is a necessary step towards reducing that power."</p>
J	<p>"Please do not exclude physicians from this rule. We need this rule as much as anyone else to protect our labor rights and well being. There is absolutely no compelling reason for a hospital to demand non competes from physicians. There is no such thing as a trade secret that is privately held by a hospital that a physician could take elsewhere for a competitive advantage. The American Hopsital Association represents the interests of hospital leadership, not the physicians who provide care that hospitals profit off. of. It can be expensive to recruit and hire a new physician and it is in the interests of their bottom line that they would like to exclude physicians (they would rather force physicians to stay than improve staff-mg and working conditions). Carving out physicians from this rule will only serve the interests of hospital administrators and their yearly bonuses and do nothing to further medical care in the US."</p>
E	<p>"Non-compete clauses are harmful to individuals and should be abolished."</p>
William	<p>"Non-compete clauses should no exist. When threatened with regulation corporations claim they stifle the free market and unfairly restrict business. What are non-compete clauses but a restriction on the market of labor? Make them illegal and restore a tiny bit of the power back to workers."</p>
Faith	<p>"Every walker should have the right to change jobs if they believe it is time to do so. Non-compete clauses reward the employer and undermine the worker."</p>
Kelly	<p>"Ban non-compete clauses! Protect workers not companies!"</p>
Tad	<p>"The non-compete clause is unfair and unenforceable. It restricts workers and employees freedom of movement within the job market, and limits opportunities to achieve better earnings and greater satisfaction. It also limits competition within markets by holding capable employees and contractors hostage to one company. It is time to terminate this discriminatory law that most courts will not uphold anyway. Thank you."</p>

Sadie	<p>"Non-compete agreements are outrageous! They make it absurdly difficult to have any sort of continuing career path, no matter what the field is. I strongly support the FTC's proposal to federally ban noncompete agreements. My husband works as a federal contractor, and these agreements have limited his ability to compete for better positions at companies other than the one who currently has a particular contract. As a direct result of this, his wages have actually DECREASED over the past five years. At the same time, he's under requirements to maintain (rather expensive) continuing professional education--- which ends up being of no benefit to him, precisely because he can't move to a different company. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone."</p>
Boyd	<p>"I was an executive for a global corporation, I was forced to take an early retirement after 25 years. My non-compete last for 5 years and is effective wherever my old company has locations. Needless to say that it is a global company. The non-compete language covers more than just what my position responsibilities were, but all divisions in which the company has. Non-competes are a very one sided agreement to favor the companies or corporations. Please vote in favor to have ALL non-competes eliminated from existing and future employee contracts. Our country was built on Freedom and Democracy; to prevent former employees the freedom to work for a competing company keeps them from benefiting from their experiences and talents. There are millions of people that currently have non-competes in which their compensation has been reduced due to the lack of experience in their new field or the limited opportunities they can pursue."</p>
Susan	<p>"The "reasonableness" standard has failed. Even facially unenforceable noncompetes have an in terrorem effect on employees who can't afford the costly litigation over the noncompete. Employers have other tools to protect their interests. Although companies argue that they need noncompetes to protect trade secrets and other forms of confidential information, there are other viable ways of protecting such information. There is no unique state-law interest to protect. Indeed, choice of law provisions are frequently used to avoid application of more employee-friendly noncompete laws in the state where the employee works, etc. Noncompetes adversely impact a broad range of workers. There should not be different rules based on income levels or for senior executives. Most workers do not negotiate noncompetes. Indeed, many workers sign these without even knowing what they are signing. The ban should be even stronger. If applicable, the rules should clarify that de facto noncompetes would encompass forfeiture for competition clauses/clawbacks and training repayment clauses."</p>
Genevieve	<p>"The existence of noncompete clauses for physicians is completely unconstitutional and goes against anti trust theory. How an institution can come in and "claim" territory over people (patients) and location is akin to a dog coming</p>

	in and pissing on his bush. It's sad this ever existed. It's crushing to fair market principals and contributes to the already critical physician shortage levels. Let the does take care of patients in the best setting for them and the patients!!!!"
Abu	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician trainee."
Aundrea	"Please eliminate non-compete clauses for low wage workers who don't copy a business model or take "trade secrets" with them. Also make sure that's a blanket - across the board model. Do not put our health care at risk by exempting non profits and hospitals. Thank you!"
Lindsey	"Please ban non-competes! They are unfair, inhumane, unreasonable and predatory!!"
Jeff	"I fully support the plan to make non-compete agreements illegal in the workplace. They have caused much harm for many decades and should never have been allowed to be legal in the first place! Talk about Un-American and uncompetitive! Thank you for your time and consideration."
Todd	"Non-compete agreements harm my ability to earn a living and end up limiting my compensation. I hope the FTC makes them illegal in as broad a way as possible. I live in California where non-compete agreements are illegal and unenforceable, but there is always ambiguity when the agreement is with an out-of-state company and the legal venue is also out-of-state. I hope the FTC can clarify and unify the law so there is no longer ambiguity. I have a lingering fear that even though agreements are unenforceable in California, I could face a legal bill to avoid being hindered by a non-compete clause. The FTC should make non-compete clauses illegal across the board, from employment agreements to equity/option agreements. I have encountered one employer that has a non-compete in both the employment agreement as well as the equity compensation agreement. Simply making them illegal in employment agreements is insufficient if there is hack-door way to slip them in. Non-complete agreements limit my compensation and ability to earn a living. If I want or need to move to another

	<p>employer, non-competes and non-solicitation agreements mean that I cannot leverage the domain expertise I have acquired in a given field. My compensation will be reduced as a consequence. If I cannot use my knowledge of a market area (cybersecurity, cloud computing, medical devices, etc) or cannot contact companies in this space due to non-solicitation clauses, my ability to earn a living is constrained. Employers have abused these agreements to limit my compensation. I hope the FTC outlaws non-compete clauses in all firms."</p>
Charles	<p>"I would like to express my support for the banning of non-compete clauses between employers and employees, as they negatively impact competition undermine the ability of everyday Americans to negotiate fair employment contracts. The benefits of bans on non-compete clauses can be seen by the positive impact of the policy on wages in California and Washington, among other areas. In addition, the claimed benefits of non-compete clauses are more appropriately addressed through tools narrower in scope such as non-disclosure agreements. I personally am looking for work, and although California currently has a ban on non-compete agreements, I am looking for work in various places across the country. I have often been discouraged by various policy decisions on the local, state, and federal level that do not seem to support the interests of workers. However, policy decisions like a ban on non-compete agreements would make me feel confident that the government has my back and that the compensation for and conditions of my work would be more likely to be fair."</p>
Jennifer	<p>"I support banning non-compete contracts. They are unfair to workers."</p>
Christine	<p>"I fully support the elimination of non-compete clauses. As a physician, I have seen how they erode the practice of medicine and hold doctors hostage in poorly managed hospitals and clinics. I've moved between clinics on two occasions to find the right fit and have now been with the same organization for 7 years. I did this without disrupting my family because I was able to choose other jobs in my same town, all within a 15 minute drive of my home. Please do not listen to the large lobbying groups trying to make it so they can control physicians and eclipse them from this rule. They are simply trying to control their revenue makers. Physicians are the main billable provider for any hospital or medical system. MBAs understand that controlling physicians enables them to control their hospital funds. It's exploitative and serves only the hospitals. California also shows it's unnecessary as we have plenty of high quality physicians and hospitals functioning well without non-compete clauses."</p>
Lily	<p>"Agree that non-competes are utilized to unfairly monopolize a local marketplace. Forcing a physician to uproot their entire family when employment changes, is deeply unjust as well as it gives all the power to the employer when negotiating future contracts."</p>
Bohdan	<p>"Non-compete agreement stops innovation. Companies can hire someone just to kill any chance of competition and build a monopoly."</p>

Serena	"Non compete clauses are unconstitutional and a huge drag on the economy. Citizens need to have the ability to own their own intellectual properties gained through their experience. Please support abandoning the use of non compete clauses"
Ryan	"Healthcare systems are growing, giving them inordinate power over their employees. It is hard to get more anticompetitive than an actual non-complete clause. It is bad for healthcare markets and bad for workers rights. Remove this outdated and abusive practice will incentivize worker retention, improve working conditions, and lead to better patient care."
Joel	"People should be able to make a living in their field regardless of who they go to work for. I support what the FTC is suggesting. Joel Tranmer"
Andrew	"I am completely in favor of forbidding noncompete agreements. They should be illegal across all of the United States."
Tan	"The non-compete clause of an employment contract against physicians is utterly unfair to the physicians. Organizations should not be able to restrict our livelihood in favor of the organization/corporation and at the expense of the physician. The power imbalance is astounding in such clause, and it needs to be removed."
malie	"Please implement this change. The only protection a company deserves is the use of a non disclosure of company secrets. The company must extend resources to remain a viable choice for their customers. If their workers are what make customers want to do business with them, they need to pay them to stay. If they hold them back, and do no it allow them to work for another company because they feel they will take their customers, they are expecting that worker to subsidize the company's profits. Workers have so little opportunity to leverage their own skills in the marketplace against the large corporations that can freely set wages and working conditions please give them this tiny opportunity to achieve their American dream."
Heather	"Non-compete clauses restrict competition among companies and act to create monopolies because they preference large companies hiring over smaller companies ability to hire knowledgeable resources in an industry. By requiring employees not to work for other companies in the same industry, employees are restricted from utilizing their skillsets. I support removal of non-compete clauses. They unnecessarily restricting knowledable employees from working in their industries and limit wage growth and innovation."
Evelyn	"I strongly support the FTC ban against non compete agreements. We are in need of a boost to our economy more now than ever and this would help tremendously. Not to mention non competes are unfair employment practices. If an employee is unhappy at their current position, they should be able to leave freely."

Maya	<p>"I founded a small, women- and minority-owned business with a partner 4 years ago after we were let go from a large \$4billion-dollar registered investment advisory firm based in upstate NY. Despite being let go, our contract stipulated that we could not start a company to service the clients we had cultivated here in CA. At the time, we would be earning less than \$20K per year if we were to service just these clients. We both received MediCal as our income is still not sufficient to pay healthcare out of pocket. We hired an attorney in CA for a few thousand dollars---money we could barely afford---who told us to take the chance of soliciting the clients we'd cultivated to come to our new firm. Noncompete clauses are not enforceable in CA but could be in NY, where our former employer was located. Luckily our former employer decided not to sue us as they probably understood that these clients would have left anyway. Noncompetes completely benefit large, well-capitalized companies to hold onto their revenue and market power and threaten the livelihood of contractors, small business owners and solopreneurs who are the backbone of the US economy. If a firm has the resources to enforce a noncompete, you've got to wonder whom they are harming. There should be evidence that if the terminated or resigning worker takes employment somewhere else, it significantly damages the reputation and/or brings about the failure of the former employer. In most situations, that is probably not evident."</p>
Lisa	<p>"Workers need to have what is in their best economic interest to prevail so that they are strong contributors to the national economy in support of business, paying their fair share of taxes, & not being at-risk for welfare. It's a win-win situation for everyone that way."</p>
Reta	<p>"Please get rid of non compete clauses. I think the thing you might want to know is that this situation makes me furious. It is just not right to burden ordinary workers in this way. It is just not right to give businesses this kind of power over their workers and over the needs of their communities. I am almost 70 and retired. I am not in a non compete situation myself and I am still angry at the unfairness of this. Signing such an agreement hinds a worker to the business in a way that seems like slavery to me. And in a salary review it's a -take it or leave it" (oh wait, there's no place to go if they leave it) situation. It needs to go."</p>
Evan	<p>"I support the FTC's ban on non-compete clauses. These clauses are fundamentally anticompetitive - they prevent employees from seeking compensation and conditions appropriate for current market conditions, and prevent employers from attracting talent in a fair and open marketplace. Instead, they benefit employers who prey upon inexperienced or desperate jobseekers - often immigrants, women, and people of color - who accept long-term damage to their career for short- term survival. These employers rely on at-will employment so they can let employees go at any time - but they want to control their employees' future jobs, even if they lay off those same employees, or force them to leave through intolerable conditions. If companies are worried about employees bringing their skills and experience to competitors, they should prevent it in a fair way - through appropriate compensation, good work conditions, and fair employment contracts. This lays the burden where it belongs</p>

	<p>- on employers with wealth and structural power, not individual employees. It's also worth remembering that even the threat of litigation can have a chilling effect for employees - even if a noncompete clause would be legally unenforceable, the prospect of legal fees and lost wages is prohibitive for the 63% of employees living paycheck to paycheck, anyone who can't afford thousands of dollars in legal retainer, or anyone who simply does not know their rights and is afraid of legal retribution. I'm a software developer in my thirties, and I grew up in Madison, Wisconsin. Epic Systems is one of the largest employers in the area, producing one of the most popular electronic medical records systems in the world. I've seen first-hand how companies like Epic prey on people who have just graduated from college with no other job experience. They offer an attractive starting salary and the promise of prestigious work - but Epic has a dark side. I've known literally dozens of peers who accepted positions with Epic - then left after 1-3 years, because Epic expects enormous and unsustainable amounts of overtime from software developers, which is uncompensated since these employees are salaried. Epic also has an extensive noncompete agreement - it includes literally thousands of companies, virtually any company which touches Epic's software or corporate structure in any way. I've seen these dozens of ex-Epic employees struggle to find employment - many industry jobs in the area are affected by the noncompete, and over half of them have been forced to leave the state to find work, or leave IT completely. Some have even lost their visas to stay in the United States because they couldn't find work which wasn't banned by the noncompete - at an age where they are just starting to settle down, many, and start families. This is devastating and unfair, and it shouldn't be allowed. This burden should be placed on companies - not the naïve 22-year-olds I've seen systematically preyed upon because they don't know what a fair employment agreement looks like yet."</p>
JOSH	<p>"Preventing the ability to work for a competitor removes workers leverage in negotiating salary. And the unfortunate reality is often the most effective way to increase one's salary is to jump around to different companies."</p>
Leon	<p>"The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year. What more is needed?"</p>
Benjamin	<p>"End the non-compete clause rule!"</p>
Allison	<p>"Ban non competes. They screw workers who may be locked into a location due to finances or family, forcing them to stay in often toxic work environments for fear of not being able to find another job."</p>
Allison	<p>"Non competes are unfair to subjected employees. In a toxic work environment, if I decide to leave, I am banned from working within x mile radius. What about my house? What about my existing community outside that workplace? Noncompetes force employees to give those things up"</p>

Lisa	<p>"I am in favor of banning non-compete clauses. A well written NDA should be sufficient. My family experienced hardship when a large corporation downsized in 2011 and enforced a non compete clause."</p>
Joshua	<p>"To whom it may concern, I have the privilege of living in California where non-compete agreements are not enforceable. This has lead to better opportunity for my family. I began working at an engineering firm as an intern and switched soon to full time after graduating. I soon found that my colleagues doing the same or less work than myself were being hired in making 50% more than my salary. The reward for me loyally staying at a company since interning was a stagnating salary that couldn't even keep up with moderate inflation (not to mention greater than 9% inflation). Because I am not bound by a non compete agreement, I was able to leave my company and find a new employer who compensated me according to the work I actually do. At all my previous employers I have signed non-disclosure agreements to limit my discussing of proprietary information of each company. However, it is laughable that some employers consider general job proficiency and experience as synonymous with proprietary trade secrets. Thank you FTC for implementing new regulation which follows free market common sense and upholds our nation's commitment to the American dream. - Josh V."</p>
Arlene	<p>"Physicians should not be subject to non- compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. Overall, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations as well as limit physician autonomy and career opportunities."</p>
Josh	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank</p>

	you for your work, and please issue a final rule that bans noncompete agreements."
Jennifer	"As a physician, I believe we must illuminate non-compete clauses in physician contracts. As hospital systems and/or private equity physician groups grow and merge to control larger areas of the country, these noncompete clauses become more and more onerous. One must move out of state away from friends and family to find anew job and even then it could be challenging when a hospital system or private equity physician group is present in multiple states. Additionally, as healthcare becomes increasingly focused on profits - there is a very real threat to patient care. Sometimes only way for physicians to protect our patients is the ability to move to a new job where we feel our patient centered focus is valued. Hospitals and large groups are becoming bullies who try to strong arm physicians into compromising on our oath to "1st do no harm" when it comes to patient care. They have more lobbying power , more funds, and more time to fight this important issue. The only reason there aren't more comments on this is because physicians are busy taking care of patients. Please let us continue to do our jobs as intended. Please do not let them win this battle and continue to further deteriorate patient care."
Daniel	"I support this proposed rule. Labor is a commodity. Allowing labor restriction limits the potential of America's workforce. Pass this legislation now."
K	"Non-competes give large hospital systems an unfair advantage in employment contracts. They hurt doctors and patients and are inherently anti-capitalist. Furthermore, many "non-profit" hospitals behave just like for-profit corporations. They are not using non-competes to compel physicians to care for uninsured patients. They are using non-competes to ensure that doctors cannot leave their jobs without uprooting their lives. Capitalism needs to function like a game of tug-of-war. Two opposing sides need to continually struggle for dominance, but at no time can either side be permitted to walk away with the rope. Non-competes give the hospital systems the rope."
Jim	"I'm a US citizen and retired psychotherapist living in Oakland, California. I urge the FTC to categorically ban non-compete clauses because of how such clauses fundamentally obstruct labor market competition. Blocking workers from switching to jobs in which they would be better paid and more productive does significant harm to workers' motivation to do productive, successful work because it lessens or deadens a worker's desires to advance herself, and or her family's conditions by holding new employment. Non-compete clauses categorically create limitations and blockage in labor hiring pools. Blocking workers by non-compete clauses from switching to jobs in which they would be better paid and produce more productive and innovative work is restricting the opportunities of all workers in that labor market. That's unfair to a great number of citizens and unfairness is not a founding principle of the United States nor does it support a thriving economy. Lessening and blocking innovation also has a chilling impact on an economy. Thank you for reading my comment. The available data do not allow the Commission to estimate earnings effects for every occupation."

	<p>However, the evidentiary record indicates non-compete clauses depress wages for a wide range of subgroups of workers across the spectrum of income and job function—from hourly workers to highly paid, highly skilled workers such as executives. The Commission therefore estimates the proposed rule would increase earnings for workers in all of the subgroups of the labor force for which sufficient data is available. (377) Excluding these workers from the proposed rule would deny these workers the benefits of higher earnings through increased competition in the market for their labor. The Commission recognizes there are compelling reasons for banning non-compete clauses that apply more strongly to lower-wage workers. Non-compete clauses for lower-wage workers—such as sandwich shop workers, warehouse workers, or security guards (378) —may be more likely than non-compete clauses for higher-wage workers to be exploitative and coercive at the time of contracting and at the time of the worker's potential departure from the employer. (379) In addition, the most commonly cited justifications for non-compete clauses appear particularly weak when applied to relatively lower-wage workers, to the extent such workers are less likely to have access to trade secrets or confidential information. (380) The Commission believes there are also compelling reasons for banning non-compete clauses that apply more strongly to highly paid or highly skilled workers such as senior executives. As described above, the weight of the available evidence indicates non-compete clauses negatively affect new business formation, innovation, and the ability of competitors to hire skilled workers. (381) Non-compete clauses for highly paid or highly skilled workers such as senior executives may be contributing more to these harms than non-compete clauses for some other workers, to the extent such workers may be likely to start competing businesses, be hired by potential entrants or competitors, or develop innovative products and services. Non-compete clauses for highly paid or highly skilled workers such as senior executives may also block potential entrants, or raise their costs, to a high degree, because such workers are likely to be in high demand by potential entrants. As a result, prohibiting non-compete clauses for highly paid or highly skilled workers such as senior executives may have relatively greater benefits for consumers than prohibiting non-compete clauses for other workers."</p>
Paul	<p>"Please remove non compete and their thinly veiled equivalent 'exclusivity' causes from all of healthcare. Physicians, who have virtually no power, are forced to sign these because all of the hospitals and large contract management groups who effectively control almost all medical jobs require them. Even when state law disallows them the threat of costly legal action against you by a multi billion dollar company forces you to accept non-competes. As a result we are forced to see too many patients in too little time in halls instead of rooms and we cannot quit."</p>
Tom	<p>"We can't undo the damage already done by these terrible non-compete rules, but we must do away with them now!"</p>
Sagar	<p>"Non-Compete Clauses don't help the vast majority of Americans. The original reason to have them has been overshadowed by unfair misuses. Please stand up for fairness."</p>

Charles	"I am a practicing physician currently in California about to move to Florida. Non compete contracts help private equity groups impede competition. Patients should have the choice of the provider they want, and physicians should have a choice in their practice environment. In a world where there is more and more health care consolidation the large organizations have all the power and are limited patient's choices. Physicians don't keep trade secrets, they practice their art, and their art should be accessible for all those who are interested in seeing them. If the HMOs are afraid of paying higher salaries, it's because they know that the salaries they give are artificially kept low through their legal monopoly."
Eric	"This is an important step in guaranteeing an unfettered labor market. Please approve/pass this."
Lina	" Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. Non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care."
Nicole	"Non-compete clauses are stifling American workers. This is totally unacceptable and in-American! Stop this now!!"
George	"at the very least, please eliminate non-complete causes for low-wage workers, they need to be able to change employers easily so they can increase their income.so they can increase their income"
Gram	"It is obvious that the non-compete clause hurts employees and benefits businesses. Since non-compete clauses are practically unusable for most situations, The law is used to get retribution against employees."
Lulu	"This is a no-brainer. PLEASE, please DO THE RIGHT THING for workers and for our country's economy and ELIMINATE NON-COMPETE CLAUSES."
Laura	"Dear Commissioners, I am writing you today in tears to beg you to forbid nondisclosure agreements, without full compensation for any employee. I have seen this damage families, workers, and even highly skilled marketing people. I left a job when I was going to be forced to sign an NDA, And what was ridiculous was I was in a right to work state! I sold radio advertising, and all of the radio stations were insisting on NDA's, yet our client list and customer list was literally

	<p>broadcast on the radio every single day! This is a travesty for workers, it is anti-entrepreneurial, And is really just enslaving workers. Thank you for your consideration, and I hope you strike this down as quickly as possible. There is no good reason to restrict worker liberty in this fashion unless there is full compensation. I live in California now which is the most productive economy in the country. One reason? The state forbids NDAs. Thank you."</p>
William	<p>"I very much support the FTC's proposed ban on non-compete clauses. NCCs reduce competition for workers, thereby suppressing wages, as well as stifling innovation. Banning them will increase career mobility and allow workers to earn what they're worth."</p>
Jeffrey	<p>"Thank you for proposing this important protection for employees. I ran a research laboratory for 50 years, initially doing basic neuroscience research and then doing basic and translational medical research. In this environment, we refer to our employees as colleagues and work with them toward common goals. It is typical that they will leave for a variety of reasons--often to continue their education and perhaps start their own research programs. This situation is quite different from a business that is based on increasing the bottom line. For some small businesses employee compensation may be their largest expense, so it is natural they want to retain their most productive employees while paying them as little as possible. But the non-compete clauses in contracts, especially for larger businesses, are grossly unfair for reasons that have been pointed out by others. I strongly support your action to limit non- compete clauses."</p>
Harry	<p>"I fully support the new FTC Non-Compete Clause Rule. It's good for workers. It's good for investors. It's good for Americans."</p>
Sara	<p>"As a patient, I want my doctors and other health care workers to be happy with their jobs because I believe that leads to their providing better care. Appropriate compensation for their work is part of that happiness. Non-compete clauses suppress physicians' compensation unfairly, and physicians who do need to change jobs for whatever reason shouldn't be forced to uproot their families and move to another state or town in order to do so."</p>
Lacey	<p>"American workers need a win and the FTC's proposed rule to ban exploitative non-compete agreements, could deliver on this at a crucial time nationally and economically."</p>
Thomas	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! We're wasting tech industry talent by having them live in fear of continuing to create things they've become good at making and understanding on the job."</p>
Elizabeth	<p>"I am in favor of the proposed ban on non competes. Non competes hurt American workers' wages and are a violation of the free market and the spirit of antitrust regulations. I strongly urge you to support the passage of this ban."</p>

Jeffrey	"I support a ban on non compete clauses. There is no reason to lose a job to then not be able to work in your field right away."
Ray Hua	"Dear Chair Lina Khan, I think it's important for innovation and the freedom of ordinary people for a ban on noncompete clauses to get passed. I strongly support the proposed rule."
Ghanshyam	"Non compete clauses are medieval and create an opportunity for exploitation of workers."
Vicky	"Please get rid on non-competes for physicians. Physicians often have to sign the stiffest and most limiting employee contracts in this county. For young physicians facing \$300,000-400,000 in student loans and late career starts, having non-compete clauses prevents them from negotiating and finding the best employment opportunities to help them pay down their student loans and start saving when compared to peers of their age groups. Physicians often also have to sign contracts that will not release them from their contracts without a 3 months notice. Other healthcare providers who also see patients in clinic, sometimes independently such as nurse practitioners and physician assistants, are only required to give 2 weeks notice. 3 months and 2 weeks are vastly different. This is not fair. Release physicians from unfair and unequal non-compete contracts."
Karen	"I strongly support enactment of this regulation."
Lucas	"As both an individual and current business owner, one who has employed before, I am in favor of this rule. Non-competes hurt people and rarely actually benefit businesses. They are nothing more than strong-arm attempts at controlling employees once they leave. A business should have enough protection with non-disclosure agreements and need nothing more. Likewise, someone working two jobs at once should be allowed to. Only above market pay should be considered acceptable in lieu of not working two similar jobs. Regardless, an employee should not be bound by a non-compete."
Jessica	"Non-compete clauses severely limit medical care in the United States. For example, as an MD, I am under contract with a medical group that does not allow me to do ANY medical care outside of their institution. I would participate in additional clinics (as an emergency medicine doctor, I would work part time at an addiction clinic or urgent care) but am contractually unable to. These additional hours would significantly increase the needed work force for medical care."
Laurie	"I am definitely against Non-Compete Rules. More power to the people and not the health care industry."
Alex	"I completely support banning non-compete causes in workers' contracts. It is a monopolistic practice that goes against the idea and practice of a free market in labor by restraining the ability of labor (workers) to seek suitable employment"

	opportunities. It places inappropriate restrictions on the price (wages) of a commodity (labor), and so creates market distortions not to mention poverty for many workers who labor-power is consequently priced below free market averages. If employers want non-compete clauses, then they should also institute a clause that ensures payment of a living wage in their contracts based on the CPI for their region. If the price of labor is to be restricted in a sense that favors employers, it should be counterbalanced by a provision that restricts the price of labor in favor of employees by providing a living-wage floor."
David	"Hi, I would like to comment on the Non-Compete Clause Rule (NPRM) I work in an industry(aerospace engineering) that has many NDA's and strict non-compete rules. There are a lot of trade secrets and company proprietary information involved. It makes sense that there are rules that restrict the information I can disclose if I were to go to work for a competitor of my current employer. I am not against Non-Compete in all cases. I am against Non-Compete where the jobs do not involve trade secrets, while someone may have gotten skills from a previous job (say repairing iPhones), I do not believe that person be barred from going from working at an Apple store to working for a Mom and Pop phone repair store. People should be free to change jobs for the normal reasons (bad boss, more money, better working conditions, better commute ...)"
Anthony	"Non-Compete Clauses were originally designed for when buying out a business or something very similar. The fact that they have been abused and used on rank and file employees make 0 sense. Non-compete clauses should not be the default, but rather a rarity and only used in the cases of executives or those getting retirement level amounts of money (say a flat 5 Million if we are going off 2023 standards)"
Celia	"No one who makes under \$250k a year should be subject to a noncompete"
R	"Please STOP noncompetes from ruining the lives of ordinary Americans. They should only apply to high paying positions that deal with prioritized trade information that a company needs to protect. Currently they are routinely used in all kinds of employment and they devastate hard working and skilled people from finding better jobs in their communities. It's a horrible abuse of a system meant to be applied in a strictly unique set of circumstances. But the lobbying power corporate America made noncompetes prevalent throughout the workplace. It has to stop. It's hurting all of us and diminishing our ability to be a healthier and fair country."
saul	"There should be an exception for non compete contracts that fairly compensate the former employee. For a period of up to 2 years the former employer may pay the former employee not to compete. The payment should be at least as much as the employee received during employment or fair value for his work, whichever is greater. Example: Many years ago my Uncle was the executive VP at a large agricultural company where he had implemented revolutionary ideas which increased profits multiple times. The owners, two brothers did not want him to compete after letting him go. His contract called for them to pay him at his last

	<p>rate of pay for 2 years so lie would not compete. This fairly compensated my uncle who went into business for himself in a non competing business. The agriculture company got value by not having my uncle open directly competing business in their market."</p>
KIMBERLY	<p>"I think non compete agreements should be limited in scope. For instance, its fair to prohibit, for a time, an employee or contractor from stealing clients or customers and working for them independently. Otherwise every employer is an unwitting and unpaid agency. Poaching would be unchecked. But it's never fair to prohibit someone from working in their industry. It's never fair to prevent a laborer from working in their own city. My knowledge is mine and it's what makes me valuable. No company can own that."</p>
Greg	<p>"I get the intent here, but how do we protect a business's interests at the same time. If a business creates/invents something specialized that creates demand/efficiencies, they should be able to profit from it. Business competitors' may want to take advantage of the "invention", but they didn't put in the effort of the inventors. Some protections are needed for the inventors. If you don't do this, it takes away from the motivation to invent."</p>
Tom	<p>"I work in the software industry and at every one of the places I've worked I've needed to sign non-competes. I am not in favor of this being an acceptable general business practice, and at the very least that some restrictions should be in place. My current employer is present in most major domain spaces from healthcare to e-commerce, and as I look ahead to where I may work in the future I feel like the general wording of these clauses drastically restricts the industries I have available to me for my next position. While I doubt there would be enforcement for many of the industries that aren't the one I'm in, these clauses are worded so broadly and generally that it is a non trivial part of my decision making for all. A potential rebuttal would be that if I'm so concerned, I should search for employees without non compete clauses. I find this argument holds no water as every employer I've worked for has mandated these clauses, from start ups to fortune 500. This is a general practice that pervades my entire industry. It should be considered the exception and not the rule that a company wouldn't mandate a non-compete clause for their software devs. As for the argument that this is required to protect trade secrets, I again find this argument to be invalid in the general case. Given the unique implementation of each companies software it makes it near impossible to directly transfer solutions that a non compete would seek to protect. Further, non competes are not the only solution to this problem, as companies can offer compensation or other incentives to make relevant employees want to stay. Allowing companies to blanketly use non competes removes the need for workers to be paid for the true value of their contributions and innovations."</p>
Terri	<p>"A Non-compete Clause for a low-wage worker is a form of slavery, nothing less. What possible important trade secret could a beautician or a fast food worker take to another shop? The poorest workers among us are thus unfairly prevented from leaving a bad position for a better one, for no reason but greed. Non-</p>

	<p>compete Clauses are for those whose knowledge might literally cause significant harms to their former employer; keep them there and don't let them cause our poorest workers even more suffering and difficulty."</p>
Hilary	<p>"Please ban non compete clauses! They are unfair and unjustifiable. Their only purpose is to allow employers to keep wages low. The only people who should be bound are highly paid employees who have the benefit of counsel when negotiating their employment contracts."</p>
Laurel	<p>"I urge the FTC to adopt the proposal to ban non-complete clauses."</p>
Iris	<p>"As a Registered Nurse and concerned patient, I support the FTC proposed rule banning non-compete clauses. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Karen	<p>"I support the FTC proposed rule banning non-compete clauses. Doctors are well educated and we need them to be able to use this knowledge to enhance our health care to the best of their abilities. Non-compete clauses keep medical professionals from changing jobs to continue practicing medicine for a competitor or even as an independent clinician. Hospitals, insurance companies and corporations that employ physicians are changing their rules and regulations more often. Doctors need more freedom to change jobs now. Non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Barbara	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. I have been with the same wonderful and knowledgeable doctors at UCI for twenty years and it is easy to read what is happening to them and then their change in behavior. This is insane, nefarious and should stop immediately. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Kathy	<p>"I support the FTC proposed rule banning non-compete clauses. Since the murders that took place in hospitals during the "pandemic" & living in CA where it is a law that doctors can lose their license for telling the truth instead of</p>

	<p>going along with the narrative, trust in doctors is very low. If the non-compete clause is not banned, I will have absolutely no trust in doctors() Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Chen	<p>"I'm writing to say I support the FTC proposed rule banning non-compete clauses. I can understand an employer insisting that employees sign a contract not to divulge trade secrets when they leave a place of employment but asking them not to work elsewhere? Ridiculous! A person in a free society should have the right to make a living wherever they choose. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine and bad social justice. I urge the FTC to adopt the proposal to ban them."</p>

Constituent Support for the FTC's Noncompete Rule



Colorado | Statewide Impact

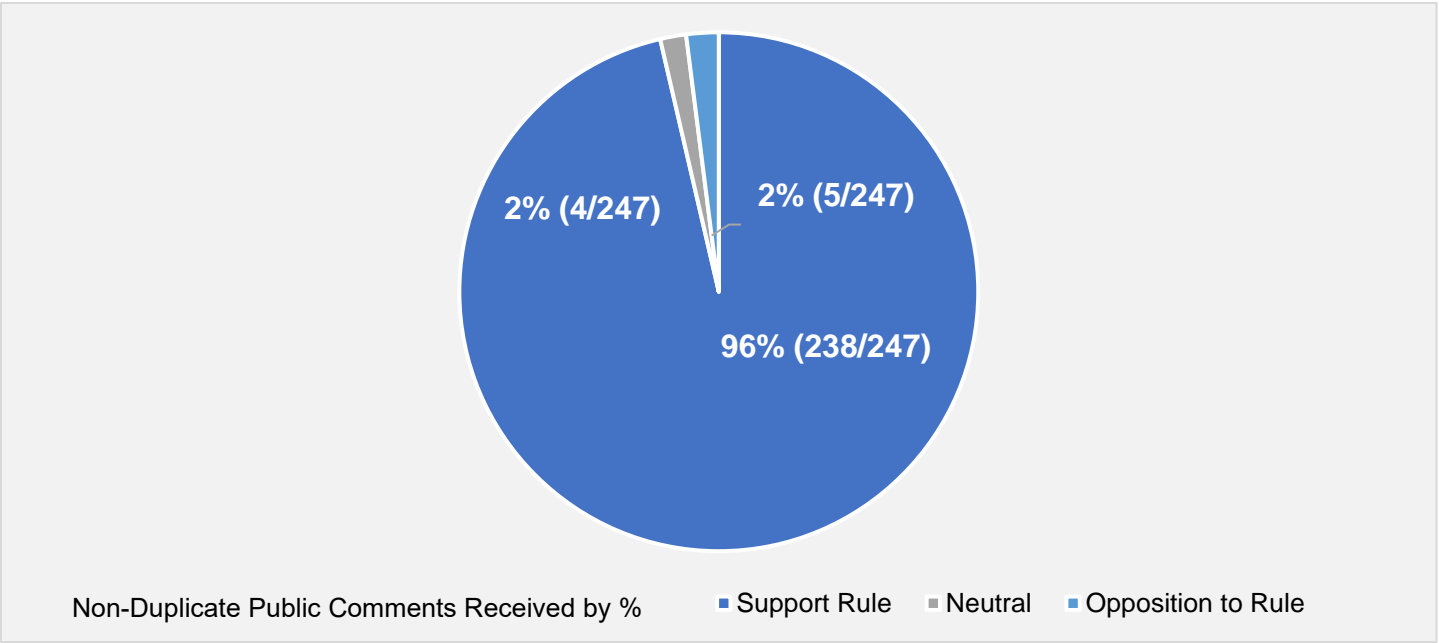


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Colorado**:

Colorado Covered Workers	Increase in Total Annual CO Worker Earnings	Increase in Average Annual CO Worker Earnings
2,251,980	\$1,484,772,427	\$659

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))





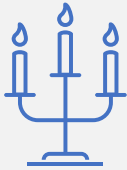
Notice of Proposed Rulemaking: 238 of 247 CO Commenters Support



Support Across Sectors of the Colorado Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"My name is Eric..I am the owner of a company called Great Western Building Systems and we are located in Colorado. . . . I have witnessed the damage that overly broad non-competes can cause to individual workers. Many companies use these non-competes to unfairly limit worker compensation and mobility within their career field. Many people have been forced into long and expensive litigation just for the right to work Good for the FTC and President Biden's executive order. This rule will open up many opportunities for our nation's workforce and encourage many small businesses. I hope it get's placed into law exactly as written."</p> <p>-Eric B.</p>
	<p>"I graduated with an engineering degree in 1995 and immediately went to work for a technology company in Silicon Valley. When I left my first job after three years and went to a competitor, I was threatened by my first employer even though California had effectively banned non-competes. I ultimately had my new employer write a letter of indemnification, even though my role at the new company had little overlap with my responsibilities at the prior company...I believe cross-pollination and open competition is why silicon valley has the greatest pace of innovation and development in the world. One tangential observation, the new position at the new company came with a —60% raise. I was clearly under-compensated by my first employer and only by getting offers from competitors was I able to ascertain my true market worth."</p> <p>-Eric.</p>
	<p>"I work for a billion dollar transportation company that cut pay 25% for the sales staff effective January 1st of 2023 despite back to back record years. 100% - they cut pay because there is a non compete that is required to work for them and this non compete puts shackles on the sales staff to sit back and take the pay cut without options in the industry we are all specialized in. I applaud the FTC for releasing me and my coworkers from the tyranny that have to live under with a non compete."</p> <p>-Kyle</p>
	<p>"I was terminated as a barista in good standing at Starbucks. When I began pursuing franchise options at a competitor brand, I was let go for non-compete. I was punctual, effective, and had no prior conflict with management."</p> <p>-Ron C.</p>

	<p>"Thank you for recognizing this unfair legal agreement designed to maximize corporate profits at the expense of hard working . . . employees. As a business owner, I have never added these clauses and I have emphasized to my employees, " if you have a better employment option or future opportunity than I can offer, please take it". My turnover rate is minimal and I have loyal and dedicated employees."</p> <p style="text-align: right;">-Jeff D.</p>
	<p>"I work in a community that is small and most workers make hourly salary at or that are less than minimum wage. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p> <p style="text-align: right;">-Bernadette E.</p>
	<p>"I am a physician Anesthesiologist in Denver, Colorado. The anesthesia job market in Denver for the last 7 years has been dominated by a national group which has coerced most of the Hospital systems into entering exclusive arrangements for anesthesia services, essentially shutting out any competition. Any physicians employed by this national entity were required to agree to a noncompete clause in their contract. Now, with the national shortage of anesthesiologists, the hospitals are struggling to find physicians that are not restricted by this noncompete clause to provide anesthesia services for their patients. This is creating hardships for patients, hospitals, and providers alike and thus is not in the best interest of the community and the public at large. I request consideration of this input and hope that the FTC takes a strong stand in prohibiting all noncompete contract clauses in the future."</p> <p style="text-align: right;">-Bernd</p>
	<p>"My current IT Sales employer uses the Non-Compete as a way to lock us in with the company and has numerous times filed legal law suits against co-workers who left to another company (didn't even compete) as a means to keep talent. . . . If this ruling gets passed I feel it will allow us to make decent compensation structure that is competitive."</p> <p style="text-align: right;">-Harvey</p>
	<p>"I would like to strongly support the elimination of noncompete clauses. For three reasons. First, employers often spring them on employees when it is too late for the employee to effectively do anything about it. Second, even the threat of enforcement of an illegal noncompete can have the same impact as one that is lawful. Third, in some cases, noncompete agreements violate religious freedom...As it is written, it effectively prohibits me from working in my area of expertise and my demonstrated professional field. The area of restriction is also nearly the entire globe. However, my previous employer has millions of dollars in reserves and a top notch lawyer on retainer. I have miniscule resources in comparison and the entire process could take longer to resolve than the length my</p>

	<p>non- compete. So even though every lawyer I've spoken with says it's not legally enforceable, it is effectively enforceable because we are not operating on fair terms...My work is more than a career. As a person of faith, I feel called by God to do the work that I do. My profession is a matter of religious conviction not a vocational choice. The noncompete violates my right to practice my faith and be obedient to my calling. There is nothing more important to me than to live as best as I can according to my religious values and principles. Even though my noncompete would not likely hold up in court, for the reasons explained above, it effectively bans me from practicing my religion."</p> <p style="text-align: right;">-Josh</p>
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Additional Support from Colorado

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Shannon	"As a specialty trained surgeon currently working at the only children's hospital in a major metropolitan area, my non compete prevents me from creating a private practice that would allow me to deliver much needed healthcare to children who cannot travel to the major medical center. These clauses contribute to the failure of the American medical system and contribute to physician burnout."
Jared	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I am thrilled that you are considering taking action to end non-compete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. These agreements stifle innovation and inhibit competition. Thus, agreements are anti-worker and anti-capitalist. Furthermore, as you know, noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Aaron	"Noncompete agreements are abusive to employees, and cause unneeded hardship during an already difficult time. Employees should have the freedom to work for any employer, at any time of their choosing."
Ameera	" Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable

	working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. . . . Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."
Bilal	"Please put an end to this atrocious non complete clause. It harms patient care. It is stressful for practicing physicians suffering abuse from employers but can't leave. It's affects continuity of care. The only benefit is to help with financial greed of corporations. Absolutely 100% end it, NOW!"
Jill	"After dedicating the majority of their young lives to pursuing the study of medicine, a physician joins the work force almost a decade after their peers. Non-compete clauses impair the ability for physicians to seek the right position for themselves, being forced to uproot their families/partners to move outside of the non-compete radius - this is immensely disruptive to wellness and contributes to physician burnout, forcing doctors to stay in positions that increase their rates of depression/suicide or to uproot and move out of city or state, even when an optimal opportunity is available that would not cause this disruption. I strongly support removing non-compete language!!"
Courtney	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Isabelle	"Hello, I am a physician. I have seen the harm that non compete does to physicians and their patients. I am writing to express my support to ban non compete clauses for physicians and health care workers in general. If anyone is unhappy in a working situation they should have the freedom to move freely. . . . 1- physicians who cannot work within a certain perimeter may stay in their current hospital system just because they feel trapped. This leads to burnout and then poor care for patients. 2- physicians are vastly employed by big institutions who have many clinics over a certain area. It is thus impossible for them to stay "out of the non compete" area except by leaving entirely their community. 3- physicians may decide to leave for the 2 year period doing locums. This leads to disruption for their family time (this is my own situation! Where I'm not seeing my young kids every other week!). we should not have to chose between our kids and sustaining ourselves because of non compete. 4- Non compete leads to less choice for patients. By forcing physicians to work outside a perimeter around their previous institutions (that's usually where the issue is), you are not allowing their patients to continue care if they wish to with their own physicians. This has led to a disruption in continuity of care which is detrimental to the patients."
Samantha	"Ban non-compete clauses. Non-competes often require specialized employees to uproot their lives and families in order to seek employment elsewhere, which

	keeps employees trapped in dead-end positions with low wages if they can't afford to move. It degrades our communities, it increases employee burnout, and it prevents workers from organizing and negotiating for better working conditions, benefits, and salaries. Non-compete clauses prioritize company profits over the lives and livelihoods of the employees that generate those profits. End non-compete now!"
Michael	"I agree with this rule. I have a non-compete with my current employer. It is not used to stop disclosing trade secrets, as one employee was allowed to go to a competitor after being let go and asking permission. It is used to stifle employee mobility and keep wages down. Get rid of non-competes."
Gian	"Non-compete agreements, at their most basic form seek only to protect the companies that utilize them without regard to the employees they inhibit. When quarterly, I get to review my company's financial results that include 35% profitability and I receive 25% of the gross commission I generate, it becomes increasingly clear that the power of the company far exceeds the value of the group of employees they rely on to generate most of their income. The routine argument that the 75% goes to pay for support and administrative staff salaries is clearly a misdirect relative to the true breakdown of distribution of income to employees. When conspired the commission splits arranged in CA for the same company, it's clear the companies can still profit and pay income generating employees a significantly higher split across the country and still provide the level of service and resources required to be successfully in the sales industry."
Megan	"Hello! This is an excellent new rule proposition. I would like to strongly encourage its application to also apply to health care workers. Most physicians have to sign a non compete clause which almost always makes a doctor have to leave the city or state they are working in to get a new job. It is causing zero competition without the threat of a big move. I am a pediatric sub specialist and often have limited hospitals I can work in. Hospital systems will work to make this rule not apply to them so I encourage wording to include healthcare providers explicitly."
Lorraine	"Please end Non-Compete Clauses in employment. These are unfair to workers and stifle competition."
Connie	"Please stop hampering people's ability to find better jobs with higher wages and more favorable working conditions. This ISN'T the American way."
Dan	"I support the proposed change to eliminate do not compete clauses for contracts. While employers have other protections in place for IP and trade secret theft, in many industries these are not even an issue and these clauses solely limit employees ability to seek a better job without significant impact on the employee or their family. They only serve to punish labor and limit their ability to get paid in a competitive wage environment."

Jacqueline	"Non-compete clauses should not only apply to physicians- many of us are the sole breadwinners for our family. We just want to do good work and be treated respectfully."
Dylan	"Non-compete agreements hold both companies and workers back. States that have banned them have had great results."
Samantha	"Banning non competes would be a very positive change for the physician community and healthcare in general. If a physician is able to leave a job that is not a good fit or toxic without punishment, it would decrease burn out and in the long term help with physician retention. In general, there is a physician shortage as more and more physicians leave clinical positions for non-medicine jobs or non-clinical positions as they otherwise have limited options if they need to leave an employer and are subject to noncompetes. Physicians should also have a fair work market like any other profession. Noncompetes undermine the healthcare market Banning non competes promotes a more free market approach to healthcare and would better hold practices accountable for how they treat their employees"
Sasa	"My name is Sasa (Sasha) and I am 100% in support of this change. I have just gone through this issue with my previous employer, and had attorneys involved. It is absolutely ridiculous that anyone should ever be prevented from doing honest work. It is not consistent with the capitalist way of how things work in this country. It is the land of opportunity, is it not?"
Diane	"Hello, I'm writing to express my opinion that the FTC ban non-compete clauses. Non-compete clauses hurt the American worker, especially the middle and lower classes. Please help workers feel seen by giving us a sense of agency and empowerment."
William	"Please stop non-compete clauses. It's wrong. Intellectual property is important and there are other laws to protect it. Workers should be able to increase their wages by changing jobs."
Janel	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Amanda	"I am a physician. Non compete clauses hams patients by disrupting the patient physician relationship when a physician changes employment. It causes physicians to leave communities they would love to stay in because of non-compete clauses. They should end."

Ramona	"Non compete clauses are harmful to both individuals and society as a whole. By suppressing wages, they add to the growing divide between the wealthiest and the middle class. Our loss of a strong middle class harms our economy as this group drives most of the economic engine through purchases. Another issue is freedom. Non compete clauses are a direct violation of our most basic freedoms to choose. Choice is the foundation of capitalism and a free market. Without choice, real choices with known advantages, disadvantages and costs, our economic system breaks down. Over the last few decades, restrictions to freedom of choice, laws that favor companies over workers and the greater good of the country have eroded our democracy at its very foundation. Please limit or out law this non-compete clauses so that workers can once more exercise choice in the market place of jobs."
Haley	"Noncompete clauses should be banned, especially for physicians! Hospital admin overreach has had egregious effects on the level of care provided. There is no profession for which banning these clauses is more crucial!"
David	"I am a veterinarian working for a large corporation. Getting this job required that I sign a "Confidentiality and Non- Solicitation" agreement that effectively prohibits my working anywhere else in the large metropolitan area where I live for a period of 2 years following the termination of my employment, no matter the cause. I would have to move. This is stifling and absurd. I feel owned. I am a strong proponent of making all such agreements illegal. Thank you."
Joe	"Thank you! Unleash creativity and entrepreneurialism while supporting workers and improving their lives."
Rita	"Non-compete clauses absolutely need to be abolished. When working at Microsoft as a vendor (contractor), Microsoft hired a different contractor company that managed 50+ employees. The old (fired) contracting company stated the employees couldn't work for the new company due to the non- compete clause. It was a nightmare! We were not allowed to work for 45 days until this was resolved. All the vendors did not know there was a non- compete clause because that was established directly with Microsoft. As vendors/contractors, we worked for the contracting company that hired us. Many of the most talented left as the new company was lowballing our salaries and benefits to the extreme. The vendors had no recourse and were completely caught in the middle. Abolish non-compete clauses!"
Cara	"I am writing to support eliminating non compete clauses. I was victim to a non compete clause after being let go without cause. My former employer harassed me and made multiple bogus threats that I was violating my non compete. I was unable to work in my field for a year. I am still recovering financially. It's been two years since I was fired. Non competes are only necessary for protection of very certain IP. My former employer tried to keep me and succeeded in keeping me

	from an entire field with the bullying of their lawyers for a year. I sincerely hope you eliminate non competes."
Diane	"Ban the NPRM, it is the right thing to do!"
S	"Non-compete clauses in employment contracts are crippling for every industry. Employees are forced to work at reduced levels or in different industries which acts as a drain brain. Specialized skills and knowledge bases are needed. Non competes are being used as ridiculous tools of punishment to control market share."
Pranav	"This is a fantastic proposed rule. As a veterinarian, non-compete clauses have been a staple in the contracts of doctors for many years. If someone lives in a city and is experiencing a toxic work environment, a non-compete clause can prevent him/her from being able to work virtually anywhere else in their city and cause them to have to relocate. This also means that in many instances a veterinarian cannot start their own professional practice in the city that they live. There is already a corporatization of veterinary medicine as well as a shortage of veterinarians occurring, both of which are driving up prices to consumers. With the various difficulties that come with owning a practice already, let's remove at least this one roadblock so that more veterinarians can have the ability to start practices where they live, and thereby increase competition and decrease the cost of care!"
Michael	"Non compete agreements are absolute nonsense. Its time our government starts doing things to protect workers."
Ron	"Not allowing someone to Work in the field that they have experience is just wrong!"
Nancy	"I'm not an attorney nor do I presume to understand all of the issues. However, after many years in a number of professions I believe the non- disclosure act in journalism favors businesses over the rights of the individual and against the interests of the public."
Adrian	"I am an ER Physician who works in rural, underserved communities. Please ban non-compete clauses. They divert funds from small hospitals. Some corporations with these clauses span across states and regions. The corporations do not care if patients lose their physician (death, maternity leave, severe illness such as Covid Pneumonia) and will deny qualified replacements due to non-compete clauses. Please ban them immediately."
Cristina	"Don't ban physicians from fording fair equitable work by allowing employers to add non compete clause to our already overbearing contracts. I hate moving every single time I want a job change for growth and development."

Jeannette	"It's long past time for this oppressive, unjust practice to be banned."
Linda	"Please stop businesses from trapping their employees. Non-compete clauses must go."
Tracy	"Please vote to do away with the non compete. It makes working for rural populations such as the Indian Health Service almost impossible and deprives patients of access to their providers."
Salvatore	"Non-compete clauses in employment contracts are restrictions that prohibit employees from working for competitors or starting their own businesses in the same field after leaving their current employer. These clauses can reduce competition, limit innovation, and have negative impacts on the economy. Therefore, non-compete clauses should be banned. Firstly, non-compete clauses limit job mobility and hinder career advancement for workers. Employees with specialized skills and knowledge are unable to use their expertise in similar fields or advance their careers, thus creating a barrier to job opportunities and entrepreneurial ventures. This limits the potential for innovation and growth, and restricts the free flow of talent and ideas in the market. Secondly, non-compete clauses have negative effects on small businesses and startups. These companies rely heavily on talented and experienced employees to innovate and grow, but non-compete clauses make it difficult for them to attract and retain such employees. This ultimately limits the potential for these companies to compete with larger, established firms and hinders the creation of new and innovative products and services. Lastly, non-compete clauses have limited effectiveness in protecting company secrets or confidential information."
Brian	"To the Federal Trade Commission, As a physician and surgeon, non-compete agreements (NCA) have for too long plagued the healthcare system and the ability for physicians to work and live where they desire. I am an orthopedic surgeon in Colorado and I have been personally affected by this issue as I signed a contract with a non- compete agreement . . . even after several negotiations with a healthcare lawyer as the clinic was determined to maintain the NCA. . . . Signing this contract was the only manner in which I found it possible to stay in a desirable location to work as an orthopedic surgeon near the Boulder and Denver areas as the physician market here is very difficult to enter, especially as a young surgeon. As a native Coloradoan with family and in-laws remaining in the cities Golden and Evergreen, it is critically important that my family (including my wife and 19-month-old daughter) were able to stay close to our relatives. . . . Physicians do not owe their employers for their medical education (which is already purchased at premium costs and debts) and there are no significant trade secrets that physicians can carry between employers."
Katherine	"Non-compete clauses in physician contracts impair a physician's ability to earn a livelihood. As hospital systems and medical groups consolidate, the "reach," or

	geographic restriction specified in no compete clauses has continued to expand, further restricting physicians' employment opportunities."
Eugene	"I was very surprised to hear that Non-Compete Clauses are being used in what I would describe as blue collar jobs. The intent is clearly to keep people from seeking to change employers in pursuit of a better wage. In my opinion this is akin to slavery in which the opportunity to improve one's situation is thwarted by employers seeking to keep employees in their place. I strongly urge the FTC to ban these practices which go against everything this country should stand for. The fact that the Chamber of Commerce is fighting to preserve this form of bondage does not surprise me but it should inform the Commissioners as to which way they should rule on this issue."
Katelyn	"This is super important but needs to also include not for profits! As a physician it is super hard to job hunt due to very strict non-compete clauses that can make you move far from your home area!"
Thomas	"I strongly support this measure! Abolishing noncompete clauses would promote dynamism and increased employment in the American economy, giving it a sorely needed boost. Noncompete clauses have devolved to become a drag on the market, limiting employment that would otherwise be possible as well as representing an unnecessarily skewed balance of power between employers and employees. I urge the FTC to adopt this measure as quickly as possible!"
Frustrated	"Exempting physicians from noncompete clauses is a recipe for disaster. Physicians are increasingly treated poorly by hospitals and nonprofit hospitals. For patient safety, we choose to leave at some point. We need our livelihood protected, when we stand up for the protection of our patients. AHA has zero physicians on their board and should not be considered a spokesperson for physicians."
B	"Non-compete clauses should be abolished. Non-disclosure agreements can be used to protect trade secrets and avoid conflicts of interest."
Kevin	"Dear Chair Lina Khan, If a market is to be free, its labor must be. The work you are doing to level the playing field for American workers is vital, and I am writing to wholeheartedly support your effort to ban noncompete agreements. It is a deeply American principle to foster freedom of choice in our working lives, and its effects will bring benefits to our economy, our future entrepreneurs, and the general working conditions of our people. Noncompete agreements stifle our economy, making our employers hypocrites to the dedication of the principles that make this nation good. Workers in regions and sectors with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, and I am proud to see you move this country in the direction of promoting human flourishing. The only people this will offend are those who seek to control the hearts, minds, and bodies of other individuals, and the dedication to labor's liberty this proposal evokes is deeply aligned with the most important principles of our nation. Banning

	noncompete agreements is the most significant federal action to improve conditions for American workers I have witnessed in my lifetime, and it is great to see the FTC working to lift up the hearts of the less enfranchised."
Jamie	"I vehemently support a ban on non-compete clauses."
Nicholas	"I am in the process of changing jobs. I would consider myself to be a high-skilled worker, but certainly not highly compensated. I have a PhD in one field. As such, it is natural that all jobs I take share many common elements relating to my expertise. My new company does not compete with my old company in any way. Nevertheless, while I doubt my old company's claims would hold up in court, my old company has made reference to how I am prohibited from engaging in certain activities that could be construed as competitive in the first year of my employment with my new company. I believe these claims are spurious, but they do have a chilling effect. I don't believe my company will prevail (and I doubt they will pursue legal action) but the claims themselves are unsettling, unnecessary, and have a negative effect on me, an employee. This clause in my employment agreement has given me pause for quite some time as I have contemplated this move. I am eager for the FTC to strike down non-compete clauses. I think that this rule makes clear (though perhaps could make more clear) the fact that banning noncompete agreements does not change the prohibition stealing intellectual property. However, over-broad noncompete agreements have an unnecessary chilling effect and hurt the economy."
Brian	"Please move forward with eliminating non-compete clauses from contracts. Workers with the most valuable, specialized skills often have a limited number of potential employers and industries where they can work. If these workers are not able to negotiate fair compensation (or find other work), the incentives to seek specialization will suffer and fewer people will work to develop these highly valuable skills."
Andrew	"Non-competes should be outlawed for all but the most senior executives. They prevent people from finding employment in a fair and open jobs marketplace. Please protect the people from the powerful interests who only want to enrich themselves at the cost to society."
David	"Reading the proposed rule, I can imagine no reason why the proposed rule shouldn't be made effective and binding upon employers."
Nathan	"Non-compete agreements represent an ideology that is in conflict with the free market. A worker should not be threatened with a legal action for trying to get the best price in return for their labor. Non-compete clauses/agreements are another way for greedy corporations to pay their employees as little as possible and using the legal system to do it. It is un-American, anti-democratic, anti-capitalist, anti-worker, and pro-subjugation. Also, I'm looking forward to seeing a renewed effort to break up illegal monopolies. Something that hasn't happened (with a couple exceptions) since President Roosevelt. What a shame! Shame on this country,

	<p>especially it's government, for letting corporations run rampant and treat the workers, our economy, and the environment with disdain. Where is the oversight to protect the workers? where is the regulation to keep greedy companies from destroying our environment? Where is the legislation to make sure our economy is not reliant on foreign manufacturing? For shame!"</p>
Bernardo	<p>"This is a critical step toward creating more fairness in the market! Huge support."</p>
Cameron	<p>"Dear Chair Lina Khan, I strongly support your extorts to ban non-compete agreements nationwide. These agreements utilized lengthy legal verbiage to intimidate employees into staying in their roles should they look to seek other employment in their field of expertise. These contracts also put the employee at an unfair disadvantage and potentially drive economic hardship should the employer decide to terminate their employment and then bar them from future employment in their field of expertise. I am however in favor of other contractual limitations that prohibit the solicitation of employees and clients of the employer or sharing trade secrets or proprietary inventions and business solutions with competitors. These measures allow the company to protect itself but do not hinder an employee's professional growth path. Banning non-compete agreements will help to both allow employees the basic right of employment choice and also help to promote a more fair and competitive job market. Thank you for your leadership on this issue, I truly appreciate the work you are doing with this and ask that you please issue a final rule that bans noncompete agreements so we are all working on a fair playing field. Best, Cameron Felton"</p>
John	<p>"Dear members of the Federal Trade Commission: I am writing to strongly encourage you to impose a rule that bans noncompete clauses. A foundation of prosperity and upward mobility in America is the right to seek employment elsewhere, especially for low and moderate income people. These individuals typically do not have easy access to legal counsel, may not be able to delay securing employment, and may not be aware of the ramifications of the "fine print" in employment contracts. Having the right to seek better opportunities elsewhere, within whatever field or industry a person wants, should be considered a fundamental freedom for all Americans. Kind regards, John Felty"</p>
Steve	<p>"In regard to the proposed Non-Compete Clause Rulemaking, Matter No. P201200, I would like to voice support for the Commission's proposed changes to make non- compete rules much less widespread. As a former Chief BR or Talent officer for Vail Resorts (US largest ski company), Visteon (Tier One automotive supplier) and Bridgewater Associates (world's largest hedge fund) along with over 15 years in high tech firms I have witnessed the evolution of non-competes going towards a select few (who have economic leverage) to the masses (who do not). It's fundamentally unfair to restrict those with little access to intellectual property and whom lack the leverage to demand fair compensation for the restrictions placed upon their future employment. I' in now coaching executives, and we make employers commit to paying wages during a "garden leave" if they enforce a non-compete...a middle manager does not have that luxury despite probably needing it</p>

	more. In short, non-competes should indeed be restricted to a limited few whom (a) have access to true IP, and (b) are compensated for their tenure of non competition. Thank you for your consideration."
Carolynn	"I am strongly in favor of getting rid of noncompetes for everyone. But particularly for Physicians. As a physician myself, I have seen so many colleagues who are trapped in terrible positions because of noncompetes. There's an unlimited amount of patients and there's no reason that physicians need to have noncompetes. The doctor-patient relationship, a secret and patients should be able to transfer with their doctor wherever the doctor needs to go. Employers are using noncompetes as a way to force Physicians into continuing in their positions instead of negotiating with the physician. It is contributing to access issues for patients and disrupting the scared doctor patient relationship. Do not exclude physicians from this policy change"
Jason	"Dear Chair Lina Khan, I greatly support your proposed ban on non-compete agreements. I'm a conservative and view this noncompetes as anti-capitalism. It has also personally stifled my career and salaries due to unique skill sets. This simple ban could promote growth and competition for our country and is a great policy change. Appreciate your work. Sincerely, Jason Fry Littleton, CO"
Marianne	"I'm a single parent of two adult daughters. Raising them on my own was unexpected and very difficult. I've created this comment in hopes of benefiting them and all younger people still in the workforce. Non- compete clauses are patently unfair 'agreements' that benefit only employers. Prospective employees are forced to sign if they need the job. This is completely unbalanced, and I very much hope that such contracts will be banned. Thanks for your consideration."
Sarah	"Non- competes hurt workers, unfairly impact minority groups, inhibit personal economic and professional growth, and harm the economy on the whole. Currently, several states have restrictions placed on non-competes which protects workers in those states. These restrictions that protect employees ought to be extended at the Federal level. In a world where remote workers comprise roughly 1/3 of the American work force, we need clear federal guidelines. In our current environment, remote workers who are employed by an out-of-state employer and/or move between states face challenges trying to understand which laws apply to them. Creating a federal ban on non-competes resolves this concern. Non-competes give all the favor to he employer and harm the employee. I understand wanting to protect legitimate business interests, but all too often, non-competes only keep a former employee from being able to find meaningful work in their respective industry. People are held back in their career growth and earning potential when they are unable to work in their industry for 6 months to 3 years (the most time ranges found in non competes). Alternatively, people might be forced to switch industries all together, effectively resetting their career progress. Ultimately, this means industries that could benefit from the ideas and work of workers restricted by non-competes are also harmed. Furthermore, non-competes disproportionately impact women and People of Color as evidenced by multiple

	studies. How can we claim to be a country that upholds freedom and equality if we allow (on the federal level) laws that unfairly negatively impact women and People of Color? I hope the FTC will take into account the thousands of stories being told in these comments speaking about the negative impacts of non-competes. Non-competes should not exist. You have the power to put an end to decades of harmful practices that hurt workers and the economy. Please do the right thing and ban non competes."
Kelly	"Please do not exclude physicians from the non-compete rule. As an emergency physician I am paid by the hour and have no access to any privileged business information. Prohibiting me from working at the other hospitals in town only serves to fatten the bottom line of the business and keep me from speaking out about safety issues."
Maureen	"Non competes are wrong and completely in opposition to the American dream. How can I get ahead if I can't get away?"
Daniel	"I fully support a ban on the use of non-compete agreements for employment contracts. This is a discriminatory practice that punishes workers for no fault of their own. It's immoral, unethical, and abusive. Non-compete agreements damage the economy and make America a less competitive country with a less dynamic economy. They should be illegal."
Jami	"Hi, I work in Colorado State Government. My ED added clauses to all vendor contracts banning them from hiring most employees from my agency. This effectively prevents me from being hired by any company in the healthcare industry in CO. I support the FTC's ban on non-compete clauses. I also ask that language be added to prohibit similar language being added to vendor contracts as a backdoor means of a non-compete clause that then prevents employees from leaving government sectors to work within other areas of their industry. These clauses prevent workers from finding well-paying jobs, leaving toxic work environments, or growing within their fields. This policy will make it easier for workers to have options."
Chris	"Non-Compete Clause Rulemaking, Matter No. P201200 - I support the rule to eliminate non-compete clauses. Because of a non-compete clause my wife must continue to work for a company she no longer wishes to work for or leave the workforce for 2 years. Our other option is to relocate to another city outside the radius of the non-compete."
Shelena	"Companies should not be allowed to force workers into non-competes. A rule against this is long overdue."
Thomas	"As an Automotive Executive and unfortunate recipient of a Non Compete Disclosure, it's caused many outside of the organization opportunities to fall off the table. For a publicly traded company, it is also prejudice and unfair to only enforce

	the disclosure to select employees. It's a "hit or miss" mentality. Competition is reality when it comes to competing for consumers. Competition should be reality for those serving our consumers without the harsh Non Competes in place. When employers treat their employees "right" the employee doesn't want to leave anyway. If the employee isn't the right fit, or vice versa, the employer should allow the employee to find the right fit without penalty."
Michael	"Long overdue. non-compete clauses and those worded to try to not sound like non compete "i.e. worker must pay damages if they seek work elsewhere in a given radius" are a plague on workers"
Amanda	"I support the FTC's decision to ban non-compete clauses from worker contracts. As someone who has worked under this system before I have seen the harm it does to workers and to making the company culture less supportive. Please get rid of this practice."
Perna	"To whom it may concern: Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physician's at risk of being strong, armed into practicing unethical medicine, and into putting their employers over their patients. Physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine. Sincerely, Prema Gupta, MD A young physician hoping for a fruitful career taking care of patients"
Andrew	"The elimination of the NPRM would indeed provide individuals seeking employment with greater freedom in the job market by allowing them to participate without fear of punishment or constraint from the non-compete clause. The removal of such restrictions can lead to increased competition and innovation in various industries, benefitting both workers and consumers."
C	"Hey FTC, non-compete clauses are anti-competitive and monopolistic. Corporations have grown to have way too much power, and are using non-compete clauses to suppress worker and individual rights unfairly. Even smaller companies are using non-compete to abuse and underpay workers and manipulate job markets. These, and any causes like them, should be banned permanently within the borders of the United States."
Mark	"Good afternoon. I am delighted to see the proposed rules eliminating non-compete clauses. Such clauses are contrary to the overall health of the economy due to the restriction on the free flow of labor, without encumbrances. Record corporate profits shows that the pendulum of economic power has swung dramatically toward businesses, particularly the very large businesses. Many

	states, including Colorado where I reside, already are ahead of the federal government, and it is time for a national standard on this in protecting the free flow of talent."
James	"I am very happy that the Non-Compete Clause Rule is being implemented. This rule only helps owners keep wages down and hurts workers. Low wages are part of the problem of homelessness and banning non-Compete clauses helps address that issue."
Wendy	"I'm absolutely in favor of banning the non-compete clauses. Having been subject to them for years as a software developer, they limited my ability to find new work, locking me into employment situations that don't allow me to advance my career, my skills, or improve my income or health benefits. If I decide, or am forced, to leave my employment, my former employer should not have that level of control over my next job."
Michael	"RE: Non-Compete Clause Rulemaking, Matter No. P201200 I support preventing companies from creating formal non-compete contracts as a condition of employment. These type of agreements impact both employees and consumers negatively."
James	"Non competes are literally against the very core of capitalism. The only reason they exist are anti-capitalistic in nature. If companies were to invest in retaining employees instead of sucking the very soul of working out through their wallets, non competes would never have existed in the first place."
Zachary	"Non-Compete Contracts are anti-competitive and stifle growth for American workers"
Julian	"As a captive "Independent Contractor" for a large insurance company, this vile would be a lifeline should I decide to pursue an independent agent opportunity. The insurance company I represent, has gradually cut commissions over the past few years, while fattening its bottom line through sky high policy renewals and rates the new business that makes it extremely uncompetitive compared to peers. There is absolutely no reason why I should be held prisoner and not be able to pursue far more favorable, and beneficial opportunities, for both myself and my family. Insurance will be an industry where employees or contractors will have a significant advantage should this rule go in effect. I am in favor of this rule and can't wait for it to be implemented."
Lauren	"Iain in favor of banning non-compete clauses. In my experience many large corporations use them as a weapon to force employees to accept contracts and terms is employment that are very unfriendly to workers (e.g., paying below market salaries with poor benefits) while still making record profits. It effectively enables companies to squeeze every mince of productivity of workers at the expense of their physical and mental health, but those workers are effectively trapped by a

	<p>non-compete that would force them into situations that are bad because of long commutes, having to take an extended break from employment, etc. I know of companies that are forcing employees to sign non-competes even where the state bans them, threatening the employee with having to defend themselves against a frivolous lawsuit that the company knows it cannot win. It is yet another symptom of the corporate greed plaguing the US."</p>
Brandon	<p>"I 100% support this. Please make this a priority as the practice of Non Competes are unethical, anti-labor and anti-competitive and harm the working class. I have worked in tech for 20 years and this has made growing my career both chaotic and forced me to incur a harder job search multiple times. Workers don't have the means to have lawyers on retainer which creates a real active fear, especially in competitive industries, of vengeful ex employers trying to limit movement in the workforce without improving their culture or management issues."</p>
Lisa	<p>"After 19 1/2 years with my company out of Texas I was fired in November. The noncompete I was coerced into signing has a 3 1/2 year waiting period after termination and geographical boundaries as stipulations that are unreasonable. PLEASE!!! do away with these noncompetes. Please!!!"</p>
Lisa	<p>"Non-competes aren't good for business. They supposedly are in place to protect the employers confidential information, files, designs, etc. That has nothing to do with the employee who has spent their entire career in one field and wants to work for another employer but restricted because of an unreasonable noncompete agreement. It only hampers the employee from continuing to do what they do well with another employer. I'm trying to get out of my noncompete that is incredibly UNREASONABLE! 500 mile geographic limitation from a company that has 249 US locations as well as a 3 1/2 year noncompete time period. By then I'll be into retirement and won't need the agreement or it to be voided. I need this bill to pass so I can continue working and doing what I do well for another employer. The employer I left after 20 years got a lot out of me and is very prosperous due to my efforts. Now I want to go to another employer. Please, please pass this bill so I can live again. I've attached my noncompete just in case you want to review how insane it really is."</p>
Ariana	<p>"I support this bill and hope this can be pushed through to legislation. Corporate entities have way too much power and oftentimes enforce these rules even with involuntary terminations. We are lagging behind other nations across a variety of industries; allowing people the opportunity to return to work in their field of expertise keeps innovation moving. Also, the statistic about healthcare costs is staggering. Having to pay for marketplace insurance as opposed to sponsored plans is extremely cost prohibitive, and for terrible coverage. This bill is long overdue."</p>
Alex	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I</p>

	find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. It could also worsen patient outcomes. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians."
Ashton	"A++++++ would law again!"
Ezra	"Thank you, that has been needed for years. Free market is the best market."
Codi	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned medical student."
Matthew	"As a technical worker who is currently trapped in a non-compete clause, I whole heartedly support rescinding non-compete clauses. My business partner would like to start a competing business because we believe we can run operations better, and provide better value to the government. We need our current salaries to survive, which makes it next to impossible to escape our current employers. I would be forever thankful if this were passed. Additionally, it would also help if there were a non-retaliation part to this. There are only so many government contractors, another fear is our current company would get us blacklisted due to their connections in competing, or being brought on as a sub to a larger contractor. Thank you!"

Mark	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Jenn	"As a physician I feel non compete clauses affect us in a very detrimental manner. I support eliminating them for all of us especially those in health care."
Anita	"Thank you for taking on the non-compete clauses in employment; I endorse the NPRM! This will benefit consumers as well as workers, and it will also benefit good companies by leveling the playing field."
William	"I fully support this rule."
Morgan	"This will allow physicians to provide better patient care! A win for physicians and patients."
Zachary	"FTC commissioner Wilson cannot be trusted to weigh in on this proposed rule given her long-running association with both the American Bar association and the Chamber of Commerce as it pertains to this proposed rule. She will categorically ignore any comments in favor and instead come up with some far-fetched hair-brained reasoning as to why this rule is a stain on American patriotism and freedom. The reality is that LAWYERS of all people are the only ones who currently benefit from protections against non-compete agreements and Commissioner Wilson would like nothing more than to deny that right to remaining 330M Americans."
Danielle	"Non-competes are an unfair advantage to all new graduates, associates and supportive staff that work tirelessly at subpar wages that favor any long- standing, pre-existing corporate employer. These contracts prohibit professional workers from pursuing their careers, and therefore making appropriate income, after acquiring astronomical amounts of debt from their higher education achievements. Not only that, non-competes keep unhappy employees in their positions because they know they don't have another nearby option in their career to make similar wages. This further leads to mental health issues amongst professionals which further disrupts the level of care they are able to provide to the general public. In my particular area, my non-compete restricts me from pursuing my profession anywhere nearby. I would have to drive a minimum of one hour away to perform my job that I attended 8 years of higher education for. It's absolutely unnecessary and ridiculous. Our area is in NEED of more veterinarians, yet my non-compete keeps me from helping my own community."
Lucas	"Thank you for doing this. My brother has gone through legal troubles because of the vindictiveness of a company he no longer works for which should have no say or ability to restrict his employment opportunities at that point. People train and become specialists such that their best and possibly only opportunities to further their career and maintain their standard of living is in a similar role at a competing

	company. Banning non-compete clauses is long overdue. They are blatantly anti-competitive, and a blight to economic health."
Travis	"37 yr old male construction worker. I currently work under a non-compete agreement, in Colorado state. The application of non-compete agreements with low wage, hourly workers is directly conflicting to an American's ability to exercise their god given freedom and pursue their dreams, on the best on the path of their own choosing, without abandoning their profession."
Janel	"The use of non-compete agreements are unconscionable when used against low level employees without privileged corporate data. They are often used not to protect institutional knowledge but to reduce the power of employees to receive fair compensation and reduce competitiveness. We don't allow price fixing or other forms of collusion, this is no different. There may be some very limited cases where it is strictly necessary, but they are most often used as an unfair advantage in the labor marketplace. I commend this action to outlaw them and hope you carve out as few exemptions as possible."
Adam	"Capitalism thrives on competition. The right to earn a living is fundamental."
David	"Non-compete clauses are unfair. Non-compete clauses stifle employees' ability to advance their careers."
Parker	"I think that non-compete clauses and documents do not help anyone but companies that are trying to exploit their workers more by limiting their options of employment. Let the free market decide."
Adam	"As far as I'm concerned Non-Compete agreements are anti-free market and the authority of Courts to enforce them is Constitutional questionable at best. They only hurt the market and allow large companies to abuse their employees and artificially depress wages by fear."
Katharine	"I am a primary care physician. Every single contract that I have seen (and signed) has contained a non-compete clause. In fact, my current contract has a non-compete clause to the tune of a 25 mile radius for TWO years after leaving my current place of employment — in other words, I need to leave town if I want to change jobs and continue to see patients. These clauses are incredibly detrimental not only to physicians as employees and laborers, but also to patients and communities who stand to lose access to their doctors if a doctor opts to leave their current place of practice for one reason or another. These clauses are designed to be anticompetitive, to limit the employment opportunities for physicians, and to lock them into employment agreements in which they have little leverage to demand change, improved work standards or benefits, more time toward patient care, or the myriad of other things that would improve healthcare outcomes and keep doctors on the job for longer. Add this to the fact that there is an estimated shortage of approximately 55,000 primary care doctors in the US

	within the next decade. We cannot afford to restrict the ability of highly trained physicians to serve their communities simply for the economic advantage of healthcare systems. I strongly encourage the FTC to pass this regulation and to eliminate the widespread, inappropriate use of non-compete clauses in the US labor market."
Jen	"I support ending the non-compete clause for physicians"
Kelly	"My UFCW pension plan also has a non-compete requirement, with very restrictive rules as to where a person may work, how many square feet the merchant may have, what category of products are for sale, etc. This is entirely non-skilled labor. I believe that pension plans should also be prohibited from enforcing this policy, or intimidating with the threat to curtail benefits. I've been out of the industry for nearly 20 years, but am still "required" to complete an affidavit (attached) that I will not perform "prohibited work". My wife is in the same situation. I can only assume that thousands of others may be limited in their employment opportunities by these restrictions. I'm not even sure that this is legal now, but would like to ensure that it's not allowed going forward. Thank You Attachments IMG0846 IMG_0847"
Tara	"This would be a great benefit to all of us who are unjustly working under non-compete clauses. I have a 5 year non-compete clause where I cannot work in my field as a real estate broker or managing broker or in any capacity for any type of business that is in competition who also owns a title company and a mortgage company. If I were to leave or get fired, I would be not able to work in my profession. I have been reluctant to make a change in my employment even though the company has treated me badly and has been a party to violating what I believe are RESPA laws and employment laws including EEOC and Equal Pay for Equal work laws due to the existence of my non-compete which I have attached here. Original Comment This would be a great benefit to all of us who are unjustly working under non-compete clauses. I have a 5 year non-compete clause where I cannot work in my field as a real estate broker or managing broker or in any capacity for any type of business that is in competition with HomeSmart who also owns a title company and a mortgage company. If I were to leave or get fired, I would be not able to work in my profession. I have been reluctant to make a change in my employment even though the company has treated me badly and has been a party to violating what I believe are RESPA laws and employment laws including EEOC and Equal Pay for Equal work laws due to the existence of my non-compete which I have attached here."
Daniel	"Hospital systems have and continue to implement non-competes to geographically restrict physicians and threaten their livelihood and happiness, which ultimately impacts patient care. It needs to be banned."
Jen	"I wholeheartedly support outlawing non-compete clauses. Non-complete clauses are a huge overreach- companies should have no control over what a person does

	when they're no longer employed by that company. Non-compete clauses only exist to hurt workers and should never be allowed. Thanks for your time."
Rita	"defend workers from these exploitative contracts, ban noncompete agreements"
Joseph	"I'm writing today in support of your effort to ban noncompete agreements. Ultimately corporations must be reigned in on their control over the citizens of the United States. Non-compete agreements remove freedom, stifle creativity and innovation, and hurt all of our citizens as a direct result. The biggest example to me is the effect this can have on medicine and hospitals. Currently, the fact that Non-competes exist in this industry is an abomination and has a huge negative effect on both the employees bound by the agreements and also the patients receiving care. By binding people to these agreements, entire careers are effectively trapped in a situation where they are unable to simply move on if the professionals bound believe business practices to be unethical, such as egregious price increases on publicly funded medical advancements and otherwise (In the example of the covid-19 vaccines among many other publicly funded necessary medical advancements that should be nationalized as a matter of public health and safety). This is a must pass first step in order to effectively rein in corporate power and allow for a more just and a more ethical nation. We must increase worker power and stability, and ensure all people within our nation have the freedom to make decisions based on their own morals without being tied up by authoritarian and hostile corporations. As a nation, we must ensure individuals have the ability to push back without being strong armed and coerced by oppressive systems and inescapable financial situations that have historically handicapped them against corporate power. If people need to have a job to live, they must have the freedom to work for any employer without being cornered by any agreement that doesn't deal in safety or necessary regulation. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Beth	"Physicians must not be controlled by noncompete contracts. This disrupts patient care & access. PC & TC should never be allowed to control one another. This is how monopolies begin & greed takes over. Healthcare should not be a commodity - we are all individuals."
Claire	"We veterinarians deserve to navigate our careers without arbitrary restrictions imposed on us by employers who are afraid that their clients, OUR clients, will develop such meaningful relationships with us that they will choose to follow us when we pursue new opportunities in our communities. Attachments FTC Non-Compete Comment"
Barbara	"Please support FTC ban on non-compete clauses; they harm the economy greatly!"
David	"I am a practicing physician and I strongly disagree with the exclusion of physicians from non compete rules. This will lead to poorer health outcomes,

	poorer outcomes for patients, poorer choice for patients, and poorer working conditions for physicians"
Patrick	"This is a great rule, and I completely support it. It is much needed to ensure worker rights and economic mobility."
Melanie	"I had a non compete as a physician in Louisville KY years ago. I had to leave KY to practice my specialty when I lost that job due to a chairman switch. Non competes are horrible. I, as a radiologist, don't have my patients follow me. Just silly."
Mark	"As a family physician, non-competes are unfair and limit my ability find additional work close to home."
Amanda	"As a broadcast professional who works in an on-air capacity I've been hampered by non-competes in the near past. It is patently unfair to tell an employee that that they are not allowed to continue in the field they have studied in and often paid for certifications for any period of time, especially when broadcast companies feel no allegiance to those employees and often lay people off or fire them without cause. There should be no protections for the company if there are no protections for the employee. Broadcast companies have used these to derail the careers of several of my colleagues who were forced to leave the industry to feed their families. Please do away with non-competes!"
Andrea	"Non-compete clauses severely disadvantage employees. When it comes to concerns over intellectual property, narrowly written non-disclosure agreements should be sufficient. When I left a low-wage menial job I had secured right after college, I was hit with a letter by my former employer "reminding" me of the non-compete and non-solicit clauses in my contract. This was a very stressful and intimidating experience for a 22-year-old who was making \$12 an hour at my previous employer and had gone to a \$ 55k-a-year job that allowed me to meet my financial obligations. I had to seek legal counsel to draft the required response and was very paranoid for a long time. These clauses are often written to be overbroad and the threats for "breaking" them put a significant financial burden on the low-wage employees receiving these threats. When it comes to executive exclusions for a non-compete ban, I do not support it. There is no title standardization across industries, and there are many situations where those with "Director" and "Vice President" level titles are little more than high performing individual contributors, or middle managers. A ban on non-compete clauses would protect employees from the scorn of the employers they have left and bolster the economy. I grew up in the Greater Boston area around the time Burlington, MA became a large tech hub. Concurrently Silicon Valley was also growing rapidly and becoming the West Coast tech center. The two were competing with each other for talent and influence. We can see from history though that the CA ban on non-competes stimulated the economic activity in the area, and MA's non-compete laws have

	stifled it's growth despite what some could argue is a significantly stronger talent generation engine (Boston Universities)."
Joe	"I strongly believe that the FTC is on the right track with its effort to rein in the use of non-compete agreements. As the agency notes, these clauses were once bound only in employment contracts for senior-level employees with access to true proprietary information and corporate secrets, but they have proliferated to even hourly and contract workers. A non-disclosure clause has some of the same effect and can be used where necessary, although for most employees, neither should be used. I would find it acceptable for contracts for very senior employees - C-suite and possibly VP-level positions - to have non-compete clauses. But I don't think they are acceptable at any other level of employment. I have spent 25 years in freelance journalism and have even seen contracts for stories that included non-compete clauses - including that I may not write about this or any similar subject for a set period of time. That's a ridiculous thing to impose on a freelance contractor, especially since the phrasing is often vague enough that it could be taken to mean an entire subject area is off-limits. I've been successful in getting these clauses struck from contracts, but only with work, and only when weighing whether it's worth using my "capital" to push for that change on the chance that a prospective client will simply kill the contract and walk away, leaving me with unsold work. If there were clear rules disallowing these clauses, that would make life a lot easier. As a final point, in disallowing non-competes, I'd encourage the FTC' to think broadly about how employers might try to creatively sidestep the new rules and enforce what are effectively non-competes by other means. There's no point in disallowing a narrow class of contract language if inventive corporate lawyers can simply accomplish the same thing by other means."
Jason	"Non-competes should be banned. The real issue is loss of IP which can be covered under an NDA. These non-competes are currently used for so many different levels and positions, preventing someone from working in an industry for a year or two. Imagine having ten years in an industry and understanding how the industry works. Not being able to work there is harmful to the workers and used to keep employees at their current positions where they would otherwise leave due to lower pay or an environment they don't enjoy. I fully support completely eliminating non-competes."
Christopher	"I am a physician practicing for 15 years, serving my community both as a physician, but also a community educator and researcher. I strongly urge you to support the federal roll back of non-compete clauses especially for health care providers. These are a de facto method to depress wages and limit the ability for individuals to negotiate for themselves in good faith. The free movement of goods and services, part of the free market principles that lead to increased efficiency, is completely invalidated by the presence and enforcement of non-compete clauses. Even if these are found non-enforceable in a court, the cost and time to fight against a non-compete is so overly burdensome that it is not a viable option. Currently, I read reports that the American Hospital Association is lobbying for an exception for physicians and other healthcare providers. This monopoly should not be allowed to dictate unilaterally the terms of employment for healthcare workers

	throughout the country. Attorneys have enjoyed this protection in every state for years, and it is only fair and reasonable to extend to all professionals."
J	"As an individual who currently is working with a non-compete clause in my employment contract, I support the proposal to remove non-competes. My company has a very wide reach within its industry, so you could make an argument that ANY other company within the same industry is a competitor. I'd be at risk of being sued if I left the company to join one of them. I can't make use of the industry specific knowledge I've gained when I look for my next job. Thanks for making this proposal, I very much hope it is approved."
Elisa	"It's wild that people in a specialized field, or even a non specialized field can be shackled to a bad employer due to non competes."
Amar	"Please include non-competes for physicians and healthcare workers. As a physician if I am being treated unfairly and have a non-compete limiting my practice to a city, I will have no option but to move away. The problem is that all the patients I care for will not have a specialist in their area and will be without specialized care because of the non compete. It is an unfair tool that stifles competition and goes against capitalist values. Thank you, Amar Mannina"
Rodolfo	"As a physician I fully support this rule."
randolph	"I do think we need to do away with the noncompete clause in contracts and all businesses. I also see the other side of the story, but it's more compelling to do away with the noncompete clause, rather than to keep it."
Joseph	"The function of a democratic government is (or at least should be) to protect and serve the people. Even if we take the idea the corporation are people seriously they are still vastly outnumbered by the common folk. Moreover, corporations can't suffer, humans can. As such, any rule that disproportionately benefits corporations at the expense of the common folk is a failure of the whole system. If an employer can ensure a skilled worker can't take those skills elsewhere it gives them disproportionate control over them. Moreover it is anti competitive since it destroys the key incentive for both a company to reward it's workers and innovate against competitors."
Michael	"This is very much needed to see personal growth, as well as be able to provide a stable and financial stability for my family. Right now, most customers keep their business because of not just the companies, but the employee's work relationship with the local manager or sales reps. If the company changes, the employee is stuck at the company because of the noncompete, even if there are layoffs there noncompete sticks and does not allow the employee to stay in the industry and creates setbacks in the employee's life. Most companies lie about the noncompete validity in most states, and this cost employees time and money with lawyers or looking for a new job."

Neil	"I left working in a hospital setting because of corporate mergers limiting ability to be autonomous in my practice. There should be no exceptions for hospitals or any industry to allow non compete clauses"
Shawn	"Yes please"
Cara	"I am a citizen who has been harmed by noncompete clauses on medical personnel. They disappear, and all my confidential medical information details disappear with them, when they leave the abusive workplaces where I happen to have found these practitioners. Once I discover that they are prohibited from staying in touch with me, then of course I must refuse to see any other practitioners at that bad workplace, because the problems will just happen again there. It is hard to find a good PT or OT who is not bound by these nasty contracts. Please forbid non-compete clauses in work contracts."
F	"The very basis of -free enterprise" is the ability of its constituents to actually be free. Non-compete restrictions keep workers from being so. They need to be abolished."
Phil	"I strongly support this measure for anyone paid less than 1 million per year."
Zachary	"As a young adult starting my post-graduate career, the Non-Compete Clause Rule will greatly impact myself and many others within the staffing industry. I started my career with a staffing agency right after graduating college, and a year later I ended up moving to a new state and chose to work for a different staffing firm. Within a few weeks my old employer threatened to sue me for breaching my non-compete agreement. Not only did they attempt to do that immediately after starting a new job that I was very excited about, but when I put in my notice to my former employer, my boss threatened me after I refused to stay with the company. He said, "We have some of the best lawyers and a lot of money. Even if we don't win immediately, we can make it go on for so long that your new employer can't afford to defend you anymore, and they will have to let you go". I was scared and confused. I'm just a young adult trying to make something of myself in the staffing world. I wasn't taking anything from them and ironically, I was still supporting my previous employer through the friends I made while working there. I provided my old co-workers detailed information on previous business partners as I knew I could no longer work with them due to the non-compete agreement, and even though I didn't need to do that, I valued doing the right thing. I don't work with anyone or any company that I worked with at my previous employer, and other than my job title, my new role is entirely different. It is unfair that employers can have this type of power, especially over people trying to start a career. Most of the time you don't have many options when you are young in your career, and trying to find the right company for you is a normal part of the process. People shouldn't be held back in making career changes, they should be encouraged. If a company listens to their employees and treats them well, they shouldn't even come across this problem."

Christopher	"Please ban non-competes. My wife is a physician and non competes hinder her ability to practice in her area. Non-competes are anti-capitalist, anti- freedom, and anti-employee. She could not get a job anywhere without signing a non-compete. These agreements are almost never entered into by people with equal bargaining power. Instead, they are forced upon anyone seeking employment. Ban non-competes."
Christopher W.	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Connor	"I'm in strong support of banning non compete clauses outright. Having worked in a specialized industry for 15 years, I'm currently in an employee contract that is extremely limiting for pursuing other opportunities. There are no trade secrets or intellectual property at risk in this case. This is purely driven by employee retention that places restrictions on employees to pursue other opportunities. If we can ban non competes across the board, it will help economic growth and enable more entrepreneurs in the US. To me this is a no brainer."
Travis	"Fully support this. I'm in the casino/betting industry and I've had non-competes with both prior companies and my current company. There are a handful of operators so non-competes severely hamper people like me to seek further opportunities"
Adam	"Wonderful. This has been overlooked for too long."
Jeffrey	"I support the ban."
Marissa	"I agree that non-compete agreements should be harmed. While I understand an employer wanting to keep their employees, this industry is not financially lucrative and people need to make a living by working at many different places! They deserve the freedom to work at the amount of places needed to earn a decent income."
Tara	"I feel strongly than non-compete laws should not apply to physicians. I am an emergency medicine physician. My patients do not follow me, but in order to leave my current place of employment, I am forced to uproot my family and move out of state. This is absurd and unfair"
Charles	"The negative consequences of physician noncompete agreements far outweigh any potential benefits for healthcare organizations. Removing these agreements is essential to enhance physician autonomy, reduce harm to physicians and their families, and improve the overall healthcare landscape. By eliminating noncompete agreements, the industry can address the physician shortage and ensure that patients in all communities have access to quality healthcare. Instead of relying on restrictive noncompete agreements, healthcare organizations should invest in alternative strategies to protect their interests and promote employee

	satisfaction. This includes implementing NDAs to protect sensitive information, offering competitive compensation packages, and fostering positive work environments. By prioritizing the well-being and professional autonomy of physicians, healthcare organizations can contribute to a more robust and effective healthcare system that benefits both practitioners and patients alike"
Ryan	"Please move forward with this proposal. All this does is hurt workers and makes for less competition. These need to be made illegal."
Ryan	"The non compete I was forced to sign or loss my job is affecting my life. The company uses it so that I can't compete in the US, Canada, and over seas. All they do is put hardship on workers and hurt competition. Big companies uses these to pay workers less and make it harder for you to leave and get a better job."
MARTHA	"Forcing a prospective employee to sign and adhere to a non-compete clause as a condition of employment is an unfair business practice: particularly in low-wage service occupations. If an employee signs a non-compete clause and then quits or is terminated from that job s/he is then unfairly restricted from finding work in a similar field with a "competitor". This severely impacts the employee's ability to find gainful employment and make a living in the field where they already have useful skills. The practice is the employer's attempt to reduce competition for their products by placing excessive controls on the labor market, through legal means. It can also result in overall wage and benefit suppression for workers in that job sector. Across-the-board signing of non-compete clauses should be illegal and banned in all future employment contracts and they should be voided in all existing contracts. A better, and fairer way to compensate businesses that provide extensive education and/training (attainment of a college degree or a license, for example), would be to allow contracts where employees are required to work for that company for a number of years after 2+ years of extensive training If the employee decides to quit after all or most of the education/training, prior to fulfilling the employer's work requirement, then the employee should be required to pay the employer a set sum to compensate for the training received."
Lori	"We absolutely need to do away with Non-Compete clauses. I am a Massage Therapist, and non-compete clauses are very disruptive to our ability to work. At most retail massage studios (e.g. Massage Envy, Hand & Stone, Elements, etc.), managers are very reluctant to grant raises. Many are franchises owned by venture capitalists who will cut every corner possible to preserve their profit margin. The most efficient way to get a raise in the current massage job market is to jump to another studio for the hiring bonus. Since employers refuse to pay us for our longevity in the spa, non-compete clauses are a direct impediment to our ability to earn the money we need to cover our basic expenses."
Jacob	"I feel that this is a smart move that will immensely benefit American workers and the middle class. I am glad to hear there are still people in government interested in helping normal people instead of corporate interests."

Todd	"Why should anyone be allowed to tell you, me, or anyone else where or who they can or cannot work for? I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Todd	"A right that can be taken away, is just a temporary privilege. Please stop this terrible, horrible, outdated practice now."
Justin	"I have lost job opportunities because broad noncompete agreement terms leave businesses afraid of legal retaliation if they hire an employee that signed one, even if it is vague about the terms. Noncompetes should not be used because there is no way to limit their terms or enforcement. There are already laws about the disclosure of trade secrets and an NDA does nothing to prevent an employee from waiting out their contract and going to a competitor with their trade secrets at a later date. This obviously only leaves one real reason they are used, to punish an employee for leaving, and to scare them not to."
Nathan	"To the NLRB: the proposed rule to end non compete agree means clauses in labor contracts is timely, important, and welcome. For most employees, there is no legitimate reason for employers to use non competes as a threat or as a coercive measure. Employees should have the right to seek employment or self employment elsewhere. Non competes are used in an anti competitive mariner by employers, arid his needs to end."
Ross	"The non-compete clause fundamentally undermines the concept of free market competition and gives the practice/employer undue power. Our country benefits from a free-flowing labor force that has the ability to move if circumstances determine that movement is in their best interest. This freedom of movement ensures that employers will need to remain fair in their treatment and compensation of labor in order to remain competitive. Non-compete fully undermines this basic tenet of the American labor economy and allows employers to mistreat their labor with little fear of that labor leaving for a competing employer. It is essentially a form of collusion where all of the employers/practices know that they do not have to put the most competitive working conditions forward to retain labor. This is especially true with employers / practices bringing in new, and often, young employees. As long as they are able to "sell" their practice well up front and get that young Physician, NP, PA, etc. in the door, then they know they have locked that labor in with little recourse if the working conditions they ultimately provide do not match those that were "sold." Ultimately doing away with the non-compete will improve working conditions for the labor force across the board, and promote healthy competition among the employers/practices. As demonstrated throughout this country's history, competition breeds innovation and is undeniably instrumental to progress. Stifling that competition puts a drag on the industry and promotes unhealthy labor conditions."

Nina	"Please do not exclude physicians from this rule. There is no reason that physicians shouldn't be able to have the same job protections as any other employee in the US. The non compete rules for physicians make it so that if a physician needs to change their job currently, they must uproot their family, take their children out of school in order to do so. Or they must live out of hotels for a few years in order to provide their family stability while doing locums work. Please protect physicians and their families from non compete clauses."
Physician	"Here's what I submitted... Physicians should not be subject to non- compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities. Noncompetes force physicians to stay in toxic work environments for the sake of family or their community, and this leads to burnout and ultimately leaving the workforce. Physicians should have the freedom to leave an unsustainable work environment. Noncompetes clauses give the freedom for employers to focus less on employee retention and more on profits, driving increased burnout and unfair labor environments."
John	"As a career counselor I am strongly in favor of this rule."
Pamela	"The current situation is simply slavery. I was utterly appalled to read that folks not privy to trade secrets or inside information could be prevented from finding employment for obscene distances or ridiculous lengths of time. We are supposed to live in a country founded on individual freedom. Businesses have to pay more to employees, less to management and charge more for their products to be fair to the working Americans. Please nullify these unfair laws. While you are at it, you might also negate binding arbitration and non-disclosure clauses. We are retired, so it has no bearing on us, but we do care deeply our fellow citizens."
Patrick	"Free markets are the life-blood of our country. It is errant to believe that the federal or state governments could be the only impediment to free enterprise."

	Corporations must be prevented from blocking talented individuals from freely moving between companies. The sharp increase of unnecessary NCAs also leads to desperate employees getting captured in NCAs simply because they have a job offer at a company that requires them to have an NCA. This perpetuates the cycle of poverty when companies are unwilling to promote from within. Reasons for this lack of upward movement cannot be simply brushed aside as the fault of the worker. NCAs capture individuals with no recourse for improving themselves."
Jeremy	"I am a physician working for a public state university school of medicine (SON!). When I interviewed for the position, I was shown a "member practice agreement" (a non-compete) that briefly discussed the relationship between the SOM, the hospital system with which it contracted to provide staff (physicians) and a third party billing organization that was contracted to do all the SOM billing. I was told that all physicians had to sign this in order to have a job with the school of medicine, and that the details of it were specific to particular roles. As a surgeon, the penalties for "breaking" the agreement are different, more strict, than they would be for a less competitive and lucrative field of medicine. I signed it, which is of course my fault as several attorneys have told me - no way around that, but this non-compete has prevented me from leaving my employer to take better, more lucrative positions in my large city, despite multiple offers. Colleagues in other medical specialties have had the same experience. Many years ago, when I inquired of my employer about the non-compete, and negotiating an exit, my attorney was told that I would have to leave, and then I would be sued for breach of contract. There is no way this hasn't kept wages down in my market. While treatment like this affecting lower wage earners is worse in my mind, I am also in a position where I would just have to leave the city, the schools, my friends, in order to practice my craft. I do not have trade secrets. I did not arrive with a lab and require lots of start up investment. I did not require a lot of expensive equipment. This is completely unfair treatment of a labor force. My non-compete, now well over 10 years old, requires 2 years of no practice within the city, a 50 mile radius (including from satellite sites) and a vaguely calculated \$250,000 penalty with an uncertain "estimated patient revenue" section that my attorneys said could go either way depending on a judge - could be way more, could be less. But the SOM would fight, no matter what, and will not negotiate ahead of time. Even exploring a local opportunity a number of years ago led to backlash in my current position. We physicians are absolutely stuck."
Drew	"Hi there, I am a 28 year old employee who has never worked under an NCA, but I have known some who have and the limiting of personal options and employment freedom created is unacceptable. My state just banned NCAs under an income threshold late last year and I can feel the sigh of relief when I tell people that this happened. NCAs provide very little for the greater good and create helpless situations for some employees and a good reason for bad employers to refuse to improve. The law passed in my state went relatively unnoticed. As I understand, this FTC rule would require that employers inform their NCA employees of the unenforceability of that portion of their contract, which I fully support. If I'm understanding that incorrectly, I think this requirement should be implemented. I think the damage of an NCA only goes away when the employee is fully aware of

	<p>their options. This rule should pass for the benefit of the employees of this country. NCAs only serve the employer and the power dynamic between private sector, non unionized employees and their employers is dramatically in favor of the employer. This makes the NCA a requirement, not a negotiable option. There are other legal methods for companies to protect their IPs such as NDAs, making NCAs a disguised way of simply stopping one avenue for competition in its tracks. Thank you for taking the time to review public comments."</p>
J	"I am strongly in favor of this rule. Excellent work."
Nick	<p>"I would like to add my support to the ban on non compete clauses. In my industry (IT) they are being used as threats that despite not going to court still scare away and limit potential job opportunities. You're average worker does not have the resources to fight in court and most potential employers do not care enough for a single employee to deal with the hassle. The end result is employees can be "trapped" in a position or forced to undergo prolonged periods without pay. All the while the cost to the company forcing the non-compete is nothing. The whole system has a chilling effect on workers and ultimately stifles competition and innovation"</p>
Allison	<p>"These non-competes are unethical and restrict workers from their full earning potential. If workers are laid off, they sometimes have to be careful not to get a job in the same sector they worked in. Non-competes are often a part of severance pay agreements which is also unethical. Please remove non- competes and take the side of workers instead of the wealthy. The workers need support, especially in this time of recession and economic uncertainty, and the wealthy already have too much."</p>
Tom	<p>"I am simply writing to express my support for the elimination of non-compete clauses in employee contracts. It seems an unfair practice that puts too much power in the hands of the employer while eliminating any leverage an Employee might have to change jobs or request more pay. Simply put, it is an unfair business practice."</p>
Leah	<p>"Yes, please ban non-competes! It is a corporate tactic to trap workers in a toxic work environment when they avoid addressing issues! It is harmful to workers, and exploits the individual by forcing them to move."</p>
Andrew	"Please please, please end non-compete clauses!"
Robin	<p>"I am writing to encourage you to ban non-compete clauses. We supposedly live in a country that values "the free market". If that is true, then employers should have to compete for talented people and talented workers should be free to work wherever they deem the best possible work environments for themselves. Non-compete clauses damage communities and industries by preventing people with valuable skills to be able to use those skills and also unfairly advantage</p>

	<p>employers. Companies and employers with non-compete clauses are trying to and effectively squashing competition. Yet, our economic system and political systems supposedly support competition as a vital part of a health economy. Non-compete clauses undermine competition and the very, values and tenants our society and governmental leadership hold regarding free markets and open competition. Of course, non-compete clauses always advantage the powerful over the less-powerful. Inherently within them are issues of fairness and justice. What type of situation is it when someone needs work, they have to sign a contract that has a non-compete clause, then if they leave the employer for whatever reason they would have to root up their whole lives in order to be able to contribute their talents and skills to their local communities? It is a situation that is unethical, that increases financial insecurity, that robs our communities of needed services (e.g. health care), that flies in the face of American values of fairness and open competition, that stifles innovation, that stifles the development and growth of new small businesses. The harms of non-compete clauses to workers and professionals and their families and communities far outweighs any benefit to employers and companies. The concerns about the siphoning off of intellectual property or proprietary factors can be dealt with through means other than non-compete clauses. Therefore, I urge the FTC to make a decision in favor of banning non-compete clauses in employment contracts. Sincerely, Robin E. Richard, MD, FACP"</p>
Amy	<p>"I am a OBG'N. The closest OBGYN group is at least 2 hours away in all four directions- 3 of which have a substantial mountain pass. If I leave, I have to move out of the area and can't serve any of this community, a landmass the size of New Hampshire. Non-compete clauses are not in the best interest of rural America. It deprives Americans of quality medical care in the era of increasing amounts of physician shortages. Labor and Deliveries are closing all around us; when hospitals haven't gained the trust of a local mothers, they take their family's healthcare business elsewhere. The hospital struggles and the community's healthcare struggles. The community then is not a healthy community and can then rapidly go downhill. Please help maintain the vibrancy of our small hospitals and the local quality of healthcare. Please do away with non-compete clauses. Our women and children need it."</p>
Adam	<p>"As a pet owner of multiple pets I completely agree non competes should be non existent. Just because an employer isn't willing to pay an employee what they deserve should not prevent them from working in the same area because they found an employer who cares."</p>
Diane	<p>"Non-compete agreements limit workers freedom, by limiting their ability to freely switch jobs, depriving them of higher wages and better working conditions, career growth and depriving businesses of a talent pool that they need to build and expand. I support the notion that non-competes should be made unenforceable to protect individual rights and freedoms."</p>

Paul	"I fully agree with banning noncompete clauses for employees. When I entered the workforce from college, my entry level employee contract contained an NDA. Several coworkers voiced dissatisfaction with poor company decisions but were hesitant to leave, fearing some legal action despite having no access to intellectual property or being a decision maker. These serve only to scare employees. If a company cannot survive if employees leave the a competitor that company is unfit for the capitalistic free market."
Salvador	"I support this legislation as a financial advisor. These rules should have always been illegal and it needs to be implemented."
Calvin	"This is a great proposal. Please implement this."
Ali	"I'm a neurologist who has practiced in several states and remotely via telemedicine for over 10 years. Non-competes keep healthcare companies from improving treatment of their staff because they don't have to worry as much about attrition due to poor work conditions. Happier healthcare professionals take better care of patients and society. I am fully in favor of banning them."
Alison	"Non compete clauses should be illegal and non enforceable. It allows employers control over workers lives, allows for mistreatment of employees with no recourse other than to relocate family away from area. It stifles wages and decreases competition among employers. In the case of physicians, it can break the patient physician relationship unnecessarily due to employer conditions if the physician has to leave the area."
Tirzah	"I am a registered nurse who was required to sign a Non-Compete Clause with my current employer. I'm not even interested in leaving my current job, but I find it severely limiting in my future prospects. Banning Non-Compete Clauses would in so many ways improve the options of working Americans. Please do the right thing and ban this clause."
Leah	"Non-competes should not exist. It is as simple as that. People should not have to suffer financial expense or uplift their families due to non-compete clauses which often keep individuals prisoners in their workplace."
Imran	"I agree a 100% , being a health care worker, I feel trapped in my job with poor working conditions and limits me from seeking better opportunity in the neighborhood due to the tear that it will uproot my family. I support this move , please enforce this as soon as possible"
Wyatt	"I strongly support the proposed new rule banning most non-compete clauses. As an engineer and manager myself, I have seen firsthand that non-compete clauses have negative effects for both workers and businesses. First, for workers who have spent time and money building a skillset, a non-compete can prove

	<p>disastrous when, for whatever reason, they are no longer able to remain with a specific employer. If, by the existence of a non-compete, those workers are rendered unable to find other local work in their field of expertise, they are often forced to move, accept jobs that don't align with their skills, or start over in a new career, all of which put them in very difficult situations. Secondly, and perhaps counterintuitively, non-compete agreements are also often detrimental to businesses. In today's environment of labor scarcity, non-competes limit the ability of businesses to hire talented and experienced workers. Whereas the free movement of workers between similar companies tends to align employees with the roles in which they are most successful, non-compete clauses prevent this natural optimization of the workforce. This results in employees lingering in roles where they are less effective or underutilized, prevents new or growing companies from attracting top talent, and even pushes skilled workers out of their industries for long periods of time. As such, the FTC's proposed ban of most non-compete clauses will be beneficial to workers and their employers. I strongly support the passage of this new rule."</p>
Amen	<p>"Non-competes are a form of imprisonment for doctors who get stuck in jobs that are unsatisfying but they can't move. I was in such a position. It took a toll on my family and my health. Now I quit the job but I am working locums which had me traveling away from my family. We don't deserve this. It should be a free market!"</p>
Alec	<p>"I think it would be wonderful to completely ban non-compete clauses. They really hurt individuals and their livelihood. Companies can compete by creating better products. They should not be allowed to compete by banning competition. And after all, companies are already protected by Non-Disclosure agreements."</p>
Deborah	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! We need to stop unscrupulous and criminal CEO's in their drive to harm their employees. Please do enforce this ban on non-compete clauses. Thank you!"</p>
Holly	<p>"This is 100% necessary for physicians! We are currently held prisoner by the non-compete clauses in our contracts. This is a direct impediment to patient care and access to healthcare. This is also a way for the huge corporations to cap pay and not be held accountable to fair pay and work standards. Physicians deserve professional autonomy and respect in choosing a workplace."</p>
Philip	<p>"I am 100% for this new rule. Non-compete clauses are everywhere. Their only true purpose is to lock people into a job with an employer while stifling competition in the free market. To be clear this impacts not only W-2 employees, but also those who fall within other types of employment like a 1099. My fiancé right now is struggling to find a job due to non-compete clauses. Most offers are well below the average pay despite being qualified well beyond the norm and require she not work within a significant radius for years after leaving. Pay aside, she is justifiably worried that the work environment could be poor based on peers that have worked</p>

	<p>with such companies along with online reviews by prior employees. Could the work environment have improved or not be as poor as made out at some or all of these places? Yes, it could but taking that gamble comes with unfair penalties to the employee when testimonies turn out to be true. How can we expect a free market to work properly when you cannot leave your job? Employers are not incentivized to improve your pay over time with a non-compete clause. They know you can't leave for a more equitable employer that values your skills, experience, and education. With no true competition for existing or recent employees the marketplace of available workforce becomes only those that are new to an area or field. All of this culminates in an abuse of the employees because employers can get away with it. Employees can be stuck working in a horrid, underpaid, overworked, and abusive environment as the only solution to get out of it is uproot their lives by moving somewhere else or not work at all in the same field their career is in for an extended period. Most cannot afford to not work for a few months let alone the years that these non-compete clauses often demand. The situation is made even worse when you consider the lives of an employee's family. A significant other may not be able to leave their job to facilitate a move to a new location. Forcing children to leave their school, friends, etc. is typically not something a parent wants to do."</p>
Sean	<p>"I believe employees should have the right to seek the best fit for them and this includes being able to seek employment at competitors of their current employer. This gives freedom to workers and promotes competition to provide a more worker friendly environment. People should not be restricted on their ability to find employment that best suits them, the burden ought to be on employers to provide an environment that inspires loyalty in its employees."</p>
Gabe	<p>"As a physician, it's ridiculous that we are prevented from working at multiple hospitals. By getting rid of noncompetes, it will improve the physician shortage by allowing doctors to work both in urban and rural settings. Please stop corporations of hospitals from abusing doctors. Physicians deserve to be able to work where we want and deliver healthcare to people in need."</p>
Nick	<p>"The intention of the FTC's proposed rule is to prevent employers from using non-compete clauses to stifle innovation and prevent their employees from leaving, starting a new business or otherwise operating within their industry with their contacts. Non-solicitation clauses, as cited within the proposed rules, or "non-interference" clauses can also become de-facto non-compete clauses in the case where the employee has longstanding relationships within a professional network, but is precluded for some period of time from working with his or her customers because of these aforementioned clauses. The threat of legal action is so onerous that such employees would be afraid of starting a business using their professional network, because should the challenge on the basis of a de-facto non-compete under the rule fail, his or her entire company could be at risk. In knowledge-based professions, not being able to use one's network, and contract with one's network, is essentially forcing that employee to make the choice of switching industries and starting over, or not being able to work or start a business for the blackout period. An individual's professional network should be seen as very different than, for</p>

	<p>example, an employee downloading a customer list of people—with whom he or she has no ongoing or prior working relationship on his or her last week to take with him or her. Therefore, my proposal is that the rule be amended so that in most cases, non-solicit and language about "interference," be generally stricken down under the federal rule, with rare and specific exceptions carved out for cases such as mentioned above, where a former employee is specifically using privileged information to target another firm's customer base. However, if the firm lists such customers on publicly available locations such as company websites or social media such as LinkedIn, then such exceptions should not apply."</p>
Caroline	<p>"I am a young woman who signed a very strict non-compete agreement in a tiny town in Colorado- it has made starting my own business nearly impossible even though the woman I work for that made me sign it is completely dishonest and doing unethical work. This would change my life !"</p>
Frank	<p>"Obviously, This is just another way for companies to remove power from workers."</p>
STANLEY	<p>"I fully support a total ban (no matter the wage) on non-compete agreements. I understand some businesses worry a ban would put them at a disadvantage, but I do not feel the solution to that problem should be a burden levied against the very employees who built the business up to be in an advantageous position to begin with. The very nature of anon-compete is anti-competitive, anti-freedom, anti-capitalistic, and inhumane."</p>
Alex	<p>"I believe that this new rule change would be highly beneficial for both workers and the overall health of the US economy. Noncompetes are designed to stifle competition within sectors of the economy, which causes consolidation and occasionally outright monopolies. The US government has long identified the need to prevent such consolidation such that wages may freely increase with market productivity, and to prevent out-of-control price increases. Because of the stated mission of the FTC as well as the aforementioned reasons, I fully support this regulation."</p>
Jahnavi	<p>"I live in Colorado and work for a tech company. Because of this, and the unfair advantages that companies have and use over their workers, I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth, which is the promise of our American Dream and should be uniform and standard across the USA. BAN non- compete clauses!!"</p>
Nancy	<p>"Thank you for proposing this rule making regarding non-compete clauses. Particularly for low wage workers, non-compete clauses can have unexpected, devastating consequences. Around the time he turned 50, a close relative had a stroke. Afterward, he had to relearn speech, walking and other skills of everyday living. His ability to remember new information has apparently not come back as strong as it once was. Soon after he received his COVID vaccine, he took a job at</p>

	<p>a restaurant, carefully explaining his limitations when lie applied. His employer had him sign a non-compete clause saying he would not work for another restaurant for an extended period afterward, if he left this job. I never saw this document, and don't know the exact details. As people went back to work after the worst of the pandemic, my relative's employer added other employees. The employer had apparently become frustrated with my relative's limitations. His hours were cut to the point where lie could not have afforded to eat, let alone pay rent, if relatives had not supported him. Perhaps the employer cut hours rather than letting him go because that would have triggered an unemployment claim against the restaurant. Because of the non-compete clause, my relative could not go work at another restaurant. He was stuck. He had to find a new, low-skill, non-restaurant job where his limitations would not result in a similar situation. Please follow through with this proposed non-compete rule making. Non-compete clauses can be bad for any low-wage worker's future if s/he is geographically limited and has few skills. For someone with additional factors, it can be disastrous."</p>
Elise	<p>"I am writing in support of the passage of this bill. As a rural family practice doctor, I have a 2 year 50 mile non-complete clause in my contract. If I wanted to start my own practice, or transfer to another practice in town, I would have to engage in a lengthy and expensive legal process. This unfairly weighs the employment field in favor of the employer. Having to leave my current position to start in a new location would mean disrupting relationships with my patients, disrupting my family's life including my partner's job and my child's schooling. Please pass this law to eliminate non-complete clauses."</p>
Ryan	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. My current employer has a very poor understanding of the use of non-competes. My company is a defense contractor providing professional operational SME services to primarily the Air Force. I have attempted to explain how our current non-compete clause is far too broad and essentially unenforceable, but they maintain that they have the power to approve-disapprove an employees ability to accept an offer from a competitor in the industry. I'm sure that it will come with no surprise that this employer also uses risks like the non-compete as a barrier to routine, annual comp increase discussions. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Kelly	<p>"Life in the US has long been seen as a way of bettering oneself and "moving up". However a noncompete clause is wholly UN-American because it prohibits those making generally low wages from trying to get a higher paying job by using the experience they've gained. Someone who's worked 3 years making sub sandwiches is unlikely to be harboring major competitive secrets but they aren't paid well enough to take a year sabbatical while their NC contract runs out. The</p>

	people who need to be able to take better-paying jobs for better opportunities are the ones most hurt by non-compete contracts."
Joseph	"Noncompetes do exactly what they say-prevent competition, to the detriment of the health care consumer. Noncompetes drive up cost and decrease care value. They lower provider satisfaction and by extension patient satisfaction. Patients whose providers are less satisfied are more likely to experience harm."
Catherine	"Non-competes disincentivize employers to retain employees based on good working conditions, and allows unethical employers to force employees to stay despite untenable circumstances"
James	"I am strongly in favor of eliminating the use of non-compete clauses, or restricting them to executives, as they were originally intended. As currently used, they create a for of wage slavery: a person must remain with a company no matter the circumstances or be unable to find a different job without completely abandoning their current career."
David	"I am a practicing ED physician for 20 years. During my time I have seen our health system fall to shreds. Patients are the victims ultimately. That includes you and your family. In the name of progress and money big health systems along with health insurance, pharma, and government have systematically trimmed the fat in the name of profits. Non-compete clauses are just one of their many tools. Never before in history have physicians been required to work harder, had less say in how they manage, and been complete removed as directors of the system, and as advocates for their patients. Please help remedy this problem by supporting them and including them in removal of this unfair practice that helps render them powerless."
Sean	"I wholeheartedly support this proposal. I have spent many years building my career and relevant skills, but my non-compete means I'd need to switch so far outside of my expertise that I'd probably need to take a pay cut and title reduction. If I had the freedom to do what I'm good at anywhere that I wished, then I could choose the company that offers the best culture and work environment, incentivizing my current employer to implement healthier policies and culture."
Melissa	"I support the ban on non-compete clauses. I am a veterinarian, and non-competes often block us from job opportunities in multiple cities across the country due to the now high number of corporate run veterinary hospitals. Please continue this fight for the working people."
Matthew	"This proposal would benefit American workers as well as the economy as a whole and should be implemented post haste"
Ryan	"Please pass this"

Heidi	"I am in full agreement with the banning of non complete clauses. I live in a small valley where a transportation company requires signing of non compete for 5 years! That's a ridiculously long term and entirely unnecessary. There are a few other companies nearby but this means a total ban on working in this industry. Please pass this law!"
Dustin	"I am an IT Consultant specializing in Insurance and Banking technologies. I was with my previous company for 12 years before being laid off for no fault of my own. In my contract, I had two year non compete clause which prevented me from finding gainful employment and severely limited my opportunities to work. Essentially, I could not work in my industry, and I could not provide for my family. All this happened during Covid, in a foreign country, with my wife and no support for repatriation or extension of health benefits. We were left to fend for ourselves, and restricted from seeking employment, nor speaking with colleagues or my professional network to find work, because that was considered "enticement" to lure away employees from the company. I lost over 2 years of income, my professional standing, my reputation and most of all, we were facing a global pandemic (lockdown) with no income, in a foreign country, and could not speak to my support network because everyone I knew in that country was because of my work and they were under the same contract and restrictions. I think eliminating 'non-compete' clauses would allow workers to have more leverage and control of their own skills and talents."
Greg	"Noncompete clauses should be banned. They are used by employers to exploit physicians and others."
Kathleen	"Hello I have been affected by 2 non-compete clauses in my employment as a veterinarian. Both of these clauses where written into my contracts when a corporate entity bought out the practice I was working at. One every thinks that something horrible will happen but the purchase of the clinics by a corporation changed everything about these practices. The corporate buyout of veterinary clinics is a whole other issue. But when these practices changed so drastically that I was not practicing medicine but selling wares I needed to leave. Unfortunately that left me having to travel far from my home to be outside of the non-compete and love clients and patients I had cared for years. As I mentioned this unfortunately has happened twice in my carrier again corporate buy outs of veterinary clinics is causing a loss of veterinarians in record numbers post pandemic. The non-competes of miles prevent us from working in our hometowns where we develop relationships and erodes the trust that people use to have in Veterinarians as now we are seen as money grubbers due to the way corporate practices operate. Many factors have led to the current veterinary shortage and animals having to wait days to be seen or many hours in an emergency setting this is just one of them. We as private practitioners cannot fight these large corporations that have multiple lawyers at their beck and call as we are still struggling to pay off our crippling student loans. We all want to practice veterinary

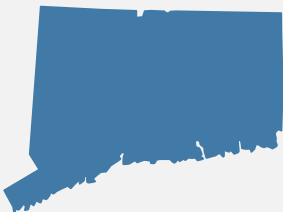
	medicine and look forward to a day when corporations do not dictate where or how we practice Veterinary Medicine."
Greg	"I think this is a great thing. Our company was recently bought out and the buying company lied about everything and forced a non compete on us and I am only in Tech Support. I am now stuck in an under paid job that I hate"
Adam	"Ban non-competes. I don't see why companies can remain in the same business after a relationship with an employee turns sour but the employee is suddenly left unable to leverage their experience and knowledge."
B. Travis	"Non-compete clauses are frustrating, particularly in the field of Information Technology. Whether the company is a consulting firm, a manufacturing company, a healthcare provider, etc. from an IT perspective, email still needs to be delivered, VoIP phones still need to ring, and devices connected to the network need to be updated. These and other IT-related tasks are not proprietary,, they are simply best practices that span any organization of any size. I would ask that non-compete clauses be rendered arcane and no longer applicable in 2023 and beyond."
Megan	"As an independent contractor- yoga teacher- I have been on the receiving end of the ambiguity with non-compete contracts a few times, all of them ended in the favor of the employer and not of myself, the independent contractor. One position I chose to leave for unrelated reasons, but was not able to have any communication or contact with students with whom I had a long-teen and growing therapeutic relationship. I feel that the inability to communicate directly with my students and attend to the impact of my leaving had a detrimental affect on them and on my reputation as a teacher. In two other situations, businesses wanted to require me to sign a non-compete contract which would have limited my ability to teach my craft. In both cases I chose to leave that position in order to maintain the ability to work as much and as often as I need to keep my income. In both cases, studios were offering 5 or less classes/week for me to teach and requiring that I did not teach anywhere else. The ambiguity of the non-compete contract did nothing at the time to support my work as a teacher. I had to leave those jobs in order to be able to maintain my private interests. I believe that this law will benefit teacher and the yoga community as a whole. Having more of a legitimate road for yoga teachers professionally."
Trinity	"Please make non-compete agreements only apply in very select industries with specific and secret information and skills. The overuse and pervasiveness of these non-compete agreements is keeping regular workers from finding better wages in everyday jobs such as Physical Therapy, Aestheticians, General Practice Physicians, Mechanics and even Hairdressers. Wages are already stagnant, Americans are fighting for their financial lives, non-compete agreements when used indiscriminately is unethical and draconian."
Alison	"The non-compete should not apply to highly compensated worker. Propose adding an exemption in line with Colorado Statutory language which follows.

	Otherwise, small businesses could be severely impacted if executives and key personnel who have access to business trade secrets are able to take that information and start a competing business. CRS 8-2-113 language "THRESHOLD AMOUNT FOR HIGHLY COMPENSATED WORKERS" MEANS THE GREATER OF THE THRESHOLD AMOUNT FOR HIGHLY COMPENSATED WORKERS AS DETERMINED BY THE DIVISION OF LABOR STANDARDS AND STATISTICS IN THE DEPARTMENT OF LABOR AND EMPLOYMENT"
Brandon	"Please end the madness and oppression of non-compete clauses for people that do not hold trade secrets. People that work in low level, non-decision making roles not exposed to sensitive business information or decisions should not be bound to non-compete agreements. This is a tool only used to limit employee movement and rights."
Christopher	"Non compete clauses are modern serfdom. They should be illegal for all but the most highly compensated professionals."
Justin	"I support getting rid of non compete clauses in areas that do not involve national security"
Amanda	"I really think that you should allow businesses to continue to require a non-compete for their highest paid executives. Like maybe you could set a threshold where the top 1% of highest paid workers at a company could be subject to a non-compete, or perhaps any worker earning more than 5x the average worker at that company. It is not necessary to implement legal changes that will also increase executive pay at a time when news articles have routinely reported executive pay exceeding 350x worker pay. Please executives have far more access to the inner workings of a business and the trade secrets than an average employee."
Frank	"I am a retired small businessman. I understand that non-compete agreements can be abused, and I think they should be regulated, but not eliminated entirely. For example: after having a reasonably successful retail/service outlet in a relatively small community, a large national chain opened nearby, in direct competition with me. My long time manager quit not long after that. Had he gone to work for the national chain, they probably could have put me out of business. Non-compete agreements should be restricted to managers (as defined by federal labor laws), and expire after a reasonable time, perhaps two years. Please do make the law fair to hourly employees, but do not throw the baby out with the bath water."
Eva	"Dear FTC committee: Non-compete clauses in labor contracts should be limited to only those employees who actually have access to company/industry secrets. Otherwise this is a blatant abuse of employees. It's unbelievable that this hasn't been eliminated already."

Constituent Support for the FTC's Noncompete Rule



Connecticut | Statewide Impact

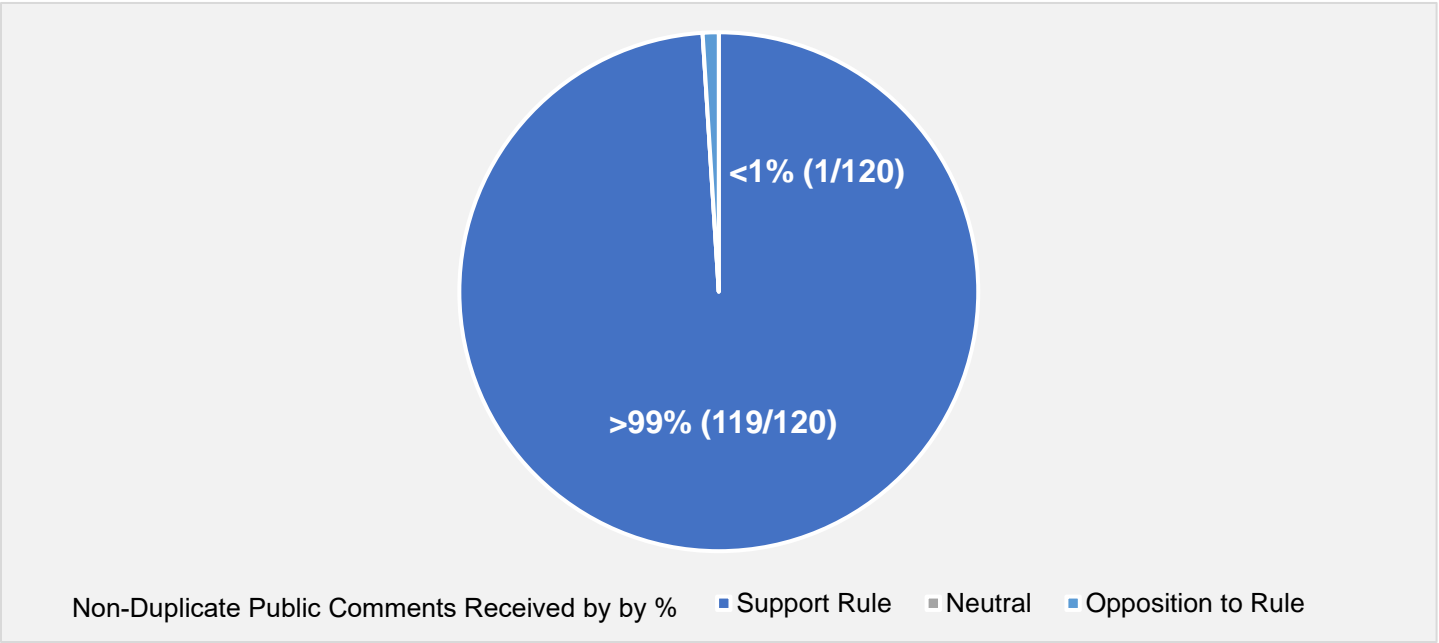


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Connecticut**:

Connecticut Covered Workers	Increase in Total Annual CT Worker Earnings	Increase in Average Annual CT Worker Earnings
1,314,029	\$2,330,837,261	\$720

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)

Notice of Proposed Rulemaking: 119 of 120 CT Commenters Support



Support Across Sectors of the Connecticut Economy

*Some comments condensed due to length.

Profession	Comment
	<p>“As a practicing anesthesiologist, I want to express my strong support to eliminate non compete clauses in physician contracts...Seeing an end to non compete clauses would mean more flexibility for physicians in an underserved area like mine to take on sporadic calls at hospitals where they are needed, giving patients critical access to essential services.”</p> <p>-Juan R.</p>
	<p>“I fully support making non compete contracts illegal. I am under a non compete and feel I am handcuffed to my employer in a very negative way. It hinders my career advancement and the only one who benefits is the employer. It is a form of discrimination and exploitation. The hairdressing industry as a whole will benefit from the removal of these contracts.”</p> <p>-Nicole</p>
	<p>“As a Personal Trainer of 10 years and a mom of 3, the non-compete clause has hindered my ability to train new clients closer to my home and discouraged me from opening my own business. Where I currently work, I have not had a raise in 7 years, nor do I get any benefits including sick time. I feel as though I am treated unfairly but cannot afford to leave. The non-compete clause would force me to find an alternate career/job outside of what I studied and worked 13 years to achieve.”</p> <p>-Jenn D.</p>
	<p>“As an elementary school teacher, I stand with employees who are unjustly denied the ability to work due to this trade practice. My students suffer as a direct result of non complete contracts. While noncomplete may have a place among some professions, when businesses exploit this regulation at the expense of laypeople, the consequences are dire. Changes to noncompete contracts will support American workers and families who live check to pay check.”</p> <p>-Robert S.</p>
	<p>“In my employee agreement a list of —15 companies were listed as competitors, however, the legal clause said that this list was "non-exhaustive". When I left the company, they claimed that the true list was 75+ - to the point where this list now included companies and clients completely outside of the marketing research industry. The clear intent was to restrict my employee at any company remotely related to them, but essentially banning me from the *entire* marketing research industry. I support the invalidation of non-compete agreements.”</p> <p>-David</p>

Additional Support from Connecticut

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Anonymous	"As a physician impaired by non-compete to find a job in neighboring health system, I think the non-compete should be made illegal unless trade secrets are involved. You would have to move your entire family just to find a job otherwise you are locked to a health system/hospital."
Noah	"The non compete basically makes it impossible for me to take a job at another finance firm doing something similar to what I do now - that is, the thing I've been building expertise in for years now with hard work. While generally I have it pretty great in life (employees often refer to the restrictions as "golden handcuffs"), it does irk me that even if I get laid off, I cannot continue in the same line for work for 2 years."
Meagan	" Physicians need to be exempt from non competes regardless assigned placements in residency that may not be where we want to live...A noncompete could literally make us homeless or force us to make a major move away to be able to work when we have often been separated from family for years due to the Physician shouldn't have to choose between taking care of their patients and where they want to live."
John	"As a physician I believe that noncompetes stifle innovation and are a detriment to care. While I am sure health systems will look for a carve out to keep them I strongly hope they will be banned for physicians as well."
Lalarukh	"There shouldn't be a non-compete clause. Physicians have a right to make living."
Jennifer	"I am a primary care physician ...I support banning these noncompete clauses to improve quality of life, working conditions, and individual freedoms. They do not serve to protect anybody, rather they are a method for employers to exercise unfair control over employees...These covenants have been fought and overturned in courts, but this is an undue burden to have to go through. Please ban them altogether."
Jennifer	"Allowing these restrictions to continue toward physicians based on our earning potential is a double standard that is hurting individuals and communities... Please approve this ban without exception. There are other mechanisms for employers to protect trade secrets."

Laurie	<p>"This rule is profoundly un-American and deeply offensive to all notions of freedom. Even its name- -"non-compete clause"- -makes clear it's about suppressing freedom. As for those individuals with highly technical knowledge obtained through working for a particular company, so what? If patent law isn't involved, this is a free country and if an ambitious employee wants to earn switch jobs that should be his or her right."</p>
Michelle	<p>"I support banning non-compete clauses and I don't believe pre-existing contracts with non-competes should be grandfathered."</p>
Maure	<p>"It's clear as day that noncompete agreements are bad for workers."</p>
Mike	<p>"I am a physician. Please ban all non-compete clauses. My patients will be better served without diem."</p>
Lauren	<p>"Employees need more power. Currently, employers have it all. Employees are discriminated against on a regular basis when it comes to pay or promotion because of sex, layoff due to age, & ability to leave a company and work where they can find a good job without concern of an NDA."</p>
Samrat	<p>"I am now in an involuntary contractual relationship with an entity that I did not choose and would prefer not to be. But because of the noncompete agreement, I effectively am unable to leave the relationship, even when the term of my existing franchise agreement ends. Since last I signed what was already an oppressive, one-sided, franchise agreement, the franchisor has removed its obligation to provide franchisees with any support. Additionally, the new franchisor has announced that it intends to change our royalty from 5% to a 4% to 7% range, shorten the term of the franchise agreement from 10 years to 5 years, raise performance standards, require us to provide monthly financial statements, and charge us a \$500 technology fee, even though it has not provided us with any new technology. I do not support any of these changes...As such, I ask that you consider banning post-contract non-compete clauses in franchise agreements."</p>
Ian	<p>"Non-Complete Clauses significant disadvantage workers. As a healthcare provider, my ability to negotiate salary is restricted by my noncompete clause which does not allow me to apply to other jobs in the area. Because of this, I am not earning the wage at my current job that I would be able to negotiate if I did not have the non-compete clause. Furthermore, there is very little evidence that I would be directly competing with my current job if I did join another specialty."</p>

Connor	"Excellent idea to help promote competition amongst practice groups leading to overall better care for patients."
Kari	"I strongly support the FTCs proposed ban on the non-compete clause. As a physician , I have always felt that this is completely unethical and nonsensical. Physicians are already very limited in job opportunities given how specialized we are. It is not fair to require someone to move out of their hometown and away from friends and family, or to drive a ridiculous distance to find a new job, just because one opportunity did not work out. It is also unfair to not allow patients to follow a provider they have strongly connected with, when that is also very hard to find these days."
Robert	"I am absolutely opposed to the oppressive non-compete agreements that really shock the sense of fair play for workers in search of similar positions elsewhere which may, or in fact, do have superior benefits and work conditions. Non-compete documents/contracts should be non-applicable if the signatory opts to render them null and void."
Andrew	"Please expand this to include not for profit hospitals. There is an employment crisis in this country and eliminating noncompete clauses would be a step in the right direction."
Carissa	" Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions."
Michael	" Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location...When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."

Erica	<p>"I strongly support the FTC's Notice of Proposed Rulemaking (NPRM) to prohibit employers from imposing noncompete clauses on workers. From a nurse/healthcare perspective, it is a huge limitation that takes power away from workers, keeps nurses and clinicians in jobs without wage growth or unionization, and limits healthcare workers from working in the places where they are needed most. Even a small FQHC or rural hospital will often have a broad, coercive, non-compete contract, where a doctor, RN, or NP couldn't work within a 50-100 mile radius in similar care for many years if leaving - forcing workers out of primary care provision, out of working in their local communities, and away from working in rural, low-resourced areas.</p>
Andrea	<p>"I would support this rule. I have seen companies use it to limit potential competition."</p>
Sandra	<p>"I totally support this recommendation including rescinding current non-compete rules. A family member is unable to change jobs due to a two year non-compete he signed years ago, pre-pandemic. Times have changed and he is unable to change to a job that would not be competing with his current company; but is in the same career path. In my opinion the proposed change would be good for the economy."</p>
Wendy	<p>"This kind of clause is immoral and only exists to make sure workers can't quit and to punish them if they do."</p>
Edward	<p>"This rule is decades overdue! No one especially in the U.S. should be trapped in their jobs by a non-compete contract! It's a form of involuntary servitude & keeps people from seeking & obtaining better jobs! Once this becomes law of the land it's time to strike down right to work laws!</p>
Louis	<p>"As a physician non-compete contracts are detrimental to patient care- causing physicians to relocate to regions outside of their agreement causing Patients to lose access to care and to suffer from lack of continuity of care."</p>
David	<p>"There may be a few exceptional cases where these clauses are warranted, but most are just ways to unfairly control workers."</p>
Afim	<p>"Noncompetes for physicians only allow for further degradation of our working conditions by reducing our power to choose to leave. They serve no other purpose."</p>

M	"I currently have a non-compete clause in my contract despite the fact I work for state government . There is no reason for non-compete except to keep wages down and tilting the power of the employer over the employee. Non competes cause unnecessary burden and disruption to families displacing children from their known environment. They limit freedom in a society where the markets regulate wages. They need to be abolished."
mario	"Non-compete unfairly affect physicians in a current environment where large healthcare systems with monopolies in the local healthcare market abuse their labor and make it impossible for small practices or individual physician to establish or flourish. Non-competes ought to be eliminated for all employees no matter their level of education or training."
Joel	"I am currently working under a non-compete clause. I was given a choice to sign the clause as an existing employee and was made to feel compelled to do so. Although not directly stated there was an implicit confusion on whether anyone who did not sign by a certain date would be let go. I felt a great level of coercion and have always regretted signing a document which I feel restricts my freedom to seek work at similar companies as my current one. Please pass this measure to right what I feel was an unfair practice that I am now bound to."
Craig	"I have personally been negatively impacted more than once by my current non complete. On one occasion I was told directly by the hiring company that they couldn't hire me because my current company has sent a letter to them telling them to stay away from their employees. In that case my current company didn't even have a competing product... It's sickening . These employment agreements are not fair and need to be abolished."
thomas	"Noncompete clauses are an anti democratic Method that allows companies to dictate people's lives. Yale medical school and yale new haven hospital has used noncompete clauses against physicians to prevent them from leaving employment at Yale. Not only is this reprehensible but physicians with enough money can usually successfully sidestep these clauses because they have money to hire lawyers if they need to go to court. People with lower salaries and less resources are trapped by their employers who use incompetent clauses."
Kevin	"Ban noncompete agreements."
Peter	"The proposed ruling, to end or severely limit the non-compete clause, is a boon both to workers and, to industry itself. This will unleash new ideas on the part of individuals who had been prevented from starting their own companies to put into effect their original ideas. This change will be very much in the American tradition of entrepreneurship and ingenuity. Good!"

Ashwin	<p>"I strongly support the FTCs proposed ban on Non-Compete clauses. Forcing a skilled worker to give up working in their profession is completely unacceptable...I actually DID change professions when leaving my last company, but they continued to threaten me with baseless claims. While I might have won in court, every lawyer I spoke to assured me that I would spend a LOT of money just to win such a case, even though their claims were baseless. In the end, I was forced to "lie low" until the non-compete expired. The company never sued me, because they knew they had no case... Employees should not have to defend themselves at extensive cost, even when they change professions and are not at fault!"</p>
Karen	<p>"As medical groups and large health systems continue to consolidate, there is increasing challenge to a physician who wishes to change office locations. Already, most of us are reticent to leave current practice from a loyalty to the patients we serve. This is especially true in primary care and medical specialties where care tends to be longitudinal. Without this legislation, physicians must move or make a significant commute when change in employer is needed."</p>
Joseph	<p>"Non profits need to be included in this rule. Anyone that works in healthcare, money and competition is everything in a non profit. It's equal to that of a for profit institution. The proposal does not go far enough and is severely disappointing in that aspect. It will not help give me the freedom I need. This is especially true for workers that are PSLF. Their situation would not improve."</p>
Kyle	<p>"Non-compete clauses will allow healthcare workers (HCWs) actually to receive appropriate compensation and benefits for their level of training and experience, which will, in turn, promote better competition within shared healthcare markets, benefitting HCWs as a whole. The moment, HCWs are beholden to their employer, the debt they accumulated to earn their respective degree, and their current living situation. In order to advance within their respective profession when an advanced position for their experience becomes available, many times they are not afforded the ability to take these positions as they may be offered at a competing hospital in a shared market."</p>
Chris	<p>"I am a tech entrepreneur who was coerced into signing a non-compete when a Private Equity firm took over the company I was working at. In the week of signing that document, I am having difficulty building my own business as a result of their unfair business practices which included, forcing me to sign the document without providing me with a glimpse of what my compensation plan would be in the future. The noncompete contract is a direct hindrance to the creation of new innovation in the US economy."</p>
Linda	<p>"Please, please, please ban noncompete clauses/contracts! Workers must be able to participate freely in the labor market to support themselves and their families! These clauses/contracts are unfair and harm individuals, families, and economies."</p>

Glen	<p>“Non compete clauses coupled with at will employment can be compared to slavery. The at will language is commonly used to reflect an equal footing for both employees and employers, but when coupled with a non compete which is often over reaching it severely tilts die favor to the employer. The United States has some of the least favorable employee agreements in the non public employment sector. It's time to change this now and forever. California has been ahead of the curve and currently each state get to issue its own rules.”</p>
Brian	<p>“I agree with this ban on non-compete agreements - I worked under them for most of my 40+ years as an engineer and they made career choices very difficult or impossible... trade "secrets" can be protected without a non -compete clause.”</p>
Danielle	<p>“Non-compete clauses are used to trap employees and discourage free market employment. They are frequently used even when an employee going to another business would not result in a loss of customers/clients...No one goes to the emergency room to request a specific doctor, yet non competes prevent emergency veterinarians from seeking employment from other local emergency hospitals.”</p>
Jake	<p>“I am currently under a non-compete with my former company for one year. I have a family to support and take care, but I cannot pursue a job in my field because of my non-compete. This is completely unfair and unconstitutional to me. I have a career in my field my whole life, now I cannot pursue this for one year. This needs to be over turned, all I want and all of us under non competes is the equal chance to work in our chosen fields.. An example is a major league ball player playing for the Yankees for 10 years, and then is released or cut, or contract is up, telling that player you cannot go play for the Red Sox, or any other MLB team, just silly...Therefore I ask that you rule to make non compete illegal and make any current non compete null and void.”</p>
Alan	<p>“I have been under a non compete clause since my company eliminated my job in January. Non compete is for one year. I am in sales, have had my entire career in sales. Cannot find employment elsewhere, as every company whether online or in person interview asks if I am under a non compete. Usually first question. Very frustrating. I did not quit my last job, had nearly 25 years in the company, thought I would retire with company. The choose to eliminate my job with a 10 minute zoom call. Eliminating non competes will allow me and thousands of others the equal chance to seek employment elsewhere.”</p>

Parth	<p>"The AHA asked that any rules banning non-competes should specifically "exempt physicians and senior hospital executives or, more generally, highly- skilled, highly-compensated employees using, for instance, categories that are already well-established in federal law under the exemptions from minimum wage and overtime pay provided by Section 13(a)(1) of the Fair Labor Standards Act." This is a ploy by the AI-IA to drive down skilled labor wages. The non-competes for physicians specifically were intended to stop physicians from stealing patients (and in effect business) from the entity doing the hiring.//The AHA's comment is completely self- serving and should be ignored.</p>
Karen	<p>"I am a physician employee in non- for-profit healthcare system. The system dominates in the region already limiting local job market for my specialist. I am under noncompete agreement as mandatory part of job contract, which makes almost impossible to change the employer without moving to another state. I wholeheartedly support restrictions on noncompete restrictions. I also urge the Committee to include non-for-profit organization in the term Employer for this proposal."</p>
Eric	<p>"As a freelance web developer, it is essential to my business model for me to be able to provide the same services to a variety of clients. I would be unable to continue my business if just one client made me sign a non-compete. I would, of course, refuse a contract with such a client. This would result in fewer possible job opportunities for me and, perhaps, lower wages over all as I would have fewer project available to bid on, particularly if I had a service focused on an industry where non-competes were common."</p>
Ann	<p>"I am opposed to noncompete agreements and hope that you will make them illegal."</p>
Paul	<p>"Non-compete contracts are way over-used and hurt ordinary working americans. Please protect us.</p>
Amy	<p>"Many of my friends and family have ended up subject to non-compete clauses in their jobs because there is often no reason for the employer not to require this. It keeps my loved ones stuck in jobs with low wages, toxic colleagues, etc. because they may be forbidden from going to a similar role within a reasonable commuting distance...As a manager myself, I get how frustrating it is to deal with employees leaving soon after being hired, going to competitors, etc. but there is no way easing that frustration is worth harming the ability of workers to make their own choices and stifling competition in the economy. No matter how you look at it politically, non-compete clauses are wrong."</p>

Ravenna	"Please get rid of non-compete clauses! It is so damaging to my work as a musician and teacher ."
Mehak	"We cant have hospitals control how we want to practice medicine . Compete clause is unfair. Please remove it."
Daniel	"As a physician , I have seen firsthand how non-compete clauses can have a detrimental effect on patient care and the competitive landscape of the healthcare industry. Non-compete clauses restrict healthy competition within the healthcare industry and give employers an unfair advantage when negotiating contracts. These clauses can be used to prevent physicians from seeking better compensation or better working conditions, as employers know that the physician is unable to seek employment from competitors. This can lead to physicians feeling trapped in their current job, with no ability to negotiate better pay or benefits."
Lara	"I am bound to my state and area for my husbands job and caregivers for our elderly parents. I am a physician and there are limited opportunities in this area - I feel bound to my job simply because of my noncompete which is restrictive in miles and hundreds of thousands of dollars meaning I cannot change jobs simply because of this and it is very fearful and a horrible way to practice medicine. I studied for so many years and want to serve patients in the best way possible and fear I won't be able to work at another practice because of the correct rules."
Niurka	"I separated from my employer on 8/26/22 to open up my own practice. They are part of a huge health system in CT. Connecticut is a small state and their non-compete restricts where and who I can serve. They forced me to relinquish an assisted living facility that I secured through my own clinic. Non-competes limit physicians from breaking the chains of corporate medicine. Employers treat physicians as property and use these agreements to intimidate us. As a primary care physician it is detrimental especially since there is a shortage in my specialty. We need to take medicine back from these greedy corporations."
Martin	"I strongly oppose all non-competes, especially in healthcare. Private equity companies are using non-competes to blackmail hospitals, and hold providers hostage. They force hospitals to pay expensive profits to shareholders, instead of directing that money back into the healthcare system."
Charles	"I want to give my 100% support to the ending of the non compete clauses in Medical sales field. The clauses stifle competition and entrepreneurship by LOCKING in employees into staying with one firm. Relationships that are developed by the employee and owned by the company not the representative who has done all the work. In a sense the companies not only want the own the business they also own the employee. In College all my Professors talked about

	the "laissez faire" nature of American business but in practice its anything but freedom of employee movement."
Henry	"It's time to put non compete clauses to bed."
Justin	"There is no legitimate reason to allow non-compete clauses. This unfair practice robs employees of agency for the sake of a wealthy few."
Craig	"I support the proposed rule. I've been unfairly subjected to non-compete agreements throughout my career and they have drastically reduced my career options. Thank you for enacting this rule."
Chris	"I had a non compete that left me helpless. They cut our commissions and if I went anywhere remotely, they would sue. Which they have for others. So you take a job that you hope better you and offers you a career path but if you want to change or if they do items like change your pay or pass you up for promotions. You should be able change jobs without fear of being sued."
Peter	"I totally agree with and support a ruling that bans non-compete contracts and agreements. Such agreements are a form of involuntary servitude, impede economic growth and stifles innovation and economic development."
Jill	"Non competes are archaic and only favor big employer. Ban them!"
Marc	"The FTC's proposed rule banning the use of non-competes is great news for workers like myself and for maintaining our economy's competitive edge. I have been subject to several non-competes which have restricted my career opportunities over the years. As I age and my skills become specialized, it becomes more difficult to find career opportunities that fit my years of experience and don't conflict with a non-compete. In recent years, we've seen an explosion of non-compete agreements across industries and income brackets that have depressed wages and stifled innovation."
Sadee	"Non competes are disgusting violations of an employee's rights. They are in favor of employers and leave the employees at a gross disadvantage. Unbelievable they were able to do this for so long. It also makes patients suffer due to inability to find a physician ."
Kateryna	"English is the second language for me, and signing up contract with my employer I didn't even know of what non compete means. Now 2 weeks into my training I found out that employer deliberately concealed important information about their policy, that drastically influences my monthly income. Now after I found out about

	also and non-compete chapter in contract I leave me at big that has no fair monthly rate and no opportunity to change the job 15 miles radius of the area.”
Aprille	“I am horrified to learn that non-compete clauses have been integrated into middle and low income professions . Their adoption by small to mid-sized service businesses like salons, car repair shops and restaurants is a misuse of an already ill-defined law. It was meant to safeguard companies from employees that had access to, and knowledge of, proprietary technology, which they could use to give another company an unfair advantage. The law was never meant to prevent a garage mechanic from moving to another job for better pay.//Our labor law seems to be taking giant leaps backward. We are steadily making our way back to the 19th Century.”
Heather	“Please eliminate non-compete clauses - these contractual limitations create modern slavery, allowing the rich to capture the intelligent. Non-compete clauses benefit rapacious billionaires, and American society loses while we watch these rich vipers destroy our best and brightest.”
James	“I really appreciate your lifting the conversation about non-compete agreements and hope that you will be able to implement measures that limit those agreements to create the job-lock and other problems that have hampered employees for decades. As with non-compete agreements, I believe that severance agreements like this are also part of the problem.”
Dana	“Please act to ban noncompetes especially in the field of medicine...I currently am a primary care physician with a 20 mile noncompete. I really had no choice to sign this contract which was required to keep my job when we were bought. I am planning to leave my current employer, but the distance is too far to expect my patients to be able to follow me and the company I work for has infinite resources making it impossible for me to challenge it in the courts.”
Stephanie	“I strongly believe that any language included in an employment agreement which prohibits an individual from earning a living due to leaving that company should be banned. As a hairstylist who is paid on a commission basis, it is important to note that in addition to non-competes, we are often subject to "business expense charges", which can significantly lower our commission rate. What we produce in service sales for our employer is very different from what we actually gross as a salary, which is approximately 1/3 of service sales.. Please stop non-competes and start treating all workers as you yourself would want to be treated.”
Jason	“Hello - I am fully in support of banning non-compete clauses in employment offers. The use of non-competes limits one's ability to change jobs freely within the same industry (which may be where their expertise lies) without fear of a legal battle...These clauses should be eliminated.”

Maeve	<p>“Non-competes are a horrendous business practice that are designed to prevent people from using their skills to receive the fairest wages at a market rate. They are significantly overused, in fields where they are completely unnecessary, and unnecessarily burden employees and trap them in bad situations, while allowing businesses to significantly underpay their labor. The FTC should IMMEDIATELY ban non-competes, and open America up to free market principles.”</p>
Austin	<p>“Fully supportive of the action and goals of banning non-compete clauses in employment and especially terminations. This is harmful on wages, and non-competitive on employment.”</p>
Robert	<p>“As both an employer of individuals and employee of current and previous companies, I support this proposal. It is more fair to the individuals involved and prevents unreasonable restraint of employment by companies. This is especially grievous in the case of employees who are terminated or laid off yet are still forced to comply with the terms of a non-compete agreement, as well as for individuals forced to resign even though such resignation may not be optional. One element that ought to be considered as an exception goes beyond the company sales provision described but extends that to the sale or licensing of a product to an entity; here a non-compete seems reasonable for at least a period of time (>1 year).”</p>
Rammurthy	<p>“I am aware of situations where an employer forced an ironclad noncompete clause in the contract ..then fired the Physician employee with in 3 wks of hiring claiming inadequate revenues then refuses to give relief from such clause. The physician who moved from afar bought a home now stuck w such unreasonable clause preventing her for earning a living with in the area. Extremely disappointing such clauses are allowed to stand in this age of shortage of HEALTHCARE workers!”</p>
Martine	<p>“Please stop this predatory practice. It has derailed the promising career of a family member. She has studied very hard to become a physical therapist. Her first employer exploited my niece's kindness, sincerity and inexperience. In the end my niece had to decide to either stay in an abusive employment situation or due to an outrageous non-compete, to be without work for months until finding a position she now has to drive over 3 hours a day for. Her skills are in high demand nearer to home, but her noncompete makes it impossible.”</p>
William	<p>“I suffered under non-compete clauses for decades. They constrained my opportunities, limited my wages, and inhibited me from starting my own company and even writing a book! Employers protect themselves completely with non-disclosure agreements. That preserves their intellectual property. Non-competes are punitive and choke economic growth.”</p>
Muhammad	<p>“This non compete clause unnecessarily restricts doctors who for whatever reason may want to switch employment. What if the employer is operating under unfair practices? What if contract renegotiation falls through? This ability gives employers</p>

	all the power to control where employees can work, this rule restricts free labor. I would vote against non compete clauses!"
Joni	"Non competes are keeping people from finding employment. They trap people in unhealthy and unsafe working environments. I am trapped in a non compete where the pay structure changes when ever the owners of the business feel like it. I can't leave because of the restrictions of the non compete. Companies should not be allowed to do what ever they want while their employees have to suck it up because of fear of losing income."
Benjamin	"I think this a great idea, and I hope it gets implemented"
robert	"Very much in favor of banning non-competes."
Phyllis	"Against non-competes at all levels but especially at non-corporate jobs. There is no intellectual property to protect here. Jobs are quit for many reasons and the ability to secure future employment is unfairly hampered by these contracts. Morally, there is no place for them in the modern business workplace."
Gautam	"It has been brought to my attention that for almost all contractually employed people, restrictive covenants are about to be made extra legal. At the same time, somehow, physicians are going to be specifically excluded from this new laws. It feels very much as if the government is "ganging up" on physicians, the very people who help care for the majority of the unwell and infirm. Excluding physicians from these laws very directly makes them susceptible to loss of all employment rights. They are immediately made pawns of what we already know is an oversized and overpowerful system."
Douglas	"Non-compete clauses are a PERVERSION of capitalism, insulating incompetent companies from market consequences for their own market failures. Companies need to accept ALL the responsibilities of participating in an OPEN market, including paying a price for a resource, LABOR, here, that will gravitate to the highest return for LABOR's market participation."
Daniel	"The non compete clauses in contracts have forced me to change careers on more than one occasion. Putting undue financial strain on me and my family which I support. These are unfair clauses giving employers an unfair advantage over employees. Please do eliminate non compete clauses nationally, you will be helping millions of people better their own lives and the lives of others around them."
J	"I signed my noncompete as a condition of getting a raise about 10 years ago. I was two months, postpartum and vulnerable my noncompete applies even if my employer fires me I am in the healthcare industry , providing clinical care, and

	having a noncompete has prevented me from seeking other employment with my current employer and work environment has become difficult.”
Hao	“Non compete needs to be banned especially in medicine where physicians have no special company secret. It hurts patient care when patients cannot go to see the physicians they want. Overall non compete is bad for all workers and should be banned.”
Elizabeth	“As a physician , this would be a valuable change for more flexibility. If a company wants exclusivity they can recruit and retain better without dictating what a person does after leaving the company. Non-competes are predatory and should be eliminated.”
Frank	“100% support this. Non competes don't protect company secrets they protect employer turf and prevent workers from freedom to choose their workplace.”
David	“As a physician , I strongly believe this needs to be done away with. There are rules preventing taking patients from prior employer, however there is no reason why I need to double my commute to switch jobs. If a patient chooses to follow me, that is their prerogative. A bad employer should not be able to hold an employee hostage. If they don't want people leaving, they should treat employees better.
Danielle	“I am a physician with a unique specialty in a small state. I recently left my job where I was hired to perform my specialty. When I decided to leave that job because I was unhappy, no other major practice currently utilizing my specialty was outside of my non-compete radius. My non-compete clause was forcing me to either stay in my current position where I was unhappy, or to take a job knowing I could not practice my specialty for at least one year, unless I wanted to build a clinic from the ground up (which I was not interested in doing). Also, prior to signing my contract that included the non-compete clause, I attempted to negotiate that the radius be reduced/removed, however, my employment was contingent on signing the non-compete.”
Ariel	“Non competes should be illegal.”
Swagoto	“I am a physician , who, if you include medical school, spent 14 years in training to become an independent practitioner. The current process for medical training at each step makes trainees feel as though they should be indebted to their employers and supervisors instead of their patients. At the end of my training, when I was searching for jobs, the process did not become any better. Abolishing noncompete clauses would not only be a liberating step for essentially all healthcare workers but the increased mobility would elevate the best health systems further and I believe would lead to better patient outcomes and experiences.”

Missy	"I strongly support this ban. Currently as a yoga teacher/personal trainer it really limits where I can work and who I can work with - leading to difficulty making ends meet financially."
A	"Today's workplace is far more unreliable and employees need to have the ability to apply for other jobs without fear. Noncompete language is sometimes included in employee incentives and through other means and they are unaware. I purposely gave up bonus stock incentive in 2022 as a result of noncomplete language and risk of RIF at any time. I am happy to see that the FTC has clearly defined the difference between an NDA and a NCC as a company should be allowed to have employees and third-parties sign an NDA to protect their interests."
Dr. David	"Non competes are a source of leverage and power that employers unfairly use to preserve their monopoly. A resident coming out of training has no choice but to sign a non compete, moves their family to a community and not infrequently discovers that the same people who insist on a non compete are like the lawyers in the famous Grisham novel, The Firm. It's time to give the employees a bit of level ground. Please abolish this inequity."
Muhammad	"Everyone should have the right to work and practice their skills without fear of intimidation. Non compete is against the basic right to work in area of your choice."
Nicole	"Noncompete clauses have caused me to have to move cities to be able to work. It's not fair that a business can reservist require an employee to leave the state in some cases to honor a noncompete. There are no regulations with size or timeframe. Employees need protection from businesses not the other way around."
Adam	"Please enact this rule and eliminate noncompetes which are holding our economy and society back and creating unnecessary human suffering for talented people who want to work and provide for their families."
Frank	" Physicians should under no circumstances be excluded from protections from non competes. The AHA is solely trying to support monopolies of labor despite no demonstrable benefit to public health or commerce with preventing physicians from moving to different practices."
Syed Areej	"Remove non compete please"
Matthew	"I support this. Non-compete contracts are anti-competitive. They everyday Americans that are trying to better themselves."

AI	<p>“When I left my last job 4.5 years ago, my then employer tried to include very onerous noncompete language in my severance agreement. Such language would have severely limited my ability to find another job or start my own business in a field in which I had close to 30 years experience. I was able to delete the noncompete language from the final agreement, but only after heavy negotiations, the help of a good lawyer, and me trading off things I wanted elsewhere in the agreement. I should not have had to pay a lawyer, nor trade off other terms in such an agreement in order to continue to be able to work in the field in which I had close to 30 years experience.”</p>
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Constituent Support for the FTC's Noncompete Rule



Delaware | Statewide Impact

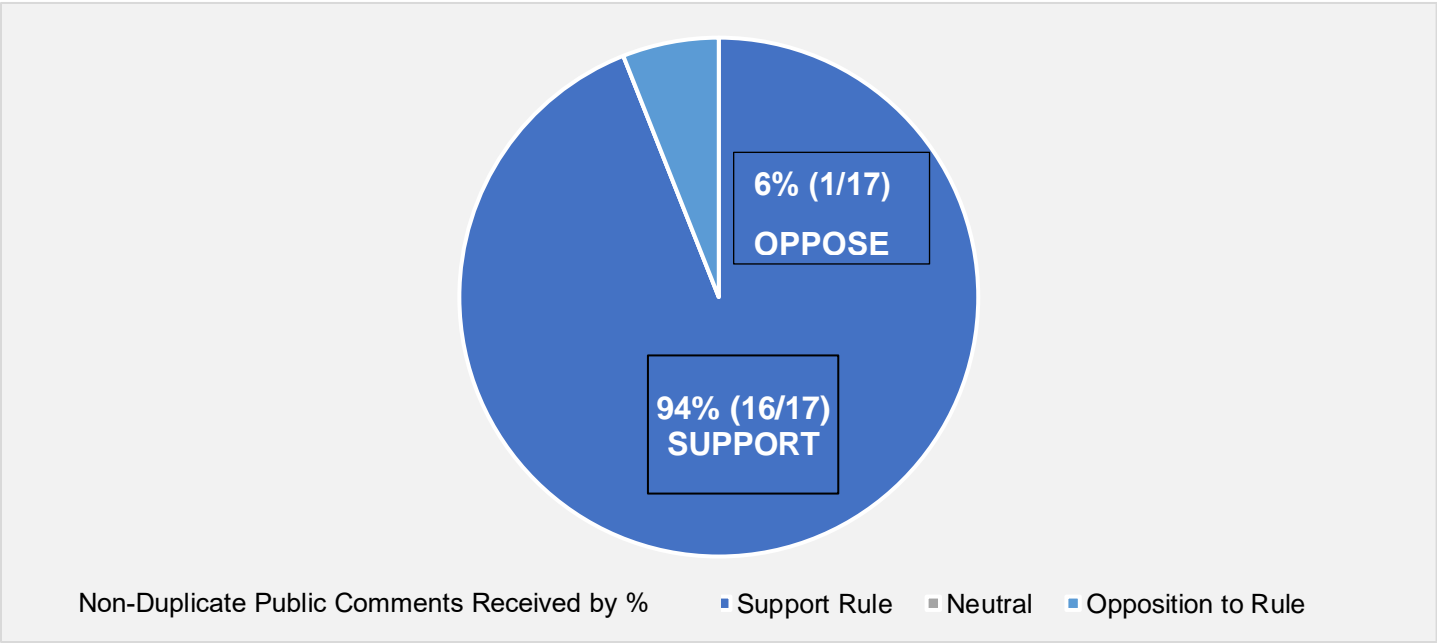


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Delaware Covered Workers	Increase in Total Annual DE Worker Earnings	Increase in Average Annual DE Worker Earnings
367,291	\$220,637,013	\$601

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))



Notice of Proposed Rulemaking: 16 of 17 DE Commenters Support



Support Across Sectors of the Delaware Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Not only have I been severely impacted by a non-compete as a committed employee, a father, husband and professional but as now as a business owner as well. I absolutely love people, my father was the king of people, the king of sales. When I graduated college I floated around a bit to figure out what I wanted to do as a career. I ended up having lunch with my fathers insurance broker, who has known my dad for decades, and had known me since I was a child. When we had lunch he said "I know your dad, I can tell you're like your father, if you want a position here I would love to make one for you" I started at the amazing draw (not a salary) of \$28,000 per year.... About 2 years into my role I was literally knocking the skin off the ball, crushed my draw and was making "decent" money (probably 60K) One day my office manager came to my desk with a paper and casually said "hey Ed we forgot to have you sign this when you were onboarding" It was a non- compete! I was a stellar and loyal employee, what triggered this?? I immediately called my dad, I explained my situation and asked what to do. He said "eddie. I would take that paper, open my desk drawer, place the paper in the bottom of the drawer, shut the drawer, and never talk about it again (unless it comes up) I DID EXACTLY THAT!On black Friday 2018 I dropped the bomb, I called my office manager and told her we have a problem, [my boss] brought up a non-compete agreement that she gave to me, but I never signed it, told her the story and let her know I was afraid to bring it up, never wanted to because I wanted this to work in the most sincere way, but it's a fact I didn't sign it...I explained [to my boss] that I never leveraged the lack of a non-compete against him, HE leveraged it against me. We came to an agreement, I took part of my block and I launched my vision which became Pro Benefits Plus. Now a business owner I have employees sign a mutually worded non-solicitation agreement. I don't want to ever use it, even had an employee leave mutually and wished them the best and shredded it. My industry is plagued by massive consolidation, massive VC backed agencies gobble up small guys as the industry continues to age out. The problem is all the younger folks are locked into non-competes, I can't hire anyone, the goliath agency with legal council on staff can bankrupt me with legal costs at will. They place their employees in a pressure cooker, the consolidation effects quality to business owners and employees, and the employee can't leave without knowing they're for 2 years...Non-competes need to go"</p>
	<p>"If non compete clauses are not fully made illegal, they should at the least be required to be extremely limited in time (6 months), geographic location (20 miles) and specific to any DIRECT HARM to the current employer. My daughter had to sign the attached non compete clause in order to work for an event planning business. It had no geographic restriction which is important as the company was based in New Jersey but they planned events as far away as Texas and Wisconsin, as well as events in surrounding states. Not only would this exclude her from working for a competitor, but also any business this company had contact with, whether it be advertising firms, sales</p>

	<p>offices, ticketing venues, etc - essentially any business that remotely had any type of business connection with this employer. So if she quit where would she be able to find a job??"</p> <p>-Diana</p>
	<p>"Companies shouldn't get to control what people do in their free time or after they're no longer paying people, simple as that. It's a personal freedom issue. Companies already have too much control over our lives, and with the current state of the economy, people unfortunately need more than one job sometimes and nothing should prevent them from doing so."</p> <p>-Hunter</p>
	<p>"I strongly oppose the noncompete clause as it leaves doctors as slaves to the corporate business and hospitals without any freedom. Corporate businesses and hospitals will definitely take advantage of their power and all executives will make all the money from Medicare and health insurance payments. Also [quality] of health care will be compromised seriously"</p> <p>-Natwarla</p>

Additional Support from Delaware

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Vaibhav	"Non compete clauses are extremely unfair towards a physician . It provides leverage to hospital systems to abuse a physician and treat us unjustly and if we decide on leaving the hospital then we have to leave the city because of non compete clause. I would request FTC to ban non compete clause and make it illegal"
Kristine	"As a family physician working in rural Delaware , I have seen first-hand how non-compete clauses in physician contracts have hurt my community. It can be difficult recruiting physicians to my area, and retaining physicians can be even more difficult. Most physicians in this area are employed by hospital systems, and their contracts always contain non-compete clauses which force those physicians to find work out of the area if they decide to not renew their contract. This means patients have even less access to both primary care and specialty care, when there is a shortage in my area as it is. I support the proposed rule."
Melody	"Noncompete clauses are outdated and should be forbidden to allow competition in all fields as well as not stripping workers of pay or their trade or profession."
Ellen	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! Furthermore, how can such an undemocratic clause actually be lawful, opening the way, as it clearly does, for complete tyranny of management over workers?"

Scott	"I agree with the rule proposed. Non compete clauses hamper a workers ability to negotiate freely for a better paying job. It's simply not fair to restrict a workers mobility."
Laura	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine entirely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Peter	"As Americans, we need to do all we can to ensure the anti-Americans in the pro-Putin Republican party are not successful in their endeavors to grow their anti-democratic, fascist, plutocratic, oligarchic, kleptocratic authoritarian regime. Efforts to improve the earning capabilities of hard- working Americans is a solid step in that direction."
Anita	"In Delaware it's taking 12 weeks for reciprocity on a barber license meanwhile a man that I know is homeless and has no money. This is a terrible situation that need to go away. The same hours are required in Delaware as i. pa where he was a barber manager. What can he so??? Many job offers but they can't employ him until he receives his Delaware license. It should be automatic when the requirements are the same. Terrible situation"
Bethany	"Non-compete clauses hold employees hostage in jobs that are not meeting their needs. If a job is not meeting an employee's needs either by not paying them a wage that meets their cost of living needs, or by creating a hostile and toxic work environment that endangers the employee's mental and physical health, that employee should be free to leave and seek employment that does meet their needs. Competition in the job market holds employers accountable to foster a positive and equitable work environment - this is the way to attract new employees and to retain the ones that you have. Employees in every industry should have the opportunity to fine tune their existing skill set and upskill as they desire without having to uproot their entire life to meet the criteria of a non-compete limiting their work in their industry. Also, the non-compete as it is being used today has far exceeded its reasonable scope. Medical scribe companies are forcing college students to sign non- competes saying that they will not work for any other scribe company for 1 year after separation from the original company, and even then not at any site that is within a 60 mile radius of a site partnered with the original company. These are kids who are juniors and seniors in college, looking to get medical experience and patient contact hours to get into medical school. The majority of them work as a scribe for 6 months to 2 years and then move on to further professional education. As medical scribes, they are also being treated like paid interns at a wage nowhere near the current cost of living, and subject to gross exploitation. It's unconscionable Eliminating non-compete agreements would be the first step toward making the job market more equitable and addressing other exploitative legal agreements imposed by employers."
Anthony	"My company has a 1 year non-compete rule that caused me lose consideration from another employer that wanted to hire me. I feel like I have been injured by this policy. My current company only offers 2 weeks of vacation per year and I wanted to make a move. I was notified that my company fiemmersbach USA went after another employee that left the company and was hired by another company. Non-compete

	needs to disappear in most situations especially if intellectual property is not involved."
Dan	"I have an noncompete agreement in the state of Delaware that has already prevented me from advancing my career elsewhere. a ban on noncompete agreements would be a huge benefit to millions of people. Thank you."
Scott	"I wholeheartedly support the FTC's proposed ban on non-compete agreements."

Constituent Support for the FTC's Noncompete Rule



Florida | Statewide Impact

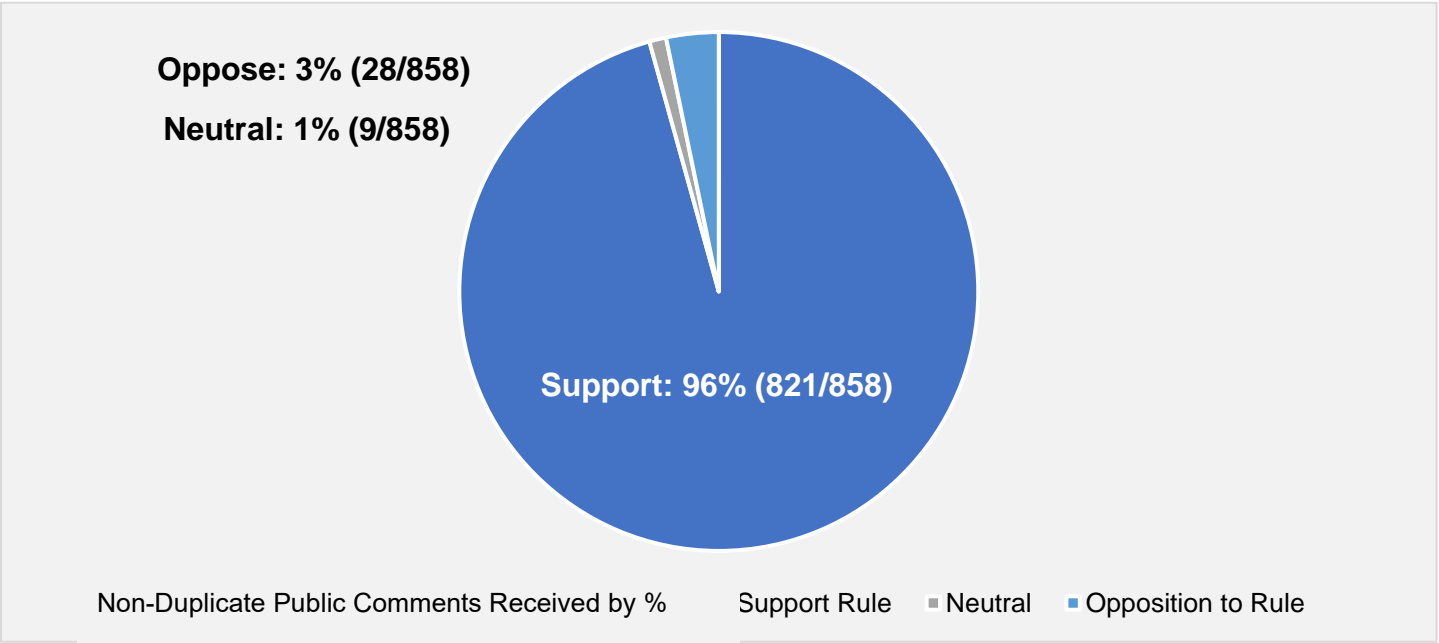


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Florida Covered Workers	Increase in Total Annual FL Worker Earnings	Increase in Average Annual FL Worker Earnings
7,486,582	\$4.23 billion	\$565



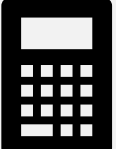

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)

Notice of Proposed Rulemaking: 821 of 858 FL Commenters Support



Support Across Sectors of Florida's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"This is exactly the type of action that the public hopes our government agencies will do, but rarely see. I am a practicing physician and veteran of the US Air Force. I believe in free and fair markets, and the American way. Non-compete clauses have always struck me as anti-completive, anti-free market, and un-American. They are instruments that keep the balance of power tilted toward the powerful while limiting the options of less powerful workers. The government should restore the balance by passing this rule banning non-compete clauses."</p> <p>- Gustavo L.</p>
	<p>"I worked as a teacher at a public charter Montessori school in Florida. Becoming a Montessori teacher required two years of courses in addition to my normal certification. I thought it would make me more sought after in the marketplace. Instead my school required a nc clause for three years after I left them in my area. My county has a shortage of Montessori teachers. My spouse works in this county. I could not leave. Instead of being more desirable in the field, and having an employer that worked to regain me, I was essentially handcuffed even though I had put in years of service and repaid the cost of my training Please ban non competes."</p> <p>- Anna C.</p>
	<p>"[I] am a mid-career data professional who works for an internet-based company with Users from all around the world. I am restricted by non compete from working for other companies within 100 miles of anywhere they do business for 12 months. This is effectively a total ban on working for competitors, since my company has global reach, and competitors are also global. I had to turn down a job when, after a decade, I had forgotten that I had signed an NC upon being hired. My company pays very poorly because they know that employees would have to abandon their careers in order to leave, and in my case, the last decade of my professional experience. They made no investments in my professional growth. I am trapped. Enacting this rule would allow me to go where I am needed, at a pay rate that is commensurate with my skills."</p> <p>- Tanya G.</p>
	<p>"Please vote to protect workers from Non-compete clauses. These protect the business at the expense of many low-paid individuals. Where I work, any yoga teacher who quits a yoga studio is barred from working in our town, because the studios all have non-compete clauses. What a terrible thing for the teachers, who are chronically underpaid. The system keeps them under paid. Please protect us. Thanks you"</p> <p>- Ann L.</p>

	<p>"I've been doing hair since I was 21 and have been working in the industry since I was 16. Over ten years later in being dragged through an expensive lawsuit by a former employer for a breach of non compete because I left and started working for myself. I did not reach out or solicit a single client and have evidence of their messages reaching out to me to find where I had gone to. The business suing me closed down two months after I left which had been planned months before unbeknownst to the staff as the business had been sold to another salon. Yet the original owners of the salon are continuing to come after me for 180,000 and recently offering to settle for 25,000. My contract stated that I couldn't do hair in the entire state of Florida for two years, effective killing my career. When I signed it I was told it was standard and that they would never pursue it, and wasn't aware that the state of Florida took these documents very seriously. So here I am today a year later drowning in legal fees and paying off a personal load I had to take out to cover my expenses while the multi millionaire multiple business owners continue to come after me."</p> <p style="text-align: right;">- James F.</p>
	<p>"As a journalist, having non-competes has serious implications on my job, my career path, my paycheck, and the opportunities I'm able to consider. I write this comment in favor of a total ban on non-compete clauses. Without non-competes, I could be considered for jobs at other TV stations in the city I live in, without having to uproot my entire life to a new place to receive a better wage. The current non-compete I and many others in my industry face bans be from working in my TV viewing area market (where I live) for upwards of one year following my last day at my current company. This would require me to either move to a new city to continue working in my industry, or to find a completely new career path to stay employed in the place I call home. Journalists are also very underpaid. I can share countless stories of TV news reporters like myself who were struggling to make rent and pay for groceries in their first jobs, many forced to take a second and even third job. Our salary increases do not come near keeping up with inflation. Without non- competes, stations would be forced to offer more competitive wages to not lose their staff to the competition. The impacts this could have are massive-- and that doesn't even scratch the surface of all other work industries outside of my own."</p> <p style="text-align: right;">- Malique R.</p>
	<p>"I am an OBGYN resident physician in a severely underserved area. If I sign the non-compete the hospital is demanding I sign, I will essentially be trapped in that job with no ability to find a better fit, unless I leave the state. Corporations know they have this power over recent graduates and are using it to take advantage. On top of a quarter of a million dollars of medical debt, I also have a disabled child and I need to stay in this town because this is where my child care/ family support system is. All I want to do is take care of patients, take care of my family, and have the ability to continue to grow in my career as my life and priorities change."</p> <p style="text-align: right;">- Katherine R.</p>

Additional Support from Florida

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Stefan	"Warning. I'm not an expert on this topic (or pretty much any other topic under the Sun!), but this proposed rule banning non-compete clauses seems good to me: "Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition.""
Michael	"If sports found a way to allow free agency without binding, then business should be able to do it, too. Sports teams compete directly, when you lose your best player he/she may go directly to your competitors, but you can do that, too. If companies want loyalty, they should drop the "at will" employment mess and sign their key employees up for extended contracts that are incentives to stay put."
James	"Non competes should be prohibited. It stifles creativity and growth. It is used by Employers to intimidate and cause stress. Please do away with this arcane process. I am currently dealing with the non compete clause. The company Berkley Group is threatening to charge me 500 per day in damages. I am 70 years old and was offered a position different but better than my previous employer. I worked for them for 28 years and produced over a Billion in sale. Prior to the time, I spent 20 years in various executive positions within the Timeshare Industry. My past employer is treating Me horrifically. I am guilty of accepting a Better position. Please Help."
John	"Non compete clauses should be banned simply because they are attempts at contravening free trade and the constitutional right to the pursuit of happiness and security"
Alejandro	"Hello, I was required to sign a noncompete for the company I am currently working at. After being here for almost a year, the company is not what I expected it to be, and is dishonest in it's marketing and has no integrity in it's products. I have multiple offers from other companies with higher wages and benefits, but I am not able to do so for fear of legal action against me due to my noncompete. A ban on noncompetes would dramatically improve my quality of life by allowing me to get a higher paying job without fear of a lawsuit that could leave me destitute. Please institute a ban on noncompete agreements, because I believe it constitutes an unfair competitive advantage to companies when their employees can't even find a job in the field that they have studied or have experience in without fear of legal repercussions."
Christina	"I'm am commenting in favor of the proposed rule to eliminate noncompete clauses related to employment contracts. I am an OB-GYN physician in one of the top 10

	OB shortage markets in the country, in Jacksonville, FL. My non-compete would require me to move out of my county and any county that borders this one for 5 years in order to work if I leave this job. It would also preclude me from working for any insurance company in FL in an administrative capacity. This essentially holds me hostage in my job. If I chose to leave, it would deprive my patients of their physician at a time when OB physicians are a significant community need. Please do not carve out physician contracts from this proposed rule."
JOHN	"This is essential for economic flexibility for workers."
Barbara	"People should be able to work where ever they want, regardless of whether they have been in a comparable business. Non compete rules should NOT be allowed. They should be as illegal as they as immoral!"
Sajat	"I am a primary care physician and have worked as an employee for several large corporations. The non compete clauses are extremely harmful both to the employee and the consumer. It prevents the employee from seeking better career opportunities for fear of disrupting the family (spouse's job, kid's school) by moving out of the restriction zone. This leads to disgruntled employees providing substandard service to the consumer. I have been a part of management teams and non compete clause was always discussed as a weapon to prevent doctors from leaving. It reduces the incentive for businesses to improve the work environment to retain talent. Non-compete clauses are anti-capitalism!!"
Juan	" Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities."
Tahs	"As a physician who does not even see patients in clinic (and therefore cannot "take my patients with me" if I left to a different job) even I have a non compete. It makes no sense, and has severely restricted where I can live. I want to switch jobs but I can't. I want better hours so I can spend time with my baby, but I can't switch to the

	other hospital in town because of my non compete. It is like a choke old on my life and it affects my family too. Physicians are people too. I hate my non compete and feel trapped. Please, if you abolish non-competes, dont leave physicians out."
Abdullah	"I fully agree that non-competes should be banned. They stifle growth and reduce opportunities for self-growth. Usually hardly enforceable, they are used as a scare tactic and employees shouldn't have to worry about those in an already hyper-competitive job market."
Asim	"To whom it may concern: I am a practicing physician . Noncompete clauses are rampant in our profession, especially with the increase in organization employed physicians over the last two decades. Non-competes generally harm the ability of physicians to respond to changes in patient care needs across the country and unfairly burden physicians from addressing changes in care needed within their own community. From a patient standpoint, noncompete clauses beholden patients to a specific administration via the fact that administrators make decisions about clinical care and resources allotted to their employed physicians. These allocations are first and foremost in the interest of the medical systems rather than in the interest of changing standards of patient care. Lastly, physicians have spent more than two decades in school, and in most cases have devoted significant financial resources to attain their degrees. Noncompete clauses reduce our ability to maximize their income potential, settle our educational liabilities, and build a sufficiently robust retirement plan in the setting of a markedly shortened career created by the long educational requirements of entering the profession. Rather than requiring accountability to maintain standard of care and reasonable work environment for healthcare professionals, non-compete clauses allow employers to hold employees hostage as the seeking an organization that would accomplish this better would require uprooting the physicians entire livelihood and family due to restrictive nature of these covenants. These policies are antithetical to the concept of a free market economy or any form of leadership culpability. In essence, noncomplete clauses have benefit only corporations and employers and actively harm patients and their healthcare providers. These policies have no place within a modern healthcare system. Sincerely, Dr. Asim Ahmed"
Saif	"I support banning non-compete clauses"
Syed	"I strongly recommend to ban the non-compete clause because it gives employer a lot of control over the non compete employee and I have suffered so much abuse by my employer because if could not leave my job. He abused me and made me work extra hours and also abused my family. Finally I was able to leave but he has caused life long trauma."
Rajesh	"Non compete for physicians should be banned."
Maheen	" I am an attorney that reviews physician employment agreements, and every single day, I am shocked by the lack of bargaining power these doctors have against the hospital systems in their towns. One hospital system in a major metropolitan city has a clause in their contract that states a specialist is barred from ALL MEDICINE within

their non-compete area (this client did internal medicine residency and then further training in particular subspecialty). I explained to the hospital's attorney that such clause wouldn't even be enforceable since it is broad and has nothing to do with the specialty my client was offered to join at the hospital system. The hospital's lawyer refused to acknowledge my point, and seemed to believe I was incorrect. If my client wanted a job here, they'd have to agree to this egregious clause being in the employment agreement. The part that is disappointing is that years from now when my client decides to leave the hospital system he will feel like needs to abide by this clause, obtain a waiver or spend money figuring out whether the clause is valid or not. We need to be kinder the physicians in our community and remember that when they are in training they get paid less than minimum wage for all of their service, they sacrifice their personal lives all to be in a profession that aids others. Of course ever profession has their bad apples, but there are far too many amazing ones that deserve to be protected, and I am commenting today to try to help them out. The hospital systems can leave, but these physicians are a part of our communities, I don't want them leaving because their relationship with their employer didn't work out and I don't want them having a ridiculous commute, because they are forced to stay in certain areas because lets say of divorce and custody reasons. I could go on and on, but I know you understand my point.

P.S. One final point, this horrible agreement also had a clause in their that enforced the non-compete in the event the agreement was terminated due to a disability on part of the physician. I tried to strike this and educate the attorney that this hospital system may not have the same obligations to accommodate the physician under ADA due to the accommodation being considered an undue burden for this specific hospital system - however the attorney refused to budge. So folks this is what is happening - this is what we are up against- we need a law to prevent non-compete in physicians agreements.

Another trend I am noticing is that hospital systems and private equity companies are buying practices. They know the non-competes they are adding in are overly broad, but they add them in to "scare" the physicians into complying with such bogus provisions or make it so that the physician has to spend money to obtain a legal opinion on the enforceability of such opinion or litigate it to find out if it would hold up. So many physicians just want to move on with their lives and continue to earn money to provide for their families, and are not interested in solving these open ended legal questions surrounding enforceability of non-competes (many of them are also straddled with large amounts of debt due to student loans and this isn't a priority budget wise). We need to BAN physician non-competes. ANOTHER ISSUE IS THAT lets say a physician has a wonderful patient population associated with a specific insurance provider, but their practice decides to part ways with that provider, but the physician disagrees and would like to continue serving that patient population. These non-competes bar the physician from being able to open up their own shop to serve those patients since they are barred by the non-compete. The PATIENTS are the real losers here, since now they forgo continuity of care by someone who was willing to provide such care, and they are now forced to find another care provider who may or may not be as good, and they are forced to develop a new relationship."

Shabana	"Hi. I'm a pediatrician and I do not agree with the non-compete clause. It interferes intermittently with the care I provide to my patients."
REDA	""I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster an environment of discrimination, unfair wage practices, and bias against promotion for those who want to continue living in a specific region or want to continue in the same field of expertise. Not to mention that it also affect patient's care as patients are no longer able to see their provider that they like and trust. I support this proposed change."
Tyler	"Non-compete clauses put undue strain on the working public and stifle career mobility, and forcing our populous to generalize their skills instead of specializing because they cannot work in the same industry they already have experience in is a terrible policy to enforce. Removing non-compete clauses will either allow workers to find opportunities that are tailored to them (increasing overall job satisfaction) or will three companies to provide better benefits, perks, culture, or salary to keep their employees. The current system allows businesses to effectively threaten their employees with the cliché "You'll never work in this town again!", after the first day they start their new job."
Tim	"I wholeheartedly support getting rid of non competes, especially if the company you have a non compete with is the one that lets you go. I was let go from Space Coast Credit Union in Florida on January 5th of this year and they're holding me to a year long non compete where I can't work at any financial institution in Florida for a year! In my industry, there's no proprietary information to share or clients to take with me. Now I can't support my family and am finding it very difficult to find a job. I've talked to my former company and they refuse to release me from it. Please make this initiative to get rid of non competes effective as soon as possible."
Gabriel	"The proposed rule to ban Non-Compete Clauses is the only just and moral choice for an America that purports itself as valuing individual freedom. Non-compete clauses often greatly restrict the freedom of a worker in ways that a company is not bound to reciprocate. While there may be legitimate cases for their use, the abuse of such clauses has become such a common scourge that it is questionable what value there is in retaining them at all. If America values its innovation, and believes that competition inspires greatness, we cannot allow corporations to place shackles upon our citizens and prevent them from exercising their right to improve their condition through finding new employment."
Talat	"Noncompete clause should be banned forever. It limits competition and improving quality of care. It obligates affected individuals from market fair share. Banning noncompete clause will promote healthy labor force movement. Noncompete clause, contradicts United States, Constitution."
Matthew	"I fully support getting rid of non-compete agreements. Non-competes hinder a person's ability to find a new job and make their lives better. Non- competes are un-

	American and serve the interests of corporations over citizenry.citizenry. Labor needs to be mobile for a strong economy and non- competes prevent that."
Ahmad	"I absolutely support a ban on non-compete clauses forced upon workers. They are anti-competitive, by definition, harmful to workers, and only exacerbate a power imbalance between employee-employer relationships."
Agustin	" Physicians can provide a wide range of services and no institution should be limiting that capacity. God forbid you become a physician with multiple board certifications in the aim of helping others and a single institution had the audacity to avoid you from doing it in the community"
Julibeth	"The non compete clause restrict the individual from full professional development, decreases opportunities to improve services and impose restrictions to small business, solo proprietors and entrepreneurs."
Stephanie	"I am currently a Speech-Language Pathologist . I work as a contractor in the school system. Due to my non-compete, I have not been able to negotiate or raise my rate in 3 years. I feel stuck with a company I do not like and cannot change companies. The non-compete states I cannot work in the same district for a different company. So to switch companies or negotiate my hourly wage, I would have to leave the county for 1 year and return with a new company. I feel powerless and stuck. At this point due to the non-compete I feel my company's motto is: "you get what you get, and you don't get upset"."
Eric	"Hello. Thank you for this consideration. Noncompetes can be important if inside company secrets can be used to assist another company. However, a noncomeote for a physician is not appropriate in many instances such as myself. I am an Anthrsiologist- I do not bring patients (or clients) to the hospital, that is the job of the surgeon. Furthermore, I am bring my learned skills to any facility I work in- I am not being taught how to do my job. As such, I should be free to work anywhere at anytime if I so choose. Please do not remove physicians from this bill. We already sacrificed 11-20 years of our lives to obtain board certification, please do not force us to work at a location that is not optimal for our lives or careers without the risk of moving our families. Also, medicine is now made of large corporations- we are highly trained employees supervised by bosses who do not understand how to do our job. This at times leads to abusive practices that are difficult to change. Please do not limit our ability to work and be happy. Thank you."
rishi	"Dear FTC: Thank you for the proposed Non-compete Compete rule. As a physician practicing for over 13 years I have witnessed first hand how restrictive non- compete clause have directly caused harm to the patients and community we serve and care for. Long standing patient physician relationships are harmed or severed when non-compete are enforced. Unfortunately, our patients suffer disproportionately. Frequently, physicians may find they can no longer provide the best care possible for their patients and will need to change locations in order to provide care or the latest in medical care, but are unable to freely do so due to a non compete. Below are 4 reasons in support of your non compete rule: 1. Non-compete employment

	<p>agreements impede upon a doctor's ability to practice, limiting their ability to provide medical care to all possible patients. This results in restrictions on the type of care a doctor can provide, which can have a negative impact on patient outcomes. 2. A non-compete agreement can also lead to a lack of competition and increase healthcare costs for patients, as providers are limited in the types of treatments they offer and the services they can provide. This can be especially detrimental to those living in rural or underserved areas, who may not have access to other providers. 3. Non-compete clauses can create an atmosphere of uncertainty for doctors, as they may have to choose between adhering to a contract and risking losing their job, or risk violating the terms of their contract and potentially facing legal action. This creates an environment of fear and anxiety, which can lead to decreased job satisfaction and lower quality patient care. 4. Doctors should be able to practice without fear of retribution from non-compete agreements. It is important that doctors be allowed to provide the best care possible to their patients, without fear of being penalized for choosing to provide certain treatments or services."</p>
Carrie	<p>"I am a family physician working under a non-compete clause. While I want to continue to serve my population of patients, I must move over an hour away in order to restart my practice under the current contract. This is unfair to me due to the cost incurred from a move, the loss of my community, and the impact on my family. However I feel it is an even larger disservice to the community I serve, as I am in a physician shortage area and would leave many people without immediate access to a physician. Non-compete clauses in the medical profession are harmful to the population, not just the worker. Please reverse the non-compete clause with this ruling. Thank you for your public service."</p>
John	<p>"Non-compete agreements limit the capability of American citizens to sell their labor in a free and fair market, jeopardizing the very earning potential and our communities, and providing employers with an unfair competitive advantage in the employer/employee relationship. I invested 4 years of my time and money to earn a Bachelor of Science in Communications from the University of Tennessee; graduating in 2002. My degree cost me over \$40,000. I went to college to specifically work in the Advertising industry. My first job, at 22 years old, required me to sign a non-compete agreement. I was hired by the St. Petersburg Times (now Tampa Bay Times) to sell advertising. This non-compete agreement prevented me from working for other publishers operating in the local metro, while also being limited in my career development at this employer. I was terminated (at will employment state) yet was still not able to pursue opportunities in my community. This limited my earning potential and increased my fear of not being able to pay my mortgage. I was able to work with a publisher doing business outside of the local market, but it was not my first choice. Since then, I have gone on to work in digital publishing, software, and insurance; where Vector Learning, Nextraq, and Met-Life all forced non-compete agreements to be signed before starting, but not during the employment negotiation process. I was recruited to a second GPS company and received a "Cease and Desist" letter representing Nextraq after I left the company for a different vendor for a better opportunity. A legal review cost me over \$500 from counsel, ensuring I could in fact continue to work at my new job. I was considering leaving this job, where I saw a \$15,000/year raise. The most disturbing language I see in these types of agreements</p>

	<p>read something along the lines of "Employee will not prospect potential customers". The entire world cannot be named as potential customers. Non-compete employment agreements provide employers an unfair competitive advantage in the labor market. Employers do not own employees, nor have any right to prevent where they seek future opportunities. This does not preclude non-disclosure agreements, which could still include trade secrets. Non-compete agreements in each stage of my career have limited me at times to find work outside of the industries I have built a working knowledge of, and to some degree, also devaluing the investment I made in my education. Additionally, for states that have At-Will employment, employees can be terminated at any point while also being limited where they can continue to earn a wage to provide for their families. This can be especially threatening in smaller communities. Non-compete agreements are a form of an uncompetitive advantage for employers in the labor market. I fully support the ban on non-compete agreements."</p>
William	<p>"As a person with an entrepreneurial spirit a non-compete stifles my ability to build a better "mouse-trap". Thoughts, ideas and innovation would be subjugated to a company's slave-mentality should they force an individual to not innovate a better way. Monopolies were barred in the late 1800s as companies could squash competition via cut-throat techniques, like price cutting, denying access, etc. America was built on innovation and the pioneer spirit and when you allow a "bully" mentality to reign, i.e. non-compete, we set ourselves and others back to the period of slavery. People being laid-off are a result of bad economics, poor management and planning, and the competitiveness of the capital markets. Let us compete and thrive for a better tomorrow without being held back by a feudal system. Please ensure the non-compete clause is abolished!"</p>
Michael	<p>"Competition is the centerpiece of Capitalism. Competition and profit motive is what makes capitalism work as well as it does. Everywhere that competition is constrained demonstrates a distortion in the market. Non-compete clauses are inherently anti-competitive and, therefore, anti-capitalist in the strictest sense of the word. Workers should be free to pursue opportunities based on their skill sets. This benefits the worker, because they can improve their station by maximizing their skills and burnishing their reputations. It benefits employers because they can attract the most skilled workers. Non-compete clauses bind the worker to the shop and disincentivize skill acquisition and self-improvement. Nobody wins. The worker is trapped. Businesses do not benefit from greater skill skills. Even the business holding the non-compete agreement loses because they have a less productive employee who would rather be somewhere else. If a business owners want to keep an employee from competing with them, then they should take on the cost of that by incentivizing that employee to stay within the firm."</p>
SARAVANAN	<p>"I Fully support the banning of non-compete agreements; software consulting companies and staffing companies have extensively abused the non-compete agreements to a great extent, and courts have wrongly enjoined the employees in many litigations. This has suppressed wages, prevented employees from taking better positions in other companies, and employees are held against their wishes and forced to work for the same employer."</p>

Alison	"I've been getting my hair done with a girl in a salon called N Color. Her name is Ana. She is a single mother of three. She is excellent at what she does. She signed a contract with the salon owner 18 years ago. It prohibits her from working within an 18 mile radius of the salon. Obviously all her clientele is outside of that area. She doesn't like the work environment and could make a lot more money on her own. She has taken the contract to several attorneys, and they have told her she has no way out. Is there any way you can help her?"
J	"I was recruited to a program at a large not for profit hospital in Florida. A number of major concerns were not disclosed to me regarding the state of the program. I have not been at the program long enough to establish a referral practice but I did move my whole family 3000 miles. I have opportunities at other hospitals in the community but the administration is hying to prevent me from going yet not making an effort to change moral and ethical issues within the program. Please consider the power these multimillion dollar salaried CEOs (of course even at not for profit institutions) possess when controlling the fate of physicians such as myself. I trained for 14 years followed by many years of grueling, stressful work as an attending and the skills I possess should not be hijacked in this manner."
Anonymous	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."
Anonymous	"I have a "non-compete" agreement at a large company and I cannot search for employment, elsewhere. Salaries in my industry are as much as double what I make & conditions are the worst of the worst. What can I do?"
Cheryl	"I was just informed that my accountant cannot do our taxes for the next 2 years due to a non-compete law, which I am extremely upset about. She could not work under her current work environment and chose to leave, which has affected many of her clients including the 4 companies that I manage payroll and books for. I have not found a better accountant that I truly rely on and who is always there for us when we need her. I have 4 companies that would like to vote or put in our 2 cents that this law should be changed as most people needing work will sign anything to be employed

	<p>even if they have no idea that their working conditions could cause unhappiness forcing them to leave and not be able to do what they love for 2 years, seems unethical to me."</p>
Hans	<p>"Non-Compete Agreements are fundamentally anti-American. They lock workers into Feudalistic agreements, scaring them into subservience and servitude. They hinder the dynamic nature of America's economy and artificially suppress wages. There are limited cases where non-compete agreements are warranted, like companies with secret formulations or practices that are core to the business (e.g., Coca-Cola vs. Pepsi); for everything else, non competes should either be banned or in the case where they are necessary, the worker should be provided financial compensation that takes into account their base pay and contract duration."</p>
Andrew	<p>"Action to ban the abusive and absurd use of non-compete agreements is long overdue. Our free market system and economy are based on the idea of competition. The best products should find the most consumers and the best (and best experienced) workers should find the most desirable jobs. Forcing low-wage workers to sign a non-compete agreement that prevents them from leaving KFC to work at McDonalds allows that worker to be exploited and cuts workers off from the opportunity to better themselves. It is an updated version of sharecropping and other forms of worker entrapment that prevent employees from "walking off the plantation" to seek better opportunities elsewhere. Obviously, an experienced worker is often the most valuable, as he or she requires less training and already has considerable skill in their role. I strongly support the FTC's move to eliminate the shameful use of non-compete policies, which offer workers and consumers nothing, while giving employers yet another unfair advantage over hardworking Americans."</p>
Taylor	<p>"I strongly support the proposed rule to ban non-compete agreements as they unfairly restrict competition and limit workers ability to pursue new job opportunities and negotiate better wages and benefits. This practice can lead to workers being trapped in unsuitable jobs, hampering the job market's ability to operate efficiently. Banning non-compete agreements would level the playing field in the job market, giving workers the freedom to move between employers and negotiate better terms. This would result in increased innovation, higher wages, and better working conditions for employees. I understand some may argue that non-compete agreements protect employers' interests and their intellectual property. However, there are other ways to protect this property without limiting workers' freedom. For instance, confidentiality agreements and non-solicitation clauses are sufficient alternatives. It's time to end the practice of non-compete agreements and promote competition in the labor market. Thank you for considering this rule."</p>
Cassandra	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. Patients may be "required" to accept treatments that are not helpful, because they are the current "standard of care." These have been shown often to not help as they are</p>

	promoted to do, and can actually be harmful, like psychiatric drugs for children or opioids for minor pains. Doctors should not be shut up. And, they should be free to leave a group that they believe is not allowing them to do their best, or for whatever other reason they have. For example. non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."
Sarah	"Non competes are bad for patients, bad for doctors, we will all fall victim to situations benefiting corporations over people."
Susan	"Please ban non competes. They are bad for society and are in direct opposition to our freedom to choose. They are very bad for health care and continuity of care for patients."
Mina	"I work as part of a very large hospitalist group and although almost every physician on current hospital is not happy with our current job due to management issues. The non compete will basically prevent us from working in the county as company have a presence in every hospital. Few of us are considering alternative venues for the possibility of just leave medicine all together. Too much stress, low incentives and too much burocratic work is putting a toll in us and making other venues outside medicine more attractive. Even if you make less money, you will have time to enjoy family and live which is unnatainable at the moment."
Mary	"I urge the FTC to add a new subchapter J, consisting of part 910, to chapter 1 in title 16 of the Code of Federal Regulations. I have seen first hand the damage a noncompete has had on a mother of two children working as a hair stylist on Amelia Island, Florida. Her former employer has taken her to court and she is no longer able to serve her long-term clients, of which I am one, in any salon within 10 miles of her former employer. I find it outrageous that a noncompete would apply in this situation. This is having a significant negative financial effect on her and her family. Noncompetes are not appropriate for many reasons and are especially not fair for those working in service level positions such as hair stylists."
A	"Mom-compete clauses prevent medical professionals from optimizing their impact when they are trapped working for big hospitals and corporations and cannot go to where patients need them the most."
J	"I am a physician in Florida and have been out of residency for 8 years. The non-compete in my contract is so strict I would have to take my kids out of school and move to get another job. A fellow partner tried to leave the group and spent \$10k in legal fees fighting to stay in town and eventually gave in and left In the medical profession large medical groups and hospitals have large legal departments and budgets to enforce non-competes. They can then force unfair wages and unfair work hours. In the medical profession we get no education or proprietary knowledge from our employer so they have no ground for the stringent non-compete."

M	"I support putting a stop to Noncompete Agreements in order to support our economy and working population. Non-competes are about one thing: Power. They are yielded as weapons against workers."
Chris	"We must have this rule passed ASAP. I am being unfairly targeted by unscrupulous employer and it is hindering my ability to earn a living with the skills and knowledge I have worked hard to obtain. I David and they are Goliath and I barely have enough money to pay the bills, let alone try and fight the employer or worse, fight a lawsuit for trying to make a living!"
Jenny	"I am strongly opposed to non-complete clauses. They are bad for patients and bad for healthcare providers. Patients may not be able to see the provider that they wish to because if a provider leaves their job, they may not continue to work in the same geographic area. Providers may be forced to stay in a job that they are unhappy in because they are not legally able to obtain employment in the same area. Providers lose the opportunity for financial growth which is something we cannot afford in this healthcare shortage. It is time to remove the archaic practice that costs billions of dollars annually."
SAMEER	<p>"I am an oncologist in Palm Coast Florida. It's difficult to discuss the various problems of our medical system in isolation, as each exacerbates and potentiates the effect of the others. However, of all these problems, the greatest is the non-compete clause. The physician shortage is a manufactured crisis. It is a by-product of non-compete agreements which are now ubiquitous in medicine— every doctor has to sign a non-compete today.</p> <p>Non-competes, particularly in medicine, are an instrument that solely serves the interest of corporations while harming Americans. Non-compete agreements allow healthcare corporations to create oligopolies by carving out territories, not much different than drug cartels. The motive is purely to ensure egregious profiteering from human suffering by stifling competition and controlling access to healthcare.</p> <p>For the first time in our history most American doctors are now employed, almost 75%. The safety net of independent physicians is gone. The Majority of Doctors now work for staffing firms that are owned and operated by Wall Street Private Equity firms, like the Blackstone Group, KKR., and Summit Partners. Consequently the magnitude of the effect of non-competes has never been greater than it is today. Non-competes completely suppress competition, decrease access to physicians and have led to worse patient outcomes. — That means more avoidable suffering, more avoidable death, and exponentially higher healthcare costs.</p> <p>Non-competes allow corporations to create toxic and exploitative work conditions for doctors and even more importantly, interfere with our medical decision making. This in turn increases physician burnout which is now reported by more than 60% of American doctors. A direct consequence of this is that physicians have to leave their jobs, and many are leaving medical practice entirely. When doctors have to leave their jobs, non-competes block them from serving in their own communities. This creates what are known as 'medical deserts' — a term used to describe regions in this country where there are few or no doctors at all.</p>

	<p>What happens to these patients? When doctors are being eliminated from the community, the remaining doctors have to absorb these populations. It is no wonder that it takes months to see any physician at all today.</p> <p>Non-competes silence physicians from whistleblowing. When corporations can threaten physicians and their families with economic warfare, all whistleblower protections mean absolutely nothing. How do we expect doctors to speak out about corporate practices that are fraudulent or endanger human lives, all in the name of profit. We must decide if we want Wall Street muzzling our doctors via coercive non-compete agreements. The results of non-competes in healthcare are being borne out right in front of our eyes — How do we have a shortage of physicians and less access to medical care, but the highest healthcare spending of any country, only to get the worst patient outcomes of any advanced nation? Yet somehow hospital corporations are making record profits year after year. How does this add up? The formula is straightforward: monopolize and control the labor market with tools like non-compete clauses. Cut corners, raise prices. Medical care suffers, but the quarterly profit is up. Any other scenario simply does not compute.</p> <p>Non-competes, particularly in medicine, are immoral, unnecessary, and a clear and present danger to the country. Medicine cannot be treated just like any other business — it's different, it's special, and access to it must be protected by banning non-compete agreements entirely. To all those who are listening, I will conclude by saying this: you will all someday be on the receiving end of the healthcare system, take heed to what you create.</p> <p>Thank you for your time."</p>
Robert	<p>"I am strongly opposed to the use of non-compete clauses in employment contracts. I am a physician who is under a non-compete clause from a major "not-for-profit" hospital chain. I had a simple choice; sign the "non-negotiable" non-compete clause, or sell my home (during a down real estate market, with rising interest rates) and move elsewhere to earn a living. I have lived in my community for 12 years and have deep ties and do not wish to move. They know this, and giant corporations are leveraging the situation to take unfair advantage of individual physicians. It's unfair and it needs to be stopped."</p>
Karl	<p>"Non-competes our way to keep people under control and suppressed even after they leave a bad employment situation. One American should not be able to control another Americans future."</p>
Lynda	<p>"Non-compete clauses should be banned. I'm a physician and many of us have non-compete clauses which hurt patients and further restrict patient access in a time when there is already a huge deficit. The financial concerns of hospitals should not take priority over access to safe and consistent health care."</p>
Samantha	<p>"I signed a noncompete without knowing at my very first job out of college. Granted, I should've read the paper work and had a better understanding at what I was signing, but at that point I was just excited to even have gotten a job as it was the height of the pandemic. I'm now about to go through litigation because the noncompete is overly broad and restricts me from working in my industry anywhere in the world.</p>

	<p>Let's not forget, this noncompete was for an entry level employee who should pose absolutely no threat to this company. I fully stand behind abolishing noncompetes. It's restrictive and unfair to employees just trying to make a living and do their job in their preferred field."</p>
Dwaraknadh	<p>"I request FCC to ban non compete clause altogether It's against individuals and supporters big hospitals and corporations and insurance companies and makes healthcare more expensive and less available Than you"</p>
Ryan	<p>"I submit these comments on my own behalf and on behalf of the Florida Chapter of the National Employment Lawyers Association (Florida NELA) in support of the entire Non-Compete Clause Rule as proposed. Florida NELA is a non-profit organization dedicated to protecting the rights of workers throughout the state of Florida. Florida NELA promotes the civil rights of employees, applicants, and former employees by assisting the lawyers who represent them. Florida NELA is an affiliate state chapter of the National Employment Lawyers Association. Florida NELA has filed numerous amicus briefs with federal and state courts which have been recognized by courts in assisting in the evaluation of issues of Florida employment law. See, e.g., Gogel v. Kia Motors Mfg. of Georgia, Inc., 967 F.3d 1121, 1163 (11th Cir. 2020); Donovan v. Broward Cnty. Bd. of Comin'rs, 974 So. 2d 458, 461 (Fla. 4th DCA 2008). On a daily basis, the members of Florida NELA advise employees (and those labeled as independent contractors) on Florida's draconian law on non-compete agreements and other restrictive covenants. We speak with employees about the substantial risks they take when they leave a job to pursue the American dream of starting their own business or even just consider moving to a better paying job at the fast-food restaurant down the street. Even more heartwrenching is having to counsel an employee who has been fired without cause, but the employer is still enforcing a non-compete against them. I personally have 25 years' experience in representing employers and employees in Florida in non-compete matters. I have represented individuals who perform manual labor for minimum wage and chief executive officers of publicly traded corporations in non-compete matters. In almost every instance when I am discussing Florida non-compete law the individual is surprised about how Florida law treats non-compete agreements and the amazing anti-worker bias. in Florida, a non-compete clause typically prohibits an individual from working for a competitor or starting their own business for two years after the termination of their business relationship, regardless of the reason for termination. While there were previously geographic limits, with the growth of the internet many businesses now claim to have nationwide operations and seek to prevent individuals from working anywhere for a two-year period. As noted in the Notice and the proposed rule, there are a broad range of contract provisions that, while not explicitly labeled as non-competes, are used to restrict individuals from working after the tennination of their business relationship. For example, non-solicitation clauses prohibiting soliciting potential customers for two years are functionally a non-compete because businesses consider virtually everyone potential customers. There are also non-disclosure agreements, which will prohibit an employee from disclosing or utilizing any information about their employer, typically for a two-year period after termination. These are often written not to protect true trade secrets but rather the mundane, commonly known information and arc used to prevent legitimate competition. In</p>

addition, sometimes these agreements are structured so that the individual receives a signing bonus when they begin employment but requires the employee to return the bonus or to be bound by the restrictions for a very lengthy period of time. Similarly, liquidated damages provisions and training-repayment agreements are also used to restrict employees' ability to work. Under Florida law, these restrictive employment covenants are used against employees and those labeled as agents or independent contractors. See Fla. Stat. 542.335(1)(dX1). These contract provisions are often contained in the same document, which is typically presented to the individual as part of a package of items they need to click to accept, either at the start of employment or disguised as an innocuous update to policies and procedures. Because of the use of click to agree, the individuals are often unaware of these post-employment restrictions. Non-compete clauses are almost always presented as take-it-or-leave-it contracts and, under Florida law, where continued employment is sufficient consideration for enforcement of a non-compete, an employer can implement a non-compete at any time in the employment relationship. In addition, where there is an employment at-will relationship, a Florida employer can terminate an employee at any time and for any reason, including refusal to sign a non-compete agreement. Taken in combination, the individual has no meaningful way to avoid the unilateral implementation of a non-compete.

Although Florida has a broad general prohibition on contracts that restrain trade, Florida law on non-competes are a huge exception to this prohibition. Compare Fla. Stat. §542.18 ("Every contract, combination, or conspiracy in restraint of trade or commerce in this state is unlawful.") with Fla. Stat. §542.335. As detailed in the Notice, Florida is "the state which enforces noncompete clauses most strictly." See Notice at page 21. It must also be noted that the basis courts in other states use to limit non-compete agreements identified in the Notice are greatly restricted in Florida. For example, in discussing "[t]he first basis on which a non-compete clause can be found unreasonable is where the restraint is greater than needed to protect the employer's legitimate interest" the Notice states, "[i]f the employer can demonstrate a legitimate interest, the employer must then show the non-compete clause is tailored to that interest." See Notice at page 52. Under Florida law, as long as the employer is able to establish a prima facie case that restraint is reasonably necessary, the burden is on the employee to establish that the restriction is overbroad, overlong or otherwise unnecessary. See Fla. Stat. §542.335(1)(c). More disturbingly, the Notice identifies "[t]he second basis under which a non-compete clause can be found unreasonable is where the employer's need for the non-compete clause is outweighed by the hardship to the worker and the likely injury to the public," but Florida law does not allow consideration of one of these basis at all and greatly limits consideration of the other. See Notice at page 53. Under Florida law, the court is explicitly not permitted to consider the hardship to the worker that the non-compete will cause. See Fla. Stat. §542.335(1)(g)(1) ("In determining the enforceability of a restrictive covenant, a court [s]hall not consider any individualized economic or other hardship that might be caused to the person against whom enforcement is sought.") With respect to public policy considerations, Florida law specifically provides, "[n]o court may refuse enforcement of an otherwise enforceable restrictive covenant on the ground that the contract violates public policy unless such public policy is articulated specifically by the court and the court finds that the specified public policy requirements substantially outweigh the need to protect the legitimate business

	<p>interest or interests established by the person seeking enforcement of the restraint." See Fla. Stat. §542.335(1)(i). In addition, Florida law turns the normal rules of contract construction upside down. Rather than construing the agreements against the party who drafted them or against the noncompete, Florida law provides, "[a] court shall not employ any rule of contract construction that requires the court to construe a restrictive covenant narrowly, against the restraint, or against the drafter of the contract." See Fla. Stat. §542.225 (1)(11). Florida law also requires the court to construe the agreement in the employer's favor. Id.</p> <p>It is against this backdrop that Florida NELA strongly endorses the entire Non-Compete Clause Rule as proposed. We believe that the Rule should apply equally to all workers, whether a laborer or an executive, whether paid minimum wage or with stock options, whether an employee or an independent contractor. Non-compete clauses prevent all workers from taking better opportunities. Further, senior executives and those who are highly compensated are often in a position to start new businesses, which will lead to the development of new products, services and even markets. There can be a magnifying effect from these individuals being able to fully compete as opposed to being forced to be unproductive for years, often during the prime of their working careers. Because of this we support the provisions of the proposed rule which clarify that the term "worker" includes an employee, individual classified as an independent contractor, extern, intern, volunteer, apprentice, or sole proprietor who provides a service to a client or customer. Similarly, because of the variation of methods and terminology used to restrict employees after the termination of their business relationship, we support the broad prohibition on non-competes and all of their functional equivalents. Further, we urge the FTC to include franchisees in the rule. It is our experience that an increasing number of industries are relying upon franchise models. In fact, data from the United States Census Bureau shows that many industries have shifted to a franchise model. See Nearly 300 Industries Offer Franchise Opportunities by Barbara Zamora-Appel and Nidaal Jubran, December 01, 2021 available at https://www.census.gov/library/stories/2021/12/franchising-is-more-than-just-fast-food.html. Many of these new entrants are just as subject to exploitation as employees or independent contractors and should be protected. Further, if there is a different rule for franchisees, companies will just label their workers franchisees in an attempt to impose noncompete restrictions. On my own behalf and on behalf of the members of Florida NELA I thank you for undertaking this important work and for consideration of these comments in support of the proposed rule. If we can provide further information, please contact me."</p>
Kevin	<p>"I have worked for a medical device company, Zimmer Biomet for 13 years and have recently just been laid off. I am now being expected to not compete for 12 months but am only being paid 2 months of severance. This is now causing me to work outside of the state I'm in to avoid legal action from an overly litigious company. This new ruling would allow me to continue working in my industry near my home rather the putting the financial burden on a company hiring me to get me to either move or travel out of state during this time. If companies believed in having the best people and products, they wouldn't hide behind noncompetes."</p>
James	<p>"Non-compete agreements are interfering in the healthcare labor market. I know many physicians that are unable to change without uprooting their family because of</p>

	a non-compete agreement. As the healthcare market changes, physicians need to the flexibility to work at different places in their geographic area and provide their expertise where it is needed most. It is not in the interests of patients or public health to keep physicians locked up in jobs that may not be a good fit for their practice patterns."
Katie	"As a veterinarian , I support this change. If we are covered by a non-compete, we often have to move cities or face long commutes to follow the non-compete. This is a huge financial burden."
Corey	"Please do this, my wife is a CRNA and the groups do this to force retention and hold back increasing compensation to be market value."
Jesse	"I feel that a non-compete clause is a way to hamper workers and limit their mobility and freedom of expression. a non-compete clause can prevent a worker from seeking better employment or prevent them from quitting a toxic job if they cannot work at another company in the same field."
Michael	"I agree we need reform on Non-compete contracts/agreements. They have gotten way out of hand and well past what they were originally intended for. I understand onon-compete when someone is working with developing cutting edge products etc but we are holding even nurses now to non-compete contracts. It makes no sense and it is well past time for reform. The abuse of these non-competes has led us to the point to almost scrap them entirely. If employers treat employees well then many stay. If not, they leave."
Matthew	"As the spouse of a veterinarian , I've seen the damage non-competes do to workers in industries in which they are common: they cause sclerosis, damage the economy, and only help the already wealthy and powerful business owners. My wife, as medical director of a non-profit clinic, has tried to hire veterinarians wanting to serve the public good, only to discover that years earlier the veterinarians had signed away their rights to decide how and where they work early in their career. This practice is wrong and should be outright banned. It not just hurts workers, but employers that *do not* use them to tilt the scales by preventing our economy from being as dynamic as it should be. Please make sure these rules protect workers by banning non-competes as much as possible: for workers, veterinarians, medical professionals, engineers, and anyone else moving this economy forward. Thanks."
Courtney	"Eliminating the non-compete clause in contractors would benefit the consumers right to choose their provider. This also benefits the worker- employers will have greater pressure to provide positive work places because their employers would not be shackled by non-compete clauses."
Kurt	"Adopt the Ban! Non-Competes solely benefit the employer and restrict competition and prevent growth."
Zoltan	"Eliminate noncompete. It forces an individual to either move from their locations, pulling children out of school and having to sell and buy a new home. It is a terrible

	practice and should be eliminated. Employment should be Atwill and fair market. You should be able to determine your value. I believe it will increase employee retention by raising salary to keep great employees."
Jennifer	"Ban non-competes, as well as non-solicits. It's always been a disgusting practice for a company to have the power to eliminate the hard work of an employee and ban them for 12-18 or more months after they're no longer with their organization. Most non-competes do not include a clause for if someone was laid off or if their position was terminated, so the pure fact that a company can keep all of the business someone generated while simultaneously kicking them to the curb is vile. But yet, if an employee isn't comfortable in their job, doesn't like their leadership, or has any reason to leave a job they no longer want to be in- they have to lose everything? The broad strokes many non-competes have are purely out to harm workers and some make it impossible for someone to even stay in the long standing career they've built if they choose to leave. People in the US love capitalism, so let's apply that to non-competes... a company should make their product or their remaining people better if they don't want to lose business. The majority of people under non-competes have no intention of stealing intellectual property etc, they just want to earn a living and perform the job they're good at/continue serving the people they've worked hard to develop business with- and the people or companies that want to continue doing business with a particular person who has earned their trust, should not be punished and forced to work with someone they don't want to simply because an organization isn't confident enough in their product, services, or remaining employees to attempt to retain a customer."
Melissa	"Non-competes are debilitating and limit the employee to pursue other opportunities in their specialized field, unless they relocate. Non-competes also limit finding a new employer because of the legal battle that the current employer may uphold, new employer doesn't want to take such a risk, which then leaves the employee minimal to zero opportunities to further advance. It's just not right. No employee should feel or be treated like they are owned by any employer."
John	"The FTC proposed Non-Compete Clause Rule is an excellent idea. The proposed rule should increase competition and employee wages and reduce the economic reward reaped by employers. I wanted to point out that I have taken advantage of less version of this rule for my entire career. The Florida Bar has decreed that attorneys are not bound by any law firm's non-compete provisions because clients have the unfettered right to choose who represents them. Hence, the wages of attorneys have not stagnated as has happened in many other less-competitive professions and trades. I hope that other workers in America soon have the benefit of the proposed rule. A similar rule to the one that has been proposed by the FTC has certainly not hurt the legal industry here in Florida and I doubt that the proposed rule will hurt the United States' economy either."
Elizabeth	"Please pass this rule, particularly for health care workers and middle to lower class wage earners. The restriction of workers rights has trended worse and worse- employers are able to pay lower wages and treat employees unfairly because of these rules. I have been a victim of one of these no compete clauses. I'm a mom of 3

	<p>and health care worker already working more than one job to pay off my debt. I left because of the tendency of my employer to yell and use anger towards me frequently. I tried to follow the letter of the contract and the law in separating from the company but now the legal fees are destroying my family. I can't afford daycare, student loans and now legal fees to protect my career and keep a roof over my family's heads. The legal harassment I'm experiencing is incessant and I haven't slept in months. I just want the right to work in reasonable conditions and with reasonable treatment and the right to leave if that is not being offered."</p>
Ana	<p>"I am single mother and sole provider of two young men (15 and 8). I have worked at the salon I am currently at for 15-E years now. I started as just an assistant and worked my way up to be one of the lead stylist. Unfortunately, I made the decision at a young age of 23 to sign a non compete, not realizing further down the road that would be the worst decision I could make for my future. I am now 36 years old, unable to open the salon I've always wanted, unable to grow more financially, unable to help others grow within the business of doing hair. I have been put into a very mentally draining situation. The owner of the salon creates a very toxic, negative work environment. The turnover rate is like no other over the course of time I have been here. To the point where people will not even apply to work at his company due to his reputation around town. From the degrading comments he makes to employees, to "setting the tone" in the morning after he comes in and verbally abuses staff because he simply woke up on the wrong side of the bed. He has raised his portion of the commission he makes off of us stylist. He requires us to sell his boutique items (jewelry, handbags, home decor) otherwise we will be penalized with more commission to be taken away, all though our passion has always been hair, not to work in retail. The only stylist left here are the ones who have unfortunately signed non competes. He no longer employees anyone without signing the non compete. My contract is the most extreme with being 25 mile radius for 18 months. I have brought this to his attention, making a point that I will not be able to provide for my children or myself if I move that far. His response was basically a shoulder shrug. I would really appreciate you considering banning non competes. So that I and many other employees stuck in an unhappy work environment get the chance to fulfill their dreams and to be able to make more financially!"</p>
Sarah	<p>"Want to improve public access to quality healthcare (I.e. physicians)? Make sure they can work freely, and fairly, in the workplace of their choice, in a free professional market. Noncompete clauses unnecessarily limit physician practice, without aiding the corporate employers who enforce them. Please stop this practice. Included within nonprofit hospital systems."</p>
Sarah	<p>"As a physician who has been affected by noncompete clauses for years, I will attest that this practice has limited my ability to practice my skill freely and effectively. It has given excessive power to large corporate groups who wield their power to limit good medical practice, competitive pay, and decent working treatment to physicians and other healthcare providers. The only beneficiary is their corporate profits! As a limited and valuable commodity in the US, healthcare workers of all sorts, including phsysci8ans, MUST be allowed to seek competitive, good employment or own their own practices. If we want strong healthcare in the US, END non-compete clauses!"</p>

Kevin	"It should be up to the customer who they would like to do business with if they choose then they should have there say because some times they are stuck with someone they really don't want to be with ii also understand the the other side it might be in good faith to chance the tenn to a much shorter term that way it gives each person to have time to make good decisions maybe 90 days to 120 sounds reasonable"
Joshua	"Noncompetes harm and reduce competition. Remove them!"
Rahul	"Non compete for physicians can be very restrictive, anti trust and sometimes almost imprisons the physicians who can be forced to sometimes work at a hospital which is almost holding them hostage and the physician has to stay inspite of hostile environments due to family and other personal issues due to lack of choice. This has led to in many cases almost abuse of many physicians."
Carmen	"The non competes here in Florida, especially for health care providers, are antiquated, limiting to the point you have to move to another county! Who is willing to do that?? Until it affects the bottom dollar of other businesses (trickle down effect) it won't change. If I'm moving or driving over an hour to work because my non compete is twenty miles, guess what...I'm spending money elsewhere. In healthcare there are no trade secrets, we learn secrets at conferences! I92 I NC's end up hurting the patient and continuity of care. NC need to vanish."
Noah	"I am going into the salaried workforce and cannot stress enough how much I support this proposal. Pass this as it will give more power to the employees to take risks without the fear of being sued by giant tech companies."
Macie	" Dear Federal Trade Commission, I am writing to express my support for the Federal Trade Commission's proposal to ban non-compete clauses in the workplace. As an employee in Esthetics, I have personally experienced the negative impact of non-compete clauses on my career growth and opportunities. Firstly, non-compete clauses restrict my ability to explore new job opportunities and pursue my career goals. In a competitive job market, it is crucial for workers to be able to leverage their skills and experience to find the best job that fits their needs. Non-compete clauses limit this ability by preventing workers from seeking employment with competitors, even if they have unique skills and knowledge that could benefit the industry as a whole. Secondly, non-compete clauses often lead to lower wages and benefits for workers. Employers can use these clauses as leverage to offer lower salaries and fewer benefits, knowing that workers may not be able to leave for higher-paying jobs in the same field. Thirdly, non-compete clauses can have a chilling effect on innovation and entrepreneurship. Workers with valuable skills and experience may be hesitant to start their own businesses or pursue new ideas for fear of violating their non-compete agreements. In swnmaty, banning non-compete clauses would promote a more competitive job market, increase opportunities for workers to pursue their career goals, and encourage entrepreneurship and innovation. I strongly urge the Federal Trade Commission to implement this proposal and support the rights of workers in licensed trade fields and beyond. I personally work at the European Wax Center. I have been with the company for 5 years. I do not have the opportunities like

	so many to be able to work in my field and be able to pursue my own career opportunities. This would indeed change my life and future generations' lives as well. Below I have attached a file of my personal non-disclosure. I hope this helps with any information you may need. Thank you for considering my views on this important issue."
Mary	"I support the proposed non-compete rule; non-compete clauses have no place in the majority of jobs that currently use them. There is far too much control in this country over workers and workers still lack protections. If employers made their workplaces humane, paid them well and treated workers well, they wouldn't want to leave in most cases."
Sandra S	"Non-compete clauses should be outlawed. No. person should be tied to an employer by such a document. Just think about the type of person who would expect you to limit your life for his benefit. This clause is anti-employee, just as the "RIGHT TO WORK"lie is! I strongly support the FTC's proposal to federally ban non-compete agreements.t."
Deborah	"See attached files: Attachment 1 is my comment. Attachment 2: proof my old job is suing me for violating our non-compete agreement and the actual non-compete document I was tricked into signing. Attachment 3: proof I have legally complained and will go to trial regarding emotional, physical, and sexual abuse at the job suing me for violation of non- compete."
German	"Restrictive covenants non-compete clauses should be banned as soon as possible. It is a highly abusive large corporate bullying tactic to control doctors and the patients they serve. In the health industry, it is a way for large corporations that are consolidating medical practices under their corporate umbrella to keep doctors from working in a specified geographically area. Doctors that are terminated or leave from these large corporate settings cannot go to local independent local facilities that are small businesses. This business practice hampers the small independent medical facilities from hiring qualified doctors that are leaving larger corporations hampering competition and stifling the growth of the small medical facilities. It also forces doctors to leave the area and find work in other geographical areas. This is detrimental to the community since it makes doctors leave an area where they have been serving patients and have gained an understanding of their patient's medical needs. There is no advantage to the community and to the patients served by having doctors sign and work under a Restrictive covenant / Non Compete clause. Please make this practice illegal and unenforceable for past, current, and future contracts."
Loretta	"I am a current employee of PSG, the physician arm of HCA. My contract clearly states I'm allowed to do outside work as long as I post a conflict of interest declaration which has been done. I also went further to ask for a letter of exemption. Also, the area of noncompete is 5 miles radius from the facility I work at. I have been repeatedly, denied Locums opportunities at other FICA facilities, due to the fact that I am employed at a facility with needs. Prior to pursuing these outside activities, I performed extra shifts which I have not been paid for in total \$80,000 worth of work. PSG has come back to say that those were in eligible shifts and that I owe them

	<p>\$100,000 for not providing back up which was impossible to provide due to lack of back up shifts. They stated sign this new contract and will give you \$60,000 to date, I have signed this contract and have not received my compensation. Throughout this process PSG has not returned multiple emails. Voicemails text messages, and phone calls affectively ghosting me. It would seem that PSG/HCA is blocking employment opportunities for their benefit despite a contractual agreement to allow outside activities. My concern is that when I leave my present HCA facility, I will not be able to work at any further HCA facilities because of internal blocking, despite a noncompete area of 5 miles radius of my primary facility."</p>
Mark	<p>"I currently work as a primary care physician for a large medical system in Florida. When I began working, I had had zero patients and have built the panel of patients to over 1700 over the last 3 years. I have come to know my patients well and we have formed strong bonds. My current contract has a non- compete radius of 10 miles. So, if things go sour with my employer and I decide to leave, it is highly unlikely that my patients will follow me. This would mean starting over again which can lead to a large monetary deficit in the first 2-3 years. And this is a contract that is much more fair compared to others. This swings the pendulum of power in favor of the employer a bit too much and because of this, I feel that non-competes should not exist at all."</p>
Julian	<p>"This is egregious, you don't even hide your contempt for physicians anymore."</p>
David	<p>"The FTC is considering removal of non compete clauses in some but not all industries. As a physician who has twice been negatively impacted by these laws, I believe that physician exclusion is a fundamentally unacceptable consideration. I understand how private practices, small-, medium- and large-sized healthcare systems need to have some basis of physician retention as there is ample upfront costs. In other industries, respectfully treating employees is the mechanism of retention. The multiple industries somewhat analogous to ours act like other free markets whereas this reality would be purposefully negated if the provision as is goes into effect. Lastly, the most important aspect of non competes to individuals is that it prevents people from establishing a home in places that are restrictive to healthcare start up. This allows and promotes patient abandonment, which should an issue prevented directly or indirectly in healthcare law, even if not actually occurring."</p>
jay	<p>"In the aviation industry the airlines are riddled with competition. People should be able to work in positions that are at opposing airlines. They work at airlines, they don't own them. It's about making a living and being paid what you are worth and what you need to be. All that a non compete clause does is hinder you from that. The workers themselves don't personally have a controlling stake in the company or own the airline, and therefore do not have a say in how the airline is run and the decisions it makes. It takes away your ability to have more than one source of income in the same industry - and that's why a no compete clause needs to be done away with. I would say the only exception to this is if you have an actual say in what happens the airline (not just as a shareholder)."</p>
Kathleen	<p>"I work for a large private practice group in Tampa Florida. I am completely opposed to non-competes, and I am in support of deleting them from any contracts."</p>

deana	"I was forced to sign a non-compete clause before accepting an art sales job in Tampa, Florida. I was new to the industry and did not understand the repercussions of agreeing to the terms. The existence of this very broad non-compete has not only prohibited me from finding work in the field that I can most successfully contribute to, but it kept me at a job that was often hostile and unsafe because I knew I could not find work if I left. Non-compete agreements have NO place in the marketplace. This document can create an unhealthy power dynamic that takes away a level of accountability from the employer. It em damage the lives of hard working people who are just looking to make a living...not damage the business of past employers."
Jessica	"Agree this should happen (but also for profit institutions)"
Elizabeth	"To whom it may concern, I am writing as a practicing healthcare provider , to express my opinion and support of eliminating the non-compete agreement. I took a job in a rural community in Florida under the circumstances of many verbal agreements that are not being followed. I relocated hours away to take the job based on the circumstances discussed and based on the false assumption that the employer was a trustworthy person based on the discussion of religion and christian based comments during the interview that the employer made to make me feel safe in the verbal discussion. Since relocating and beginning the job, every detail that was discussed has not followed through. Many private discussions have occurred regarding my frustration without any resolution. My pay has significantly declined due to this and I am now under financial stress all due to this employer not following the plan that was agreed upon prior to moving to this area. I was unable to take the job without signing the non-compete and feel that the employer trapped me into a position that she knew I would not be able to get out of given the area and distance and description provided in the non-compete. Due to the rural nature of the area, I am now trapped at a job that I am miserable at, not being appropriately compensated for, and have gotten myself into debt because of the lack of follow through of the employer's "word". At this time, I am no longer able to relocate to a different job within a drivable distance due to the description and distance listed on the non- complete in order for me to provide for myself and my family Elimination of the non-compete agreement would allow me to begin a practice or to take another job within a drivable distance in order to get myself out of debt and provide for my family. If the non-compete were to be eliminated, rural communities, such as the one I am in, would have better access to the health care that they deserve by allowing more businesses to begin and providers to do what they joined the health care system for- caring for patients. Please take my life story into strong consideration when making a decision regarding this important matter. Regards, Dr. Anonymous"
Darwin	"Non compete clauses have never stopped a company from terminating an employee but have prevented that person from using their skills in another position which is not right. I have experiences where employees was required to sign a non-compete if they wanted an incentive stock grant they had earned though their good work. In at least two cases I remember, the employee refused and the stock grant was canceled whereupon the employee resigned. I don't know if they ignored the non-compete or not but I would have. In any case, there was no benefit to the company and the employee suffered unnecessary disruption to their life. I don't see any whiners in this

	outcome and believe non-competes have outlived their usefulness if they ever had any."
Eduardo	"I am an ophthalmologist based out of Florida whose contract was not renewed. I cannot find a quality job in this area outside my non-compete that is close enough to realistically commute to. I am currently planning to move to a different state specifically due to my non-compete. As a result, hundreds of patients will lose their provider that they trust and depend on. I am sure many people will postpone their eye care, and they will probably be worse off due to this rule that only financially benefitted the practice. I truly believe patients health outcomes will be affected, and it is unethical to force non-competes on physicians. While the practice does have an interest in protecting their brand, the negative health consequences for patients is a more pressing issue. This is just not right for hundreds of vulnerable people."
Katherine	"Please get rid of non-compete clauses. They prevent doctors from taking care of patients. There is a great need for medical care & preventing doctors from treating patients only makes this dilemma worse. It only empowers the employer, not the patients needing care."
C	"I am a physician who works for a large hospital system in south Florida and am strongly against non compete clauses in employment contracts. In my contract I am not allowed to work within a 10 mile radius of any office in which I see patients. Unfortunately I have offices in 2 separate counties and the 10 mile radius takes up most of the inhabitable land in both counties. The combined population of these 2 counties is 5 million people and the hospital system has almost 20,000 total employees, so I fail to see how my leaving hurts their business."
George	"I fully support this. As someone who has worked in tech and design , non-compete agreements have forced me to miss out on opportunities that would have helped provide extra income to make my life easier. Companies take a broad interpretation of competition so even opportunities where there is very little competitive overlap I have not been granted permission to work on them. I don't think this is fair to individual workers to have companies able to dictate projects that they work on outside the scope of their working hours or in any time frame around when they worked for a previous company. Workers should have every flexibility and opportunity made available to them in order to make a living in their chosen career field."
Kevin	"It should be obvious that no employer, once the term of employment has expired, should be able to control the behavior of their former employees ability to find other work. If an employer who finds that they are losing employees due to compensation, mistreatment, or culture, then the onus lies on the employer to change their circumstances, not control their former employees circumstances. I would Grant an exception to this rule only on a very limited basis when the individual leaves employment to start a new business in the immediate area. This has the potential to be problematic if the area to "block" is too large, or the service area is limited in itself. In any case, competition has always been the driver of innovation and we should be seeking to encourage that."

Lauren	"I fully believe non-compete clauses limit a person's ability to work and/or practice their trade in the region they live. The non-compete typically protects the large corporate interests beyond the smaller business interests. They also limit wages since workers don't have an option to go elsewhere."
M	"This is the best news ever. Finally, this completely 1 sided and unfair practice is coming to an end. I am in the Nutriceutical manufacturing industry , we were recently acquired by a M&A finance company and i was forced to sign a non-Compete agreement of be fired. So unfair that I do not have the option to leave and take my book of business with me, HOOORAYY!!!!"
Mike	"Please move forward with banning non-competes. They have become a standard method to force many people to stick with a company they may be experiencing problems with for fear of legal backlash if they were to move to mother company and continue working elsewhere. They were not created nor designed for the average individual in the workplace and many employers have abused or taken advantage of employees by forcing them to stick with a workplace environment that overworks, abuses, and devalues them, backing them into a corner for fear of backlash. Some companies have also created absolutely unrealistic restrictions such as not being able to work for a competitor within an entire state should they leave. In many cases, these individuals are forced to turn to other field or move for work elsewhere simply because they spent their entire life pursuing a passion that a restrictive non-compete unfairly undermines."
S	"Dear officials, I stand in staunch support of ending non compete clauses. This has affected my own life as a physician , and severely limited both the quality of life for me and my family as well as the care available to children in Central Florida which is already an underserved region. I look forward to your progress. Sincerely, annoyed physician"
PA	"Thank you for the opportunity to listen to those of us who are affected by non competes. I have read through many comments and was not aware the extent to which these restrictive covenants are utilized so widely in various professions. I am a Physician Assistant who moved from Texas to Florida for my current position. A non compete was a new concept when I accepted this job so I agreed to it and am now suffering the consequences. I have a 3 year contract and the non compete agreement kicks in once I leave this employer. Every year I stay, I am prolonging the inevitable of a 2 year non compete to follow. Moving out of my non compete range would result in having to move my family again and leave a community we absolutely love and thrive in. While I have the freedom to change specialties (unlike physicians), I have worked hard for 7 years to become very skilled in my current specialty and changing would mean lower pay due to lack of experience and need for extensive on the job training The non compete agreement does not allow for competition and provides no incentive to the employer to maintain a healthy, happy work environment in which people will want to stay! Please abolish this ridiculous clause and allow us to practice medicine in a way that will prevent burnout and keep providers practicing at the top of their scope."

Lynette	"Non competes do not benefit hard working successful individuals and I disagree with non compete agreements"
Katie	"I am a heath care provider in the state of Florida. Upon moving to Florida I started my employment with a company that imposes a non compete clause. After 2 years of employment I felt that I needed to move on due to no raises and hostile work place but I couldn't because of the non compete clause. The only area hospitals that employed my specialty were within the non compete clause. I had to wait over and additional 2 years for a position to become available outside of the non compete that was reasonably commutable. I ensured a hostile work environment because I couldn't and didn't want to sell my house and move because of a non compete clause. It does not foster good feelings towards companies. Employees feel trapped and resentful. It doesn't foster competition to be a better company or employer so that your employees want to stay (instead sometimes they have to stay). They should be banned everywhere for any progression regardless of salary or job with maybe a few select instances/special circumstances but even then - non disclosure clauses should be enough to keep company "secrets" instead of non compete"
Si private	"Non compete clauses hurt careers, I am against non compete clauses because I believe it definitely holds back single individuals with promising careers that maybe stuck in their contracts to further their careers creatively on their own. Just say NO to non compete, get rid of them please."
Bob	"I would be overjoyed to see non-compete clauses be eliminated I work in emergency medicine and critical care. When patients need my services they aren't choosing their hospital based on whether or not I personally work there. I don't have long- tenn doctor-patient relationships such that my patients would follow me to another institution if I changed jobs. The non-compete clause is an undue burden on workers that impedes our ability to leave an untenable working situation without uprooting our families I moved my family several times during the training process to become a doctor and then subsequently during my military service, and removing the non-compete clause would give me peace of mind that I would be able to uphold the promise that I made to my kids that this is our forever home."
Suny	"A non compete has affected my life significantly. It takes me away from my children as they cant move and I have to work 2.5 hours away due to a large geographical area non compete. I am an Ob/Gyn physician and my patients lost the continuity of care and my town lost another Ob/Gyn due to non competes. Additionally, my old company uses the non compete restrictions as a trap. It allows them to behave in improper ways, employees tolerate bad work environments only because its too hard to leave. Non competes should be illegal. I sacrifice so much of my life to become a doctor and to help people. Never did I think my freedom to work and my long time patients freedom to see me would be limited by a company."
Charles	"I have been a practicing physician for over 40 years. I worked for the Cleveland Clinic for 20 of those years. When they sold their hospital and clinic in Florida to for-profit hospital company, they also sold our contracts to the new company. That contract blocked us from going to work for any other unit of the Cleveland Clinic. I

	would have moved to Weston, FL or back to Cleveland, but could not because of this. Since then, I have worked as an employee for 2 other practices. Both of them presented me with contracts that contained restrictive covenants. In both cases, I crossed out those clauses and said if you want me to work for you, initial this cross-out along with me. Both did. These covenants are bad for business in general. They prevent entrepreneurs from opening their own practices which includes the use of rental properties or new construction, the purchasing of new equipment and supplies, and the hiring of staff."
Angela	"The non-compete clause should apply to physicians. As the healthcare landscape continues to evolve, many physicians are employed by major hospital systems and for-profit organizations. A non-compete forces physicians to find work outside of a catchment area which can span several miles. This can be disruptive to families as it may require relocation. It can also limit employment opportunities for the physician."
Jaime	"Dear Federal Trade Commission, I am writing to you in reference to non-compete clauses that are currently being discussed, and urge you to ban all non-compete clauses for employees, including physicians . As you know, such clauses restrict an employee's ability to work for a competitor or even themselves for a certain time after leaving their position, and this restricts growth and can have a significant impact on employees and the public. As most physicians are now employees of much larger corporations or hospitals, these restrictive covenants can have a devastating impact on patient care. When employees, including physicians, have to abide by such clauses, if they want to leave a burdensome or even toxic situation, sometimes their only choice is to leave their field altogether because of restrictive covenants. This is particularly true for primary care physicians, of which there is currently a national shortage, and will further reduce patient access to quality healthcare. You may be aware of the recent study that showed an alarming 63% burnout rate of physicians, with large numbers leaving the field as well as decreased numbers of quality medical students entering the field of primary care. We need to ensure that corporations and hospitals do not further infringe on their rights to practice medicine in alternate situations if they are not treated well. You may find it interesting to watch Dr. Glaucomflecken's short videos for social commentary on such matters. In summary, I strongly urge you to include physicians in any ban on non-compete clauses. It is imperative that we prioritize patient care, and to do so we must prioritize the mental health of physicians who are experiencing burnout at record rates. By prohibiting non-compete clauses for physicians, we can help increase access to quality healthcare and avoid driving physicians out of healthcare altogether. Thank you for your interest and attention to this very important matter."
Rafael	"Agree 100%!"
Stephen	"Wholeheartedly support the action against non compete clauses. They are an incredible drag on labor Inability in my industry."
Justin	"I am 50 years old, and I must provide food, shelter and clothing for my family. My wife only works part time. And, I have been subjected to terrible non- compete and non-solicitation agreements for my entire career. I truly feel that it has negatively

	<p>affected my ability to earn better wages for myself and my family and prevented me from gaining better working conditions throughout my entire adult working career. These agreements are always presented to a job seeker along with an offer letter. This is because the company has an advantage knowing that anyone seeking a new job is likely seeking career progression (or, may be desperate to leave a bad employer) and the job seeker is excited about getting a new offer. Therefore, if the job seeker tries to dispute the non-compete, the employer simply explains that it is a requirement, (or you won't get hired). So, many job seekers will sign to get the new job. On the back end, these agreements often last for 1-5 years after leaving the company (and, it is enforceable whether the employee resigns or is laid-off). Really?!? You laid off employees cause you missed your numbers, and then you tell them that they cannot go find work in their chosen career profession?!? Furthermore, if the company enforces it, then the former-employee must either defend themselves or hire legal council (significant financial hardship for most Americans, especially for someone who may have just been laid-off). Or, the old company simply sends a "Threatening legal letter" to the new employer, and now the employee is in hot water with their new employer, and may likely get fired. To re-iterate, I'm just a guy trying to earn a living and provide food, shelter and clothing for my family. For me to go up against a multi-million (billion) dollar corporation and their legal council seems grossly unfair and unbalanced! Non-competes are anti-competitive and they have been used to block workers from freely switching jobs which has suppressed employee wages for decades. Furthermore, it inhibits innovation. "Trade secrets and non-disclosure" are completely separate issues. For example, if an engineer had exposure to proprietary patent information and tried to take that information to the next job at a competitor, I could see that being a big problem. But, companies should not be allowed to blur the lines between "Trade secrets and non-disclosure" and a "non-compete agreement." For example, many companies often try to "confuse" these two separate concepts by saying that in a sales job that "current and potential client lists are proprietary/confidential information." Which is not true, because I can search on Google, Definitive HC, ZoomInfo, etc. to get any publicly available list of names, accounts, etc. For these reasons, I would strongly support a broad Federal ban."</p>
Jeffrey	<p>"I wholeheartedly support the FTC's proposed ban on non-compete agreements. As a physician, I have witnessed first-hand the pain caused to patients when they learn they will no longer be able to see a physician because the physician is forced to practice far from their current location. Moreover, non-compete clauses often cause tremendous difficulty within families when one person is forced to work far away. Non-compete clauses are un-American and inhibit healthy competition and collaboration while simultaneously suppressing wages. Thank you for your consideration."</p>
Reese	<p>"As a physician I SUPPORT the ban on noncompete agreements and especially support physicians to be included in this ban. I believe the clause excluding not for profit hospitals should be removed so that no physicians are bound by noncompete agreements."</p>
Avelino	<p>"I am a primary care physician who has practiced for over 30 years in Miami-Dade county. For most of that time I practiced as part of my own PA. I only recently became</p>

	<p>an employed physician. My current non-compete stipulates a 10 mile radius from all of my employer's practice sites. Should I decide to leave or if they terminate me for ANY cause, this non-compete would be in effect. It would essentially force me to move out of the county to practice medicine. There are no particular trade secrets unique to my employer or my practice. There is no patented device or knowledge that I could use against them with another employer. I am a doctor. I see and treat patients. For example, the non-compete would preclude me from working with the local VA hospital or 3rd party organizations that primarily work with Medicare and Medicaid patients. In my current position I do NOT see these types of patients nor do they constitute a major source of patients for my employer. I feel non-competes should exist for fields where there is significant proprietary knowledge or skill sets that if taken elsewhere would damage an employer. Primary Care doctors do not represent such a threat. Only the patient suffers when they are not allowed to follow their doctor especially if their doctor is terminated for ANY cause. A hospital system's business decision to eliminate a position or close a satellite office, should not interfere with continuity of care for a patient."</p>
Joseph	<p>"I am in the tech industry and fully agree with banning non-compete agreements. For the past 20 years I have been bound to terms like this and it has kept me from finding better employment. I did leave one organization about 6 years ago and they threatened to bring myself and my new employer to court unless they fired me. This lasted nearly 3 months and was extremely stressful. Its crazy to think about how much power these companies have."</p>
Manny	<p>"You can write essays and paragraphs about this. But the truth is the truth. Large corporations use noncompetes everywhere, including in the medical field with nurses and doctors, to their advantage to set a price point for wages and not allow free markets to set them for themselves. Non completes should not exist in free market, only if there are company secrets which someone can take with them but the way they are used now are abusive and predatory."</p>
Caroline	<p>"Noncompetes are egregious and not only hurts the employee but the public in general. I am a physician and had to leave my area of practice due to a non compete now there is a shortage of physicians and I can't go back for 2 years. It's very detrimental to healthcare and public health in general. They should be banned across the country."</p>
Alma	<p>"Non-compete agreements should be banned. They are almost always unenforceable, wasting court time and cost if they ever go to court, and as such, they only serve to intimidate employees who don't know their rights."</p>
Claudia	<p>"I agree with this proposal. It will allow me to start my own business and keep in contact with all the relationships I have developed in my long career. Personal and professional development should be always in the top of our paths."</p>
Frank	<p>"I support this ban on non-compete contracts/agreements. Businesses should not restrict an individual with a certain skill set from moving to other opportunities in their field of expertise!"</p>

Gabriel	"I am a journalist and News Producer in Tampa. Industry-wide in Broadcast News, it's standard practice to include non-compete clauses in our contracts. Frankly, I believe the practice is anti-capitalistic and anti-American. It exists only for the companies we work under to hold control over us. I've been offered job opportunities that I haven't been able to take because of the clause. It's a way for companies to lower their salary proposals, because they know we won't be able to take other job opportunities in our line of work without moving. I believe the only right thing to do would be to get rid non- compete clauses."
Randy	"I think it would be great to ban non compete clauses. I agree that this will allow companies to compete for labor which can allow citizens the flexibility to accept growth opportunities."
Cesar	"I am an orthopedic surgeon who is a minority owner in a very successful ambulatory surgery center (ASC). I am currently exploring new growth opportunities although I am handcuffed by a restrictive covenant agreement. These agreements are detrimental to most if not all businesses, including healthcare where they ultimately negatively affect patient care in our country. They negatively affect innovation and wages, and they should not be legal in a free society such as ours. One way of improving healthcare is to eliminate restrictive covenants."
Michael	"I believe this is the right thing to do and long overdue. Having experienced working under a non-competes, it made it difficult to pursue better opportunities without intense negotiations, which didn't always work out well."
Cassandra	"I am all in favor of this. It is an unfair practice. People want to change jobs for all sorts of reasons, and employment should be a free market."
satish	"Strongly support this initiative to ban non competes"
Amy	"Noncompetes harm families. If the employer is fair noncompetes are unnecessary. This practice hurts employees."
Carole	"People that are skilled and need to work within a close radius to their homes and who work for small businesses, not in government or tech type companies with intellectual property/secrets - Should NOT be forced to sign Non-compete documents. The small businesses that promote using non- compete clauses are just afraid they will have to do better in their communities (pay more or give benefits) to keep top talent. They are using these does to keep people down and it hurts everyone in the community when top talent is driven out by small minds."
Aaron	"I support a ban on non-competition clauses. I am a midlevel anesthetist . In our field, we have noncompetition clauses that extend past the borders of the area we work in, requiring us to move to another area entirely if we are to find work elsewhere. Banning noncompetition clauses would greatly help to improve my working conditions and pay without leaving my family behind."

David	"As a physician with a non compete clause I am forced to live outside my no compete if anything were to happen to my job I still have to support my family and can't make my small children move schools Because of this I live 1.5 hours because of traffic by car on my way home. Non competes ruin lives. I've missed so much time with my family because of this."
Cedric	"I am writing in support of this change!! Non-competes are extremely anti-worker and have no place existing in the first place!"
Christina	"Non-competes in the medical world should be illegal. When you are burnt out from clinical medicine and corporate agendas that put profits before patient care and physician wellbeing, the last thing you should have to do is uproot your life."
Richard	"I have worked for several companies who have non compete clauses and have always refused to sign one. So far, my employers have backed off because they need me more than I need them. Non compete clauses NEVER help the employee. They tie our hands and prevent us from growing in our careers. They only help the employer. Yes to banning them!"
Lila	"Dear Federal Trade Commission, I am writing to you as a young physician myself to urge you to ban non-compete clauses for all employees, including physicians. It is NOT fair to single handedly exclude physicians, the backbone of patient care. Non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, there should be no place for non compete clauses in the medical care doctors provide their patients - they have a significant negative impact on employees and the public. I personally know many excellent physicians who have had to uproot and move their entire families to other states due to non compete clauses, only to uproot them yet again a year or two later, to go back to where they originally wanted to practice to begin with. One cannot expect a physician employee to be "married" to their employer for life - things happen, and people want to change to another company or open a price practice. and these doctors should NOT be forced to move away. The patients a doctor sees arc not the property of anyone, they do not "belong" to a hospital or to a practice , and patients should be free to choose whatever doctor they want even if that doctor left a group and decided to start practicing on their own. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Non-compete clauses can also reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. We NEED you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that

	<p>individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Don't forget physicians are humans too , and they should have the freedom and autonomy to practice wherever they decide. Non compete clauses subject physicians to predatory and abusive employment situations, and nobody, especially physicians, should be expected to be tied down to such a situation simply because of a non- compete clause. Finally, this language to ban non-compete clauses MUST apply to all hospitals and groups, even the "not for profit" ones (where CEO's still make millions of dollars!). There should be no exception. Thank you for your attention to this important matter."</p>
Alec	<p>"I believe the non compete rule should be illegal. It's not fair if you get let go and you try to go out on your own and you can't or even if you don't get along with your partner and have to separate then you can't go out for 2 years to start a business. All in all it's not fair or ethical to do that. Non compete needs to be ruled out. I hope they pass this bill effective immediately 1."</p>
Jennie	<p>"This is necessary. Do it."</p>
Guru	<p>"Exempting physicians from the provisions of this law, leaving them subject to non compete clauses that are aimed at curtailing negotiating power, limiting the ability to leave a job, is a dangerous idea. Administration often exerts enormous pressure on physicians to practice in an unsafe manner. This is because they deliberately understaff and overwork the ancillary teams, and then expect physicians to take dangerous steps to work around these limitations. If any physician found themselves in such an unsafe job, leaving is not even a question of monetary gain, but one of morals. Physicians should not be held hostage by these non competes, made to triage care due to the incompetence of those who are supposed to be administering the hospitals. Leaving the non competes here would constitute forcing someone to continue to participate in unsafe patient care, simply because the hospital knows they have the leverage to not need to improve conditions."</p>
Douglas	<p>"If we want to have a free market, employees need to be able to test that market to get maximum value for their services. I support the banning of non- compete clauses."</p>
Ravi	<p>"Please make sure doctors are included with this ruling. Non-competes are greatly reducing access to qualified physicians in rural areas as physicians become trapped under one system"</p>
Kali	<p>"I agree that non compete agreements should be banned by the FTC. I agree that non-compete agreements hamper worker choice within the job market, suppress workers wages, and discourages competition and innovation. Below is evidence supporting this."</p>
Cheryl	<p>"I was forced, along with every other employee, to sign a non-compete agreement or lose my job. I went to work there with all the info they needed, I am taking nothing of the employers with me, there is no "trade secret" to protect, all is public knowledge</p>

	<p>for anyone caring to search for it. I left when I found employment elsewhere that did not affect the non-compete (nearly impossible task). There is a customer of my past employer who is not being serviced well and wants to end their contract to bring the process in-house (they already did that with the other steps to the process). I was contacted to see if I would come work for them the make sure they were doing things right. This company is being stopped from growth, my experience is being wasted - and I was not told before I went to work there that a non-compete would be required. They needed me, not me them, yet my ex-employer had the right to steal my career. Where is the fairness in that for me? If employers want to keep their employees, they should make it so great that no one wants to leave. Enact it!"</p>
Robyn	<p>"This needs to stop. Why can't she move with the client if that's what the client needs. The client choose to move and he/she should be able to move with an Aide that's is known to them and comfortable with. These agencies needs to be stopped. They are already collecting a chunk of the money and paying these people little to nothing."</p>
Ronda	<p>"I'm in full support of the change to the non-compete clause. I recently left a job due to impossible working conditions, continually working 80 hours per week which resulted in me working from 8am to 1am five days a week. I took Saturdays off and then worked about six hours on Sunday. I never caught up. I was deemed a top performer in the company with very high marks each year on my performance review. I had a huge stake in the game taking a lot of pride and was passionate about what I did and how I helped the company to succeed. I was more than fairly compensated and had significant equity in the company. These conditions greatly impacted my health including lack of proper sleep for months at a time, no time to eat, take necessary bio breaks, and zero time for adequate exercise. It finally came to the stark resolution that in order to save my health, I needed to quit. Not resigned, quit. I tried to work out these impossible working conditions with proper folks from HR to the CEO. The response was "please don't leave." I woke up a few months later and said I value my health more than this big, huge corporate job. Upon professionally resigning, I stated my case and asked that my non-compete please be reduced from one year to at least six months. I did not win that battle -- for both fulltime work or within a consulting role. So, I sit here now in much better health, enjoying life more, and proud that I found the strength to resign. However, I am unable to work within the industry that I love because of my non compete. It's where I am most employable. AND, competitors have reached out and I stated that I am honoring my agreement and my non-compete is in effect. This has greatly interfered with my employability. It's not like I left the job because I wanted to. I left because I wanted to save my health and ultimately my life. I would greatly appreciate what is being proposed is actually implemented. I'd have a new job the very next day."</p>
Brad	<p>"Non competes should be illegal. If I go to school and graduate, get experience and then start a job. I do not believe that job should be able to dictate when and where you use your training and knowledge. These can be used for abusive and toxic employers to force workers to leave their chosen career fields or stay with the company. One of the main parts of a contract is consideration. Something of value is promised in exchange for a specified action or non action. Your exchange for working</p>

	for a company is your salary. Non competes do not give anything to the worker in exchange for signing it."
William	"Dear Federal Trade Commission, I support the proposed rule. Non-Compete Clauses unfairly restrict the ability of individuals to seek compensation at the full value of their ability to contribute in the workplace. Employers have an enormous power advantage over employees, and they use this to implement and enforce non-compete clauses in order to restrict competition. This is unfair to employees. In order to protect employer interests, I do support strict enforcement of Non-Disclosure Agreements. Employees should be free to change jobs for a wide variety of reasons, but if they take a new job with a new employer, they should be obligated to protect the intellectual property and trade secrets of their previous employer. Thank you for proposing this new rule. I think that it will help employees get compensation that reflects the full value of their ability to contribute in the workplace, and with proper enforcement of Non-Disclosure Agreements, it will also protect employers."
Royce	"Non-Compete Clauses (NCC) restrain freedom of employment, career advancement, and family connectivity. RE employment. NCCs are precisely identical to employment restraints due to race, gender, or religious affiliation. Although NCCs allows an employer to control future employment, not for cause, but to prevent competition. by controlling an employee's ability to be mobile in seeking employment. The restrictions of NCCs area form of destiny restrictions, the former employer controls the employee's destiny, again parallel to other controlling biases. RE: Career advancement, NCCs prevent lateral and upwards career development. Seeking opportunity to improve career limited by NCCs is a form of employer entrapment without cause and purely for the employer's corporate gain. RE: Family connectivity. NCCs also affect families when an employee is forced to seek employment outside of the NCCs geographical boundary, disrupting family life, family growth and community coherence. Again for the sole purpose of corporate profit and employee control. Please prevent these negative impacts the NCCs have on the well being of employees and their families."
Mendy	"I strongly support the ban on non-compete clauses. I am a medical sales rep and I have been with a company that has been going thru growing pains and restructuring which has been holding myself and my team back as well as affecting our paychecks. But due to our non compete, we are not able to make a move to another company. Our non compete is for 12 months after resignation. We are also going thru lay offs and that means that this non compete is still hanging over our heads if we happen to be one selected during the lay offs. In this industry everyone wants to hire you for your experience, knowledge and relationships in the field. If I could make a move I would. Otherwise, I have to move to a company or industry away from my field of expertise for 12 months in order to make a move away from my current company. I find this to be unfair. I hope that the FCC does ban and abolish all current non competes."
Marcos	"I am a developmental-behavioral pediatrician and non-compete clauses are particularly damaging to our career. We typically can only work in places where there are academic centers and sometimes when something does not work out with an all-

	<p>controlling organization, we are left with the only option being to move across the country to find more work. With the wait lists involved in our field as well, an individual will never truly take away from the workload of any developmental specialist practice in the area, so while non-competes are limiting they are also useless in our field. In fact, just this year, my organization decided it would stop covering a large portion of our health benefits, giving me no recourse other than to move my family from the area or stay on and pay potentially \$6-8k more per year, money I have not been able to budget before this moment. Developmental-behavioral pediatricians aren't exactly the highest paid physicians, and this change affects other professionals even more. Hospital systems and enterprises want to keep non-compete clauses in contracts because they exert a level of control over medical professionals and their autonomy. I could see how they could be useful in making sure that people pay back a training period or if they needed to extend proprietary control over a product or service, but professionals are people, not property. 99% of the time, when we enter into a contract with an organization, our training has already been completed and we owe nothing to the organization taking us on. In fact, if we are given stipends or bonuses, terms are usually dictated in the contract regarding payback periods. The non-compete is just an archaic means of control. Doing away with them encourages competition and ensures that no one organization can have power over another outside of the normal capitalist competitive nature that we encourage. I hope that law makers and the government can see past the greed that has cowed doctors and other medical professionals for years and vote/pass legislation in favor of the individual. Giving us our autonomy and power back is one step closer to being able to dictate our own fates instead of having a hospital system decide everything for us."</p>
Rosemary	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements This will not affect me personally. I am retired and live in a retirement community. But I strongly support this because it will help people that need the help this ban--and in the long run, it will help me personally. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
James	<p>"Please do away with non-compete clauses. In the IT industry, you can go to work for a company, even a small one, and be locked into a non-compete contract that makes it so that you aren't able to work for any other company within the surrounding 100 miles. That would make it impossible for someone to be in a hostile working environment, and then go to work somewhere else in the same industry and still be able to provide for your family. This is unfair to any workers that are looking for good employment."</p>
Robert	<p>"See attached file(s) Attachments support"</p>
Robert	<p>"I [...] fully support this move and also recognize what this would mean and the actions of these are unconstitutional. I have been tied into one of these in the state of</p>

	<p>Florida for 11 years now. The company basically bullies every employee with these and it drives the employees down and makes them scared to start a company of their own. Please vote for this to be banned and eliminated. Thank you"</p>
Rose	<p>"The Federal Trade Commission's motion to end non-compete agreements in the workplace is a great decision as it protects the rights of minimum wage and blue collar workers. Non-compete agreements are contracts that restrict an employee from working for a competitor or starting their own business within a certain period after leaving their current job, essentially prohibiting them from continuing to work in an industry they may have been employed in prior. This can be especially damaging for those earning minimum wage or relying on blue collar jobs since these types of employment often don't pay enough to cover living expenses while searching for new employment opportunities. Non-competes also violate the first amendment by restricting employees' freedom of speech and expression, which includes pursuing other career options that could lead them towards better wages and benefits than what was offered at their former employer. Furthermore, due to limited resources available when looking into legal action against employers who enforce such policies unfairly, many lower income individuals are left with no choice but accept whatever terms they're presented with regardless if it goes against basic labor laws or not.. By ending non-competes altogether this would ensure all workers receive fair treatment regardless of socio economic status when seeking out new opportunities away from undesirable workplaces without fear of being sued by former employers over breach of contract violations . In conclusion , The Federal Trade Commission's motion should be supported as it promotes fairness among all classes whether you're making millions annually or just trying make ends meet through hourly wages . It will help protect vulnerable populations like those dependent on low paying jobs with limited benefits so they can freely pursue better prospects without worrying about potentially facing financial penalties down the road. By enforcing a non-compete agreement that restricts an individual for more than 5 years especially is a very low key way to bully your way into having ideal retention rates."</p>
German	<p>"Non-competes are purely in favor of the employer and it keeps the employee from being able to negotiate better terms based on the market."</p>
Joseph	<p>"I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster an environment of discrimination, unfair wages practices, and bias against promotion for those who want to continue living in a specific region or want to continue working in the same field of expertise. I support this proposed change."</p>
Chelsea	<p>"I support the proposal to limit non-complete clauses as they are designed to benefit companies/organizations, and often harm individual worker's ability to secure gainful employment. Companies already hold too much power in our country, we need to restore power to the people themselves."</p>
Sarah	<p>"Abolishing the non-compete clause is vital to establishing fair and non-abusive working conditions."</p>

S	"who takes a job in good faith and puts down roots. "Then they're like, 'You know what, I don't like my employer. I want to go work somewhere else,' " he said. A person takes a job and creates roots in the community. The job ends up not being a good fit. With a non-compete, this person literally has to sell their house, move their kids to a different school, or leave their family to commute to a job further away, all in order to stay in their profession. That is unethical and a disservice to the community. BAN NON-COMPETE."
Rebecca	"I believe non-competes are ridiculous, you should not be banned from getting another job and working in your preferred field. If anything they should sign non disclosure agreements and move on."
Dawn-Marie	"Although I respect a non-compete clause when a business is purchased, I cannot in good faith support one when partners split because of differences. In my situation, I have been a client of a CPA firm in which two partners disagreed on how to manage & run their business. The majority partner, not the one who I had been working with for years, placed a non-compete on my accountant and she was no longer able to work with me. I find this ludicrous, as I feel like I am being punished. I should have the right to go to whom I desire, as I too feel as if I have had a non-compete placed upon me (the client). Please strongly consider the CLIENT'S position, as you decide the fate of the notorious "non-compete". I am clumsily trying to find a replacement...but, after working so closely with her for years, I fear it will be years before I can fully recover! Thank you!"
Adriana	"Thank you for proposing to ban non-compete rule. I hope the the vile survives."
K	"I agree with the doing-away / banning of the noncompete rule, as I am a drafter / c.a.d.d. operator by career who signed a noncompete 1 year ago, and while work is very slow in the survey world which I work in I am unable to make a living."
Linda	"The non competes are very unfair! Please end them thank you"
Mandy	"As a primary care physician , banning non competes would have a direct and significant effect on healthcare. Non competes are standard on many physician contracts. Some of which routinely cover 1,500 square miles. However they "protect" the employer or hospital system and allow them to become lazy in keeping their physicians happy and providing quality care. Patients lose access to their doctors because of non competes. Non competes only serve to keep doctors in low paying or poor fit jobs. I believe that if non competes were eliminated for physicians, it would be the first in a series of necessary business changes to our healthcare system and support it fully. When looking for my job, I chose a location for practice that would serve an underserved population. After several years of frustration and difficulty with my employer in being able to adequately treat my patients, my only option is to move away from this underserved community if I want to continue practicing medicine, but not with the current organization. Doesn't seem to support our patients needs with the current state of our healthcare system and physician shortages especially in primary care."

Amy	<p>"I am a Nurse Practitioner in Orlando Florida. I am currently under a scrutinizing, overly broad, and unjust non-compete. I am a mother of three boys, 7, 5, and 10 months old. I left an extremely toxic work environment after 3 years of employment and have been forced to travel 2 hours one way to abide by my non-compete. On the first day of my previous job almost four years ago, I was given a 15-page employment contract laying out the terms of my employment. I was not allowed to leave the building with the contract to have my husband, family, or an attorney look over it. I was told all employee paperwork "must stay in the building." I was a new Nurse Practitioner, and I was presented with a good opportunity to provide for my family. After 3 years, my employer would not let me decrease my hours when I became pregnant and needed more time off as a mother and therefore, our relationship went sour quickly. I left the practice and was presented with a threatening attorney letter only days later reminding me of my 50 mile 2 year non-compete clause and that my previous employer would be "watching me carefully" to ensure I did not violate the covenants of the contract. At 7 months pregnant, I got a job in Tampa two days a week to make bills and cover the cost of groceries. I have been doing this for 1 year now, and it has been an exhausting and extremely difficult feat. My previous employer used my noncompete as a sword not a shield against me. This noncompete has not only kept me from providing services in healthcare to my community, but it has taken valuable time away from my family. Non-competes are being abused by companies and workers are suffering. They are absolutely ruining fair competition and rights to work in my state among all providers in the healthcare industry. I hope that someone will read this and truly take into account that people's lives are being turned upside down by these contractual agreements. We are never taught about legal contractual agreements in our specialties, and most of us are desperate out of school to be hired without experience. Employers know this, and they choose to prey on new hires for this reason. Non-competes must be banned in order to allow middle class working families an opportunity to provide for their community without a fear of legal repercussions from an employer who truly has zero legitimate business interest in a former employee. Especially not 50 miles from the previous employers place of work...."</p>
Jerel	<p>"I believe non-competes are inhumane and unethical. They should be banned. Physicians spend so much time in school training to serve society and the fact that their options are restricted when they are done is insane. Especially in the day and age when there's a shortage. Someone is forced to leave an area for a certain amount of time before they can return to serve"</p>
Amanda	<p>"I support a federal ban on noncompetes. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes directly impact the health of the American people."</p>
Ela	<p>"I support the bill 100%. It restricts employee's chances of getting employment in the area. I know individuals that had to move out of the area to be able to make a living and then come back 1-2 years later."</p>

Jessica	"I support ending noncompete agreements. My husband is a physician for a large hospital system in a metropolitan area. His noncompete holds him back from pursuing new opportunities unfairly."
Leslee	"Non-compete clauses should have always been illegal. These clauses only benefit the business, not the worker, not the physician. Business do not have the right to hold you hostage. Wanting to change jobs should not mean you must move away from your home, and take on additional expenses. Business use this to trap employees in jobs that no longer fit them. "Stay with us, or move and disrupt your entire life". Businesses should compete for employees, like employees compete for jobs, Non-competes affects the quality of life, happiness, and sense of autonomy. Non-competes squash creativity, developments of new businesses, and prevent physicians from taking jobs in smaller or rural communities. Non- competes in small and rural communities will force a move out the community if the job does not work out. Non-competes must go as soon as possible."
Ashley	"I strongly support forbidding the use of noncompete clauses."
Ryan	"I strongly support banning non- competes. It has cost me and my family \$100's of thousands of dollars in earnings and upward mobility. I am currently unemployed. This should have been done a long time ago. Thank you to the FTC for getting the ball rolling and I look forward to the day when we can all move freely to enjoy our careers and be paid fairly for our efforts."
Jenniffer	"I am a physician working in the state of Florida. As a physician I have been subjected to non competes that forces you to move in another direction from were you were treating patients and friends. Non competes are used by hospitals and private groups, and they have the power of banned use from entire regions. In other positions I know they ban you from working from entire health systems. Is unfair, as it makes us stay in a job we don't like longer if we have children going to school or have made the investment to buy a house. In my prior job, our employer always declined to increase or adjust our salary to inflation as he was sure we would either stay or move out of the area. Canceling non compete rule will make our jobs fair. Thank you"
Silvio	"I support the removal of non-compete clauses. I work in the healthcare field and non compete clauses causes physicians abuse by private practices with nefarious intentions. One should be free to work without the pressure of a non compete. I applaud the efforts. Great job!!"
Diana	"I strongly support prohibiting the noncompete clause for physicians ! When compared to other professions, this would be standard, so please consider this an equity measure!!"
Jeff	"This is a great thing to have companies care about the employees they manage and prevent ruining people livelihood by preventing you from doing the only thing you have done for years. It's one thing to have actual company secrets such has a

	formula or similar but to restrict you from competing with them is an unfair practice. Thank you again for looking out for the very people you represent."
Mary	"I agree with this proposal. I have personally seen how destructive this practice is. Most perspective employees are not aware of how restrictive these contracts are and are only thinking about the new position they have. The companies have access to the best legal means and they know it. It's a sad day when an employee that leaves an employer cannot work in the field they were educated in. Most of these employees have college loans to pay and then they are restricted from that field. Crazy!!!"
Kelly	"I do not believe that physicians should have noncompetes. This is the employer's way of making sure they are locked down and stuck in their jobs. By being transparent you can create an enjoyable work environment for the physician and you won't need to trap them with a noncompete. There are no "trade secrets" to medicine."
Joseph	"Please include non for profit hospitals. They do this rampantly."
Joseph	"Hello Leaders of the Federal Trade Commission, I am writing this to you of my own personal experience. I am a Physician and health care systems have been buying practices and making physicians employees for years. Most physicians are now employed. These health systems want to reduce competition and employee freedom and have been doing so for an extensive time with non-compete language in contracts. These contracts even ban you from a certain distance radius should you leave for a defined time frame. My current contract is a 2 year 20 mile ban. Could you imagine starting a new position and finding out it was not a good fit for you and having to uproot the family and leave town? The hospital I worked at before this did not have a non-compete clause. How they would keep people is by treating them well and fairly. Quality people will stay with a quality company and do not need a punishment to leave. The only reason I left this position was to move closer to aging family members. I would have stayed until retirement there. My first employed position at a hospital had a 2 year 5 mile ban. I went to another hospital 10 miles away. Non-compete clauses are just another corporate scheme to control people. This is part of the reason Physician burnout is high, why they are leaving the workforce, why there are not enough medical professionals. If I am restricted to one place how am I to help more people? Bottom line non-compete clauses reduce freedom, competition, and fair work practices. This is why unions were formed. I am in unquestionable agreement that these clauses are manipulation and should be illegal."
Thomas	"Ban non-compete"
Samantha	"I fully support! I've worked with an explicit non-compete clause in my employment, and I understood its importance but I TRULY believe it restricts the professional development of a worker if they are no longer growing in a certain job position, if they work on a toxic environment and someone else included a potential competitor is making a better offer. I'm happy to see this non-compete clause happening, and I

	hope to see it come to fruition! I think companies will end up having happier employees and restoring the workforce."
Imad	"I am in full support of eliminating no-compete-clause. I am a physician who I was a partner In multi specialist clinic. Suffered from financial abuse for many years and when I decided to leave the clinic I had to leave the area for 2 years before I was able to go back and work where I'd like to work"
Monica	"Hello, I hope my comment and plea for help is read. My husband unknowing signed a non compete agreement with a real estate brokerage that does not allow him to work for a competing brokerage for 2 years after they purchase his shares from him. They have not purchased his shares yet. He resigned from his employment position about 3 months ago. My husband was employed by 1 brokerage in 1 city in the US and is being told he cannot go to work for any other real estate company in the entire USA. We have an attorney. Our attorney is working to renegotiate the non compete agreement. It is not going well. The scenario as a whole is much more complicated than I described here and I just cannot believe that there is not sonic law, someone that can help us. We do not have the money to hire a bunch of attorneys or take this company to court to find out how a judge may rule on this matter. My name is Monica, if anyone can help us, guide us as to how we may be able to get my husband back to work. Thank you."
Pam	"I am in favor of this proposed rule."
Laura	"I am An obstetrician/gynecologist in Tampa , Florida. I am also part of a larger organization of physicians that spans the entire United States. I am adamantly apposed to non compete laws, especially with regard to medical practices. My belief is that if you provide an environment in which people like to work, they will stay. If they are not happy, why would I want to maintain such an associate ? We have no secret trade secrets that I would be concerned about losing to a competing group/organization. Physicians should strive to provide the best care possible in a respectable and supportive environment . I vote to do away with noncompete clauses ."
Dominique	"Noncompete ban I hope that the noncompete ban goes through for multiple reasons. please comment to FTC. The American Hospital Association (with not one single physician on their executive board) is fighting to exclude physicians (and ONLY physicians) from the new FTC non compete rule. I strongly suggest commenting your opposition and sharing with your physician colleagues if you have the time and inclination. There's a limited time for the comment window. Here's a sample template Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in

	<p>need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. I never thought I would be in a position where I could not practice medicine but due to a noncompete a currently cannot open a practice in the area I live. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."</p>
Stephen	<p>"Thank you for recognizing the importance of this significant employee issue. As a physician, I see the extreme levels of frustration and burnout in my peers. These feelings seem to be compounded by feeling "trapped" by employers. I work as a pediatric sub specialist in a large system in a large urban city, but I know that if I wanted to leave my current employer Pd have to leave this area of the state, requiring me to sell my home and move my family (including requiring my spouse to change employers). There is no reasonable need for employers- especially large corporate systems- to have this inequitable bargaining power to limit our rights to work."</p>
David	<p>"Physicians are placed at an unfair disadvantage by non-compete clauses. Physicians spend years developing physician-patient relationships and physician-physician referral/co- management relationships that lead to patient efficiency, better care and patient safety. Non-compete clauses for physicians can hurt the community. A non-compete has much more weight on physician employment than would be expected. Physicians can not engage in group negotiations, unions nor have the ability to strike by law. I support the proposed changes."</p>
Shay	<p>"I am personally under the restraint of a non-compete that has cost me two job opportunities because the new employer was hesitant to bring me on for fear of litigation with my former employer. This is having very negative consequences on my livelihood. The employer had me sign a non-compete during a corporate buyout and then eliminated my position 5 business days later. They KNEW they were eliminating the staff and replacing them with their own people, yet bound us all to a non-compete anyway. I am fairly certain the non-compete wouldn't hold up in court, but that isn't stopping the negative impacts on my job prospects due to new employers being hesitant to engage until the non-compete terminates. Unless I hire an attorney, which I cannot afford while being unemployed, I am stuck. Non-competes only hurt workers. Employers can implement non-disclosure agreements to reasonably protect themselves and do so without restricting an employee from working. I have children to care for and my current restrictions are harming my family in a very meaningful way."</p>
Molly	<p>"The non-complete clause should be abolished, especially in the healthcare setting. Physicians and their practices have been bought out by investment companies and</p>

	<p>large corporations who have placed non-compete clauses in the physician and other healthcare provider's contracts. This has created a loss of continuity of care for patients and hurt medical care and access. Good, established, and experienced physicians are being forced to leave the area they have served for years if they do not agree with or comply with requirements set forth by the large employers such as required metrics for number of visits. These are profit-driven and not driven by improving patient care. However, with a non-compete in place the physician cannot leave to care for patients they have established with for years. This has made many physicians leave clinical practice all-together creating an even bigger problem. Please eliminate the non-compete clauses from healthcare and hold the current ones ineffective and unenforceable for both the patients and the ones who care for them. Thank-you."</p>
John	"I fully support the Non-Compete Ban! They are a form of control that forces a person to stay working with an employer even when unhappy."
Charles	"I can tell you that this would be greatly appreciated by employees like me. I have over a 20-year sales career and worked for a fortune 500 company. I lost many an opportunity to work for a competitor or hire someone because of a non-compete. It is about time that the employee has the freedom to move when they want to."
Kristen	"I whole heartedly believe non competes should not be a thing I currently am under one and in a bad spot where my boss doesn't even fully supply the products we need as hairstylist to do our job such as hair color product even forgets about cleaning supplies and toilet paper! I would love to get out of the situation I'm in but I'm scared because they've sued people for leaving and the closest place I can go is almost an hour from where I live and a lot clients aren't going to drive that far every 4-6 weeks! I 1000% support the banning of non competes it's toxic!"
Akash	<p>"I am writing to oppose exclusion of physicians from this rule. Beyond the comments that others have made, I believe that allowing non-compete clauses to apply to physicians would have deleterious effects on patient care. Many fields in medicine are highly subspecialized and those subspecialized physicians must be allowed mobility to practice in environments that best allow them to serve patients. For example, if a subspecialty physician relocates to work in an organization that ends up not supporting her clinic and not allowing her to serve patients to the best of her ability, prohibiting her ability to move to another organization in the same area will result in negative consequences for patients in that area namely, lower service levels than could otherwise be offered if she were not subject to a non-compete clause. While true that the physician could move outside the radius of the non-compete, there are at least two problems with this. First, the physician may have established a family life in the area rendering moving impractical. And second, the real need for a subspecialized service, for example, may be in the area the physician is already in, with needs in other areas already met, relatively speaking, due to regionalization of services. For example, a surgical oncologist who specializes in neuroendocrine tumors may be recruited to a health system but it turns out that the operating room and clinic are inadequately staffed and poorly run, greatly limiting the ability of the surgeon to serve patients. If the surgeon bought a house, has a spouse who also</p>

	found a job in the area, and school age children, relocating out of the area may not be practical. Further, it may be that there isn't the same level of need in other regional centers around the country and so the surgeon's expertise is most needed in the area she is already in. In both cases, limiting the surgeon's mobility through a non-compete clause harms the local community through effectively forcing the surgeon to stay in a sub-optimal practice environment, leading to reduced service levels for patients in need. Physicians all bring unique skills, even within the same specialty, and so there would not be a reliable way to determine from specialty/subspecialty alone whether a non-compete would harm patient care in the area in the manner described above. Therefore, I am writing to urge that physicians as a group not be excluded from this rule prohibiting non-compete clauses, which would protect the ability of physicians to serve the public to the best of their ability."
Joseph	"The company I previously worked for recently sold. The new owners wanted certain employees to sign a very restrictive non-compete agreement. I refused to sign the agreement. I was not fired, but I found out the company was looking for my replacement. After leaving, I reached out to a competitor who was interested in hiring me. Even though I told the prospective employer I did not sign any non-compete, NDA or employment contract of any time, they did not want to hire me as an employee because they feared potential litigation. I left with no company information, only what I know from my experience of nearly 30 years in the industry. These types of agreements are meant to control wages and are completely one sided for the employer and not the employee. They do not offer any compensation to the employee in consideration of signing the agreement. In my case, I have years of experience in a very small industry."
Shawn	"I am writing in STRONG support of abolishing Non-compete clauses. They are un-American and stifle competition. Worker's rights are routinely trampled with these non-competes. Abolish them, please!"
Sara	"These needs to be eliminated I This prevents us as providers to better ourselves and the community when other opportunities arise."
BRENT	"End Non Competes!!!"
Robert	"I strongly oppose non-compete agreements as I have seen how employers have abused this process which prevents lower level employees from obtaining new employment without any compensation, even when the company has fired/laid-off the employee. While the employee may not feel threatened by this non-compete agreement, potential new employers often do not want to get involved in a legal battle with the former employer which results in the employee losing significant income and creates a great deal of hardship on the former employee & their family."
Beverly	"Please ban unfair non-compete clauses for physicians ."
Sarah	" Physicians should not be subject to non-compete clauses for the same reasons others should not be subject to them. They can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career

	<p>opportunities. Additionally, with the continually decreasing reimbursements despite inflation, the overall physician morale is low and the noncompete is yet one more thing that contributes to this. More and more physicians are leaving medicine for other career fields and, before we know it, there will not be any physicians left to care for us. It makes no sense to discriminate only against physicians and steal away their autonomy of being able to choose where they and their family will live. This kind of discrimination will not stand and will look very poorly upon whoever tries to institute such a policy."</p>
mary	<p>"To Whom it may Concern, I desperately and urgently advise you to abolish any and all anti-American non-compete laws and/or policies. They suppress wages and chain us to wealthy corporations. We are extremely grateful that you are even addressing this issue and are optimistic that you will follow through. I work for a large commercial laboratory and not only can they terminate us without warning, with or without cause, but I cannot work as a physician, practically speaking, in this country for a year afterwards. These are horrific and barbaric gifts to corporate greed. It's extremely interesting that Florida lawyers have forbidden such non-competes for attorneys but not for physicians, hair stylists and sandwich makers alike. I have no idea if this is just Florida or Federal, as I am a physician tasked with saving lives and not an attorney. Please help us all as we are desperate."</p>
Connie	<p>"Please ensure that the ban on noncompete clauses applies to physicians. There is currently abuse of noncompetes to retain physicians into poor working conditions and harms the community and their patients when they are forced to leave the region to continue practicing. The physician shortage in this country means that most areas will not suffer from the competition of more than one physician practicing in the same area. As hospitals are merging to create ever larger healthcare systems, physicians are being forced into contracts with noncompetes if they want employment. A ban of noncompete clauses would create more effort to retaining physicians and ultimately benefit patients. Thank you for your consideration."</p>
Eric	<p>"I am a physician in the Jacksonville, Florida area. My Practice was bought out by a large corporation 3 1/2 years ago with the promise to improve efficiencies of the practice as well as provide better resources to improve the care I provide to patients. This has not come to be. All they have done is drain all the resources from my Practice. My expense ratio prior to joining them was 55%. Now it is 80%. I actually have to pay this corporation to come to work each day. Based on this scenario, it is no longer an equitable relationship. My employment contract restricts me from practicing in this community for 2 years if I decide to resign. I have been in this community for over 17 years. If I am forced to leave my home, my patient care relationships that I have nurtured over the years will be left behind. Banning Non-Compete clauses is good for the employee, but also benefits patients and the general public."</p>
Nayf	<p>"I support this ban on non-compete clause. It hurts doctors workers and most importantly patients who wants to keep their doctors."</p>

Jon	"Non-compete clauses are anti-competitive and shift power from employees to corporations. Corporations have gained too much power in the employment relationship over the past 40-50 years. This rule would be one small step towards correcting that."
Andrew	"As a contractor working with a fortune 5 company I'm bound by a non compete from my staffing agency. The staffing agency did not recruit me nor does it invest in my development in any way. I simply used the staffing agency as a pass through in order to work as a contractor for previous colleagues at the fortune 5 company. Please do away with non compete agreements."
Georgia	"I'm strongly opposed to excluding physicians from these noncompete rules. These rules trap physicians in bad and at times unsafe working conditions, especially if they have bought a home, have a spouse with a local job, or are raising their children in a particular school. Why should we and our families be subject to such unethical clauses while the rest of Americans are protected from it? This is the kind of thing that's contributing to massive burnout and physician shortages. Lastly, I do not agree with non-for profit hospitals being excluded. I know from personal experience they can be some of the worst work environments. Let us not forget that the CEO of Atrium health made 10 MILLION dollars in 2021 alone. Not sure how that amount of money is justifiable in a nonprofit organization. But clearly they profit from these hospitals just as much as for profit leadership does."
Stephen	"I'm an audiovisual engineer . My industry has been also plagued with stringent non-compete clauses. I held a position at a company for several years as a service technician, where I saw my leadership team pursue ANY former coworker that left to work for competition. On multiple occasions I saw my employer win settlements against those former coworkers. These were NOT high level executives. No one holding trade secrets. Just other technicians like myself. The fear of that happening to me, locked me into that company for years longer than I saw fit. It created a toxic workplace culture. Our leadership team made certain to let us know the consequences of what would happen should we leave. This company did not establish my career, they did not pay for my education, and their pay scale was marginally lower than industry standard Non- competes are meant for high level executives holding trade secrets. NOT blue collar workers that established their careers with dick own ambition, education, and dedication to the field. I had the chance to take my position remote, which allowed me to move outside of the area specified in my non-compete, FINALLY giving me peace of mind to leave the grip of that employer. Only to be locked up in another one ! In my experience, non-competes have been nothing more than a tool to abuse worker rights."
Jordan	"While I believe the proposed rule is a good start, excluding not for profit entities will limit the scope of this proposal in a harmful way. Many physicians are burdened by non compete clauses and many work for not for profit hospitals (some of the largest employers in metro areas). As such, I believe that this exclusion should be removed to further benefit those who are impacted negatively/restricted by non competes. Physicians and patients will benefit as a result."

Jeffrey	"I completely agree with getting rid of the non competes. I just resigned as a financial advisor from a company in a small town. They have us on a 2yr noncompete that says I cannot even contact the clients I worked with, nor open a new office within a mile of their office. They naturally are on the main street of the town. This makes it be impossible to be downtown in a small town. Having started this job straight after retiring from the military, it feels like they have taken advantage of us (many vets) as they know we haven't any idea about that part of the contract. Please not only abolish it for the future, but force companies to remove them from the past, just as you stated in the potential rule change. Thanks for purposing, and hopefully completing it after comment."
Candace	"I would like to request that the Non-Compete Clause Rule be eliminated. I believe it is not a fair law. In my case, we have lost an accountant that we have worked with for over 12 years for both our business and personal accounting needs when the business was sold. Due to the "old guard" vs "new guard", our accountant left the business and due to a "non compete" clause, the accountant that knows our business and personal needs inside out, that we have worked with all this time, is not allowed to do business with us. I have no history on the new owner and have to either stay with someone I don't know or find another accountant that I don't know. Where did OUR RIGHTS go to be able to work with the accountant of our choice that we know and that knows us? Especially since this person is still doing accounting work. Why is it fair for her to be able to work with strangers but not those of us that have had a long time business relationship with her? I respectfully request this "Non Compete" clause be done away with. Thankvyou"
Kenneth	"Once our franchise agreement is complete, we should not be prevented front working in the industry as we still need to make a living. Of course we should not use any proprietary systems, but we should be able to create and run our own business. The real problem here is the franchisor can set any terms they like for renewal and we are on a take it or leave it basis. We have zero negotiating power. That is not right."
Kevin	"Non competes shift too much power from those who do the work "employees" to the institution. Even after the contract is over, institutions hold non competes which gives absolutely lack of FREEDOM to work to the employee. Having to move to find a good job when there are similar jobs in the same area seems easily against our own typical workers morals. I would ban all non competes."
Liz	"Non-compete clauses are unfair to employees and make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. If you aren't allowed to work in the same industry that you're trained in, how are you supposed to get a decent job? The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by 5300 billion per year. More people making money and having jobs would help the economy and lessen the need for welfare. Plus, it would just be more fair. It's hard enough to get a new job nowadays, and non-compete clauses just add to the stress and difficulty. Please ban

	non-compete clauses...or at least modify them to allow people to work in their field as long as they don't divulge past employer secrets to their new company."
Jessica	"I completely support a non-compete clause rule for all industries. This would vastly improve wages and ease of changing jobs."
Maricer	"I strongly support a federal ban on non-compete clauses proposed by the bill. These clauses are used to keep doctors from leaving abusive work environments. They often have ridiculous constraints. My last contract had a non-compete that included 3 counties for a period of 2 years and was in effect no matter why I parted ways with the employer. This would require uprooting my family and moving my husband and children (which is exceedingly difficult, but ultimately what I ended up doing). It seems like doctors should simply not sign contracts with these clauses, but they have become ubiquitous so the choice is usually to sign it or remain unemployed."
James	"I think non-compete clauses hurt regular employees and working class people more than anyone else."
Julie	"As a physician assistant practicing in dermatology in an already underserved area, i was required to sign a two year 25 mile radius non compete clause with my former employer. In order to advance my career and to find a job with basic benefits, i have been forced to drive 1.5 hours each way daily in order to find a comparable position. This is actually costing me both more time and expense in traveling as well as more time spent on one of the most dangerous interstates in America. As we are unable to practice medicine without a supervising physician, there is no way that we would be able to cause or coerce patients to leave a practice they are comfortable with in numbers sufficient enough to cause damage to a practice even if we wanted to. I do believe that non competes are unfair and are a violation of the fair trade agreement. In the same way that you can have a CVS and Walgreens directly across from each other or two gas stations across from each other and both can be successful, the same is true for providers that may be just a few miles away. Non competes are unconstitutional in my opinion and should be obsolete. Thank you."
Rachel	"I believe that a noncompete should either not exist or there be some specifications put on them. I am a single mom to four kids, I had to leave my previous job due to some mental health issues with my daughter that required me to take a leave of absence from my employer and then go with a position that allowed me more flexibility and the ability to make more money in less time, affording me the attention I needed to be placed with my children. I parted on good terms only to get sent a letter from my previous employer threatening to sue me even when I did nothing wrong. I have had to already go through great obstacles to work in areas outside of a 75-miled radius which is quite difficult especially when people want to specifically work with me and I have to turn them down. I am still being threatened which required me to spend money I don't have obtaining an attorney which on top of all of my other struggles already existing has caused more emotional distress. I am a drop in the bucket compared to all of the business this company gets and considering all of the money I made them. It's absolutely ridiculous. It is a shame that someone that has been there for years can keep getting their pay cut and they can get away with it

	because that person is so invested that they can't afford to start over. I understand if someone is intentionally being malicious but if it is innocent and beyond an employees control, there should be special consideration given without having to spend thousands in legal fees."
Tom	"Great idea.A no compete clause that I had to sign to get sewerage pay at The Merchants Association of Florida prevented me from pursuing my specialty which was coordinating a Street Pole Banner Program in Fl. so I am a champion of not allowing this practice. "
Khaled	"Non competes restrict trade. They should be eliminated"
Eric	"Fully support ban of non competes as I have had to practice under one for 17 years so far"
Ben	"This rule is needed to protect employees and foster fair treatment of employees and fair wages. As a former employee of South Motors of Miami Dade, I am subject to a non-compete. First I recognize that I bear responsibility for signing the document. The restrictions this document places on people like me is extremely unfair. I did not receive any specialized training at South Motors, I brought 30 years of automotive experience into the job with South Motors and found my wages stagnant for the three years I worked there. During my employment there, my processes and analysis brought the company millions in earnings Upon tendering my resignation I was first threatened with enforcement of my signed NON COMPETE I remained steadfast on my decision to leave. Only then I was offered a 200% salary increase to stay, I declined the offer and still left. On day one of my employment at my new job, my new employer received a strongly worded yet incorrect letter from South Motors. In most instances that type of letter resulted in new employers terminating the new employee. The employee would have no choice but either leave the industry, take an extra long commute or return to South Motors. On the other hand, South Motors hired an employee from AutoNation named Mr. Bueno, who also had an existing non-compete. South Motors, made Mr Bueno a "consultant" while giving him a full time job with responsibilities of a normal employee. South Motors' unlimited resources make it very hard for employees to challenge their non-compete by using their attorneys and court to coerce former workers. Yet, hypocritically they scuff competition's non-compete. They'veen enforce their non competes on carwash employees."
Kristi	"I was working as a commission only employee . My employer takes 50% of what I earn. I have the opportunity to go work for a new company offering a new position, better compensation and room for advancement. My employer is stating that because I met this individual (now new business owner) during the time I was working for my previous employer I can not go work for the new company for 12 months. I'm not taking any trade secrets, any clients and there will be no financial impact due to my departure and it's a new position. However, because I "met this person" through my employment I am unable to work for them. I left my job after signing a contract and now I don't have a job to goto. Because my previous company

	is so big I'm not sure where I can go that I haven't made contact at some point with a large majority of people in my industry."
Todd	"Non-competes have scope creeped well beyond protection of trade secrets and have and are used to prevent employees from using personal experience to grow professionally. The agreements work to commingle trade secrets with personal experience and value thereby limiting one's ability to look for more competitive wages, companies and competition with better corporate values, benefits etc... They are a product to maintain the corporate/company power and limit innovation. FTC is correct in this new rule."
Eric	"Yes please! We live in a world being taken over by monopolies. The government should do everything in its power to encourage competition. AntiTrust seems to be dead. Why not empower entrepreneurs at least?!"
Urban	"This proposed rule will enhance pricing, quality of advice and reduce disputes for consumers in personal finance/financial services sector . Currently, many workers such as financial advisors, planners and bankers have non-competes that undermine the foundation of the sector- relationships and quality advice. So much has been done at the Dept. of Labor and SEC to attempt to put the clients first but non-competes are inherently a conflict of interest. Consider a fiduciary financial advisor that has a legal duty to put their clients' best interest first. If the fiduciary advisor cannot fully depart their employer that's incentives, initiatives and products undermine the fiduciary relationship, is the consumer best positioned to receive non-biased advice? In the financial services sector where non-biased advice is fundamental to helping consumers reach their goals, non-competes are tools used to override fiduciary standards for the best interest of the entities requiring non-competes rather than consumers."
Nancy	"I believe that this proposed non-compete clause limits an individual's incentive to grow in their position. Our nation is founded upon freedom and this would severely limits an employee's creative freedom or the ability to better themselves by being in a competitive marketplace. It is so wrong in so many ways. It stifles an individual from wanting to do better as it limits their potential. It would thereby limit the free enterprise that made us a great nation."
William	"Thank you for considering this proposal. As a veterinary specialist , I am in full support for outlawing non-compete agreements. They allow corporate practices to exploit their employees and prevent natural competition in the market."
Sheyla	"I'm a new grad healthcare worker . Having difficulty to decide either to not get a job or sign a non-compete clause with a poor salary. I don't believe non-competes should be legal. I studied very hard and own money to my federal loans from school."
Andrew	"I am in full support of removing the non-compete clause. I am currently trying to survive a one year non-compete clause. The effect is extremally difficult. with reduced income and pressures on family life. I cant work within 25 miles of my last

	job which is extremely restrictive. All I want to do is get back to work and provide for my family."
Wayne	"non-compete is wrong. get rid of it. we are not owned by business."
Laura	"As someone who worked in corporate America for over over 30 years, I know the devastating effect of the non-complete clause rule. Like any other law/rule there must be some thought behind it...though addressing the needs of both parties. From what I and others experienced the rule was heavily weighted to the side of the employer. While I was an executive, this rule also effected those whose positions were not "executive". Earning a living with the talents and expertise we have are critical to the expansion of our economy"
John	"Thank you for considering this. I am a general surgeon and have been in practice for over 30 years. I have experience noncompete clauses in two of my practices, including the one in which I am currently employed. I provide wound care at nursing homes, and the noncompete clause is extremely onerous requiring that if I were to leave, I cannot work within 25 miles of any facility where any of my colleagues work or have worked within two years. There are over 300 physicians in the group spanning the country. This is an exceedingly onerous and unfair clause in the contract. At the time of signing the contract, I do not believe I had any other option if I wanted to do the work, and assumed that I would likely be retiring from that practice, so it wouldn't be an issue. Unfortunately, I need to leave this practice for various reasons, and I am restricted significantly from working in the same field in any meaningful way for the next two years. This would potentially require starting over in an entirely different field with the attendant stress, decreased wages, and difficulties that would come with it. In a previous practice, I had to leave the area, moved from Pennsylvania to Ohio in order to find employment because of the noncompete clause. This was extremely disruptive to me and my young family, thring me to leave the extended family in the area where I had been raised. Thank you for considering this ban on noncompete, clauses and resending any that are currently in existence. I welcome this, as a tremendous benefit to people like me, and all workers who are affected by it. It will stimulate the economy, allow for healthy competition, and improved growth and jobs. Thank you."
Cathy	"The FTC should eliminate all non-compete clauses. These agreements hinder the ability of employees to seek better jobs."
Joshua	"employers are using non-comepete agreements as a form of retaliation against former employees. contacting the former employees new employers and harassing their company for information. some employers find themselves threatened with a lawsuit even though they are not privy to the terms of the agreement. all too often these companies determine it is easier to terminate the employee than to defend them in court: even if language in the non-compete does not equal a breach of terms. non-competes are not being used as a way to protect a business' legitimate interests but rather as a sword to attack former employees. if this rule is not passed , as is. I would like to see a shield be given to employees to defend them from a former litigious employer who is using a non- compete as a tool for harassment and

	retribution. specifically wording that contacting the former employees new employer is a form of harassment and to penalize them with punitive damages."
Jared	"The use of noncompete clauses in employment contracts by hospitals and organizations is used to force established physicians to accept any terms proposed. Physicians inherently have less negotiating power compared to institutions with hundreds of employees. Additionally, noncompete clauses are one sided providing no limitation to the hospital and enforcing unfair restrictions on physicians."
K	"I am a physician from Montana. I was forced to stay out of the civilian market in large part due to no compete clauses. It is unfair to hold your home and family's stability hostage due to the whims of ever-more powerful hospital systems. Please end noncompete clauses. They are unfair and cannot be avoided due to vested interest of employers."
Zach	"End Non- Compete's!"
Alessandro	"Finally. The non-compete is damaging the single teacher and self employed people and forces them to accept low pay and to be submit to unrealistic studio rules"
Bradley	"Dear Federal Trade Commission, I am writing to you as a general surgeon , who is bound by a noncompete clause. I am writing in strong support of your proposed change to eliminate noncompete clauses and/or make them illegal in contracts. I think that it fundamentally restricts our freedom as physicians, employees and citizens, to be bound by a noncompete clause that essentially force us to move cities, if we no longer wish to work for our current employer. If employers mistreat us, undervalue us or otherwise create a suboptimal work environment we should have the right to leave and work elsewhere, without having to uproot our lives to another city. It is not as though we are taking trade secrets or intellectual property with us as physicians. Furthermore, let it be known that the American Hospital Association does not speak for physicians when it states that it is against the elimination of noncompete clauses. I cannot think of a single physician that I know that is in favor of noncompete clauses. I respectfully ask that the FTC pass the proposed rule to eliminate noncompete clauses from contracts."
Christopher	"Please ban all non-competes, including for physicians . Noncompetes in physician contracts puts unnecessary barriers in the healthcare system."
Matthew	"I am completely in favor of banning non-compete clauses. These stipulations in employment contracts do nothing but drive wages lower for workers and allow corporations to monopolize talent in a given area. These clauses cause a lack of competition for a fair wage for the labor provided because a competitor in the area cannot offer a competing job offer due to the non-compete. Additionally, these clauses when applied to critical services, such as healthcare, prevent a facility from recruiting from other organizations and causes skilled labor to move from an one city or county to another for a better wage. This causes an artificial labor shortage and ultimately only serves the owners of these organizations. A ban on non-compete agreements will be helpful for workers across the country."

Xueli	"I am personally a victim of the unfair and unjustified practice of non-compete clause. My employer required every single employee to sign a non-compete agreement during the middle of employment, which essentially blocked us from working for any other employees for two years. Several of my coworkers lost their job opportunity when the potential employer learned they were bound by non-compete agreement. When I submitted my resignation to my company, they specifically threatened me with the clause. This practice is essentially a modern day indentured labor system. A complete ban of this unjust practice is urgently needed to protect the rights of workers and promote a free labor market."
Samer	"Eliminating the non compete clause for physicians would allow for better more robust care for all patients especially those who are disadvantaged or disabled. It may be on the the most cost effective method to reduce health care costs and improve care at the same time. I would be happy to discuss further in any format."
Jason	"Thank you for finally taking action to protect us from noncompete clauses. Both my wife and I are physicians and are bound by noncompete clauses. Every healthcare worker we know are also bound by noncompetes. If either my wife or I try to leave to work somewhere else, we will be unable to live with our family for over a year due to noncompete clauses. The hospital systems know this and they take advantage of these noncompete clauses. And there's nothing we can do about it as they all use the same system to prevent any of us from ever working somewhere else without banishing us to leave our loved ones behind or picking up our entire family and moving."
Renee	"The non-compete tyranny should be banned. It is an oppressive portion of a contract that enslaves a worker to continue working at the same spot due to having to relocated their lives and families if the employee wishes to change jobs. Please strike this from being legal for all past contracts, all current ones, and any future."
Colleen	"Noncompete clauses have been used in medicine to lock physicians out of entire cities if they choose to change employment. The average physician at large healthcare systems does not carry trade secrets and cannot alone change the dynamic of referral patterns between these health systems. Noncompete clauses inhibit physicians from changing jobs leading to increased burnout and decreased productivity. They also lead to the loss of talented physicians from markets with only one or two health systems. It is time for this practice of restrictive covenants to end."
noah	"As a current non-compete worker I believe this keeps employees trapped by their employers. Having years of related experience in an area should not allow an employer to trap employees from being employed in other businesses that may be partially related to the current employee's work. I think non-compete allows employers to hold all the cards when it comes to wage growth and retaining employees as there are no options for workers to seek as they will breach their non-compete contracts."
Joseph	"I am a physician in primary care. Physicians of all types should not be excluded from legislation prohibiting non-competes. Non-competes prevent patient access to

	care to physicians they like if the physicians have business disagreements with their employers. End non competes for all healthcare practitioners."
Joseph	"If lawyers are prohibited from signing non compete clauses, why treat other professionals trying to advocate people any different? Physicians need to be a neutral party in offering the best advice to patients, and when they are bound my noncompete, they may feel pressured to make decisions to benefit their employer. Please see: https://jamarietnetwork.com/journals/jama-health-forum/fullarticle/2786894 "
Linda	"I have seen the non compete clause used unfairly on those being laid off and have to travel long distances for employment. And forces people to stay in jobs so they don't have to move for a new job out of the non compete area."
Gaspere	"Non-compete clauses can protect am employer's investment in a new physician employee. This investment can be calculated, fairly or unfairly. However, if the physician is bound by a non-compete clause, this may allow the employer to unfairly treat the employee knowing the employee is bound to them by a non- compete. Sonic employers refuse to inform patients of the new location of the physician they introduced to the community, deliberately withholding information from patients who chose and liked that physician. Non-competes should be made illegal and unethical in medical care. Attorneys consider them unethical. If it is impossible to render them illegal, a compromise is to limit their scope and duration. Less than ten miles distance from a primary office (not to include all offices of that employer) and a maximum duration of 1 year. There should also be a stipulation that if a physician leaves an employer, that employer is obligated to provide the current location (if known) of the physician's new location, unless the physician was released/fired for cause related to malpractice or egregious behavior."
Suzanne	"All physicians should absolutely be entitled to the new FTC non-compete rule, just as all other workers will be afforded this safeguard. Physicians, especially hospital-employed physicians such as myself in Radiology, Pathology, Hospitalist Medicine, should NOT be exempt from this needed worker protection as it stifles our ability to negotiate our contracts and instead offers large hospital systems an unprecedented advantage over our livelihood and the marketplace. Exempting Physicians from the new Non-Compete Clause Rule (NPRM), is not only unjust- it will contribute to the burgeoning epidemic of physician burnout."
Kacey	"Non-compete have directly affected my ability to work and support my family in an area we consider home. After 11 years of education as a physician this is complete injustice."
STEPHEN	"Wonderful! Wonderful! Hurrah for the proposed Non-Compete Clause Rule!"
Dimitri	"Dear Federal Trade Commission, I am writing to express my strong opposition to the use of non-compete clauses in contracts for physicians . These clauses restrict physicians from practicing medicine within a certain geographic area or with a certain patient population for a specified period of time after leaving a practice. The use of non-compete clauses in physician contracts is detrimental to both the physicians and

	<p>the patients they serve. Physician non-competes limit the mobility and job opportunities of physicians, and can prevent them from providing care to patients in need. This can lead to shortages of physicians in certain areas, and can make it difficult for patients to find the care they need. Furthermore, non-compete clauses in physician contracts can limit competition, which can lead to higher healthcare costs for patients. By limiting the number of physicians in a given area, non-competes can also limit the number of choices that patients have when selecting a healthcare provider. In light of these concerns, I urge the Federal Trade Commission to take action to prohibit the use of non-compete clauses in contracts for physicians. Such a prohibition would help to ensure that patients have access to the care they need, and would promote competition in the healthcare industry. Thank you for your consideration."</p>
LAWRENCE	<p>"Huge income disparity is destructive to a democratic republic. Management gains inappropriate leverage over employees by using these non-compete clauses. It's high time to end the abuse of these restrictive legal devices. ASAP, and as broadly applied as possible."</p>
Robert	<p>"This restriction stops people from earning a living in the field of choice"</p>
Kristen	<p>"I think this is a wonderful proposed rule. I was trapped in a job for ten years with a non compete. When I left, to honor it, I had to drive 3 hours away and spend frequent time apart from my family. The home care industry doesn't even protect proprietary knowledge. It stifles competition by often requiring these burdensome agreements. I spent \$1000 of my own money to have an attorney review my agreement prior to leaving my company to advise me of my options. They were few in number and limited in scope."</p>
Amy	<p>"In regards to Non-Compete Clause Rulemaking, Matter No. P201200. I am fully in favor of the ban of non-compete clauses. I have been a licensed, practicing Physician Assistant for almost 20 years. I had to sign a non-compete clause with my previous employer for a 2 year period. Because of this, I have had to travel over an hour one way to work since finding new employment. This was my only option in order to remain in my medical specialty. This has caused me to cut back to part time work and has made a large impact on my family's income. I am 15 months into my non-compete clause and have another 9 months to go. If I had had the opportunity to stay in my community to practice Dermatology, I would in no way have been taking business from my previous employer. Please consider passing this ban to allow employees to have better options to better themselves and choose other employment without any road blocks due to a useless non-compete clause."</p>
Nishant	<p>"I absolutely support the banning of non-competes. It essentially amounts to indentured servitude. In the spirit of free market economics, this practice should absolutely be banned, wholly, completely, and retroactively, and especially for physicians."</p>
Amanda	<p>"Non-competes are archaic restrictions to control employees and competition and have no place in a free market"</p>

Helen	"Non-Compete agreements area bad idea and used to exploit employees in many situations. Sometimes they are valid when someone might steal clients or scientific formulas etc. When they are used in situations where employees in low skill jobs are compelled to stay in dead end situations due to a non-compete agreement that is a very serious problem and should be outlawed."
Becky	"I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster an environment of discrimination, unfair wages practices, and bias against promotion for those who want to continue living in a specific region or want to continue working in the same field of expertise. I support this proposed change."
Steven	"I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster a poor work environment and dissatisfaction. I have been a physician in my community for the past 23 years. My group was acquired by a large private equity company 4 years ago- they made numerous promises and have failed to perform even close to stated expectations. Patient care and work - life happiness continues to decline with this organization. I have no practical recourse - not practical to have a legal battle with a multi billion dollar company. I am forced to either continue on with other disgruntled physicians or leave my family and community of 23 years to start over. If employers fostered a good work environment and did not fail to perform as promised then there would not be a need to look elsewhere. With the current state of non compete agreements the employers have too much control over their employees - there is no balance of power. I fully support the proposed legislation to end non-compete clauses."
Bhaskar	"Comment: I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations and hospitals. The opposition to this ban is motivated by the greed and need of the hospital groups to dominate the market and control the physicians. Non-profit hospitals should not be exempt from this ban. Sincerely,"
Anton	"I support the FTC in banning noncompete clauses. Noncompetes cause undo duress onto the employees and limits competition and innovation in all fields. I am a physician and an administrator and I do not support the American Hospital Association statement in reference to this policy, they do not represent me and I comfortably say they do not represent the best interest of any of their associated hospital's employees as they make it seem in their first few sentences of their statement. Noncompete clauses stifle innovation in health care and can lead to bum out and people leaving the healthcare field due to lack of options. Please do what is right for the people and ban noncompete clauses."
Pablo	"This is absurd. How insulting and discriminating to exclude employed physicians working for non-profit organizations when we know such non for profits make hundreds of millions every year at the expense of such professionals. Non compete clauses are a form of slavery and completely out dated. Name one more professional field in which an important employee can't go work for the competition of the

	<p>competition offers him a better compensation or just a better quality of line. Imagine LeBron James being hostage to the Cleveland Cavaliers or Tom Brady at the Patriots. Changing jobs it's a constitutional right. Right of freedom and right to choose for yourself It's allowed in legal firms, it's allowed in professional sports and certainly in the financial institutions. It's allowed in our education system and in our best colleges and universities. Why are we doctors being discriminated against? So that large corporations benefit from the legal boundaries written by unscrupulous lawyers?? Ridiculous. We physicians are the absolute worse to fend for ourselves... we are the nice guys doing what's best for our patients but we've been take. Adv rage of for way too long. This needs to stop. Non compete clauses need to disappear nd be made illegal IN ALL CONTRACTS INVOLVING PHYSICIANS"</p>
Pablo	<p>"Medical providers, as with any other profession are currently held hostage to contracts that not always serve their best interest. Often, such physicians will continue working, unhappily, in certain institutions due to the lack of an option to switch jobs without having to move their spouse and children to other city or state. Physician bum out and suicide are at an all time high for physicians. Although multi-factorial, whether this chronic unhappiness at the work place is in part related to restrictive non-compete clauses could be argued. I cannot drink of another profession where contracts prevent free competition (I'm this case among health care institutions) to sign a talented human resource because of this iron clad stipulations. This needs to stop."</p>
Alberto	<p>"As a surgeon in Florida I was negatively impacted by a non compete. I worked for a private group for 6 years. When we finally reached the point that we could not continue the non compete caused me to leave the community I had served for 6 years. The only Spanish speaking vascular surgeon in Tampa. Lawyers wanted \$100k to defend me and allow me to practice, but who has that kinda of cash to throw at a legal system. Non compete was set for 4 counties and max 2 years in Florida. It is time to allow physicians to practice without harm to their family and lifestyle. It is time to federally ban non compete clauses in medical practice. If u treat your employees well and pay them appropriately you will not have an issue Non competes are based on greed and bulky tactics. They must be banned."</p>
Maggie	<p>"Please ban this non-compete! I am not making a living wage at my current job and I am being offered a great job from the competitor which will improve my living situation considerably. But I sign the non compete and I can't take the job!"</p>
Regino	<p>"I welcome the opportunity to opine on this important issue. By severely limiting mobility, Non-compete clauses 'de facto' serve to keep employees hostage. This feeling progressively results in job dissatisfaction, decreased productivity and eventual burn-out (with all of its attendant negative consequences). As a physician, I should have the freedom to choose my place of employment without fearing these repercussions. I strongly believe it is past due to illegitimate these contractual vestiges, once and for all! Thank you"</p>
Ana Maria	<p>"My situation is a perfect example of an overreaching no complete agreement that I signed only as willingly as one can be when the only other option is termination. The</p>

	<p>agreement I signed prohibits me from working within 20 miles of my ex-employer for a duration of 2 years. I have owned a business that services the same area for 4 years before joining my ex employer, and yet I cannot resume business with my clients. I have a lawyer who is unwilling to pursue arguing the legitimacy of the agreement. If I were to resume business in the area, and my ex-employer sought to engage in legal action against me, would a judge rule in my favor, given the position of the FTC regulation proposal?"</p>
David	<p>"I strongly support eliminating non-compete clauses in contracts. I am an employed hospitalist physician who does not have a group of patients considered my own, yet I have an extensive non-compete with my hospital that limits me from providing hospitalist work with our competitors within an hours drive. Similarly, other physicians perhaps in private practice are not allowed to leave their groups to work as educators serving uninsured women. The hospitals specifically restrict our employment as a means of reducing wages and any attempts to negotiate work conditions. We have not had a raise in 7 years, which in this inflationary environment represents significant loss of wages. I am not free to seek employment with a more favorable reimbursement scheme simply because the hospital desires to control us. I signed this contract as a newly graduating physician 1. Because I had a favorable view of the hospital which is now diminished 2. Because every healthcare organization had similar or worse non-competes. Healthcare is facing serious challenges coming out of the pandemic. Healthcare organizations must be held accountable through a free work force. Our hospital continues to hire administrators rather than physicians only to make more demands of an already fragile workforce. This problem is pandemic across the nation and needs to be addressed."</p>
Sam	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Non competes forced the best Mayor my city, Lake Worth Beach ever had to leave town. His wife had one and it changed the future of the life of 40 thousand people for the worse, in a major way."</p>
Alan	<p>"I strongly support the FTC's proposed Non-Compete Clause Rule. Non-compete agreements are almost always inequitable and disadvantageous to employees subject to them. Non-compete agreements harm employees by restraining their ability to use their skills, knowledge, and experience to move up the economic ladder by changing jobs. Companies frequently tout training and experience gained on a job as benefits, while severely limiting the ability for people to use such benefits. Non-competes tend to indenture employees to an organization while preventing those employees from seeking economic prosperity and freedom. Non-compete agreements are wholly un-American and should be banned."</p>
Austin	<p>"These non-compete clauses reduce competition among hospitals and degrade healthcare for American citizens. Furthermore, they place an unfair burden on physicians who have spent ten years in training just to be able to practice medicine. I shouldn't have to uproot my family and leave the state if I find the my cunent job to be untenable."</p>

Deanne	<p>"Regarding Non-compete Clause Rulemaking• Matter No. P201200 I firmly support the FTC's proposed ban on non-compete agreements. These agreements are pervasive within the medical community and are often used to intimidate workers from leaving positions, while also pressuring workers to sign on to a position with benefits, over others without benefits, while including a non-compete clause. Often whole areas are left without medical care because of non-compete clauses, since employees can no longer work in their home areas after leaving employment. Large corporations seems to be the worst offenders of forcing non-competes, and they also have the funding to litigate against single employees trying to survive after leaving their employment, or even worse, being terminated from employment due to no fault of the employee. I myself have worked for 2 years under a non-compete after serving my time in the military. It was the only position available in my county at the time I returned home. Over the past two years, the company I started with has been sold twice and every sale has brought on more restrictions and more work. The sole purpose of the non-compete is now intimidating me from leaving my job - which is working, and I am stuck in this position until retirement, unless I want to drive 1 hour to work and then hack. And the surrounding positions all have non-competes as well. It is a travesty. Please find non-compete clauses illegal and as such force companies to rescind the clauses, allowing more competition and more freedom. Thank you."</p>
Michael	<p>"I feel that it is unfair for anyone to allow an employer to refuse the right of an employee to not provide for their family. Especially when they have worked in their profession for a long period of time."</p>
Thomas	<p>"I support the full ban of noncompete employment contacts. I have been employed with my company for 12 yrs in insurance sales. My compensation is 100% commission based and I am compensated with a percentage of the commission I sell. I do not receive leads or business opportunity's from the company and develop my sales from the many years of personally networking much at my own expense. My company has lowered my commission changed my compensation structure several time for their benefit with littler to no recourse for myself. I have been a top producer annually and my non compete empowers my employee and imprisons me from moving to another company that may offer greater benefits, opportunity and support. I do have the choice to move to another company, though the non compete is a deterrent to other employers and is purely leverage to be able to create to keep employees captative."</p>
Caryn	<p>"I am in favor of a ban with a provision stating that employees who RESIGN -- as opposed to being terminated -- cannot contact customers/clients for 6 months. I think this exception should be limited to resignations because otherwise, an employer could hire a great salesperson from another company, and the employee could build up the employer's client or customer base, and then the employer could terminate the employee -- knowing he/she isn't permitted to contact his/own customers for an extended period of time."</p>

Robert	"Getting rid of noncompete clauses will allow physicians to better care for patients, and will enforce more fair hiring practices by hospitals for nurses, doctors, and other healthcare providers. I am fully in favor of eliminating noncompete."
Anne	"This non-compete clause is punitive to American workers and downright in-American in its damage to competition. Please do not approve!"
Sahil	"I am a physician and worked in my community in rural Illinois for three years. I was the only pain physician in that community and was getting patients off of opioids to treat opioid addiction. However, due to a contract dispute with my employer I was not able to continue in that community and had to leave to find a different job. My non compete stated that I can't find work within 50 miles of the hospital for up to two years . I had to move states to find the job I liked . My patients in rural Illinois are still struggling to find a pain physician and lots of them are reverting back to opioids. I am in support of making non compete clause obsolete ."
Daniel	"As a veterinarian , I 100% agree with banning non-compete clauses. As a highly trained and skilled professional, it is outrageous that I have to move to a new place if I decided to leave my job. Corporations should be more worried about talent retention and fair working conditions, instead of being allowed to force people to remain in a job with a fear of legal repercussions if they left for a better offer in the vicinity."
Zoey	"Non competes are harmful and have been very detrimental to our family. As an orthodontist I have paid well over \$750,000 for my education and I cannot use it within 15 miles of any of the 3 locations of my former employer which is effectively a 45 mile non compete. It is hard to see any claim that he has over the education and skills I have build over 10 years of education. I had to leave due to horrible working conditions and the culture of high volume and poor quality of work at his offices. I can now only work 1 day a week over an hour away which makes it very difficult for me and family who live in a rural area with not many orthodontic job options. It also is harmful for the public and my former employer is not practicing to the same standard I believe is appropriate, the public no longer has access to high quality orthodontics."
Darius	"Totally agree that this Non-Compete act is only in favor for big corps not for small companies or individuals who want to compete in a fairly way"
Lisa	"Thank you for this very important proposed rule. As a physician , I witness firsthand the immense frustration and burnout experienced by my colleagues, which is often exacerbated by employers holding them hostage. Being a pediatrician in a large urban city, I am aware that if I wanted to switch employers, I would have to uproot my family, sell my home, and even require my spouse to find a new job. Such a situation is unfair and unnecessary, especially in the case of large corporate systems that wield disproportionate bargaining power to restrict our right to work freely."
Dr	"I am an eye doctor that worked for a large group practice for the last 10 years. It was bought by an investment firm that only cares about profit and not treating patients. I was let go for not "producing" enough profit. My original contract had a non compete for neighboring 3 counties for 2 years. I started working for a small practice

	15 miles from my previous employer and they have filled a lawsuit against me. I have not solicited patients. I have a right to make a living and should not be punished for providing hood health care. Non competes decrease patient care and are and unfairly punish honest doctors. There should be at least much more strict limits on non compete clauses."
K	"This impacts me directly. I am currently under a non-compete agreement that is very broad. Extends beyond direct competition of my former employer to include any vendor of, or proposed vendor of my prior employer. I'm blocked from getting a job in an industry for which I have the most expertise. I am a stock holder of less than 1% of my prior employer. I believe there should be a balance of protection of companies intellectual property and a non- compete/non-solicit. I do not think employees should be able to steal company secrets, including customer lists beyond their direct relationships. However, a I think broad non-competes like the one I am under is too prohibitive - keeps me from providing for my family."
Todd	"I work in Pool Repair in Florida. I've been with the same company for over a decade. We are forced to sign a non-compete when the job commenced, and a few years ago, were forced to sign an updated one. It is 5 PAGES of fine print oppressive nonsense. I would like to get my contractor's license and start a small company but am in fear of litigation, as Florida is one of the worst states for enforcement of these contracts. Nothing that our company does is significantly different than other pool repair companies. There are no trade secrets that you can't find on YouTube. I was trained for a few weeks over a decade ago and 90% of what I know I've taught myself. But still, these overreaching ANTI Competition agreements prevent me from taking steps to better my and my family's position. I agree with the FTC that these contracts are Anti Capitalism and Anti American. Please finalize this rule and help the hard-working families of this country pursue happiness."
Terry	"Ending the unfair non-compete clause would be an absolute improvement for employees rights. It is possible to protect both the employees and employers interests without the non-compete clause. It is past time to stop the use of this restrictive practice."
Scott	"I am an HR professional and am speaking for myself, not my company. I strongly believe that rigid non-compete clauses should be illegal and agree with the FTC that they hinder the free market at trade at the expense of the employees. I know many employees who have spent their whole working career in our industry and because the company I work for competes in many different categories, employees who separate, whether voluntary or involuntary, don't think they can get a job that they are qualified to do near the same wage they were making Non-disclosure policies can protect the company from proprietary information getting into competitors hands. Non-compete agreements are way too restrictive and hinder workers from making a living in the field they are experts in."
Samira	"I vote against non compete clause for physicians ."

Julia	"I am a nurse practitioner looking for a new job in central Florida. Many jobs I am currently looking at have 2 year or 40 mile non-compete in their contracts. I would like to purchase a home, but if I ever want to leave one of those employers with a mile clause I would have to drive 40-60 one way to find a new job or move to a new town. It would be wonderful to be able to find a new job in my current small town. Nursing does not contain any proprietary information. Please pass this bill."
CJ	"I agree with eliminating non-competes. I am currently under one. I was a hospital administrator , and my previous company is preventing me from working in the field for 2 YEARS, AND 50 MILES from my last hospital. So I either have to move my family, or switch industries. I ended up switching industries. I can understand a non-compete to keep you from going after clients, key employees, etc. But to prevent you from earning a living and supporting your family is atrocious."
Blake	"Please ban non-competes! They hurt all of us!"
Candis	"Many people are held in lower-paying jobs because of non-compete clauses that they signed without realizing the consequences. This is shoddy behavior on the part of the corporations that are exploiting their workers. It should be prohibited!"
Kameryn	"I am a huge supporter of this new rule. This will allow for healthy competition in the labor market. Employees should be able to develop their skills and switch jobs as needed."
Erika	"It seems absolutely counterintuitive that a company/practice can prevent us from seeking out a better situation for our families, better pay, better benefits, etc. based on geography and catchment areas. If there's an opportunity across the street that would better my wellness, career goals, etc., I should be able to pursue it without a hefty consequence (I.e., a year's salary), especially when we live in an era in which there are health care disparity areas included in those restricted/non compete areas."
Wayne	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Crystal	"We relocated to the beaches area to reduce transportation costs and reside closer to our children's schools that offer no transportation. We rented, uncertain if we'd love the neighborhood. Fell in love with the area. Nearly mid-lease, owner advised he needed to sell. We're hastily crunching numbers; we had another year on our lease to ensure we could not only afford the home but also qualify. We'd anticipated to buy a home but timeline was moved forward! We apply, Crystal needs to make more money to proceed with purchase. Crystal had opportunities and was offered a job tripling her salary satisfying terms of home loan with an agency neighboring our county. Crystal reaches out to employer [at the time] and was completely transparent on reasons to separate employment were for the short & long-term benefit of our family. I'd asked to kindly release me of the 12-month boundary restriction as our children will be uprooted and lose this home. She had no idea what I was speaking of until I pointed it out in her own clause. (Backstory: she'd sued her former firm costing

	11,000 in attorney fees to regain only 4,000; I was fully aware of the venom in this woman and didn't wish to subject my family to her spite if I were to accept employment in my county- hence my need for transparency.) Her counter offer was to extend my restriction an additional 12- months. Mind you, two-thirds of my income at the time were commissions. I declined to empower her unrestrained use of authority. Business is business. END RESULT: 1) We lost the home to another buyer with the inability to settle timely due to this non-compete. 2) We lost our 'retirement investment'. We would have later sold the adjacent lot connected to this home. We were offered no benefits nor 401k thus my strategy to improvise 'retirement'. 3) My husband and I now have a useless hard-inquiry on our credit. In conclusion, departing this firm was our family's greatest blessing yet this clause was more than an unfair method to former employees. Arbitrary, immoral, single sided, unreasonable and unwarranted loss to the family."
Maria	"Get rid of non-competes. It's hurting patients when they can't find the doctor or care they need. It only helps big corporations"
Arielle	"I urge the FTC to include non-profit organization employers in the new proposed rule. Employees of non-profit organizations, including many hospitals impose onerous non-compete restrictions on employees. This can be just as limiting as non-compete restrictions imposed by for profit companies. Doctors are a group of employees particular affected by these onerous contractual restrictions."
BRETT	"I wholeheartedly support this rule, and it would change my life. As a worker with a non-compete clause in an organization that requires a 1-year non- complete in all employment contracts primarily to limit competition with more lucrative opportunities, this directly affects me and all my coworkers and I have had to turn down multiple job offers due to this. By implementing this rule, not only would it open opportunities for me to seek higher salaries elsewhere, it would push my current employer to raise their compensation for all my colleagues."
Sheryl	"Corporations should not have a hold on the work life of it's employee base. It is critical for the well being of workers that they are fairly compensated and not held back with ties to a specific company. Support workers and innovation by ending non-compete agreements."
Lauren	"Non competes should be banned in the field of medicine. Non competes can force a provider into not practicing for that period of time. There are numerous reasons a provider may need to leave a practice and move to a nearby practice. I hope this law goes into effect. It will have positive impact in our field."
Sam	"I strongly support the rule. I am a gastroenterologist and I have previously worked in underserved areas as well as in larger hospitals. The noncompete created an environment where the hospital focus is on attracting new physicians and giving them generous initial offers and well as multiple promises-which are often broken-, and when contract renewal comes the hospital has the upper hand knowing that the physician has the option of either agreeing to whatever they propose or moving out of town, which is not convenient the least to say especially for people with families."

	<p>Removing noncompete clause will shift the hospital priority to retaining their current staff rather than focusing on trapping new physicians into signing with them and then not caring about them once they are hired. It will also help reduce physician burn out which is a lot of times precipitated by the feeling of being "trapped" in a job they don't like or working under conditions they don't desire. Hospitals help physician employees establish their patient base and provide them with CME payments for continued education. However, these potential losses to the hospitals can be mitigated by nonsolicitation clauses and refunds of certain payments if physician leaves within a certain period of time. The solution for those issues should not be trapping the physician and giving them the option of either staying with their current employer or moving into a different city. In cities where there are two or more health systems, this decision will cause increased attention to improving working conditions and physician retention and will lead to reduced physician burnout and improved patient care. If hospitals are expected to compete, they should also be competing for attracting and retaining talent. It should not be free market for hospitals, and surfdom for physicians."</p>
Mason	<p>"I am submitting a comment in favor of the proposed elimination of non-compete clauses. I am a resident physician about to enter the workforce as an independent practitioner and the impact of these rules is immediately visible both for myself and my future patients. For me, this has created unnecessary hurdles in my job search, because I have a geographic area of interest to practice due to personal factors, the most important of which is proximity to family. These non-competes mean that I am beholden to my first employer even if work conditions change to become less favorable because leaving the position would require that I either uproot my family or drive many miles away to work. It is not difficult to see how employers can potentially use this to exploit physicians who care deeply about their family and patients, not wanting to abandon either group due to forcibly having to practice outside the non-compete distance. I think it is wise for society at large, not just those in medical practice, to remove barriers to leaving an employer who in the worst circumstances could be acting unethically. We should not be placing an added burden on employees to choose between doing the right thing (which could include leaving to report illegal or dangerous behavior) and avoiding being forced to leave behind beloved family/friends/clients/patients. Furthermore, non-compete clauses create an unfair competitive market for anyone seeking employment. When negotiating an offer or contract, the candidate will have a finite amount of political capital based on how desirable their skills are in the market, and having to spend some of that good will on reducing the distance or time frame of a non-compete will reduce salaries. I lence, it is in the benefit of the employer to erect unnecessary points of negotiation such as the non-compete because the candidate will not be able to reduce the non-compete while also successfully negotiating a better salary or other specifics of their work environment, hours of preference, etc. In rebuttal, employers may state that without a non-compete clause, employees will simply leave and set up shop across the street. Some employers may even view this as tantamount to stealing but there are a few reasons this does not make sense. For one, contracts could still enforce that stealing patents, existing employees, soliciting existing clients, or other intellectual property relevant to that industry is not permitted. That is totally different from preventing an individual from using their non-unique skillset in close proximity to the former employer. For instance in medicine, guidelines of appropriate care are published for</p>

	<p>anyone to read. Since the law dictates that contracts cannot infringe on the patient-physician relationship, it creates a perverse incentive for employers to prevent physicians that leave from being geographically available to known patients. This creates fragmentation of care, prevents innovation, and raises expenses. Additionally, many of these large employers have numerous brick and mortar locations, or in some industries may service extremely large areas due to the nature of the work (online work, utilities, etc). Thus, to assert that an employee moving outside of an arbitrary non-compete radius will prevent competition in geographic proximity with the parent company does not make sense. On a parallel note, some employers may claim that this rule is unnecessary because non-competes are not enforceable in many jurisdictions. However, without a firm rule in place from the FTC across the board for the entire US, bigger employers who can afford to tie up individual employees in the legal system to adjudicate the non-compete can continue to do so. This causes non-competes to be practically "enforced" in reality because it is an undue financial burden for employees to exercise their rights. Overall, I think the elimination of the non-compete clause or creation of a narrow maximum-allowed non-compete such as 1 mile for 6 months from the primary site of work would be a positive step forward for promoting fair and ethical business practices."</p>
William	<p>"Employers tell you that it is ok to sign the non-compete as they are never enforced. I came to my current employer with twenty five years experience in the industry. No I want to leave they have me hostage as I can not get a job in the field with this non-compete. I am effectively their slave. This should be illegal."</p>
Susanne	<p>"It is time to protect workers by prohibiting non compete contracts so wages can increase and more job opportunities are created"</p>
Robin	<p>"Support! I think this is an excellent initiative. The non-compete rules entirely focus on the best interest of corporations and do not allow fair employment opportunities for workers. Especially in specialized fields, such as healthcare, the non-complete limits an employee from pursuing better opportunities, better pay, and advancement."</p>
Jared	<p>"To whom it may I am an equine veterinarian in Ocala, Florida. Ocala is where I have called home for over 17 years and I have raised my family here. My children are 14, 11 and 9 and my wife is an elementary school teacher. I can to Ocala and have worked for the same company for 10 years. I currently have a non compete that keeps me from starting my own business which has been my lifelong goal. My only options are to move my family out of the place I consider home or travel for a majority of my time and live away from my family. Neither of these options are fair to my family and I consider my family the primary factor in my life. So ultimately I am stuck in my current position which unfortunately weighs on my personal happiness and intimately damages my personal and professional life. I hope that the FTC can put a stop to these unfair practices."</p>
Lindsay	<p>"Non-compete clauses handcuff signers to often times be unable to have a career with skills that they have learned."</p>

Chris	<p>"I have spent my whole life enamored with Search Engine Optimization and Digital Marketing. I even earned my MBA in Marketing, having done several projects in the SEO space with a minor in Entrepreneurship, knowing one day I would start my own business. I joined a small start up upon graduation and helped lead that company from nothing to \$1.5M in monthly revenue. After 5 years there it was finally time to start my own venture. It was around that time I received a call from another competing company. They promised me the moon if I joined there team and talked about how well everyone was doing and what they were earning The one caveat? I had to sign a non- compete. After joining it became instantly clear this company was not what they said it was and they had succeeded in simply removing a Director at a major competitor. After reviewing my noncompete, we see that the geographical restrictions are worldwide! The scope of work was practically anything in the digital space related to my expertise. What am I to do? I want to start my own business or at the very least join a company to earn a living but my noncompete prohibits this. I know I can build a company giving the world the best possible service. I know I can provide hundreds of people with wonderful careers and a great culture to work in. I can't do any of this as long as that noncompete stands."</p>
Robert	<p>"Non compete clauses are used to extort medical professionals. Hospitals and large private groups attract physicians with promises that they may or may not keep. They know once a physician settles in to the area, buys a house, kids in school, etc. that moving becomes difficult. These non competes prevent physicians from working elsewhere in the area and leaves them with 2 choices. Either uproot your entire family, or continue to work for an employer who takes advantage of you. Nothing is more un-American than non compete clauses. It has made me second guess continuing to work in healthcare. These non compete clauses must be made illegal. There is no justification for them. It only helps the employer and only hurts the employee."</p>
Brian	<p>"non-compete clauses should be revoked. It is abused by hospitals and corporations to control employees. It should only apply to employees/trainees who learned something. e.g. somebody receives training as a resident for heart transplants. You shouldn't be have non-competes so that individual can't open a heart transplant center next to the place he learned it from. But for individuals now it is used to control nurses, or office managers, or doctors who have already received training at other institutions and should just be done away."</p>
robert	<p>"I am hopeful this rule change passes. Its almost unreal to think about how this rule even came about in the first place. Employers and employees know of the rule and understand if they go to a competitor their current employer may sue them. The employees where I work at also understand the rule will be imposed and enforced because we have seen it first hand. The non-compete rule holds people back in other ways as well. I was speaking with a coworker recently and had mentioned it would be a good idea to get some more experience at our current job and then go look for a new job elsewhere that pays more because rent prices in Florida are insane. That coworker said to me he was willing to do that except he fears being sued if he left, and that wasn't even leaving to a competitor but just in general."</p>

	<p>I understand an employer may see the situation as losing their Intellectual Property when an employee leaves. I can see where that mode of thinking comes from and why a company would want to tie a rope around our neck and ankles to protect what they deem as I.P. but the better methods of retaining people like better pay and better work conditions are a much better option. Most workers are not working on Nuclear fusion and want to take that to a competitor and then stop because of a non-compete. There are other laws to govern those sort of cases and the reason this non-compete stays law is to ensure an employer can bring a case against employees when the damages to I.P. are near to impossible to prove otherwise employers would go to court against an individual for I.P. theft. Employers taking employees to court for non-compete have a ripple effect through the employees because they know that is their future parting gift should they leave. You work and prepare each day differently obviously.</p> <p>I have seen a few cases where the owner of certain IP has been questioned and I'm no lawyer but from what I have seen with my layman eyes suggests employers believe everything is their IP. I am hopeful this is not the situation everywhere or as a whole and I can see how this mindset gets embedded in our heads but the reality may be a little different. If your a pastor at a church there is a good other pastors in time may end up doing and using the same tools and methods just by nature of the job and learning. Unless a company is truly disruptive most processes and methods employed by most companies of like industries become similar over time.</p> <p>An employer can retain people they feel are worth retaining by doing the same things we do for people we care about and want to keep. Small sacrifices by all involved at companies can return large gains like putting to rest the worry of IP theft. I obviously prefer a world where the people who "do" can do what they do for whoever is willing to afford them the best life, but we do live in a country that hasn't raised minimum wage since 1970 I believe I read??? that's crazy! Is also a crazy world where you have to go to work with the thought of not doing better for yourself for fear of retribution. This non-compete rule is a rope around Americans best, please get rid of this."</p>
Keenan	<p>"My uncle [redacted] was one of the nations top computer programmers in the early 1980s. After a dispute with his boss he was told "if you don't work for me....you don't work anywhere" for most of my childhood in NY I watched him suffer. He couldn't get a job of any kind. No matter how or where he applied. In the early two thousands... It happened to me at avis rent a car. Once budget took over I was on the wrong side of management. They found creative ways to get rid of all the avis employees and when I threatened legal action I was blackballed by them. It took nearly a decade to recover and a federal job at NASA for that to finally end. The things companies get away with through legal loops are beyond conscience... Absolutely disgustingly criminal... Yet legal. The cost to our nation and society in general is beyond calculation. It is long overdue to be addressed. This is only a small step, but it IS a step in the right direction."</p>
David	<p>"I am very very excited to see this new rule put in place. It has impacted me my entire career and has prevented me from pursuing my career in the past that I intended. I was forced to not accept positions of higher pay in higher status, as a part of my</p>

	<p>career advancing strategy which impacted me and my family greatly. And what is sad is I even attempted to do the right thing and notify my employer where I was going in the position I was accepting, and that this new employer was more than willing to put in writing that I would not contact certain customers or clients over the first year in my current employer, at the time rejected this effort by myself and my new employer, and thus I had to turn down the position. And what is sad is I even attempted to do the right thing and notify my employer where I was going in the position I was accepting, and that this new employer was more than willing to put in writing that I would not contact certain customers or clients over the first year in my current employer, at the time rejected this effort by myself and my new employer, and thus I had to turn down the position. Most non-competes I Donely don't allow the hiring of the employee to work in the same industry, profession, etc. but it also prevents a former employee from doing contractual work not as a direct employee. He prevents contractual work or consulting as well. In the same industry, they are leaving as part of the noncompete and non-disclosure. This new rule should include those factors as well."</p>
Dana	<p>"I am a general OBGYN Physician; there is NOTHING proprietary or secret about my job or my field of medicine AT ALL. Almost all of my colleagues and I have non-compete clauses forced upon us by employers who use them as nothing more than a tool to prevent us from moving to another opportunity (thus suppressing our freedom and wages). To allow this practice to continue is absolute abomination and as un-American as you can get. If you have the power to stop it, PLEASE do so!!!! I beg you. Every single one of us in the healthcare field risked our lives for this country over the past 3 years, please help us!"</p>
David	<p>"Non competes should be outlawed. They hurt workers. They are inherently not fair."</p>
Richard	<p>"This is a good move for the United States. Frequently smaller US companies are being acquired by larger conglomerates and foreign entities. The primary owners walk away with significant payouts; however, many of these smaller companies have key employees under strict noncompete agreements. Very often, these noncompete agreements are transferable. The employee may even have a small stake in the company as with smaller businesses key employee retention is critical. When the company is sold, the employee is often obligated to sell their shares (if they have any) to the acquiring entity. The payouts for the small shareholder is not enough to retire, but the employee remains with the company with the best of intentions of continuing their employment on a long term basis. However the acquiring company may have other ideas. If is proven that one of their "efficiency" strategies is to remove highly paid employees and replace them with mid level employees. This can work for the company if they are in the mode of holding tight to their current products and not in the mode of developing new products or markets. Often once a company hits a certain level it can grow on its own, these conglomerates know this and therefore increase profits by cutting employees and combining resources with their other holdings. This is a fact of life and all well and good with the exception that the employees who have built their careers, elevated their incomes and have a great deal of value in the market place are restricted by time and geography. Often incomes when the employee has to leave their specialty can drop as much as 75%. In addition, companies that would normally hire these talented individuals to enhance</p>

	<p>their own product lines without any hesitation; cannot hire because of the noncompete agreements. It is not fair to the individual who has built their career in a specialized industry to have to take a massive loss of income due to a noncompete. Often this can be a "career killer" for the folks who are caught in this trap, as once the time has gone by that fulfills the noncompete, technology may have passed them by or their value has dropped because companies are hesitant to hire someone who has "sat on the bench" for a number of years. As you can probably already determine, this has happened to me personally, which is why I can discuss this with some level of accuracy and detail. In fact, this has happened to me twice in my career, so I can verify and demonstrate that this is a real thing. Another factor regarding non compete agreements is the fact that the company basically holds the employee hostage. In that, let's say an employee decides they want to make a change, perhaps due to wanting or needing to relocate to take care of a family member, or advance their career. Perhaps they find a position that they are qualified for that allows their income to increase significantly. The noncompete in many cases prohibits the individual from being able to seek any other opportunities and without any recourse. In the industry this is referred to as "golden handcuffs" and is strategically used to capture employees and then use their talent at a reduced rate for extended periods of time. This does not work for every position, but highly technical positions are the nonnal target for this strategy. If an employee is under a noncompete and the company ends the employment, then the company should be obligated to compensate the employee for the duration of the noncompete. If the employee starts a new career then the past employer should be obligated to compensate the employee for the difference in income that the employee experiences for the duration of the noncompete. That way at the end of the noncompete the employee can decide whether to continue the new career or go back into the area of their expertise. Although this would be a step in the right direction the losses to the employee due to the loss of time within their specialized industry might not be fully recoverable. With the realization by our country's leadership of the unfairness and damages done to those who have been effected by this. Please consider making it retroactive to those who have been damaged by companies who obviously knew what they were doing by tagging their employees with this act. And then there is the basic rights of being an American, the home of the "free": however, we allow businesses to limit, actually even prohibit capitalism and entrepreneurship. Just think how backwards this country would be, if the folks who were the pioneers of an industry were prohibited by not branching out on their own. Just think, if you study the history, if the noncompete had existed may decades ago, we might only have one automobile manufacturer in the US, one light bulb and their are so many other examples. I low much further would we be if individuals were not so restricted today? I believe we have set back progress by decades."</p>
Leah	<p>"Physicians are the value creators in hospital systems. They are the ones that bring in the knowledge, the skills, and the expertise. Physicians also have a fudiciary responsibility to their patients so noncompetes puts patients at risk, because it makes them unable to uphold that responsibility. Patients should be able to have full continuity of care and see their doctor, wherever they work in order to prevent death and permanent disability, and improve their long- term outcomes. The practice of including non-competes in any employment contracts for physicians is not only anticompetitive, but it's dangerous for patients, and it needs to be put to an end. I am</p>

	in Emergency Physician and I believe this is a key factor that has led to worsening physician access, increase costs, and worsening patient outcomes across the United States."
Leah	" Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physician's at risk of being strong, armed into practicing unethical medicine, and into putting their employers over their patients. Physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine."
Sarah	"I'm a Nurse Practitioner forced to relocate (multiple times) in order to be in compliance with companies' non competition clauses in my contracts. These outrageous clauses have limited my ability to work, and cost me thousands in moving expenses and licensing fees. As though it isn't hard enough with the AMA tying my hands in practice, taking any job with company with contractual non competition clauses basically chips away at my right to practice at all. Forget about independent practice. And patients have zero opportunity to choose me as their provider if I leave because I'll be too far away from them. It's truly unacceptable."
Karen	"I worked for a company where I had a non compete. After I left this company and did not even go into the same field. I was harassed. Law suits threatened. We should have the right to work wherever we want."
Matthew	"Dear Commissioners: I 100% support the proposal to ban non-competes. Please categorically ban non-competes: I support the option to categorically "bright-line" ban non-competes. That option is needed to fully realize the benefits of getting rid of non-competes, as workers and companies need to be completely certain of the situation when making decisions to accept a job, or offer a job to a worker. The amorphous, fact-specific tests currently used in many states are very damaging, because workers do not know if they can accept a competing job, and competing employers do not know if they can offer the job to a candidate subject to a non-compete with the prior employer. Non-competes Especially Harmful to Specialized High-Tech Workers, Cause Specialized Labor Shortage That Harms Companies I believe that non-competes harm both workers, and indirectly companies. I believe that non-competes are especially harmful in any field where workers have invested substantial amounts of time and money into their training, especially in highly specialized technical fields, like specialties of electrical engineering or computers science. Imagine spending 5-7 years getting trained, and to be able to only work for one employer afterwards. With non-competes, if that employer does not work out, the employee can't use that training elsewhere. Non-competes thus may discourage college students from getting the specialized training and advanced degrees needed for many current high-tech jobs. It is frequently stated that the tech workforce has a talent base "a mile wide and an inch deep." This situation - an abundance of people with broad, shallow skillsets

	and a shortage of highly specialized workers - may be exacerbated by the use of non- competes in 47 states. An environment where many employers use non-competes may constitute a "tragedy of the anti-commons" where each employer uses a non-compete because they believe it directly benefits them, but each employer is also indirectly harmed by the industry-wide use of the non-competes by other employers. The solution is a categorical ban on non-competes. The fact that California continues to have a huge technology industry - despite high costs of living - may be due to their not enforcing non-competes. If a specialized high-tech worker - e.g. a phd in electrical engineering - is in a situation that does not work out, he or she can leave and stay in the same specialty. In 47 other states, the employee may have to stay in a sub-optimal situation or find something else to do, thus exacerbating a shortage of specialized labor. Please categorically ban non- competes. Thank you."
Carmen	"I agree wholeheartedly with passing this new law/rule. As a primary care provider I was driven out of the town I live in due to a non compete agreement when my contract ended with my employer and I did not renew it. As a results hundreds of my patients were left without a primary care physician. Non-competes need to be eliminated immediately. thanks"
Amanda	"As a family physician , I wholeheartedly support the ban on non-compete clauses. The clauses inhibit competition and prevent doctors from practicing in many areas. This is contributing to the crisis of being unable to find a primary care physician in many areas or if they do then they wait months to be seen. This proposed ban will help free workers from restrictive clauses and enable workers to remain in the communities they love!! Competition should be cherished not banned."
Brenda	"This is so unfair to workers!"
Vanessa	"I fully support this rule. As a physician , non-compete clauses are common and ultimately limit the ability to practice and advocate for patients and improvements for fear that loss of their position could uproot their lives. As over half of physicians are now employed physicians, our ability to negotiate for improvements in working conditions or in patient safety is limited and these large corporations with multiple sites use their size to expand non compete ranges Banning non competes gives physicians the ability to move freely, which in turn improves physician power to improve conditions in hospitals and in patient safety without fear. This is a win for both physicians and patients."
C	" Physicians hold no trade secrets and practice independently. Non competes exist only to limit physician to patient relationships outside of a branded healthcare entity. It exists to stop negotiating and stifle benefits and competition. At the end of the day, it hurts patients who have established a safe relationship with a physician they trust."
M	"The non compete agreement is a weapon against physician to make them stay at a job they might not like or enjoy because it will be hard to find another. It is a clause that is created to three the employees to stay at their job with no hope of finding something comparable or better within a large area. It's so unfair."

Marinella	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets -- and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. I strongly support the FTC's proposal to federally ban noncompete agreements as this would will lead to higher wages and better opportunities for American workers. Thank you for your time and consideration."
John	"Please pass this regulation"
Mark	"As an individual that has been subject to a few non-compete agreements as conditions of employment - I very much welcome this regulation."
Jennifer	"Non-compete clauses prevent people from obtaining work without a major shift in their lives - often necessitating moving very far distances in order to comply. This uproots families, especially children who are in school. They are unfair and should be abolished."
Avi	"My life has been ruined because of forced Non-compete. I have been working 15 years in my trade, have built long lasting relationships over those years, and have always been a source of knowledge for my long term client lists. I began my current role roughly three years ago and was forced to sign a non-compete or not get paid. I have wanted to leave my current role for over a year due to my CEO/Founders discriminatory comments, treatment, and overall bad nature of conduct. However, the consistent threats of being sued if I leave to a competitor, or work with clients that I BROUGHT to this current position based on 10+ years of relationship building has left me with no choice but to stay put. I am underpaid for my role, have had my performance based commissions cut in half, and have had none of the promises made to me when I came here kept. In any other situation, the employee would have left quite some time ago. However, I am not in a financial position to fight a 6 figure legal battle with a spiteful egomaniac. If I were to start over at a new company, I would have to take 12 months away from contacting my friends and clients which would inhibit me from gaining a position at another company. Again, these are relationships I built well before I ever started at my current role. Overall, I never thought my life would be so extremely tormented by this little paragraph I was forced to sign. Please, reverse these actions, let people work where they choose, we have a right to our freedom and our time we've put in our trade."
Oral	"I agree with banning this. I had a contract which I fulfilled but afterwards I still was unable to work in the area. This is unfair."
Pascal	"I do agree, non compete should be banned, it limits our ability to change jobs for better wages and conditions"
Mahendran	"Non compete clause are one sided and restrictive to physicians and deprives of the clinical workforce in a community . It should be banned ."

Jasmin	"Our family was torn apart for 3 years thanks to a devastating non compete my husband had to follow after leaving a practice. For 3 years he works 3 hours away from home, only coming home on days off. Left me raising kids alone while working full time. This is not humane."
Marcel	"I work in Aviation as a insurance producer. I too have a non-compete agreement and I also work in unfair conditions. I do not get raises, bonuses are non-negotiable, and my non-compete has cemented me to the company. And I have a \$1.5 million book of business, generating over \$100,000 for me last year. Keep note I've been with the company for two short years. Coming to reality in this moment soon enough. Along with no reward for performance, I've increased my companys portfolio by over 10% in less than 24 months. Its been in business for 42 years. And my badgering boss still complains about making phone calls. Biting the hand that feeds the business itself. I'm getting feasted on by the baby huey of all heirs in a family business. Almost a nightmare from Horrible Bosses with that Kevin Spacey guy in it. The company isn't even looking to grow as it stands, preventing me from any type of growth within itself. I'm a producer working for two owners. I have to sell more to make more. I get fired for some odd reason tomorrow, my \$100K per year I just did in two miraculous years, is gone. Unless the next aviation broker you work for is Assured Partners or Acrissure. I'm sure they'd pay those court bills until my incumbent folds due to continuances. Thais of course once I get sued for leaving the company and "pirating" their business that I rightfully earned. And done. Charges do apply if you want more sensitive information about the aviation insurance industry. One take away on this matter. I don't even get paid on time. I don't get my wages paid on time. Even when they say they will pay, they don't pay. But they pay, just whenever they feel like it."
Chris	"This has to be banned, it's limiting where new physicians can practice which restricts access to healthcare for the general population"
David	"I am in favor of the FTC rule to ban non-compete contracts. Especially in healthcare. It negatively impacts patients and medical professionals alike. Physicians, nurse practitioners, and Physicians Assistants are forced to move often 60mi1es or more upending their families and forcing patients to lose trusted relationships in order for hospitals and practices to make more money. These workers do not have trade secrets. It's medicine. A non-solicitation should be more than adequate. Impose a Smile cap so it's not a hardship if patients want to maintain their relationship and clinicians can avoid having to uproot then families and move. Competition is a cornerstone of capitalism to drive innovation and service. Let companies retain employees by being an employer of choice. Why would they be afraid of losing patients if they were good healthcare clinics? The AHA and special interest lobbies are sure to be large and vocal to retain their protected status, but non- competes hurt us all and is against the public good."
Dr.	"I am a physician that is bound by a non-compete clause in my employment contract. If I were to leave my position, I would have to uproot my family and move to another area to find work. While non-compete clauses in physician contracts are not new, they are often used to limit the mobility of physicians to leave an abusive work

	<p>situation. If a physician chooses to leave employment, they are often precluded from practicing within 10 miles of any clinic or hospital of their employer. The time limit of the non-compete is usually 2 years in duration. These clauses should be revoked permanently. Non-compete clauses exist entirely for the benefit of the employer and the detriment of the employee."</p>
Michele	<p>"I am an OB/GYN in a busy metropolitan area. A non compete in my contract will essentially prevent me from providing patient care to a very underserved population even if my current practice closes. This is an unacceptable form of abuse of the physician who only wants to care for our patients. Patients should be provided the right to follow their doctor to another practice should that doctor choose to leave. Additionally, practices should have work environments and compensation such that physicians do not desire to leave. Non Competes hurt patient care plain and simple, they should be deemed unlawful immediately"</p>
Richard	<p>"During my career, I was required to sign non-compete agreements with several companies in order to be employed by them. There was no ability to modify any of the terms of those agreements, and in my case, they prohibited me from working in my field for a period of one to two years, regardless of whether I resigned, or was laid off, or left the company for any other reason. I was very fortunate that in one case where I was laid off during a change of control at a company, the company released me from my non-compete agreement - otherwise I would have been in a pretty bad financial situation, since I would not have been able to work for any other company in that business!"</p>
Greg	<p>"Working in healthcare this definitely hampers my ability to seek the best location for my financial and mental wellbeing. I support removing it preventing non compete actions."</p>
Brandon	<p>"Great idea!"</p>
Ken	<p>"I'm so glad this is finally happening! I work in real estate in Orlando. For the last 20 years, I've worked in timeshare. I own a timeshare and love it, but that's for another day. The industry standard is to have everyone from bottom to top sign non-competes. Here are the issues: 1) if you quit or are fired, I have to move out of the state to find new employment. It's a 100 mile rule, but if I work at Wyndham no other company will hire me to I get CLEARENCE from Wyndham to work at the new company because they don't want to disrupt the non-compete system. Timeshares are only sold in limited vacation locations, so if I can't move companies locally, then I have to move to a different state. 2) if I leave, the non-compete says I have to pay money back. So, I lose my future commissions (my pay is usually 30-45 days behind with revision laws) but they have tried to bill me for cancelations from clients who cancel contracts from years ago. 3) the Industry gets a bad name because non compete doesn't allow good, non-lying sales people to move from bad companies or corrupt management. We can't hire good local people without them losing their livelihoods for 6 months to a year. I like helping people and don't lie to them, but I've worked with management who doesn't support that and I can't change the culture but I also can't leave. It creates a box that good workers are stuck in. This is not just</p>

	Florida, it's everywhere. PLEASE PLEASE PLEASE get rid of non-compete for workers! It helps the workers AND the consumers!"
William	"Non-compete clause give too much leverage to the employer, and don't prevent companies from replacing employees with either lower paid graduates or h1b workers."
Maritza	"To whom it may concern. Not only do non compete contracts inhibit our ability to make more money but it often forces us to stay in jobs where we are miserable. It is unfair and one sided power the employers use to deter other competitors from offering more lucrative and rewarding positions as, even if, like myself, you live in a right to work state, it takes months and thousands of dollars to go to court to fight for your right to make a living at your chosen profession. PLEASE PUT AN END TO THIS"
Rohan	"I am in favor of the FTC rule to do away with non- compete clauses. I am an employee surgeon in a mid sized town with only 2 hospitals. Under the current non-compete rules I would have to potentially leave town if I chose to leave my current employer and work for the other hospital."
Evan	"Here is a very condensed version of my true non-compete agreement story. that has caused me or the past 17 years, in the prime of my life and career to be either in corporate bondage (over 10 years) or facing millions of dollars in legal fees (over 6 years and ongoing) in litigation: - In 2005, I founded my own attorney recruiting company, after working as an associate at a top Wall St law firm for a few years and already an experienced and successful attorney recruiter for over 2 years. - In 2006, a former colleague (in a recruiting company) who started in the industry only several months before I did convinced me to join his firm on a no- strings attached basis, with no non-compete agreement, and promised to provide me a bunch of resources I could use to build a database and complex job board website I had been planning to build on my own. We agreed that either of us could end this employer / employee relationship at any time, for any reason. Without this assurance, I never would have agreed to join his company. - 8 months later, after I was provided none of the promised resources, but after I made several placements and built a new Asia practice from the ground up, I was forced to sign a draconian non-compete agreement or else I would lose all the commissions I had generated from these new Asia placements AND also would lose all the commissions I had in the pipeline for 2007 placements (this was well over \$500,000). My employer knew that I was in a difficult financial position (I had worked pro bono on a litigation for 2 years prior, my family lost our home in Hurricane Katrina. and other issues well known to my employer). - For 10 years after this unfortunate event, I stayed at this company, under constant vocalized threat of being defamed to clients, sued and bankrupted with legal fees, if I ever left the company. - I was NEVER paid the commission 65% I was promised for any of hundreds of placements. There was nothing I could do to protest, because if I complained, I could be fired, have all my commissions pending and in pipeline stolen from me, and sued with no resources to litigate many years. - I was never trained (another promise of the forced upon non-compete agreement), which was comical to think about since I taught my employer how to recruit successfully. - I

	<p>was never reimbursed for most of my business expenses and was forced to pay for most of my employer's Asia operation business expenses for 10 years. - I sourced all my own clients. -18 months before finally leaving this abusive employer, I was transferred to Hong Kong (from Miami), but the promised and legally required I tong Kong work visa application was cancelled without my knowledge. I was told that I had to remain in Hong Kong and work illegally, or else be fired. have all my pending and in pipeline commissions stolen from me, and of course be sued under the 2006 Florida non-compete agreement. -I finally left the company in December 2016 after being advised by counsel that I could be arrested if I remained living and working in I long Kong without a work visa. -In March 2017,1 was sued by my former employer. He did not make any attempt to serve me however until April 2018, but for those 13 months prior he "served" his lawsuit against me to most of my key clients. When he finally served me, he voluntarily dismissed the nonsensical fraud claim against me and my partners. -After 6 years and well over S2 million in legal fees (that we literally raised on month to month basis, in amazing herculean effort for a start up recruiting company), we went to trial in December 2022 and unfortunately lost an a judgment for millions was entered against me. -The Court ruled that every time my employer paid me a much smaller commission than I was promised in the 2006 non-compete agreement, I was agreeing to a new contract basically with lower commission %s by my not resigning from the company immediately. -Of course, this part of the Court's ruling would imply that when I was told I would get lesser commission than promised, I had to leave the company and not have any even social contact for ONE YEAR with anyone at any law firm in the world that my employer recruiting firm had ever been in contact with for my 11 years there. -Yes, that draconian term was included in the non-compete agreement I was forced to sign. -The Court ruled that it was irrelevant that my employer transferred me to Hong Kong and cancelled my work visa and was forcing me to work illegally in [long Kong. -I was not allowed a jury, even though when I was sued a jury was "demanded." -All of my many material witnesses, except one, were excluded from trial only one business day before trial began. -Many other irregularities in judgment and discovery process too numerous to fit in 5000 words. - We are appealing. "</p>
R	<p>"Doctors are being subject to corporate coercion by health systems owning doctors and imposing non competes."</p>
Sergey	<p>"I am a physician, and noncompete clauses are rampant in our profession, especially with the increase in organization employed physicians over the last two decades. Non-competes generally harm the ability of physicians to respond to changes in patient care needs across the country and unfairly burden physicians from addressing changes in care needed within their own community. From a patient standpoint, noncompete clauses beholden patients to a specific administration via the fact that administrators make decisions about clinical care and resources allotted to their employed physicians. These allocations are first and foremost in the interest of the medical systems rather than in the interest of changing standards of patient care. Lastly, physicians have spent more than two decades in school, and in most cases have devoted significant financial resources to attain their degrees. Noncompete clauses reduce our ability to maximize their income potential, settle our educational liabilities, and build a sufficiently robust retirement plan in the setting of a</p>

	markedly shortened career created by the long educational requirements of entering the profession."
Madelyn	"For physicians trying to care for the sick and being pressured by hospitals to see more patients irrespective of the quality decline of this factory process, the best bargaining we have is the freedom to work in a competitive market locally. With the non compete clauses removed health care will improve as the market will drive satisfaction to a higher and higher level. Please.. this is a win win. And this is America. We should have the freedom to work unincumbered"
Arun	"I believe there should be no non-compete clause"
mina	"I've personally been impacted by non-compete clauses. I worked for a company named "Postcardmania" that made me sign an NDA (I felt that there would be retaliation since I work in a right-to-work state) and essentially that prevented me from working at another marketing company for 2 years post employment. I've been in marketing fir years prior to Postcardmania and since I signed this non-compete, it has forced me to switch industries and no longer work a position that I'm highly educated on."
Priya	"Noncompete clause is not fair at all , especially when doctors are in shortage , it affects patient care"
Kamaljit	"Highly support."
Angela	"Bring in the construction industry as sales we are forced to sign NC but simply fact I came to this company with my knowledge an training prior but once I accepted the new position with them I was forced into a NC before I could get a deserved raise . NC are out of control an it no more then paper slavery . It hurt's employees from moving up an providing for their families an companies know they gave you trapped . If you are not the CEO, CFO etc they should not be able to stop a person from trying to better themselves"
Susan	"Corporations and businesses should not be able to dictate and control people's lives and livelihoods."
rob	"I am the victim of a non compete. I fully support the removing non competes and making the illegal. These huge companies give pay decreases during the great recession and won't allow you to move to another company due to the non compete."
Eric	"Hello, I would be very happy if the non-compete was eliminated As a person that worked for a company for 28 years, it was very unfortunate that upon being tired did I realize that I could not go get a job to support my family in the same industry because of a non-compete. To me, I believe that the only way a non-compete would be appropriate is if the employer paid for a type of license/school and then it should only be valid for a set time period like 2-3 years depending on the amount paid. I hope non-competes are removed from society."

Jason	"Please ban non competes because they are plaguing our industry of orthotics and prosthetics and make it very challenging to work even when terminated unwillingly from an employer. It's absurd that this is allowed to happen 1, in some instances there's absolutely no compassion for human rights and the right of people to work"
Brittany	"In the setting of unprecedented moral injury and burnout, it would bring so many physicians joy to see the end of non-compete rules."
Raymond	"Employees are not owned persons. Non-compete terms of employment are effectively ways for an employer to own a person's livelihood. Alternatives ways to reward employees for loyalty and respect of intellectual capabilities can be easily offered in long term bonuses, retention deferred salary and a myriad of other incentives. Non-competes should have been disallowed as part of the 13th Amendment."
Thomas	"Please do this. I have been trapped inside crazy non compete clauses before and threatened to be sued by companies that weren't paying me what they owed me. I am in the door to door sales industries and employers use these clauses to threaten and deprive individuals of their constitutional rights. Please move forward with a complete ban on non competes."
A	"I support the proposed ban of non-competes for physicians and other medical professionals alike. These non-compete regulations hurt the free market, medical professionals, and support monopolies. As a new physician with \$400,000 in medical school debt, non-competes limit my ability to pay off my student loans. It is better for our government, our societies, and our future that noncompete to be banned. Thank you for your consideration and understanding."
Rohan	"Please ensure this rule banning noncompete clauses also applies to physicians and other healthcare workers. Physician salaries are currently kept artificially low by predatory and unreasonable noncompetes which are directly contradictory to the concept of a truly free market."
Robert	"Non-compete clauses should be made illegal, especially in medicine/health care. It is currently nearly impossible for patients to find a consistent physician to care for them. Employers significantly exacerbate this problem by forcing physicians to move away from the area each time they need to change jobs. Allowing a physician to stay in the area after changing jobs would allow patients to continue to receive the vital care that they need. Please eliminate non- compete clauses."
Bridget	"I am commenting on the rule to ban noncompete clauses. I believe they should be banned. It is an unfair business practice. Workers will suffer, and be out of work when noncompetes are enforced. Trade people who have been in the same industry their entire lives can be out of work and unable to re enter the work force for a certain amount of time due to these clauses. I absolutely love my profession and have worked so hard to get here, and a noncompete clause can put me out of business for up to 2 years. 2 years not earning income or doing the thing that I love to do. I'm passionate about my career and it is unfair to not allow me to work in my field due to

	a noncompete. I work for a small business that has two locations in two small cities right next to each other, and if I decide to leave or get fired, I cannot work in either city for 2 years. My only choices would be to not work for 2 years and collect unemployment and wait until I can re-enter my field, or move to a different city. These are two absolutely unfair extremes. Our country needs people to be working, and banning the noncompete clause will give people opportunities to work."
Samuel	"I am a doctor who has been working for 10 years, the hospital that I work for has been dramatically arbitrarily reducing my salary but I cannot look for a better paying job due to this abusive non compete law. This is an abusive law that needs to end."
Patrick	"As a physician , I whole heartedly support the proposed rule from a personal as well as patient care perspective!"
Jeffrey	"As a physician , noncompete clauses have had a negative impact on my family as we have had to relocate for a new job. Noncompete clauses are contracts that prohibit employees from working for a competing employer for a certain period of time after leaving their current job. This means that physicians who have signed a noncompete clause may be limited in their ability to practice medicine in their field, as they may not be able to work for certain hospitals or healthcare providers within a specified geographic region. In many cases, this can force physicians to move to a new city or state in order to find work. Relocating for anew job can be a major disruption to a family's life. It can be difficult to uproot children from their schools, leave behind friends and family, and adjust to a new city or state. Additionally, moving expenses can be significant, and finding a new home in a competitive housing market can be a challenge. For physicians, relocating can also mean giving up seniority, patient relationships, and a familiar work environment, which can be stressful and disruptive to their professional lives. All of these factors can have a negative impact on a physician's family and quality of life, and can make it difficult to maintain a healthy work-life balance."
Nancy	"Noncompete agreements give all the power the corporate interests, especially corporate medicine. If a doctor leaves a practice, the patients should be able to choose where they will be seen. Patients don't "belong" to anyone. Please vote to eliminate noncompete clauses in doctor's contracts."
Brandon	"This directive is long overdue. Non-competes are exploited to indenture employees and limit competition for labor. For doctors in particular this impacts patient care and continuity. It is unfair and harmful to the wellbeing and commercial interests of the public. It also unfairly impacts those employees who are not able to work remotely or in smaller communities. They are forced to work at jobs they do not like for wages less than they would otherwise earn. It empowers larger corporations to take advantage of individuals. I own a small dermatology practice, in a small city, and would benefit the most from keeping the status quo, but I am strongly against it."
Christopher	"In the IT industry , businesses already skirt a grey line when it comes to overtime and job categorization. Adding enforceable non-competes to a job that is not sales related restricts a workers options and should be unlawful."

Raymond

"I am a practicing **physician** who started my career in 1993. At that time it was stated clearly in AMA ethics policy that non compete clauses were considered unethical. The logic is rather obvious. Firstly, physicians are licensed, highly specified professionals and not a patented or proprietary business model. Secondly, most communities lack sufficient supply of physicians who serve a critical public good. Business employment contracts should not be allowed to impede the communities access to a licensed physician who would wish to remain available to the community. Hospitals are tightly limited (by regulatory intent) and in our community's case, are an actual monopoly. They can decline privileges to physicians which markedly impedes the doctor's opportunity to serve in the community. In 1993, I pointed this out to my first employer (private practice partnership) during negotiations and they agreed that they would have their lawyer pull the noncompete clause. They too agreed it wasn't ethical. Over the years I have served as a Florida Medical Association Delegate and the topic of seeking redress and/or address the abusive positions particularly hospital entities arc using with non-compete contract language has been repeatedly proposed. Physicians clearly reported feeling trapped with no recourse should they want to consider remaining in the community but not in the present contract. The non-compete language would have enforcement positions even when the employee served their contract time term. Employed physicians have requested elimination of these tactics in contracting but so far this hasn't been accomplished. In our Lee County of Florida, we have a large hospital monopoly (they have 95% of all lxxis in the county) which has morphed into a major employer of physicians over the past 15 years. The hospital system use non compete clauses in doctor employment. They tell physician prospects "take it or leave it, there is no negotiation with these clauses. We must treat all contracted employees the same" (how convenient). They use geography boundaries and buy out clauses to deter competition of physician employment. In my particular experience I was forced to pay a buy-out payment equal to 10% of a Hospital- employed physician's last year earned salary in order for the hospital to release him from their no-compete clause. The clause existed to stop any hospitalist business entity from entering our market which is specifically the hospitals intent. The physician had completed his contract term (2 years) and was going to outpatient practice whilst maintaining his hospital privileges in order to be of maximum service to his/our patients. We are not a hospitalist business. What is particular wrong in this instance is the hospital administration enforced this clause DESPITE the employed physician completing his contract and simply wishing to return to a private outpatient medical office with a partnership opportunity. I am sure we have legal standing to dispute this particular case but the legal costs and time required are clearly a successful deterrent. The hospital administrations abuse of this clause demonstrates that this is likely "standard practice" business behavior by the hospital industry. The hospital industry in my estimation is one of the most powerful lobbies that our federal and state governments have to deal with. I favor eliminating noncompete language from employee contracts. Employees (my direct concern being professional physicians) do not pose a business threat to hospitals or a formed business with rare exception. Further, the concerns of limiting use of proprietary business practices can be mitigated by special contract arrangements including buy-outs or a license/materials contract should such a concern truly exist."

Melissa	"I support the elimination of the Non-Compete Claus enacted by employers. My husband has worked for the same company for 24 years. Over the years the company has become a hostile work environment, overbearing discrimination, and on many occasions witnessed or experienced sexual harassment. Through the years he has made this company a lot of money and was paid by commission. Due to his hard work and dedicated work ethic he made decent money as well. As he worked harder than most in the company, he did not receive raises like everyone else did. He finally had enough and resigned. Unfortunately the skill that he mastered in the last 24 years is unable to be used because of the "Non-Compete" that the employer made him sign. He is unable to better himself by starting his own business, or work for another company in the same field due to this. This same company took a single mother with 2 kids to court because she violated the Non-Compete by switching to the competition. The other company was willing to pay her more, which in turn made it easier to support her kids. Luckily the courts ruled in her favor. Eliminating the "Non-Compete Claus" can't come soon enough."
Robert	" I vote for eliminating the non compete agreement."
Calvin	"Many people are subjected to non-compete clauses (also known as restrictive covenants) when it comes to employment. Especially those who identify as professionals. As a physician , I have been subjected to being coerced into signing employment contracts with non-compete clauses without the ability to negotiate. This not only restricts physicians in their ability to practice, especially if they have a family in which their spouse also has a career, forcing many physicians to uproot their families to other areas due to non-compete clauses, but also prevents others from bringing their abilities to communities to practice medicine where it is needed. This is detrimental from a public health perspective, but also detrimental to many families I am sure other professions are also subject to the restrictions of non-compete clauses and also cause the same disruptions when it comes to their careers and families. Many professional physician societies have long called for the end of non-compete clauses, well before the FTC has proposed this rule. As a physician who has spent many years training, I support any rule which would effectively ban the ability of any employer to utilize non-competes, or restrictive covenants, to limit their current, former, or potential employees as they only serve the business and limit healthcare delivery to people and have shown to be extremely disruptive to people and their families."
Sunil	"Non compete for physicians can be very restrictive, anti trust and sometimes almost imprisons the physicians who can be forced to sometimes work at a hospital which is almost holding them hostage and the physician has to stay inspire of hostile environments due to family and other personal issues due to lack of choice. This has led to in many cases almost abuse of many physicians."
Varinder	"Non-compete clause only helps corporations. It promotes slavery. We need to remove the last root of slavery. Non-compete clause also hurts patients. I have seen over the years that many physicians were forced to move out and therefore have to give up their long established patients. Patients can suffer in the process of a finding a new doctor, transitioning of care, establishing trust which can take years. It creates

	a big gap in patient care and poor outcomes. Non compete can never be justified if you think of patients."
John	"Couldn't support this more. I have been restricted unfairly by a rouge company stating that no employee can work in the industry (finance) in any state which they have a business relationship. Theoretically, this definition could mean any state in which they have a client which is just about every state of the nation."
J	"I strongly support the FTC's efforts on banning non-compete clauses. I am a young physician practicing in Florida. I work for a physician group that was bought out by a large equity firm several years ago. Do not be misled into thinking the reason for non-competes is to improve patient care - if anything it hinders it greatly. I have a very large patient base that I would have to abandon if I attempt to find better working conditions fur myself - instead I'm forced to stay where I am as I cannot just uproot my family and move to another city. Additionally, the corporations will claim that there has been investment in physician training - absolutely not. I have all my medical knowledge from medical school and residency — I have had no training from my group other than a 1 day lesson on using the EMR. The non-compete clauses are simply a way to control physicians by limiting our options to practice and keeping our wages low so the administration can have an inflated salary; despite the physicians doing all the work the administration and equity firms are reaping the benefits. My physician group desired to hire a new-graduate physician but was only allowed to offer a below-market rate. When we asked to raise the salary to a more competitive rate we were told it was not possible as they need to keep new graduates at a low salary. The new-graduate understandably passed on our offer and we were forced to hire a less-qualified graduate that would take the lower salary. This is just an example in the medical field of how non-compete clauses are harmful to the worker class and only benefit the owner class. Hearing the FTC take on non-competes has given me hope that there may be a better future where I won't be forced to compromise myself or my practice. I hope this passes without any exceptions for physicians as all workers stand to benefit from the banning on non-compete clauses."
Larry	"I support this rule change. Non-compete clauses should not be allowed anywhere in the U.S. They serve only the company's interests and are unfair to workers and our right to earn a living. It's time to end this practice once and for all."
yuandy	"As a recent FNP graduate I don't have many options to start working because "NO experience" is what all the employer said, so once you sing the first certificate of non-compliance you have no choice but what they give you, even if you need to start practicing and after a few months you don't like the place or the people or you just move to another house you can't work in a different company because the agreement says that 10 or 20 miles away. I understand the interest that companies have in maintaining control of the population that you see, but "COMPETITION" is part of capitalism, that is what makes this country great, because you as a company owner have to do the best to keep your business open, this is quality of service, and this is what we are losing today with all those regulations and prohibitions. I agree with the FTC's proposed rule that would generally prohibit employers from using non-compete clauses, Thank you."

Sandra B	<p>"I will like the non compete law to be remove. I don't think is fair that a person has to move the family the kids away to another school because the non compete problem with the ex-employment. There is enough business in the area, employees should keep clientele happy and employees happy or they are the ones that loose."</p>
Christopher	<p>"I am 100% unequivocally in favor of this. I am a physician who just left a practice in Florida which is a state that upholds most noncompete clauses, despite them being unethical and limiting my ability to earn a livelihood. My current noncompete has been fought with me by my prior employer with threat after threat of litigation. It also limits me beyond my ability to overcome such limitations geographically stating I cannot practice medicine within the tricounty area of South Florida (ie, all of South Florida!). I am currently still unemployed, getting unemployment as a physician (!!!!), and beyond anxious and concerned about what I'm going to do - it seems either pack up and move my whole life that I've worked so hard to establish here or get a job doing telemedicine with a license in another state, working remotely. Additionally, it has hurt my prior patients beyond belief. They were reassigned another provider without being informed of my leaving the practice and they are not allowed to continue their relationship with me for 2 years; patients come to a practice to see a provider, NOT the practice. The relationship providers have with patients is sacred and takes a long time to build that trust and level of sharing and noncompete's completely disregard and damage good patient-physician relationships, worsen patient outcomes, limit patients' right to choose, and increase healthcare costs exponentially while patients scramble to bring a new provider up to speed. What happened to continuity of care? Apparently if money is involved, it doesn't matter. I vehemently oppose ALL noncompete clauses and believe our economy SHOULD have the pressure and possible fear of losing good people/employees to go off and compete with them should they be treated poorly/abused. In medicine we are often treated expendably and all that matters is our productivity; it's time that our satisfaction and work-life balance actually mattered. For all these reasons I almost cried when I read the FTC initial report /stance and am hoping that this will give me new possibilities to obtain meaningful employment without a constant fear of litigation/someone looking over my back causing RESTRAINT OF TRADE, limiting my ABILITY TO EARN A LIVELIHOOD, restricting my ABILITY TO PROVIDE NEEDED CARE IN A COUNTRY WITH A KNOWN PHYSICIAN SHORTAGE (especially primary care), worsening the already SEVERE BURNOUT PHYSICIANS ARE EXPERIENCING (now worse after COVID). and ONLY WORSENS PATIENT OUTCOMES WHILE DAMAGING THE PATIENT-PHYSICIAN RELATIONSHIP, increasing costs and only serves to grow monopoly-like big clinic/organization entities where patients are just a number and everyone gets 15 minute visits where the provider never takes their eyes off the screen in front of diem. This is unacceptable and only hurts an already crippled medical system where patients are demanding better care - how can we do this when we are sued when trying to do S0999999 PLEASE YES FOR ALL THAT IS GOOD AND JUST; BAN ALL NONCOMPETES!!!! " "</p>
Claudia	<p>"Noncompetes exploit employees, cause unease, and potentially prevents good talent in working in certain healthcare settings. This creates a major impact in the community by creating areas of deficit and minimal access to certain subspecialties in medicine. It also creates unnecessary costs for physicians having to move to</p>

	different geographic areas due to a restrictive covenant. Bottom line, this should be unethical and eliminated as a practice."
Seetha	"The non compete clause has significant adverse effects on the family unit. While imposing restrictions on a working parent it doesn't take into consideration the well-being of the children. For example, if a working mother who has a non compete clause to not work for 3 years in a 30 mile radius is predatory. If the mother has to move commute for the job, the child will need to move and change schools as well. It negatively impacts our future citizens especially in the aftermath of the pandemic where social isolation and ability to form close friendships is already effected. This clause doesn't serve the American public, it only serves corporate greed"
Phillip	"I moved to East Coast for work. After I arrived I was told that I had to sign a non compete. Being already here I couldn't say no. After a time I realized that I didn't like the company. I was stuck. This is not American. How can someone tell me that I can't better myself nor that of my children."
Gina	"Having a individuals sign non compete clause is total unfair to the individual. If you want to keep your employees do right by them. Most of the time people don't leave organizations, they leave people or working conditions. Keeping people from being able to earn a living in a field where they can excel at only befits big business."
Lillian	"I do not agree with non compete contracts"
Doug	"ban exploitative noncompete agreements - NOW"
Jennifer	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth. It also keeps you from getting work when the branch of the company you were in closes, but not the whole company, like what happened to me when the company we were working with decided to stop using a third party (the company I worked for). I could not apply for the same kind of work due to the contract I signed for at least a year. Not helpful when you have bills to pay and can't move."
Michelle	"In support of banning non compete clauses. Employment contracts are business agreements and one parting ways a party should not be able to limit the activities of the other."
Jonathon	"As one who is bound to 2 non competes and currently in a lawsuit for one, I feel this is a great opportunity for working to broaden there careers. There is no intricate definition to "trade secrets" Sales itself is a trade secret. Myself being bound to this non compete and lawsuit that was just filed, this will help me and all other workers in my situation significantly. Thank you for presenting this!!!!"
Jenna	"I know many people who have been forced to commute hours out of town in order to find employment in their field of expertise due to non-competes. It is my opinion that

	they are a burden to most Americans, inhibit commercial competition/growth, and negatively impact access to fair compensation."
Monica	"As a practicing Ob/GYN who has been subject to multiple non-compete clauses in employment contracts, I can say non-compete clauses hurt patients and don't serve legitimate business needs that they purport to just company profits. I strongly support the proposed rule to ban unnecessary non-compete language, especially in fields involving patient care."
skip	"As a Insurance Broker , I am writing to express my support for the proposed ban on Non-compete language in employment agreements across all industries. I have seen firsthand how these agreements can be used unfairly by employers. Under a non-compete, your value as a professional diminished and then going your power is removed, making correct decisions for yourself and family are less. Such agreements handcuffed all employees, staying in positions where they are unhappy, underpaid disrespected. A non-compete holds all employees from taking their skill and making a bettering their life. Raise income, remove non-compete agreement. In my current employment, I have even been threatened with termination for questioning my employer's operations, and at the same time, faced with the prospect of a multi-year non-compete agreement that would force me to move into another career if terminated. This is unacceptable. Non-compete agreements should not be used to trap any employee in positions they are unhappy with or force them to leave their their careers. While some argue that non-compete agreements are legal in some states, their legality does not necessarily make them fair or ethical. Several states have already banned non-compete agreements, and I believe that this should be the norm across the country. As a insurance broker, my ability to work in a particular industry should not be limited by non-compete agreements. My skills are not the property of any particular insurance firm and non-compete agreements unfairly exclude me work with other particular employers. A simple confidentiality agreement would suffice to protect an employer's trade secrets and business practices. Changing jobs as a insurance broker can be a costly process, Fighting a non-compete agreement can double this expense, which is a burden that falls solely on the employee. This is unfair and disproportionately affects all employees of all income levels. Non-compete agreements harm both low and high wage earners alike. In conclusion, non-compete agreements are unfair restraints on trade that prevent physicians and other healthcare providers from seeking better opportunities for themselves and their clients. I commend the FTC for taking this necessary step, and I urge you to include all professionals in this rule as we are often the targets of this unfair practice."
Maria	"The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in

	droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families"
Jay	"I am a physician in support of banning non-competes."
Doris	"Please include physicians in the FTC non compete ban. Do not limit patient's access to physicians by enforcing non-compete clauses."
Tammy	"I strongly support the FTC's proposal to federally ban cruel noncompete agreements. For decades, these exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone."
Howard	"To whom it may concern, Non-competes regarding physician contracts is an issue near and dear to me. I have left practices and given the non-compete, this could conceivably force me to uproot my family to go to mother location to work. Non-competes for physicians either not exist, or should be limited to cases where an institution is first expending a significant income to attract a physician (eg significant equipment expenditures specifically to recruit a physician) and the institution invests more than say, 5 million dollars to bring a practice. I am against increasing government regulation and I am in favor of increasing competition, especially when it comes to physician recruitment. Thank you."
Ivan	"I fully support getting rid of non competes"
Joanna	"As a registered dietitian in a clinical Setting and have a private practice to help more people in the community it is discounting that such clauses are cust that restrict where and how you can practice. Medical professionals shouldn't have this clause as in in the end it's the people and communities that suffer."
Joseph	" Physician should not have non-competes. It enables healthcare systems locally to destroy a physician and their practice of medicine. HCA IS A PRIME EXAMPLE. We need action now."
Cairenn	"Non-compete clauses are restrictive for both the employee and the employer. Three scenarios in my own work history include the following: 1. My new hire company paid me a \$250k guarantee for one year to "sit out" while my former employer issued cease and desist letters if 1 so much as ran into a client at the gym. 2. Another new hire employer bought out my non-compete, to the tune of \$500k. 3. And another new hire employer refused to interview me beyond round 2 because they were a brand new start up company and couldn't afford the litigation, although they would have greatly benefited from my experience and industry knowledge. In particular, the unfairness of a non-compete is highlighted in "right to work" states where employees affected by restructuring and mass layoffs still have a binding non- compete while

	<p>they attempt to seek replacement employment. And proving that a non-compete makes you "unemployable" (where the former employer is required by law to pay the employee through the conclusion of the non-compete) is incredibly difficult to prove, and requires immediate funds to obtain an employment attorney. If you've just been made redundant, you simply don't have those type of funds available. When companies reference the return on investment of a new hire, which includes their investment in training; they fail to mention that, in any given year, that same employee is cultivating and managing an entire book of business for the organization that can be valued in the millions of dollars. Or, in the case of labor & manufacturing markets, they are involved in creating a product that provides a return in the millions of dollars. Perhaps a reasonable non-compete buy-out could be agreed upon at the commencement of employment, ie: the equivalent of 3- 6 months salary, etc., which would allow lateral mobility, and replace any loss of use and training costs for the replacement hire. Non- solicitation clauses are relatively fair, as they still allow employees to leave of their own accord, but prevent one employee's departures upending the entire organization."</p>
Jennifer	<p>"Thank you for recognizing the importance of this significant issue. As a pediatrician practicing in neonatology and pediatric ICU, I have been trapped in positions where working conditions were detrimental to my mental and physical health. Moreover, I have cancer. I work in a large system in a large urban city, but I know that if I wanted or needed to leave my current employer to work in a position that accommodates a "new normal," I would have to leave this area of the state. I would also be limited in other states because of the locations of the system in which I work. There is no need thr employers- especially those large ones with far reaching sites- to have this power which not only limits our right to work but also limits our choice to live where we want or our families need."</p>
Alexis	<p>"Hello. I'm an ob/gyn in Florida. That's right... the hot bed of ALL things legal and statutory. While I have zero interest in leaving my current job, I know, for a fact, that non-compete clauses are hindering patient care. I can speak of dozens and dozens of physicians who cannot and will not leave their current jobs, which they are miserable in, due to non compete clauses. While govememtn never really cared much about people FEEL, I encourage you to think about how people REACT when they feel they are trapped. They make mistakes. They are burnt out. They spend less time with patients. they make medication and surgical errors. Tehy have higher rates of mental illless, higher rates of physician suicide, etc. The list goes on and on. This is a system designed to protect HOSPITALs and major corporations, not the average physician. Enough is enough."</p>
Jenny	<p>"I am in favor of eliminating non-compete agreements to an extent. It is understandable for an employer to restrict its employees from soliciting its current clients within a limited timeframe. However, employers restricting employees' ability to work in the same field or within a distance radius affects their livelihoods. I live in South Florida and have worked in the property management industry for the past twenty years. My current employer limits my ability to work for another company or start my own business within 20 miles from the client property. They have offered me no training to do my job. Instead, I have invested my time to make their company a</p>

	<p>success. My current company's benefits are expensive and I know I can get a better benefits package and salary with another company. However, the distance restriction would mean I would have to work about two hours from my home, taking time away from my family and other work-life balance activities. These non-compete restrictions must be outlawed. If a company wants to retain its employees, they need to offer better wages and benefits to compete with other companies instead of shackling the employee and demeaning their worth."</p>
Shuo	<p>"The non-compete clause is unfair and shall be abolished cross the country."</p>
Floyd	<p>"Thank you for recognizing the importance of this significant employee issue. As a physician, I see the extreme levels of frustration and burnout in my peers. These feelings seem to be compounded by feeling "trapped" by employers. I work as a pediatrician in a large system in a large urban city, but I know that if I wanted to leave my current employer I'd have to leave this area of the state, requiring me to sell my home and move my family (including requiring my spouse to change employers). There is no reasonable need for employers- especially large corporate systems- to have this inequitable bargaining power to limit our rights to work."</p>
Fitore	<p>"To whom it may concern, I would like to state for the record that non competes are ludicrous and should be terminated as a requirement for employment. There is a plethora of reasons, some including but not limited to the fact I've made more money and have been able to have more work life balance with my current company. Inevitably pouring more into the economy. I should not be punished for my old employers not being able to compete with the competition... so many other reasons. From someone who is currently hying to be SUED it's unfair and I don't care if someone was to open the same store next door, this is what this country is based on. Competition is a good thing, requires you to be innovative, and take out the box. I have never heard of fast food companies offering non competes. Yet they still expand and are capable of growth. Thank you!"</p>
John	<p>"I am a board-certified neonatoloist, and have been required to sign a non-compete for every job I have accepted in the past 15 to 18 years. These non- competes have significantly limited my ability to change jobs within the same city/region and have limited my salary potential by unfairly limiting competition for my professional services. In each case, these companies, which invariably have huge legal teams, and already exert significant power over me as an employee, have exerted even more power over me and my family by limiting our ability to change jobs without great expense. Big companies which often enjoy non-profit/501(c)3 status, and government subsidies to do research, are using their power over the little guy! I have worked at the University of Texas Southwestern (Dallas), Nationwide Children's Hospital (Columbus, OH), and now at the University if Florida College of Medicine in Jacksonville, FL, and each of these institutions have required me to sign a non-competes in order to accept an academic neonatologist job... This limits my opportunities within the same region, and indirectly limits my income potential by limiting competition for my skills/services. Moreover, when I join these institutions I have to sign over my rights to feed for services rendered to the institution! I am happy to discuss further, but would like to do so anonymously unless I can be protected</p>

	(legally) from my current (and former) employer(s). Thank you for initiating this important protection of the individual."
Christopher	"I agree with this motion. I think it's a great way to enhance competition and growth of industry especially when located in a city where a 5 mile non compete can push you out of a city if you decide to change jobs. I support getting rid of non competes 100%"
Samantha	"I respectfully and wholeheartedly support the proposed Non-Compete Clause Rule. It brings hope to empower physician and also increase physician access to certain communities that are in need of more support. This allows physicians to practice in the same region and still provide healthcare to patient but under a different organization that might place a better emphasis on quality of life, work life balance and patient: it allows the physician to be happy and the community not to suffer the loss of a physician due to a non compete"
Joni	"I ask for the elimination of 1) the exception for nonprofit hospitals and 2) the salary cap."
Katherine	"As a physician who has worked in underserved areas, I strongly believe non competes prevent doctors from freely practicing and continuing to treat patients in their community. I previously worked in a underserved area of Ohio where patients had to wait over 6 months to see a medical specialist. My hospital job required a non compete of 20 miles. These non completes three physicians to leave the community and their patients if they want to leave their job. I personally had to move with my family to another state to work again after leaving. This not only causes disruption for physicians families-they are forced to move homes, children move schools but also forces hundreds of patients of each of these physicians to now have to re-establish care with another doctor they do not know. In many of these underserved communities there aren't even any other doctors in this speciality and patients may have to wait many months and travel far to see their doctor again. Large corporations almost always require these non compete agreements for new doctors and many of them have locations in multiple cities and states and the competes are for all locations of the company basically preventing the doctor from working again if they leave. I personally know several doctors who left clinical practice because of these types of extreme non competes. With a current shortage of physicians and specialists we should not allow large corporations to prevent doctors from practicing medicine and taking care of their patients. Doctors often train for 10+ years to gain the knowledge and expertise to take care of patients-we should not allow large corporations to take away doctors ability to care for their patients and to be forced to leave an area if they lose their job for any reason."
Judy	"They are taking freedom away from employees bettering themselves by pursuing jobs that would give them more opportunities for advancement, better pay along with additional benefits, better working conditions and overall not feeling enslaved by a job!"
Thomas	"Today I have a job offer on the table, pending request from the offering company regarding non-compete clauses I'm subject to. Turns out that I am subject to a non-

	<p>compete that was stuffed into a contract I was newly required to sign in order to receive my bonus - this contract was not described at the beginning of the year, but only after bonuses were announced, several months into the subsequent year. So what do I do at the time? Throw away 15% of my salary, or sign a stack of pages of fine print. The non-compete is hugely problematic - it covers the entire, massive financial industry, and it claims irreparable harm if I were to work for the competition. In short, I'm forced change careers after 30 years, at the most valuable time of my career, resulting in greatly reduced income. Or I can remain indentured to the company that I want to leave."</p>
Cynthia	<p>"This must be stopped. It is unfair to individuals, and it leads to more poverty and instability in our democracy."</p>
John	<p>"This should not include an exception for 'non-profit' hospitals because physicians and other employees should not be limited based on this employer status."</p>
K	<p>"I support a ban on non-compete agreements. My current employer made me sign a non-compete that I cannot work in my highly specialized field (Vocational Rehabilitation), for which I have over 30 certificates, for two years. This is the field I am trained in and invested in for schooling."</p>
Joshua	<p>"Non competes are predatory and harmful to the worker. I believe they should be abolished."</p>
Carol	<p>"Non-compete clauses trap employees in their job and prevent them from taking their skills elsewhere. Even if you are in a state that limits or bans non-competes, the threat of litigation is enough to keep employees from leaving a job. It's a form of modern servitude. Please ban this form of servitude."</p>
Kerry	<p>"Non-competes should be banned! I would make more money if I could leave to work at another company but I can't."</p>
Atul	<p>"Stop this illegal practice of non compete"</p>
Mitchell	<p>"While I'm certainly not looking to leave my current employer - there is a sense of freedom in knowing that should my employment be terminated for any reason that my options are not only limited to work outside of my chosen profession, skillset, and expertise. In turn as someone who hires talent - removing this barrier may seem like a difficulty in the short term. However, I see it as an opportunity to reinvigorate our team with new skills, expertise, and most importantly enthusiasm and passion over the long term. I am whole-heartedly in favor of the non-compete clause rule (NPRM), and grateful to those who proposed this change as it stands today."</p>
Christopher	<p>"I was asked to sign a Non-disclosure document for an employer that was so broad that it ended up effectively being a non compete and a assignment of all rights of intellectual property ownership from the employee to the employer for any and all ideas regardless of whether they related to the industry of the employer or not. I agree with the arguments against non compete agreements, whether contained in a</p>

	<p>non disclosure agreement or as a separate document, and I am strongly in favor of the FTC putting an end to this in spirit not just in name only. I am very grateful to see of the FTC taking on issues like this and look forward to more scrutiny of non disclosure agreements and intellectual property rights assignments. Things like requiring all of these documents be posted publicly with a job description or something similar would help as the employer springing these documents on an employee during orientation after they have already left their previous employer is unfair and a deceptive abuse of power."</p>
Beth	<p>"I was the victim of a non-compete clause in 2002. I was contract sales for a durable medical equipment company near Ocala Florida. I was very good at cultivating clients such as the VA, Medicaid Waiver program and Vocational Rehabilitation. A colleague, another contractor, struggled and usually needed a "draw". The company owner decided to terminate my contract and "give" my clients to the struggling contractor. Poor business decision, in my opinion. It was 15 days before Christmas when my contract was terminated and as a single mother of a young son, I ignored the non-compete clause and switched companies. All of my clients honored my company change and stopped purchasing from the original company. I was sued and settled for my own attorney's fees, \$2500, and I ceased competing...I had to get a regular job and had to dig myself (family) out of that hole, slowly."</p>
Sheridan	<p>"The FTC should end non-competes. The reasoning for keeping them are illogical. Imagine telling a family medicine physician that they can't work where they want to, that they cannot serve their communities all in the midst of a shortage in primary care physicians. This is a great step by the FTC!"</p>
Rahil	<p>"Please stop non compete clauses. I have incurred physical, financial, emotional trauma from having to leave a job but not being able to practice within the same county. The harm extends to the family members and socioeconomic impact of this is significantly detrimental and should not be allowed. Hospitals and large corporations should not be allowed to force a non compete clause on to their employees"</p>
Hunter	<p>"I am an attorney who practices in multiple areas, including commercial litigation. In my practice, I have handled a number of situations and cases involving non-compete agreements (both for the employer and for the employee). It is my opinion that a non-compete agreement creates unfair restraints on competition. Specifically, for companies that require a non-compete agreement, prospective employees are typically required to sign the agreement before beginning work. At that time, the employee only has a glimpse of the company and its work environment. The employee will generally only meet one or a few of the managerial level employees at an interview at which a "best view of the company" is described for the prospective employee. Any workplace politics, issues with supervisors/managers, unsavory work conditions, etc., are generally not shared with prospective employees at the interview (and are not usually available upon Google search about the company). And yet, the prospective employee is asked to sign an agreement stating that if that employee leaves the company for any reason, that employee is restricted from working in the same industry for some number of months or years after the employment terminates.</p>

	<p>There are occasions where employees begin employment and find out that either they do not get along with a supervisor (and the supervisor knows there is a non-compete so the employee has a difficult decision to make), or the company is doing things that involve questionable ethics/morals. Despite these and other scenarios where the workplace is not quite as rosy as the employee was led to believe during the interview, the employee is still bound by the non-compete agreement. Sometimes, the work environment changes after an employee is hired. Sometimes there is managerial turnover or a particular employee's supervisor changes, or a change in how the company does business to try to gain an advantage in the marketplace. There are times when these changes create an environment where the employee simply does not want to work ... whether because the new supervisor is entirely irrational or unreasonable, the new policies conflict with the employee's ethics or morals, etc. This is the epitome of unfair bargaining power and unfair competition. A question was asked as to what tools would exist for an employer to protect itself if non-compete agreements are banned. Nondisclosure agreements were mentioned and this is one way for employers to protect themselves from disclosure of trade secrets or confidential information. Also, non-solicitation agreements would protect employers from an employee taking an employer's customers in whom the employer invested resources. The combination of nondisclosure and non-solicitation agreements provide protections to the employer that its own investment in ideas, concepts, and other trade secrets are protected from being shared, and customers are protected from being stolen. Meanwhile, the employees are free to explore other potential employment opportunities in their field of experience and expertise if other opportunities provide a better work environment, compensation and/or benefits. Banning non-compete clauses may also encourage employers to value the workplace environment a little more so that an environment is created where employees do not want to leave. A question was also asked about whether the non-compete ban should apply to franchisors and franchisees. I believe that it should. Just as I explained in my first paragraph above, franchisees make an investment in a franchise without the benefit of much experience with the franchisor. In my practice, I have met with franchisees who advise me that franchisors failed to provide all of the training and resources that were promised. In these scenarios, a franchisee should be able to look for other franchise opportunities in the same or other industries without fear of being sued under a non-compete clause. Franchisors could maintain protection of its trade secrets via nondisclosure provisions."</p>
Denise	<p>"As a professional who is involved in a highly competitive industry, I totally support abolishing this antiquated rule. Competition only makes us strive to do better and provides the public with optimum choices for service providers who really have to work hard to succeed. A consumer should be allowed to make the choice - not a document."</p>
David	<p>"I am strongly in support of the proposed rule to limit non-complete clause. My previous employment ended with an expensive buyout in order to keep hospital privileges despite fulfilling my contract obligations, giving proper notice prior to non-renewal of the next contract, and change in my capacity of work from hospitalist to primary care physician as a new DPC physician. These type of penalties are</p>

	unnecessary and do not add to patient care. I left on good terms from a not for profit organization, why should they be allowed to monetize my choice to alter career path."
Sara	<p>"First, I want to thank all who proposed this bill. While I may not be a medical professional, these non-compete clauses have been presented at nearly every employer I have worked with. The roles were low paying and minor and it has always struck me as incredibly bizarre that I would need to sign them. Most of these jobs were low labor jobs. These non-compete clauses make it incredibly hard for entry level employees to gain experience in a field and move to a better position with a better company for those who have talent and wish to grow in their career fields. It essentially takes wage negotiation off the table with employers who have non--competes, allowing them to take advantage and in some cases abuse those who are passionate about their work. The employee is forced to either move, wait for the non compete to expire, or work in another field altogether. All options stifle the growth of the individual employee and give an unfair advantage to the potentially subpar employer. I presently work in a small art and antique auction house. As a recipient of a Bachelor's in Fine Arts, this was an incredibly lucky find in my local area; there are not a lot of career avenues for art graduates outside of teaching or design. The company took me on despite my lack of experience and I have come to really enjoy the idea of this industry being my career path. However, I once again had to sign a non-compete. I have been with this company a year now and while I love most things about the company, one of the owners can be at times rude or abrasive to his employees. The pay is also comparatively low considering the level of service I have provided them and my education. I would love to move on, but this non-compete prevents me from doing so. Even if I wanted to move on to Sotheby's, a far superior auction house that provides a professional level wage, I wouldn't be able to. Even though there is absolutely no "trade secret" I could possibly provide Sotheby's of which they do not already have knowledge. In short, these non-compete agreements stifle Americans who wish to grow in their careers and they impact in my opinion the lowest level workers the hardest. And now knowing how it impacts nurses and doctors, I now understand why the healthcare industry is in shambles. It's time for these companies to start meeting the expectations of their employees and clients. If we really want a "free" market we need to stop protecting had performing companies and eliminate the non-compete agreements. Let competitive companies and individuals thrive! Our market will be better for it."</p>
Hector	<p>"I spent the last 20 years working in a specialized industry. I was offered a 50% pay-cut to stay with the company. I could not survive on that pay & now they have a 3 year non-compete on me that I signed 20 years ago. At 58 years old, it will be very difficult to move into a totally different industry. Not really fair after 20 years of loyal service."</p>
Kayla	<p>"This absolutely needs to be implemented. I worked for Neogenomics laboratories and this is a big practice to keep employees locked in with little pay and demanding work. A lot of my colleagues left for other industries. Top talent will leave if they feel backed into a corner. Successful people will be just that.. successful regardless of what company they work for"</p>

Seth	<p>"The idea of allowing for non-compete clauses in workplace contracts/paperwork is outdated and easily abused. Having someone, especially younger people just entering the workforce, sign these non competes for spurious reasons as a tool to exert control over them, not to protect any sort of top secret process or formula that the company themselves created, is asinine. The United States, a country that openly claims is a free country, must therefore, make necessary changes towards the economic freedom and well being of its citizens. The move to eliminate non competes, as well as I hear another rule to eliminate captive anti-union meetings, and to hopefully fund the NLRB properly, would be moves in that direction. A truly free populace is one where work is a choice. Where to work is a choice. And where one does not need to give up one's freedom, dignity or humanity for a paycheck that barely (if at all) covers the most basic of human needs. So while we do need to do more, like raising the minimum wage, passing the PRO Act or similar pro-union legislation, providing a federal jobs guarantee, providing paid parental leave, guaranteed vacation, protecting the right to strike...this action nudges us a step closer to true economic justice for Americans, rather than moving us farther away from it under the guise of a conveniently nebulous and undefined idea of "freedom"."</p>
Larry	<p>"As a physician in Maternal-Fetal Medicine I feel this is overdue. If you are not supported as promised, children are in schools locally, and want to move on, you have to move to another city or risk being sued through the non-compete. One company, Pediatrix, restricts working at any site within a certain radius of one of their practices, and they have practices throughout the country. Other industries aren't held to that same standard, why physicians are is beyond my grasp. This has been a travesty from the beginning, essentially dictating where you can make a living if you make a mistake and attempt to move on to another practice. There is a fairness issue here. These companies will prevent you from getting a raise and threaten you legally if you practice within a specific radius of your previous job. I am 100% behind this legislation!"</p>
doug	<p>"It has always seemed to me that a non-compete agreement is a violation of anti-trust laws for human resources. If I have top secret information and the company or entity has compensated me fairly for my ideas, then a non-compete makes perfect sense. But if I work for a company or entity that does not value my contributions, either in reality or in compensation, then keeping me from a company that would value my contributions in reality and in compensation is unethical, immoral, and should be illegal. My company makes clear the non-compete agreement is for their benefit only by stating it is not an employment agreement and the company can terminate me at anytime, but I would still be subject to the non-compete. Further, the agreement (written by the company) states any ideas I have on company time or my personal time belongs to the company. Not sure that is even legal but they write that to leverage their size and ability to bring legal action to scare one into compliance. Moreover, these non-compete agreements artificially keep wages down for talented people by limiting one's options and compensation in one's chosen profession. For these reasons, among many others, the use of non-competes should be limited to very specific relationships. And if a non-compete is warranted, due compensation,</p>

	agreed to by both parties, shall be required. A free and open market place demands such."
Virginia	"I support this rule change. Non-Competes, meant to apply to highly compensated, technically oriented white-collar workers, are inherently unfair to most workers and make it virtually impossible for every day workers to make a living if they are let go or look to change their employment - even to work independently! Please make this change!"
Dawn	"To hold a physician to a non-compete clause is absurd. To limit our ability to work and be near our family at the same time is cruel. To think I can "compete" for patients as a neonatologist is ludicrous! If I go to a different hospital, pregnant women whose baby will need NICU care do not follow me! Please end this illegal nonsense. It is bad for physicians, bad for healthcare, bad for patients, and un-American!"
T	"Non competes have always felt like a way for corporations to force employees to stay at their current employer even though they may have a better opportunity from another employer. I am in full agreement of forbidding non-competes and keeping my employees through better leadership."
Collin	"I am a psychiatric mental health, nurse practitioner , and I work in outpatient psychiatry, predominantly serving child and adolescent populations. My employer has a noncompete clause in my contract, which would three me not to work for approximately two years after leaving this practice. Not only does this make me feel trapped as an employee, but it significantly hampers my ability and drive to one day establish my own practice, noncompete clauses significantly and negatively hold back the healthcare industry and its providers. I truly hope that noncompete agreements are nationally banned. I am not only a medical provider, but an officer in the United States Army reserve in my whole goal is to serve my community. I should not feel trapped into a position where I lack leverage for compensation, or ability to venture out on my own. Thank you for your time."
Megan	"It is very important to get rid of these non-competes! Big hospitals and companies are adding bigger and completely unreasonable non-competes that probably wouldn't hold up in court, but knowing young doctors out of training won't risk taking them to court and spending a lot of money. It doesn't make sense to have these non-competes if you have a family and your spouse works in the area and enjoys their job, and you don't want to have to move the whole family or do locums for a year or however long the non-compete is. It is unfair to make people stay in a job they hate and are being taking advantage of only because they don't want to move their whole family or have no income. This also applies to non-competes for fellowships, for example I know someone that had to sign a fellowship contract with a completely unreasonable non-compete of multiple counties. The spouse was also a doctor and had just started a good job and they wanted to start a family and long distance was not an option, so they had to take the fellowship. After fellowship, they are forced to sign with that group because the non-compete states they can't work anywhere in the surrounding 4 counties for 1 year. New grads don't have any money reserve, have to

	start paying hefty loans, and they don't have the money to take on big companies in court. Doctors shouldn't be stuck in these situations."
sybil	"As someone who has been in the broadcast industry for very nearly FIFTY years I can tell you that a non-compete clause has been inserted into every single one of my employment contracts. And I have not been permitted to strike through any of them. I was never the type of talent who would have taken thousands with me had I "crossed the street" (journeyman). So these contracts made it necessary for me to MOVE every time a job ended or I felt the need to advance in my career. They are simply a tool with which business maintain controls over personel they have no right to wield. And yes, it negatively affected my lifetime earnings which will affect my SSI payments which may require the state to care for elderly me. Conservatives yet again cut off their own noses in a lame effort to avoid supporting AMERICANS (who have paid for it - and them - remind them please)."
Keri	"Please put an end to these so I can finally take this invisible ball and chain off of my ankle and be free to work where I want."
Nicole	"Noncompetes only hurt patients by limiting the amount of physicians that can Practice"
T	"As a health care provider , I wholly support banning noncompete provisions in contracts. They stifle competition and discriminate against female workers."
Naresh	"I am a physician and totally agree with a ban on non compete clause. More corporations are taking over our practices and then making working conditions difficult forcing us to quit and then enforce the non compete clause and get new recently trained physicians or non physician providers to take over the practices that we have taken years to build and pay the new providers a low reimbursement compared to what we were being paid and thus increasing their profits"
Mari	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets — and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their walkers better pay, working conditions, or benefits"
Fernanda	"As a physician I find that we should be able to freely chose where to practice medicine. Big hospital systems deprive doctors of the free will to live and practice anywhere hey choose. Please abolish the non compete clause once and for all. Thank you"
Gianna	"Non competes are an abuse of power and used to control employees in an effort to strong arm them to stay in a job that is no longer a good fit or serving their goals. They need to be heavily regulated."
Deborah	"Somehow this country has to stand up for the people and allow them to have lives they choose without keeping them from growing with their families needs. For years I

	<p>worked for people that I had to stay with to carry insurance on my family. If I quit to get another job I would lose health insurance for my son with asthma because they didn't cover preexisting conditions. Obama fought for the people and I was able to move to a different job not worrying about my sons health coverage. To this day some government leaders want that taken away?! So this fight is again for the people. To help them make a life for their families by giving them options and not keeping them stuck in a job . Please know it is not easy out here in the middle class world but we are fighters so we will prevail. Albeit we won't make much money we will be ok."</p>
Stephanie	<p>"I'm a physician, noncompete limit my ability to work in the same area I live in and have built established relationships with patients in if the relationship with my "employer" becomes null. This essentially grants the Health System full autonomy over the work I personally have done in building those patient relationships and bars me from opening my own practice or working for another office and limits my ability to earn a living as most of my earnings come from production of revenue. It takes many years to build a patient base large enough to support a salary and noncompetes for us either tie us to hostile work environments, cut us off from patients who know and trust us or make sure we have to move to other areas and start all over again. This is an unfair practice that favors only the corporation and not the worker (the physician in this case) who has done the actual work."</p>
Cary	<p>"I was hired by the University of Florida at Halifax Health in 2014 with a start date of 6/1/2015. The offer letter had a non-compete clause which was not negotiable with a 50 mile radius from the Halifax Medical Center in Daytona Beach for a 2 year period. If I wanted this position, I had to sign the offer letter which I did in Nov, 2014. My family relocated to the area, and our parents soon followed residing approximately 2 miles from our home. Additionally, my wife and I have children in the public school system, and my wife's career has really taken-off in the area. We also have close community ties and my wife volunteers with the Junior League of Daytona Beach. During my time in this practice as a Cardiothoracic Surgeon, I worked very hard reaching-out to physicians in the region to grow my practice and have outstanding clinical outcomes. There was very modest support from the University of Florida or Halifax to grow the practice which I shared with one other surgeon. On July 27, 2022, I was informed my contract would not be renewed and was given a 90 day notice which was per the original offer letter as a "no fault" termination. Needless to say, I was caught by surprise and faced not only a loss of income, but also, health insurance for my family as well as dental, vision, and retirement benefits. This all happened just prior to my 60th birthday which placed me in a less desirable position to acquire a new position due to my age. I was verbally offered a position at the Advent Daytona Hospital locally, but was informed that I had to be released from the non-compete clause from the University of Florida and Halifax Health. I attempted to discuss my situation in-person and in writing with the CEO of Halifax Health as well as the UF Health administration for this release so I could provide for my family, and was told to hire an attorney. At the end of August, 2022, I hired an attorney to negotiate a release from the non-compete so I could be present locally for my family and our elderly parents. It has been approximately 6 months since this process started, and the University of Florida and Halifax Health have hired a private law firm</p>

	<p>to enforce the non-compete against me. Their strategy has been to stall the process as much as possible and the matter remains unsettled. In the meantime, I had to find work as a locums surgeon to support my family with locations in Texas, North Carolina, and Iowa. This translates into me being away from home approximately 15-20 days a month which is not good for my 2 daughters at home or for my wife who is a single parent during this time. I am also unavailable to help my mother who will be 80 in June or my in-laws. The decision to terminate me was not mine, but completely the decision of UF Health and Halifax Health. I was happy to remain in my position serving the community, and just want the opportunity to remain working in the Daytona Beach area where the population has grown immensely over the past several years, especially people greater than 55 years old. Yet, this non-compete is preventing me from practicing locally despite many referring physicians who want to continue sending me patients. There is a tremendous need for healthcare providers in the area, but recruiting and retaining physicians has been a challenge. As a locums physician, I work as an independent contractor and had to secure health insurance for my family. I have shared my experience with many physicians as well as individuals not working in healthcare. None of them can understand how I can be prevented from practicing locally when the employer made the determination to terminate me. I have been assured by my attorney as well as attorney friends that UF Health and Halifax Health will lose this battle, however, the legal process is slow and if this process takes 1-2 years, the employer wins by default. I am also personally responsible for the legal fees to fight this non compete which is an additional stressor. In summary, these non compete clauses between health care systems and individual doctors are completely unfair and are designed to handcuff the physician to a hospital or group. The expectation is that the physician will pack-up and move elsewhere if terminated regardless of cause, and there is no consideration of family members or the roots planted in the community. I hope the ETC is able to remove this unfair labor practice and allow healthcare providers the ability to find work in their communities. Thank you for your time and consideration."</p>
<p>Thomas (Russ)</p>	<p>"Hello, I may be the poster child for who Not to care much about but I do appreciate a forum to be heard. For starters, I am a young white male who is a tech entrepenur / founder that helped start a successful software company as soon as I graduated college with two seasoned buisness men that I would later find out went against their word while having me sign an NDA before I really knew what I was doing (I know, still my fault for not reading). The NDA that I signed has basically made me a prisoner to my own IP and everything that I have built over the past 5 years. Again, my fault for signing something I did not truly understand, but I'm sure I am not the only young entrepenur that has been taken advantage of while being locked into something that allows my employer to underpay and basically hold me hostage for everything I have or will ever create while working here. I think we all believe that this proposal will be great for the American people as it will increase competition while decreasing the ability / chance for absolute power. At the very least there should be some sort of expiration date required for Non Competes that companies should have to renegotiate. Thank you for giving a platform to comment on this proposal. Just a last second thought, If I were "Big Buisness" I would have thousands of bots lined up on this site ready to say the exact opposite."</p>

Roxana	<p>"I support the banning of the non-compete cause for physicians and all professionals. It is just UNFAIR!. It almost feel like you belong to someone. I understand their purpose of taking care of their interests and their money making business, but most of the times these are huge millionaires corporations, thus a physician opening his/her own small practice won't do anything to them. This type of legislation just support everyone being a "forever employee" of a company that makes a huge profit out of your work and is not even appreciative. In my case, I started a job and decided to quit after 1 year because it was a very toxic environment with horrible working conditions. The job didn't turn out what I expected or what it was promised it'd be. Then, after quitting, I just wanted to join another practice (cause I needed to continue making a living) and then I had the non-compete clause for 2 years and 10 miles radius. So, that means that even when I'm not a decent or realistic competitor to this huge corporation, I needed to find a job significantly far from them (and my home) and that I have to consider to change my life such as moving to another area or commuting for hours just to be outside of their radius. It just doesn't make sense and it's not fair!."</p>
Chris	<p>"Please eliminate all non-competes for workers. Non-compete clause should have only been used for executives in large companies. They have now been used as a beat stick to prevent workers from leaving companies that they no longer wish to work at. Because of the restrictions in these non compete it prevents ordinary workers from taking offers with other companies who are willing to provide more. It is frankly unamerican that a corporation is able to tell a worker where they can and cannot work after they leave. Again, please eliminate all non-competes on the federal level."</p>
Jennifer	<p>"I am strongly in favor of the rule that would ban non-compete clauses in employment contracts. The state of Florida is known for being extremely favorable to employers after state level legislation was implemented in 2018. The employers in the industry of my employment over the last 12 years has been using these agreements to threaten and intimidate workers after laws became more favorable to them. Many of the clauses I have personally seen are overreaching For example, this industry is a niche of construction but they have banned workers from working in any area of construction, whether or not the company of employment even performs the service. While many of the terms of these agreements are not enforceable in court, the goal of these employers is to scare the employees with very costly lawsuits and it is usually effective. There are additional contractual terms that can protect these employers from losing the cost of specialized training or prevent employees from leaving and taking clients and other employees to competitors. Non- solicitations are also added to the non-compete agreement and are usually quite fair. The term where employees may not work for any company the employer defines as a competitor perpetuate unfavorable working conditions to the employees. I have personally experienced or been witness to sexual harassment, verbal abuse, physical abuse, and extremely unsafe working conditions made possible because people could not leave and utilize their skills without the threat of a lawsuit. These lawsuits can cost what the average worker makes in a year. Please move forward with the ban of the non-compete clauses in employment contracts."</p>

Carson	<p>"As an independent consultant I fully support and encourage the proposed rule-making to restrict the use and enforcement of non-compete agreements. I make a living leveraging decades of experience to help clients improve their business processes. I don't do this by sharing trade secrets or insider information — I provide a personal perspective based on my experience to help my client see their business in a new light. Non-compete clauses make it extremely difficult to move freely from client to client. This limits my income potential, and hurts the clients that could be benefiting from my assistance. I typically have non-disclosure agreements with my clients, so a non-compete doesn't really add any additional protections to the employer, while creating a significant burden for me. This is like asking a ghost writer to sign an agreement that they won't write for anyone else. Or a traveling nurse agreeing not to work for other hospitals. Non-competes make no sense. They are bad for employees. They limit job opportunities. They limit employee income potential. They prevent job mobility. And they don't really afford any real benefit to the employer. Please proceed with the proposed rule-making!"</p>
Eric	<p>"Totally agree with stopping the non-compete. I currently has one that according to the non compete is effective globally and doesn't allow me to work anywhere in the solution I've managed and worked in for 9+ years"</p>
Eric	<p>"The ban on non-compete clauses/agreements is absolutely needed and likely overdue. A few years ago, I was working as a software engineer at a financial institution. There was a clause in my contract that stated I could not work for a competing financial institution for 1 or 2 years after my employment ended with my employer. This prevented me from being able to work for other companies that were offering more competitive salaries and benefits, just because they competed in the same market as my previous employer... I had no trade secrets or information regarding new products or services... It was completely ridiculous. I decided then I wouldn't ever work for an employer that required me to sign a non-compete agreement and I haven't since. It's clear from the other comments that I've read that other people in different professions needed this ban as well. This surprised me but even positions such as personal trainers and even security guards suffered because of non-compete clauses... I don't believe executives of companies should be excluded either, they should be free to work for a competitor if they choose to do so. Even if they're knowledgeable of future ideas of products, services, or marketing campaigns. It will ultimately only increase competition in the market and that helps consumers. It's always been an assumed risk in business that someone could steal away your customers because they provide another product/service in a cheaper or better way. They will still have to respect anything patented, copyrighted, or trademarked... This clause is clearly intended to only benefit the employer and to intimidate their current and former employees from working with competitors, even when those employees have knowledge and experience of laws, regulations, or perhaps a general understanding of consumer needs in that particular market... All of that knowledge will be wasted because they can't work for an employer in that market because their previous employer could sue them or their new employer... The counter-argument to this might be, "well not all companies have non- compete clauses." This argument is preposterous because it doesn't cost companies anything to include this clause and what happens when enough companies in a market do</p>

	have these clauses? Another counter-argument could be that, "well no one is forcing the employee to agree to this clause/agreement." This argument is also only half-baked because considerations need to be made for a person's available local job market, if he/she has limited opportunities in their area, it's preventing them from gaining additional work. Ultimately utilization of this type of clause only hurts employees and the consumers of that market by keeping prices high and stifling competition. Below is copy of the FTC's mission: The FTC's mission is protecting the public from deceptive or unfair business practices and from unfair methods of competition through law enforcement, advocacy, research, and education."
Tyler	"I worked at TQL for a period of time, ended up leaving and went to a company called Fusion Logistics a satellite office for REEDTMS. After 9 Months of working at REED, TQL issued a court summons for previous employees that were currently working at REED violating their noncompete. Even though i wasn't listed in this witch hunt I was let go because i came from the same company. I was 23 years old leaving on my own, I wasn't making enough to have a savings but i valued the experience. Little did i know a noncompete would take away my entire source of income. End these noncompetes, they do nothing but allow companies to dictate the future of their employees."
Subhasis	"All non compete causes should be banned including for doctors . It is Anti American."
Trina	"noncompete agreements are unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets --- and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. Please make noncompete agreement unlawful!"
Rob	"I agree with banning of non-competes. There is rules in place for copyright, patents, trademarks etc.... Companies have plenty of legal options to protect their interests legally. The worker in this case is stifled and there are many reasons why a worker may want to leave a company."
Jai	"As a consultant who advises companies on all sorts of transformational projects, my personal worth is tied to the knowledge and experience I gain doing my work. Existing protections provided by intellectual property rights, confidentiality agreements and trade secret protection agreements are more than sufficient to preserve and protect my employers interests. A non-compete clause that prevents me from working for a competitor or with my prior clients is only designed to hurt competition and my interests as an employee who "works at will". As long as I do not divulge secrets or misuse protected materials, I should be allowed to work for any competing firm and provide services to any of my prior clients as I wish. California has it right in not allowing restrictive non-compete clauses and that's a big part of why software and technology companies have thrived there. Without that protection, Intel, Oracle, Sun, Salesforce and the like would never have been born. It is about time, the proposed FTC rule unleashes innovation and unshackles workers all over

	America. I whole heartedly support this proposed rule banning non-compete clauses."
Valerie	"Non-competes put the employees at a significant disadvantage. I had a 100 mile noncompete for 2 years. The company was abusive and frequently broke the law. But as an employee, I didn't have the money to hire an attorney to fight the situation, so I was forced to move to another state for 2 years to be able to find work in the only industry that I have experience in. I really hope you will ban non-competes as it really harms the workforce. If companies treat employees well, they don't have to moony about them leaving. Non-competes allow companies to be abusive and we endure the torture if we aren't able to move to start a new life."
Rajat	"Non-competes are used by hospitals and group practices to trap physicians in suboptimal contracts. When those physicians leave, they have to leave the area where they are often raising their family. Not only are physicians affected by this, but patients are harmed. I was just talking to a patient today who said her PCP changes every time she has an appointment (every 6 months). When turnover is this frequent, patients don't build relationships with their physicians and that leads to suboptimal care for patients. This especially impacts areas outside of cities where patients already have fewer options. This shouldn't be a hospital v. Physician issue but should be seen through the lens of allowing patients to have better continuity with their doctor and enhanced trust in the medical system."
Ricardo	"As a Healthcare professional we are usually asked to sign contracts with non compete clauses. These restrictions definitely limits the ability to make lateral employment decisions and negatively impacts not only our careers but our ability to provide for our families financially I would encourage the FTC to implement the proposed law to eliminate non compete clauses Thank you for giving employees who are limited by these restrictions to voice our opinions"
Michael	"I have been in sales in the MRO industry for 15 years and I am definitely for the abolishment of the Non- Compete agreements. I am actually restrained by one of them with my ex-employer and can not expand and run my business properly because of it. I keep receiving letters with legal threat which I find totally wrong. My expertise is in that field and this is all I have been doing. My customers are buying from ME and not from my employer. I hope this will go through. Thank you so much for getting this done and free us!"
Evan	"I wholeheartedly support this proposed rule. As a professional Software Engineer , entrepreneur, and freelancer, I have often times turned down work - both full-time and contract that were not sourced from the state of California. This was due to the fact that the way that other states enforced non-compete provisions were at times so contrived and onerous that they made the regulatory environment too unpredictable to safely operate my enterprises despite there not being any clearly identifiable competing interest that a layman or professional alike could identify. In my experience, these provisions, particularly when applied to non-executive positions, do a lot more harm than good and stifle innovation and economic activity."

David	"After 22 years with the same company I was let go without details as to why. Not required in Florida. The company provided a nominal severance package and enforced a 1 year no compete that I signed 22 years ago. Now, at my age, moving out of my industry in next to impossible. Non-competes should be banned. A NDA will protect what intellectual property concerns might exist."
Zachary	"I am strongly in favor of eliminating non-compete clauses. This will have the effect of freeing skilled labor to migrate and innovate, serving the economy."
Amanda	"Our family has personally suffered from stagnated wages due to a non-compete clause. On the first day of my husband's employment, without prior notice, an extensive 2 year non-compete clause was put in his employment contract and while it was noted within the clause he could seek counsel, when you are in the middle of your first day of work ifs not practical. In addition, for most people, if it is your first experience with a non-compete, you likely do not have the funds to pay a 8750 per hour lawyer to advise and negotiate on your behalf, nor realize the possible long-term consequences. Most people do not grow up around lawyers or experienced business people who would be able to advise of the consequences of non-competes. In my husband's case lie went 3 years without a raise and upon seeking out other employment found he was drastically underpaid but when he brought this to his employer's attention, they immediately referenced the non-compete and so the "market's" value did not apply. Our experience has shown that employers cannot be counted on to do right by their employees and at the very minimum there should be severance guarantees required to enforce a non-compete which would allow more equitable positions between employer and employee. As my husband's non-compete completely barred him the entire sector he worked in for the majority of his career without any severance or termination compensation it gave the employer complete control and they had no incentive to pay him any more as very few people can afford to go two years without working in their industry without severely impacting their family and even if they found employment in another industry they would likely have to start over to try to work their way up again. Please approve and defend this rule. I have attached a copy of his non-compete for reference on how lopsided some agreements are."
Kiranmayi	"As physicians non compete clause is detrimental. We end up being bonded laborers to hospitals."
Aino	"As a primary care physician I truly hope to see this move forward. I recently left my position at one company and for a year commuted an hour to be outside of my non compete radius. I recently returned to my community and discovered I have more patients than I can count who simply didn't get care for over a year because they didn't want to find a new PCP but also could t make the hour drive to see me at my new location. The commute was annoying for me, but ultimately the only ones truly hurt were patients. Let's stop hurting our patients by restricting their ability to see their physicians."
Ryan	"I am bound to a non compete in my job my company pays me less than other companies for the same position. I would like to advance in my career after 13 years

	<p>but my company will not promote me. Other companies have expressed interest but once they hear I have a non compete they are no longer interested. I have lost out on great positions and great pay raises not being able to move to other companies. So here I sit I can't leave my company for another, even if they let me go I'm still bound to the non compete. I am not an executive I am about the lowest on the ladder in my company, please remove non competes ."</p>
John	<p>"I am a Home Instead franchisee owning 1 franchise and employing approximately 105 individuals in the community. I am writing to discuss how the noncompete agreement that I was required to sign in connection with the signing of my franchise agreement negatively affects my business and me. In August 2021, our franchisor — Home Instead, Inc. — was purchased by Honor Technology, Inc. — a private-equity/venture-capital backed entity. I had no say in that purchase and was not informed of it until after it happened. Honor is attempting to fundamentally change our franchisee-franchisor relationship and business model in a way that I do not support. I am now in an involuntary contractual relationship with an entity that I did not choose and would prefer not to be. But because of the noncompete agreement, I effectively am unable to leave the relationship, even when the term of my existing franchise agreement ends. Since last I signed what was already an oppressive, one-sided, franchise agreement, the franchisor has removed its obligation to provide franchisees with any support. Additionally, the new franchisor has announced that it intends to change our royalty from 5% to a 4% to 7% range, shorten the term of the franchise agreement from 10 years to 5 years, raise performance standards, and require us to provide monthly financial statements. I do not support any of these changes. I have two choices when my franchise agreement ends: I must renew my contract on completely new, non-negotiable terms or, because of the noncompete agreement, I must completely leave a business that I have spent years building. If I choose the latter, the noncompete clause in my franchise agreement requires me to walk away from my existing business, and it severely limits my ability to create or own another similar business. The economic penalty of not renewing is just overwhelming, thereby forcing me to renew with an entity and agree to terms that I would not otherwise do. As such, I ask that you consider banning post-contract non-compete clauses in franchise agreements. Thank you for your time."</p>
Adeeb	<p>"I am absolutely 100% behind the proposed ban. As a physician this has placed many of the US Medical force in chains when it comes to providing healthcare to our particular localities. I have personally been part of a malignant work environment and it was my first job out of residency, had to leave because of an unsafe work environment but slapped with 2 year restrictive covenant 25 miles radius from the hospital. Had to move to find work when I could easily worked for the competing hospitalist group if this wasn't in place. This affects many more like me. Eliminating the clause would make employers improve work conditions and salaries to compete with other groups for the best providers medicine can produce. These non-competes inhibit Medical job growth and ultimately Americans continue to suffer due to their enforcement."</p>
Tracy	<p>"Please ban non compete clauses. They hurt working Americans."</p>

Cel	"Non-compete limits healthcare options. Only business owners win. Patients lose."
Samuel	"This is a great thing and I agree and support this. This will enable more freedom for us Americans to work where we want to and help our families and not be locked down by where we work. And the data shows our salaries can go up as well and be able to better take care of ourselves and hopefully need to rely less on social services to support our family."
Austin	"Non-competes, by their nature, are a means for corporations to stifle competition, reduce wages and shift power from the workers to themselves. Many that are enacted are also incredibly broad, effectively trapping employees at their current place of work. With some highly specialized industries and skill sets, there are few options for employment and the non-compete can make it so that the employee in question has no opportunity to leave. This can end careers and drive skilled talent out of not just the area, but potentially the country. Most states have right to work laws, and this gives them huge leverage over individuals when they know they can ban them from the industry. This rule should be put into place for the good of the economy and the country."
Ram	"Fully support this rule to eliminate non-compete clauses in contracts"
Mohan	"My services are needed for the community and non compete prevents this. I'm an oncologist and continuity of care matters to cancer patients. It's a dis service to humanity and violation of human rights and obstruction of hippocratic oath."
Sushma	" Physicians should not be excluded. We are human too with regular lives kids and families"
Kishan	" Physicians should not be excluded from these rules as it would be discriminatory. Physicians deserve the same protections as other employees"
Ronica	"Non competes for medical professionals should be eliminated Non competes compromise patient care. In rural Or underserved areas, enforcing non competes can virtually eliminate a patients access to care within a reasonable radius. In addition employers already have a virtual monopoly on physician employment opportunities and non compete clauses further narrow options which has dramatic effects on future earnings and family lite. Non competes only benefit hospital corporations and PE"
Mark	"As a physician currently employed with a noncompete clause in my contract, I strongly support the abolishment of this. I should be able to practice freely where I reside now after being here for many years and where I have built a life and home, if ever I decide to leave my current employer."
Andrew	"Competition should be allowed. I have suffered horrible service for years because there was only one feasible option in my area."

Dido	<p>"This is such an important step towards workers freedom and I fully support! I've worked with an explicit non-compete clause in my employment, and I understood its importance for the small start-up business I was working for. For small businesses, they make a lot of sense. But for larger businesses and corporations, I think they heavily and unnecessarily restrict the freedom of a worker to quit when they want and work for someone else included a potential competitor who is making a better offer. I'm happy to see this non-compete clause happening, and I hope to see it come to fruition!"</p>
William R.	<p>"Non-completes (NC's) need to end. Businesses are using the excuse of NC's and keeping trade secrets to oppress workers when they can be using a Non-Disclosure Agreement (NDA). This only harms employees and their freedom to look for better opportunities and brighter future."</p>
Rebecca	<p>"I have worked in and managed a salon who used non-compete contracts and saw first hand the damage it did to those affected employees. One of those employees is a young woman I know personally and professionally. She is currently being enslaved, exploited, and suppressed due to a noncompete. This non-compete was presented to her after she had already accepted her position within the company and therefore had little negotiation leverage. She is a single mother and needed this job to provide for herself and her children. Starting as an assistant to the stylists and through hard work, continuing education, grit, and long hours, she has worked her way up to being one of the lead stylists. Her non-compete contract dictates that upon resignation and even termination, she is unable to work in any capacity in the cosmetology industry within a 25 mile radius for 18 months. She has asked to be released from her current non-compete contract but has been denied and threatened on all occasions. She has personally hired several labor attorneys to determine if there are any legal terms on which she can leave - which there have not been. She is now quite literally stuck in a work environment with no room for personal or professional growth and development and no choice but to continue to be subject to the owners whims - recently including unfair commission splits. The detrimental consequences of signing that contract have taken her greatest professional assets - her years of hard work and earned skills - and turned them into a liability as she is now prevented from doing the one thing she knows how to do. Her mobility is frozen and any bargaining power and sharing of company earnings, has declined. There is no incentive for negotiation when the owner of the company knows she cannot leave. I petition you to ban non-competes and can attest to the fact that they block personal entrepreneurial goals, suppress wages, and most certainly exploit employees."</p>
Lee	<p>"A practicing anesthesiologist and pain management physician. I am in support of ending non-compete clauses as they apply to physicians. These clauses are frequently cited as necessary for some reasons as I have listed below 1. Reduce physician turnover and therefore increase stability and continuity of care for patients. 2. non-competition agreements legitimately protect employers' investments in providing specialized training for doctors while preventing unfair competition. 3. loss of the employer's confidential business information. 4. loss of patients from established practices to departing physicians. The truth is that they are enforced in order to protect the business owner be that a physician, a private equity group, or a</p>

	<p>hospital system. If a company provides such excellent service as many large hospital system love to tout, then patients would remain with the company because of its own attributes. Not leave because their physician has left. If a physician is appropriately compensated then why would they ever wish to leave the practice? In my own case, I can share a brief story. My first job was in upstate NY where my wife was from. There are not an abundance of options for a physician to choose from. I chose and was hired by a hospital system to enforced a 60mile, 2 year non-compete. When I realized I was unhappy with the job and attempted to have discussions with hospital management, the same answers always came. "At the end of the day, with your non-compete you would have to move. Is this worth you uprooting your family for?" The answer eventually was yes. I left an underserved area in dire need of physicians because of my non-compete. I would have transferred to another employment opportunity otherwise. Never was there a concern over taking patients, proprietary information, or concern over training I may have received. It was further stated clearly to me by the department head, "we have this non-compete so you can't just take a better offer somewhere else. It keeps your salary in check." That is the basis of this. These non-competes are only enforced to limit the growth, employment opportunities, and income opportunities of physicians. I am saddened the American Medical Association has asked for no ruling to be made. Their only argument can be that this would lead to higher patient care provider turnover. This can't be done at the expense of physician's right to work and our inherent rights in a free market economy. You have the opportunity to make individuals professionals again instead of employees who are losing their rights with no ability for recourse other than to leave and uproot."</p>
Terrell	"I support getting rid of them. I am currently constrained by one."
christopher	<p>"As a healthcare worker (nurse practitioner) who has been adversely affected by non competes since the inception of my career, I strongly urge the FTC to proceed with a complete and total ban on non-competes and NOT only apply this ban to workers who are lower income, or meet certain income thresholds, or have certain jobs. Reading through other comments you can see how the current non compete landscape is negatively impacting everyone, and not just lower income or skilled workers. I've seen numerous comments from physicians, nurses, pharmacists, vets, nurse practitioners and PAs, dentists. I read through the proposed alternatives. I don't see any reason the FTC would make the monumental change and then only restrict the ban to certain incomes or jobs. This would further divide who the ban helps and hurts when everyone is hurting from it. In my opinion, no employee benefits from a non compete regardless of income. We should NOT be penalizing employees earning a higher income. They also need to provide for their families. Non competes crush the healthcare industry and many physicians, PAs, nurse practitioners who are earning income over \$100,000 a year also have their careers and income potential negatively impacted by the existence of non-competes that are rampant in healthcare. I still struggle to provide fully for my family and plan for our future as a one income household living in a high cost of living area. Healthcare workers devote their lives and careers to helping others. I used to work a few jobs having 3-5 flexible income sources but now I am limited to one job and it only hurts me, my career, and family. I support a complete and total ban that does not restrict certain income levels</p>

	<p>or groups of workers. Healthcare workers are the LAST group of people who would care about company "trade secrets?" and sharing company information from one to the next. We simply want to have the freedom in our careers to grow, provide for ourselves and our families, and help our patients. Give the power back to the people who deserve it, the workers!"</p>
Amy	<p>"Non-competes are stifling growth and well-being of the American Economy. I developed a strategy to create a storm safe community, Babcock Ranch, that endured Hurricane Ian just off the Florida coast with little to no damage, and has been featured nationally for its unique engineering design. I was recently fired from my job, however, due to a conflict of personalities, not because of anything work product or ethics related; and I have a non-compete, that will not allow me to obtain work within my field of expertise, utilizing a design I created myself, prior to even joining the firm I was fired from; which will set America back as a whole from advancements in developing communities in a more resilient manner to endure extreme storm events with little loss."</p>
Daniel	<p>"Hi, I'm a software engineer, US citizen, and a resident of Florida. I commend the FTC's decision to look into banning non-compete agreements. Non-compete agreements were originally intended for key executives at a company. However, they've come to be broadly used by line workers as well and it's purely to suppress competition. I think that the decision to ban them outright (except perhaps in limited circumstances, such as owners of a company agreeing not to compete when the company is acquired) would be the correct one, but short of that, companies that want to enforce non-competes should at least need to pay out salaries. In other words, you don't want me to compete? Fine, pay me to not work during that period. The current situation is not tenable. Most employees have very little ability to negotiate the boilerplate language in contracts. Meanwhile, employers are incentivized to have non-compete clauses in their contracts, even when it hardly benefits them."</p>
Chon	<p>"In light of hospitals being a monopoly and using noncompetes to usurp this power. One needs to realize the only way to allow prices of healthcare to drop is to allow competition. The only way for states to not lose their doctors is to allow them to practice where they live."</p>
Thanh	<p>"Non-compete should be abolished for all workers and employees, including and especially for physicians. For too long, this has stifled fair trade and hampered the ability of physicians to continue to practice in an area and prevent them a means to make a living. Abolishing non-compete will create fairness as well as promoting patient care so they can continue to be cared for by doctors who know them."</p>
Thanh	<p>"It is unfair and should be eliminated. This rule has caused too much adversity and hardship upon US physicians far too long. We should be allowed to work for our livelihood when one opportunity closes. It is also for the good of our patients so they can continue to receive care from physicians they know once they end their previous employment."</p>

Uyen	"Please allow non compete to apply to physicians . I was hired for a job in Sarasota; however after looking at the contract, I refused to sign since it is not in alignment with my goal. The hospital itself approaches me and wishes to hire me with better contract. They were unable to do so because the recruiter company has already presented me to the hospital. And they can't hire me without a big buy out. That costs me an opportunity with this hospital. Although I've never signed any contract it's still somehow enforced in the recruiter and the hospital 's side"
Michele	"Non-compete clauses, much like employer provided health care, prevent mobility and free choice in making career moves and job choices and this is true in any level of employment. As a clinical social worker , I have avoided taking jobs where I was required to sign NCC because it too severely restricted my ability to choose my own path and have far too much control to the agency or employer over me as a person and my intellectual development as a commodity, seeing my skills as a tool for the company to utilize, rather than allowing me to choose where I could go to work that would benefit me the most."
Jerry	"Noncompete is a scare tactic. The company that I dedicated myself to for the last 5 years just sent me a letter from their attorney. I did not like what was happening in management, dismissing co-workers before Christmas and replacing them with inexperienced personnel. So I proceeded to find a job further away because I don't need any of their customers and just wanted a fresh start. Now they are trying to scare me and my family. If they worry about taking care of employees as much as they worry about this, I think they wouldn't have to moony about their company."
Vicki	"As an emergency medicine physician , I support the FTC's proposed rule to ban noncompete clauses. I would also ask that the exemption for non-profit hospitals be removed from this rule. Noncompete clauses in physician contracts are harmful to physicians, patients and their community. When a physician, especially an emergency physician, is restricted from practicing at a particular hospital or geographic location it is detrimental to the community to lose their expertise and knowledge in order to protect business interests. Emergency physicians have no proprietary knowledge for these clauses to be necessary in their contracts. Noncompetes area tool used by corporations and hospitals to hamper EM physicians from changing jobs easily and prevent them from staying in their home area and serving their communities."
Sally	"Non competes are killing the average person"
Brian	"In this day and age where corporate medicine overwork and underpay physician employees, the non compete clauses that are commonly placed in physician contracts hinder physician efforts to seek a stable 'home base area' to raise their families. Corporate medicine thinks nothing of ending a physician's employment for any reason, and on top of that, they enforce the physician's non compete clause to force them to move/relocate outside the enforced area, upending their families lives. I have moved at least 7 times in my career to different cities because of non compete clauses, which wreaked havoc on my career, ended my marriage, and upended a stable home life for my children. All this could have been averted if I was allowed to

	seek employment elsewhere at a nearby hospital that was inside the enforcement are of my non compete clauses. For this reason I support the ban of Non compete clauses for MDs/DOs in medicine"
Joseph	"I am a Family Practice Physician in Zephyrhills Florida. As an employee of Advent Health I was obligated preferentially use medical specialties in the Advent Health System. When I left Advent to work at a different health system I was required to be at a distance of 5 miles for 1 year. This was inspire of 19 years of loyal service. Advent usually enforces 15 miles. My elderly patients were inconvenienced tremendously in traveling to a different town to seek continuity of care with their provider"
D.	"Please eliminate non-compete clauses. It makes no sense from a personal rights or right to work perspective."
Alissa	"Please pass this for the medical field at minimum I am a physician . I joined a small practice owned by physician but lie sold to private equity and I did not realize that I would get sold with the sale too and my non-compete is still valid. So this means that my entire patient panel that I have worked hard to build and for whom I care immensely, would no longer have access to me should I decide that I don't like working for this huge corporation. And honestly I don't like it....But if I choose to get another job I have to go far enough away that most of my patients would never be able to drive to me. So by enforcing non-competes on physicians, you limit healthcare unfairly to the patients. The patients are the one that suffer because their doctor disappears. And the company usually will not tell the patients where you went. They will say that you're retired or moved away with complete dishonesty. And it makes us physicians feel trapped because we don't want to abandon our patients. Please help."
M	"This non-complete clause practice should be changed immediately. It stops competition, which is the bedrock of the free enterprise system."
18 years	"Non-competes have followed me my entire career. It creates an environment of animosity because in order to progress or try experience new things in the workplace, I have to move geographically and leave my patients behind. Currently, the organization I work for in Florida has clinics in all major cities. If I chose to leave, I have to uproot my family and leave the state. My move would still be limited as they are present in the 2 states we would be interested to moving. I have no recourse to ask for a raise or changes in benefits, because they know I don't want to move my family. It holds me back financially and my patients lose when I move away and disrupt their care. Nobody wins. Disgruntled works stuck in a job they no longer want doesn't help companies or workers. Please abolish the non-compete clause in Florida and nationally."
Daniel	"The time to ban non-compete clauses is long overdue. Please support this rule change that will improve the lives of millions of American workers and shift the imbalance of power in labor relations away from employers."

Ryan	<p>"Please ensure that all non compete clause removal applies to physicians as well. Non competes in physician employment absolutely stifle competition for wages and force physician families to often relocate to entirely different states rather than across town if a job change is needed. We are not exposed to hospital propriety informationwe ourselves are the information. Without us there is no health system, it is not like a tech or marketing company where access to code or business strategy may compromise the company we leave. Non competes for physicians are in many ways a form of slavery....we may be moderately paid slaves, however those clauses effectively dictate ownership of our services, despite us holding all the critical information in our clinical ability. It's absolutely wrong, and time it was changed. Inflation adjusted most physician wages have been on the decline for decades, while part of this is due to Medicare part B legislation, the other aspect is hospital employers have a huge amount of leverage over physicians due to non competes. When you have to leave the state , sell your home, move your kids to different schools, all because of a ridiculous clause it's insane, esp when no corporate proprietary information is at play. Are there overheads for physicians...(hospital justification typically) ...absolutely, but that is the cost of business. Take a construction company or farming company , you think that there are not enormous overhead costs ? Cost of an excavator for construction or cost of a combine harvesterabout 750k on average per piece of equipment , excluding maintenance costssignificantly more than anything a physician has in overhead , but do you see heavy equipment operators or farm workers have non competes with their employer ? No it would be a total joke. So why is it not a joke for physicians? Time to get real and tell the C suite folks to give us real wages and stop holding an axe over our heads with non competes Reality is that there is no hospital , no revenue without physicians. It's time to treat us with a little more respect instead of threatening us all the time. They know we can't walk out because of these clauses and the impact on our families. No one will enter medicine the way things are going. Who do you want to treat your kids and grandkids ? You want an A grade student or the C grade student doing your brain surgery ? It's your choice, but it's time to act."</p>
Ricardo	<p>"This is America. Competition is the bedrock of american exceptionalism and capitalism. Non-compete clauses are a malicious tactic that destroys healthy capitalism. I'm in favour of ending non-compete clauses."</p>
Sarah	<p>"Hello, as a Clinical Psychologist I strongly support the banning of non-compete clauses. These clauses place an unfair burden on the employee and are exploitative in nature."</p>
Victoria	<p>"As a Family Medicine Physician I find myself professionally limited by non compete clauses. Currently, my Non compete contract bans me from practicing medicine in 3 consecutive counties. As a young physician, with over \$450k student loan burden, I should be able to provide my services without a geographical limitation. Non compete clauses cost physicians thousands of dollars by being forced to relocate to avoid legal action against us. I am 100% supportive on eliminating non compete clauses and allowing the free market to regular based on demand."</p>

Zane	"I was hired as a county school officer Guardian in 2019 and only After the initial process and 30 or so of us had left our previous jobs and were sitting together in a classroom were we told we could not work for anyone else including in the summer when school was out and we would have no work at the schools. We were not able to work anywhere with the training we had including some who had our own companies. Noncompete enforcement or agreements should NOT exist... PERIOD."
David	"Please abolish noncompete and restrictive contracts they are hurting Americans. I cant provide for my family right now because of these restrictions."
Jesse	"Please pass this!"
Sandi	"My husband is currently unemployed because of the noncompete law. He's been employed since 2015 and was let go in September 2022 because he supposedly wasn't the leader they wanted but yet they aren't allowing him to work within the industry because of the noncompete Agreement. Even though he found employment an hour away from this company, they sent him a letter a through a attorney, threatening legal action if he did not terminate his employment with this company.. This is in no way affecting their company, but it is affecting our family as he is the main income earner, we have three teenagers at home, and I have been a stay at home mom with part-time work occasionally."
Ahmad	"I strongly support this long overdue proposal to ban non-competes, given that the vast majority of the world has nothing like this in healthcare, nor do the vast majority of other US industries (except physician employment). This is unethical and a disservice to both physicians and the patients they serve."
A	"I fully agree in abolishing this law. As a healthcare worker me and all my coworkers are bound by a non compete that means moving to a different city if we want to take on a higher paying job while practicing medicine. Employers should not be allowed to control the life of people once they decide to leave the job."
Faith	"I'm bound by a non compete that doesn't allow me to accept an offer in the whole produce industry because they reference subsidiaries and affiliates. I'm a credit manager I don't have proprietary information and shouldn't have to worried that I will sued WI want to better myself and change jobs. I'm trapped in a job I really don't want to stay in. This is so unfair."
David	"I have been in contract with Baptist Primary Care in Jacksonville for 20 years. The organization has unilaterally changed the conditions of my work at least a dozen times in that time. I live and work in the small town where I grew up and will never leave. I feel trapped in this organization by a noncompete."
Ozlem	"I strongly believe that banning noncompete clauses for physicians is a beneficial decision. Noncompete clauses limit a physician's ability to practice in their chosen field and can lead to a decrease in quality of care for patients. With a ban in place, physicians would have more freedom to practice where they choose and would be

	able to provide more comprehensive care for their patients. Noncompete clauses can also create a monopoly, allowing certain practices to dominate the field and drive-up prices. By banning noncompete clauses, competition in the medical field would be increased, leading to lower costs for patients. One potential gap in the FTC proposed rule, however, is that it wouldn't apply to nonprofit health systems, and a majority of hospital systems in the U.S. are classified this way. Finally, a ban on noncompete clauses would protect physicians from unfair contracts and ensure they are able to practice in the best interests of their patients. This is particularly important when we have significant issues related to physician burnout and shortage in the country."
Rosemary N	"I support the proposed non-compete clause rule."
Gabriel	"I fully support this! Physicians, surgeons, nurses, nurses practitioners should not be excluded from this. Physicians are being hurt by non compete clauses and many times they have to move to another city to continue working..."
Sarah	"Please do not exempt physicians"
Amit	"Abolish none competes! Also for None profits!!! In a job where it restricts me from the ENTIRae East coast!!!! Medicine is unfair! Abolish it!"
Divya	"Hello, I don't think non-compete clauses are fair to employees. I am a physician and I have found that main reason they are used to prevent clinicians from having their patients follow them to the new organization. However, this benefits the original employer but not the patients. Patients generally prefer to keep seeing their doctor. Non-competes places the needs of employer above the patients. The clauses are used for financial purposes, but the patients needs are not considered when these clauses are in place."
Koran	"I am physician and I had to leave a previous practice and ultimately leave town because if non-compete. My practice was a small cardiology practice about 4 cardiologist but they have multiple offices in town and they asking a noncomepete 15 miles from each office some of these offices they rent for 1-2 days a week, one office they barely could have enough patients in that they were sending patients across town to be seen there but they deliberately kept that office because me and another cardiologist lived close to that office technically that would be a deterant to both of us to move because it will technically put us out of work and we have to move from our houses because if non compete They threatened me that if I move I can not go to so and so hospitals close to my house because if non-compete I threatened that I will sue and question the legitimacy of this non compete but ultimately figured that it will be a lot of money and need to move so I moved to a different state worked for the VA basically because I have so much of hard time signing with a private practice after what happened Noncomepete is not used to protect any legitimate business it is just used to reign in employees and coerce them to accepting bad deals. Noncomepete is you punishment if you asked for better condition or wanted to negotiate anything It is a absolutely preposterous that is needed to protect business Absolutely no reason for it other than to reign in and force physicians to accept what ever terms the practice through at you Original Comment I am physician and I had to leave a previous

	<p>practice and ultimately leave town because if non-compete. My practice was a small cardiology practice about 4 cardiologist but they have multiple offices in town and they asking a noncomepete 15 miles from each office some of these offices they rent for 1-2 days a week, one office they barely could have enough patients in that they were sending patients across town to be seen there but they deliberately kept that office because me and another cardiologist lived close to that office technically that would be a deterrent to both of us to move because it will technically put us out of work and we have to move from our houses because if non compete They threatened me that if I move I can not go to so and so hospitals close to my house because if non-compete I threatened that I will sue and question the legitimacy of this non compete but ultimately figured that it will be a lot of money and need to move so I moved to a different state worked for the VA basically because I have so much of hard time signing with a private practice after what happened Noncomepete is not used to protect any legitimate business it is just used to reign in employees and coerce them to accepting bad deals. Noncomepete is you punislunent if you asked for better condition or wanted to negotiate anything It is a absolutely preposterous that is needed to protect business Absolutely no reason for it other than to reign in and force physicians to accept what ever shiny terms the practice through at you"</p>
Krista	<p>"Please pass the banning of the non compete clause. So many doctors who have worked so hard their whole lives to get to where they are are stuck in horrible jobs or situations because of these non competes and these big companies know they are stuck which give them the leverage to under pay and overwork them. Then they have to move their families to different cities to escape. These big hospital system and companies have too much power. Enough is enough."</p>
Parth	<p>"Please make noncompete clause is invalid. These only suppress the potential of an employee in there for the growth potential of the country as a whole."</p>
Pk	<p>"Non compete agreement is taking away the physician of choice from hundreds of thousands of patients every year. This must stop."</p>
Pranavkumar	<p>"As a hospitalist there should be no non-compete.. we take care of patients that get admitted through the ER, we do not influence the business aspect of hospital in any capacity, please eliminate the non-compete clause .."</p>
Rakesh	<p>"I support it!"</p>
Roshan	<p>"Physician should not have non compete. They should be allowed to change the job without being harassed by corporate structure just like other workers...."</p>
Himanshu	<p>"The non compete rule should be banned forever. Hurts the worker and reduces competition for employer. It can force people to stay in a job that they hate due to the employers I'll treatment/bullying etc."</p>
himanshu	<p>"Non compete for physicians can be very restrictive, anti trust and sometimes almost imprisons the physicians who can be forced to sometimes work at a hospital which is almost holding them hostage and the physician has to stay inspite of hostile</p>

	environments due to family and other personal issues due to lack of choice. This has led to in many cases almost abuse of many physicians."
Sandhya	"I am a physician and life has taken us places and major inconveniences due to this particular cause. While patients would still find and follow us regardless, this is unfair to both us and patients. we all stand a right to see the physician provider that we are comfortable with regardless of who they are employed by. I even had employers threaten through written communication that they will pursue legally if I pursued employment against that clause and a reminder always comes through upon termination reminding us of the clause. And they are all major players that we as tiny representatives cannot afford to fight back. The clause is outright unfair!!"
Robert	"Please do away with non competes. As they hurt local people who work in industries and also hurt other businesses in industry. It is not fair especially in states like fl where you can get fired for anything but can't get another job in the same industry."
Stuart	"As an orthopaedic surgeon who has been affected by a non compete contract, I applaud the move to outlaw this activity. This is anticompetitive behaviour by employers. A physician will not leave an employer if they are working in an environment that respects and supports them. Restrictive covenants are a form of indentured servitude. If you elect to resign from the company, you and your family are forced to relocate 15-50 miles away from ANY of their places of employment. In some cases, that entails moving to counties remote from your established home. Hugely disruptive and financially devastating for a family. Patients lose their established physician. Ironically, an attorney has no restrictions as to where they practice after leaving an employer in Florida. Grossly unfair situation."
Kym	"Hello, I have a friend that is a hairstylist . She is trying to open her own salon, but she signed a non compete and has to be 25 miles from this salon. Please stop this! Thank you!"
Alex	"This would be a tremendous change for our country, as well as our economy. America is built on free enterprise and the freedom of its people, or atleast, that's what it's supposed to be built on. If the FTC goes through with this, they will only be reinforcing these principles. Workers' rights have long been, and often ignored in America. Now, the FTC has a chance to make a real change. A change that will positively affect America, its families, and the economy, by greatly expanding the number of opportunities given to each and every U.S. citizen. This rule supports everything that I believe America is and what it should be about. So please, go through with this."
Vamsi	"This will be a welcome change. Will make changing jobs easier and open up free/fair market into jobs. Remove unnecessary/unfair restrictions by employers."
Katherine	"I would like to state my opposition to non-compete clauses and support legislation to make them invalid. Once serving a purpose to protect companies, they have become far too rigid and truly stifle an individual's ability to gain employment not only in their industry but across various industries."

Daniel	"My mother and I have both been locked into companies but non compete clauses. They limited our mobility and made it so that we had to choose a different field of work or state/county we could work within. They unfairly protect a company's workforce, not the secrets they should be hoping to protect. A well crafted NDA could accomplish the same outcome and it is anti competitive to continue to allow companies to trap employees this way."
Javier	"I am in favor of eliminating draconian in compete clauses that only favor employers and hamper healthy competition. I am a solo practitioner/surgeon and welcome this reform."
Jesus M	"I'm 100% in favor of banning non compete agreement it is abusive and prevents worker to get better jobs / salaries. as soon as an employee signs a Non compete, management becomes abusive and exploit the worker."
Sarah	"I first off want to start off by saying that I am not a democrat. I am a free market capitalist republican and I think that banning non compete across the country is the single best thing that the Biden administration has proposed. This should have STRONG bi partisan support. If politicians truly care about Americans and our well being, this is a no brainer. No company should have the ability to prevent an employee from seeking a job with their competitor. Banning these archaic socialist forms of over reach would truly require accountability from corporate America. For far too long companies have had a choke hold on american citizens that require them to stay in a job where they are not happy or treated properly. If someone is unhappy with their current job with their current company for whatever reason, they should be totally free to choose to go to another organization in the same general field. I read today that the US chamber is challenging this and their logic is absolutely ridiculous. No "trade secrets" or other proprietary info will be lost if this is allowed to take effect. Those are and should be patented and copyrighted. Companies can take extra measure to make sure that any info such as that is fully protected which I support. I want to take a second to touch on non competes for a specific industry and that is medical providers. This is an appalling practice which stifles patient choice and and on its face is illegal in my opinion. How in the world does a hospital organization restrict a providers medical license? Because that is exactly what non competes are in the medical field. They are prevented from practicing medicine in a state or zip code because of a contract they had to sign to get a job. The only entity that is able to restrict medical licenses is a state medical board. End. of Story. Non compete contracts are contradictory to the principles of free market which our country is founded on. If a customer is able to take their business elsewhere, than the employees should be able to take their TRADE elsewhere too. I will go one step further and say that I also think it should be illegal for a company to not tell former clients, if they call and ask, where the former employee is now doing business from. That is a company making a choice for a client or patient if this medical in nature. We do not do that in America. That is not in line with any principles we abide by. It is time that corporate america and healthcare companies put their money where their big fat mouth is. A true free market does not support non compete contracts. I also think it is within the FTCs ability to ban these under Section 5. This is without a doubt unfair methods of competition. Make sure you all use that bit about medical non

	competes...because it is well documented who and for what reasons a medical license can be restricted and under no circumstance can a hospital do this Just as an FYI. This same theory can also be applied to any license someone has to obtain to work. It is time for a change in this country. Any opposition to this is only because employers are afraid that they will lose the control they have to keep people working for them, even though they do not care about said employees. Fight hard for this, I know you all have great attorneys. Both sides of the political spectrum are behind you on this. Thank you!"
Elsa	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth because people come before profits. If you are valued then you reflect that. This includes the right to get a better job, without having to worry that your employer will punish you for deciding to leave your present position. Just like indentured servants were a bad idea, non-compete clauses in an employment contract will do more harm than good for the people it effects."
Michael	"As an emergency physician currently bound by a non-compete, I wholeheartedly support the unfair practice of non-compete clauses. I take great issue, however, with the exception for non-profits. I currently work for a non-profit and feel that it is unfair that my employer should keep its ability to unfairly limit my job-seeking rights. Furthermore, non-profit status these days is stretched far beyond what one would innocently believe it to mean. Please ban non-compete clauses for all employers!"
Mary	"As a single mother, I support ending non compete contracts... I have experienced verbal and emotional abuse from an employer knowing they have the upper hand and I have no choice but to endure the difficult miserable work environment because going to look for a healthier work environment with benefits is not possible with my non compete! Please end the non compete contracts ASAP so I can find a healthy work situation where I can grow my career in a positive direction with growth and benefits for my family rather than being stuck in a misleading situation bound by a contract that is not in my favor My employer demanded I sign the contract AFTER I started working there and since I needed a job to support my family and had already started and was hoping for the best, I felt pressured into it"
Edward	<p>"Competition is the critical element that makes free markets work. It is the "invisible hand" alluded to by Adam Smith.</p> <p>Noncompete clauses are anti-competition. Competition is the lifeblood of a free market system. It lowers prices, forces all competitors to improve their products and/or services, while rewarding the best. In the aggregate it boosts profits, elevates, wages, generates more tax revenues, and raises living standards."</p>
Patrick	"Totally support this rule. An individual that works diligently for many years and is then forced out to allow younger less expensive employees to take over the accounts they have built relationships with is a common practice within companies these days. So the employee is limited to either staying and being paid less or leaving and forced

	to take on a new role with no experience. The employee suffers and good competition is eliminated via the non-compete process."
Mary Frances	"So I know this will probably never be seen. But I'm a doctor and so is my husband. His company was bought several years ago and the new company has been very difficult to work with. He is a cancer surgeon and he and his current partner are the only ones in 100 miles that do the type of surgeries he does. If he could not work the care for cancer patients would greatly be affected. A new opportunity in the area opened up and he wants to take it. The opportunity would be great for him. He has a non compete with his current company who 1. Didn't help establish his practice 2. Is actively reducing his staff due to the company doing poorly 3. Is very disrespectful to him. He's a doctor he has no company secrets. Why should we have to move out of a town where we have established our lives and children for a company that is actively hurting him? Patients will suffer. The only one that benefits is a large company that doesn't have to take care of their employees"
David	"I fully support the proposed rule. As a practicing physician who recently left a medical practice, I now will have to commute 2 hours per day to stay in town and work or be forced to move away or do out of town Locum work as the 2 year noncompete forces me to travel or stay in a position that no longer gives me professional satisfaction. Thank you for addressing this long overdue issue!"
Jared	"Non-compete agreements have caused me and my family increased struggles and burdened out lives. Please ban this practice"
Tyler	"Dear Chair Lina Khan, I am a Family Physician and I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I have heard many stories from other doctors about the negative effects of non competes. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Matthew	"I am currently unable to work in my county as a Florida licensed Home Inspector . The non compete prohibits me from working within 100 miles and areas that they plan to do business in fir a period of 2 years. I am no longer working with this company due to scheduling conflicts and issues receiving the hours that were in my offer letter. I am part of a family of five and should have a right to work in my state without an employer telling me that I cannot. My license, my education and certifications are basically worthless now and I was sent an exit letter stating that I need to find work outside of the Home Inspection world. I beg of people to pay attention to the fact that we let employers have this kind of power and control over someone else's career path just because of fear of competition. I definitely support this ban and feel that this should never have been allowed in the first place."

Beata	"Noncompete clauses limit physicians who have dedicated their life to patient care, and in turn limit their own lives by restricting the physician from making career changes that would allow for growth, family support, and personal reasons. Current non-compete clauses force doctors to work in what may be subpar conditions and don't give them the flexibility they deserve to move to a better job opportunity without compromising pay, or many times forcing the doctor to pick up their family and move for a better life. Non compete needs to be removed!"
Gayan	"I support the dissolution of non-compete clauses. As a physician , it is an undo burden to have to completely relocate yourself and your family if you are unhappy with your employer, and no compromise can be made. Physicians should not be forced to remain in unsupportive or toxic work environments just to stay in their home."
Ilana	"I am a physician . Due to non compete clauses, I've had to move states every time I've wanted to change jobs. The public and my patients lose out because I have to leave them. I don't even have a clinic as I'm hospital based. Please please please get rid of non competes for physicians"
Michael	"It seems like a non-compete clause is a violation of basic capitalistic principles. Just about the ONLY power a worker has is to choose for whom he or she works. Does capital have to own labor outright?"
Joseph	"Non compete clauses provide no value to the often stated purpose to protect organizational interests without unduly suppressing future employment options. The fact is, if an employee has valuable company data they don't need to be employed by a competing organization to wrongfully disclose the data. Non competes should be banned. There are other methods to provide sufficiently negative consequences and are better suited to obtain the desired outcome without unnecessarily damaging employment options."
Dan	"Non-competes force salaries down because you can't leave and people can't entice you with better pay or benefits. I'll never sign a non-compete. Your employer can treat you like total shit, but then you're supposed to stay? No, I will not."
Karla	"I have anon compete in staffing agency I worked only 2 months and is a small agency they put me a restriction in Miami and Broward for 2 year and I close 2 accounts for this agency. That the Benedict's are very important in money increase every month. The owner send me 2 intimidates emails remind me that I can't work in Miami and Broward for 2 years for this non compete. I'm a single mother. I received another offer as a regional manager in another states Im working outside of Miami right now but I feel is unfair this non compete and even he doesn't want to negotiate and intimidate to me with a bigger lawyer company"
Lisette	" As a single mom, I fully support the ban on non competes. I have been stuck in a job with no opportunity for advancement or salary increase, all while being bound by a non compete agreement. It's incredibly frustrating to know that you could potentially work for a competitor for better pay and benefits, but you're unable to do so because

	of your contract. The struggle to support and provide for your children is an added stress that no one should have to bear. I wholeheartedly support the need for reform around non compete agreements, to ensure that workers are given the freedom to pursue better opportunities and improve their quality of life."
Sionis	"This rule has been a long time coming. I have worked as a contractor for over 25 yrs. And one thing that very much hampered my growth was/is the Non- Compete Clause Rule (NPRM) If this rule passes, then it will be a great day for those of us that had to take a job and got stuck not being able to move onward and upward because of the fear of being sue. ."
Nicklaus	"I believe that non-compete agreements are a danger to small businesses as myself I've been with the same accountant for years and she's no longer with that firm. But, due to a NC, I'm no longer able to utilize her. I've never heard from the firm after her departure and nothing has been done with my files. It's become hard to find an accountant that will take on my multiple businesses right in the middle of tax season. Non-competes only hurt the consumer."
Leo	"I can't begin to tell you what detriments non-compete clauses have done to my career. What gives the right for a company to tell me what to do with my life? What gives them the right to say I can't work in my chosen field where I live? After years of dealing with this dilemma, I support banning them, non- competes, like California has done. Give the rights back to the American workers!"
Eduardo	"I support a federal ban on noncompetes. We're currently in a physician/medical staff shortage. Non-competes are an undue burden and lead to physicians/medical staff either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Brian	"I am against no compete contracts. It robs a person of their livelihood, and their ability to make a living in the area of their dwelling and family. Often times it leaves customers in an uncomfortable situation, where they no longer have the services they desire because they cannot freely function in the market with the person they are most comfortable with. Please make a common sense decision and ban all current and existing noncompete clauses."
Charma	"It is unethical and unwise to force healthcare workers into non-compete clauses. It prevents providers from diversifying themselves and the healthcare system. It enables facilities and companies to be unsafe and abuse their staff because they are less able to leave. It can uproot workers who are forced to relocate instead of choose somewhere near them, raising risk of burnout and worsening the ever-present issue of physician burnout. We need to regulate companies so they cannot abuse these people integral to our health system. There is no health system without the actual providers and caregivers. Protect them like they protect you."
Mary	"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians . As you know, non-compete clauses

	<p>restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. I am a primary care physician and due to a current noncompete clause will not be practicing primary care for at least one year. With the long wait times for primary care and shortage of physicians in general this has a large impact on my local community. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."</p>
Kayla	<p>"I recently left a staffing company I was a branch manager with and they sent a demand to comply to my new company on my first day of employment! The non-compete that I signed is making it impossible for me to do my new job because I cannot touch any clients I did business with in my old company, even though the services are slightly different that we offer. It is hindering my ability to do my job and make money. I left my old job due to poor management and direct favoritism. I should not be punished."</p>
Elizabeth	<p>"Non-competes only help the hospital/corporations. Healthcare workers are leaving in record numbers. Removing non-competes can revitalize the work force. This is the governments opportunity to show they support the worker - REMOVE ALL NONCOMPETES"</p>
Alfredo	<p>"As a small business owner and startup co-founder, I very much recognize the arguments made by certain entities and individuals about the IP protections and legal benefits that come with non-compete agreements. However, I believe that NCAs are ultimately counterproductive toward general innovation and progress across business communities. NCAs also disproportionately impact lower-income and low-skilled workers who, unlike higher-income business executives, cannot leverage their way out of NCAs nor trade up skills or knowledge as easily as other workers. I strongly urge the FTC to ban NCAs for all workers. If a compromise must be taken, then I urge them to ban them for low-wage, low-skill laborers, at the very least."</p>
Lu	<p>"I worked with a Multi Level Marketing "MLM" (Young Living) who has made it impossible to share any other MLM opportunity regardless of if it is competing or not. A fellow friend is a naturopath practitioner who offers multiple modalities. When she shared another non-competing health supporting modality that happens to be offered in the MLM structure, they terminated her. The first reason was because she offered a product that was competing. When she proved to them that it was not competing, they claimed that the "Intent of use" of that product was competing. When she</p>

	<p>pointed out that the product shared is exactly like another company that they allow others to share that they consider non-competing they changed what the term "non-competing" means and that it was because instead she offered a competing BUSINESS OPPORTUNITY to their customers. This was not the case at all since she never offered the business opportunity at all in the one post, nor the one email she sent that got her terminated. Now she must wait 12 months to even share this other product with anyone. As a practitioner this is harmful to her practice, to her clients, and also to her ability to make a living. In this day and age where most people are purchasing online, it is not right to have these non-competes in place. People need to have freedom to purchase and sell what they choose to. MLMs should not be under different rules just because they have an opportunity attached to them. People should have the right and freedom to share what they want to share if it works for them. Please consider banning non-compete clauses for those in the MLM workspace"</p>
Shannon	<p>"While I have been fortunate enough to avoid non-competes through contract negotiations, I have seen many colleagues who have not. I have had colleagues who have needed to leave a place of employment, but had to either uproot their family or face a significantly burdensome commute to find new employment outside of their compete radius. When an employee or contractor feels the need to leave a work, they should be able to obtain new employment wherever they can. Non-competes cause a necessary burden for workers, and should be eliminated."</p>
Juan	<p>"Non compete clauses are unduly cruel, unethical and nearly immoral, especially in a day and age where market and personal freedom rule. Non competes allow big corporations to destroy people's lives, in the healthcare field a large established practice or hospital will seek to harm an individual physician, his/hers family, children and personal relationships, more importantly it also affects proper continuity of care and patient physician relationship deeply. Sure patients can see another physician, but not without struggle to bring their care up to date and many times with poorer rapport. I think non competes are quite unnecessary given the fact that there are plenty of patients for all to go around, when you call a practice and the next available new patient appointment is 2 months out it speaks volumes of how unnecessary it is to remove a physician from a 20 mile radius, which if multiple offices exists can become 100 miles in the blink of an eye. Please remove this arcaic practice and allow for the best to succeed over the big."</p>
Darin	<p>"Non-competes hurt workers significantly. They're often so broad in scope and employers use them to bully employees. Even if you're not directly competing, I've had to sign non competes that basically include my entire job I do, which is generic. I absolutely agree that the FTC should ban non competes and rescind existing ones. This will be a huge benefit to workers."</p>
Raja	<p>"As a physician, at the present time, I do telemedicine for an online psychiatry corporation in Georgia on a part time basis. When I applied for another part time telemedicine position for a different corporation in Florida (to treat patients only in Florida), I was told that other corporation in Georgia is a direct competitor for this corporation (in Georgia and Florida) and they would not hire me for that reason. I</p>

	feel it is an unfair restriction on my ability to practice wherever I want. I am wondering if this new rule proposed resolve these types of restrictions. Thank you."
Kent	"Are noncompetes are fair? Seriously? I told an employer I needed a hernia operation and couldn't travel for several weeks. Unfortunately, I told them verbally. Let go 3 hours later and then they blocked me from taking a job with a competitor. I spent \$5k on an attorney to try to negotiate with them. Really, this is fair? It nearly financially wiped me out as it took over a year to find another job. I almost moved to CA to stop this nonsense...."
D	"As a lifelong educator, business owner, entrepreneur, HR consultant, and head of household during the hiring process I have had several employers seek to impose a non-compete clause rule over their employers or consultants. Over the years I have signed non-compete but understand under no circumstance will any organization's policy documents, etc. prohibit me from advancing my career, and business goals, or increasing my revenue by what I create to appropriate well-being for me and my family. It is shameful that organizations think employees should create for them but wants to stop when an individual create on their own. My creativity belongs to me and not an organization and will not stop me from moving forward in the same industry with business, patents, products, and services. Organizations actually seek individuals from the same industry then they try to stop individuals from advancing their careers. No one has a monopoly on another person's career. A non-compete is unethical and should be banned because individuals will always do what is best for their career path and increased revenue."
Douglas	"Employers use non-competes to coerce employees into staying employed. Employees are not "competition." They're employees. These clauses make it impossible to leave a job without moving, selling a home, upending a family. The clause is not about competition at all!"
Etoshia	"For it"
Daniel	"Yes please eliminate the non compete. It is unfair to employees. I have been hurt and continue to be hurt by non compete clauses."
Louise	"I am a taxpaying US citizen. This proposal needs to pass unanimously. Current non-compete rule is preventing my freedom to choose the firm that represents myself, my husband and my company regarding accounting and income tax (and has for more than 10 years). Please understand the hardship on those that can not compete as well as those of us who should have the right to choose who represents and takes care of us."
Martina	"I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster an environment of discrimination, unfair wages practices, and bias against promotion for those who want to continue living in a specific region or want to continue working in the same field of expertise. I support this proposed change."

Kendall	"Definitely support this idea. The rules for non-competes are too vague and discourage people seeking better opportunities within their own field."
Marimer	"I support banning non compete"
Rick	"No one should be required to sign a non-compete contract. Any exception should require a lawyer representing the employee (of the employee's choosing and paid for by the employer) to review any such document."
Donna	"Please ban noncompetes for physicians We are increasingly held by private equity. If we leave they have deep pockets to prosecute us. Our kids would like to stay in their community and schools.. We need to stop being punished for doing our jobs so well, that entities want to prevent us from providing the service for ourselves or someone else. We implore you to give us back this small inch of power"
Afonso	"No compete has hurt my career. I live in the backyard of one of the largest gi practices in America named gastrohealth Either you work for gastrohealth or you suffer the lifelong conflict of interest of working for a hospital. There is no other option, no gi doctor can survive in a solo practice around gastrohealth. We need to end monopoly! We need to be free to work anywhere we wish."
Stephen	"As a physician I think it is very important to abolish non-compete clauses. It not only hurts patients by restricting access to care but also physicians who devote themselves to the community they would have to move out of if non competes exist. Furthermore it gives healthcare corporations unilateral control over physicians who can't push back on business decisions that aren't in the best interest of patients. If a physician stands up to these healthcare corporations they could find themselves without a job and having to move out of the community they serve/love in order to find gainful employment. Non competes are predatory and allow companies to make decisions that are in their best interests not that of their employees without any recourse from their employees."
Jasmine	"I signed a contract as a physician in Florida for a position as a hospitalist, a primary care physician solely sees patients in the hospital setting for acute inpatient care. The contract had a noncompete clause that I should have never signed. After realizing I had more holiday coverage than colleagues without increased pay and again no bonus pay which was previously told I was on track for, I gave my three month notice. I live in a small city where there are only two hospitals within less than 10 miles of each other. The non-compete states I cannot use my medical license to any degree within 25 miles of any clinic (they have clinics all over the area, extending over 30 miles from where I live). This has kept me away from my home where my family lives for extended periods of time. It has prevented me from serving my community and I plan to fight this non-compete once I save enough funds to secure an experienced attorney. I hope that this rule is passed not only for myself but to protect others who are only trying to make a living in the communities where they live and are being bullied by employers whose main objective with these unfair and heinous non-competes is to use fear tactics to retain employees."

Jonathan	<p>"I think this proposed rule is a positive change for workers in the United States. When I was a business owner I avoided non-competes because I felt it was unnecessary to expect to limit competition through the workers who were helping me grow my business. The best way to limit competition is to be a better employer by paying competitive wages and constantly innovating the way you offer benefits to a worker. The most loyal workers are workers that are well paid and feel appreciated. Non-competes are also all over the place and enforced differently state by state which is very unfair."</p>
Lin	<p>"Please, BAN the non-compete clause from contracts there is continuous "bait and switch" for many industries including healthcare stop enforced indentured servitude. Outlaw non-compete clauses in contracts."</p>
Jorge	<p>"As a family of two physician doctors with small kids, I believe that non-compete clauses have significant negative impacts for the physician who signs them; that surpass any negative effects a hospital may have from losing the business of one physician. The most important negative effect I see is that most of these non complete clauses force the physicians to uproot their families and leave town because of the radius in which they are banned from practicing. There is no real negative effect to the practice from one physician leaving. Patient's will continue to go to the hospital or practice to get their care. Specifically, in my practice which is radiology, a patient will continue to go to the same center to get their imaging. In general patients don't seek to have their studies read by a specific physician. Me leaving the group, to join another group in town has no negative effect to their practice. Having non compete clauses also decreases the need for a hospital group or practice to compete to retain their best people. I believe down stream consequences of this lead to decreased quality of care overall, although difficult to quantify. A specific example is a general surgeon friend who maxes out his salary and RVU based bonus before the end of the year because of the quantity of patients he has to see. Once he maxes out, he continues to work essentially for free until the next cycle begins. Those three or four months he continues to have the same day to day responsibilities but does not get paid the additional work, while the hospital continues to bill for his care. Although he continues to provide the best patient care, there is no incentive to continue to go above and beyond to see the large influx of patients coming in. He's brought this issue to the administration during contract negotiations over several years but they have not increased his base or bonus structure. I believe this is directly tied to the control the hospitals have with the non compete clauses. Because my friend has a growing family and a strong community here he has decided to stay. Otherwise, in order for him to work and provide for his family he would have to leave town until the 2 year restrictive clause expires. That is why I strongly agree with the proposition to ban non-competes. Banning noncompete clauses allows competition between employers, so employees can be part of the companies they want to work for without fear they are hurting their future selves, by being limited to one employer. It allows communities to stay intact so they can grow and flourish. Doctors shouldn't have to leave town or the state to be able to provide for themselves or their families. Patient's also shouldn't have to lose a trusted physician because of these clauses."</p>

Luis	"I would to thank the current FTC administration for taking on the subject of non competes. As a sales leader for my organization, I feel 'handcuffed ' to my organization. I had an attorney review my non compete and his words were " the language was tight and it would be costly to fight". In order words, if I would find a better opportunity to provide for my family In an industry I have served my entire adult career (healthcare) I would not be able to do so. I absolutely hope that non competes are abolished and cannot come soon enough. It would be great to understand once it is agreed upon, when can it be implemented. I understand the 180 day rule, but is there an approximate timeline? Thank you again so much in behalf of my entire family!!!"
Yasaira	" Physician should be included in the noncompete group. We have a shortage of physicians we don't need noncompetes interfering with patients care and access"
Thomas	"Non-compete clauses hinder workers from advancing their careers within their respective fields. When threatened with regulation, corporations proclaim they choke the free market and unfairly restrict business. These non-compete clauses are a restriction on the market of labor. Make them illegal and restore a some power and bargaining back to workers."
Francisco	"I am in favor of banning non-compete clauses and voiding the ones existing in current employee agreements. I work in the working capital and lending industry, sales department. There is NO trade secrets in lending!!!! I have the impossibility of going to work on another office basically for life according to one attorney - that said that the clause on my agreement is so aggressive they can follow me for years."
Rusty	"It's not fair to average Americans that they can't go to work at another employer in the same field."
Gregory	"Non-competes unduly limits worker pay, job growth and skill development. Worker non-competes inhibit innovation and denies the consumer the best value for their money."
Brian	"Many people are forced to sign a non-compete as a condition to start a job without really understanding what it means. It's a bit of a bully tactic from employers & should be eliminated. In a free market, this should not be a limiting factor, especially since many non-competes say you cannot work for another company in teh industry even if we fire you."
Brad	"It took hundreds of hears to lift the United States out of slavery, and several more decades to finally protect paid laborers. Allowing rich companies to control when and where I can work is not a free market of labor, it is indentured servitude. Please control this scourge of backstepping our history and ban non- compete clauses."
Lance	"Non competes should be banned."

Heydi	<p>" I signed a non compete with Hand and Stone spa in Lakeland Fl in December 2018. At the time, I was fresh out of school, desperate for employment and had no clue what a non compete agreement was or how it would affect me in the future. Fast forward, I left this spa in July of 2022. My non compete stated I couldn't work for another spa or as a sole proprietor for a period of 6 months after I left and within a 10 mile radius. Lakeland is a small city, so 10 miles is pretty much the entire city. I would have had to travel over 30 miles to another city for to work. So I had to work in secret for myself. After 7 months, and once my non compete had expired. I received a cease and desist letter from my former employer asking me to stop working and since they believe I violated my non compete I must comply and start the 6 month period all over again. I had to hire a lawyer to help me which is costly. I worked hard for my former employer, sacrificed my time, extra hours, and many days off. After all I did for them this is how I am repaid. Non competes restrict people from the earning a higher wage and becoming entrepreneurs. They want to confine us to a limited income status so that only they can profit. They instill fear. Please ban non compete agreements in the future so that others don't suffer like I am now. I have a family to provide for and now I am unable to work in the only field I have worked in for the last 5 years. It's so difficult to gain employment in a different industry when all you have done for the last 5 years is worked in one particular industry. When I worked for the spa I was underpaid, overworked, and in a hostile environment. Working for myself has been a blessing and my dreams of being a business owner came true. Now I have to put my business and my life on hold to satisfy another's greed."</p>
Jack	<p>"I am a professional broadcast journalist subject to a non-compete agreement with every employment contract I have ever signed, which is the industry standard. I understand the need for contractual agreements with on-air talent and some off-air talent, but non-compete agreements have historically offered nothing to employees besides restricting where they work, and how much money they are able to earn while giving large corporations and ownership groups the ability to offer small raises and few benefits knowing that employees would have to completely relocate if they wanted to seek or accept another opportunity. I support the FTC's proposed rule change relating to the elimination of non-compete agreements. In my 10+ years of experience in my industry, I have never been privy to any trade secrets that are not already made publicly available by the time I learn them, which has always been cited as the primary reason for non-compete agreements in the first place. Additionally, organizations claim to make major investments in on-air talent like myself, thus presenting the need for employers to restrict our ability to seek or accept better opportunities at competitors in the same city. This hinders my ability to negotiate employment agreements that adequately consider my needs and those of my family. As everyone across all industries know, sometimes change is needed and employees want to seek other opportunities for various reasons. With a non-compete agreement, I would be prohibited from working in my field in the same city for a period of one year, thus forcing me to stay employed at my current job unless Pm willing to move to a new city - which is often challenging in and of itself. Additionally, because so many people work under long term contracts, the timing of finding a new job is already challenging and adding a non-compete agreement makes it virtually impossible to seek jobs outside of your current one until the stars align. I feel that removing noncompete agreements would force employers to negotiate in good faith</p>

	with workers, and encourage more open dialogue between them. It would also foster more creativity, allow companies to hire from a more diverse and readily available pool of talent, and increase worker wages by promoting healthy competition. There is nothing accomplished in a non-compete that a non-disclosure couldn't also do. Our industry is a challenging one in which to work. It requires moving every few years in order to advance. But as with so many things, television companies and stations change frequently. As such, working environments, managers, and priorities change while workers are left with their hands tied by complicated non-compete agreements that make it fiercely challenging to pursue better opportunities. I hope the FTC will adopt this rule change for the betterment of employees in my industry and across business sectors everywhere which will surely see a rise in wages, creativity, and ultimately success for employers once we are all able to operate on a level playing field instead of having to move across the country, away from family, or pick our children up mid school year to seek an opportunity that might exist just down the road. Please pass this rule change."
Jay	"I agree non-compete clauses should be abolished. I am a physician and have had a variety of businesses. I was forced to sign a non-compete agreement during my initial employment. However, I have refused since and never asked any others to do so. Everyone has the right to considerably advance professionally to bigger and better opportunities. The only exception might be when an employer fully trains and invests (time and expense) in an individual to provide entirely new skills and experience."
Adriana	"I agree with this ! Say yes to non competes its unfair to shackle people to one income when they have families to support especially if they have dreams of having their own business. People should be free to build their future"
J. Matthew	"I am in complete agreement with doing away with non-compete clauses. Not only do they stifle innovation, but in my field, medicine, they can compromise access to care by artificially limiting physicians who can practice in a certain area. The argument often used in medicine for using them is to "protect business secrets". After practicing in private practice medicine for 15 years, I can say with certainty that there are absolutely no "secrets" of "sensitive" information that one physician can pass to any other groups because the practice of medicine is the same in each instance! It is in the by far more in patients best interests to be able to preserve any physician patient relationships that may have occurred than it is to protect any "trade secrets" that simply don't exist in the first place."
Angus	"I support it because it helps workers have more leverage in negotiations, as it means that a company has to actually pay competitively to retain a person over making them sign away that ability"
Julieta	"I am a medical doctor and a surgeon . It is my personal experience that noncompete clauses reduce patients access to medical care. I left my private practice of 8 years after it was sold to an * *out of state* * private equity corporation. Due to the noncompete clause, I cannot see my patients, some of whom are in a rural setting. They have not found a doctor to replace me, those patients now have to drive for hours or wait for months to see a subspecialist and even longer to schedule

	<p>their surgery. How can an out of state corporation walk in after 8 years and sue me for continuing to take care of my own patients, who I have built relationships with over years? This is my community, it is a practice in which I am very invested, and I built with my work. This has resulted in me leaving the state. I know countless doctors in this position. My husband is a subspecialty pathologist, he was offered a job with a practice reading slides mainly for the diagnosis of cancer- his noncompete was written that he could not work in ANY STATE from which he received a specimen. This was almost 30 states! He passed on that opportunity. While we know it is an unreasonable and non enforceable clause, what individual doctor is willing to legally take on these huge corporate entities? It is intimidating, the legal fees world bankrupt us. We have since left the state."</p>
Joanna	<p>"I believe non compete rules need to be revised from a past experience. My son is special needs and I had a waiver support coordinator in state of FL which is in regular business a case worker. He has this WSC for over 10 years. We had a excellent report with her as a solo provider. When the Agency for person's with disability through legislators, forced everyone into no more solo providers but 4 to make an agency. I went to court to testify that state has a "FREEDOM OF CHOICE which the court denied to the solo third party workers and gave the original owners of agency permission to a non compete clause with out parents being made aware of. So when my case worker wanted to leave to another co or start her own she was forced to leave some of the consumers behind. We were forced to stay with that assigned agency and they gave us a new case worker who we never saw or heard from until that day in court. I told the judge I have never met the new case worker until today in conversation telling my story she was listening and came over and said you mentioned my name. She is herself, and agency she worked for, where her area was. Her are was 4 hours away. She never knew the agency was billing for her from my son's funds. First illegal, secondediciad fruad. The judge agreed it was a misunderstanding instead of fraud. The co was told to replace the funds to son. Do better training But the judge did tell my case worker you signed a non compete therefore you can't take the consumers for 1 year. After that you can have them transfer. But I left that co and went to someone different and stayed with them since. Non compete clause cause more trouble for the consumer then the businesses and this is why they should be allowed. They people are not staying because of the co but the dedicated workers. If worker leave for promotion, better pay, better co we should as freedom of choice be able to leave too. We don't sign contracts. If an employee leaves for cause then it should be brought to the consumers attention why? Especially to vulnerable consumers who most have guardians. Theft, abuse, over charging for work, not showing for work. If you worked for any other business you would not have non compete. I had a lawyer who left firm for car accident. I kept that lawyer who left in mid stream because he knew the case. We were asked if we would like to be released from that firm. Common courtesy and I could have left without permission but they were kinda notified us he was leaving and we could be reassigned or leave."</p>
I	<p>"I've been stuck without work because of NC rules, it's so weird and evil, not sure why this was ever allowed! if another company can pay more ide like to leave thank you! NC — Slavery loophole!, government please fix this, thank you."</p>

Patrick	"Non-Competes mean I can get fired, lose my source of income, and not work in a career I have spent 20 years working in. They are tools for big business to bully individuals burying them in legal fees. Whether it is enforce-able or not doesn't matter when your defendant can't afford a lawyer."
s	"Lets get Rid of non compete in healthcare to make it easier for physicians to practice where and hiw they want to do it."
S	"Restrictive covenants have been used unfairly to limit individuals' abilities to practice their chosen profession. They stymie true competition for services and unfairly prohibit individuals from working in their desired location (usually near their home). In my humble opinion, our ability to choose where and for whom we work is a core value to our economic freedom. The very essence of non competes/restrictive covenants undermine that. They prevent us from seeking jobs with higher wages or better work environs. In particular this is hurtful to struggling families that would otherwise benefit from increased wages, especially this past year with inflation pressures on goods and services. Furthermore, business owners in need of upcoming talent often run into roadblocks when individuals have restrictions from current employers. This can lead to unnecessary and costly legal proceedings. I whole-heartedly support the removal of the non-compete. I am confident this will allow for greater economic growth, empower the workforce with more choices and encourage fair competition."
Sarah	"Please ban noncompetes! These prohibit physicians from moving hospitals and in doing so limit patients access to care and physician autonomy"
Ma	"There is no reason for an organization to place restrictions on where physicians can practice. The only reason is their insecurity and their wanting to prevent competition, which serves absolutely no purpose in providing better patient care, only hinders it by frustrating the physicians due to the employers' unfair practices. It benefits no one other than the employers (in lining their pockets)!"
David	"I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200. Non-compete clauses in contracts are unamerican. Such clauses limit the ability of employees to seek new job opportunities and can create a barrier to entry liar people seeking to work in certain industries. Therefore, it is imperative to support laws that prohibit non-compete clauses in employment contracts. Firstly, non-compete clauses limit employee mobility, which is essential for the growth of the workforce and the economy. By restricting an employee from working in a similar industry for a certain period, they are unable to explore new opportunities, grow their skills, and gain valuable experiences. This can cause them to feel trapped in their current job, ultimately leading to reduced job satisfaction and motivation. Furthermore, it can negatively impact the industry as a whole by reducing the pool of skilled employees. Secondly, non-compete clauses can cause undue hardship on low-wage employees who may have limited job opportunities. Such employees may be forced to accept non-compete agreements in order to secure employment, leaving them unable to seek alternative job opportunities if their current position does not work out. This can create an unequal power dynamic between employers and

	employees, leading to exploitation. Finally, non-compete clauses can also stifle innovation and competition, leading to negative effects on the economy. By limiting the ability of employees to move freely between different companies, innovation is hindered as employees are unable to share their knowledge and expertise with other businesses. This, in turn, can lead to a lack of competition, ultimately resulting in reduced efficiency and increased prices for consumers. Furthermore, the use of non-compete clauses in the medial environment further drives the cost of healthcare and the rate of physician burnout (already at all time highs). In conclusion, laws that prohibit non-compete clauses in employment contracts are essential to promote employee mobility, reduce exploitation and medical provider burnout, and foster innovation and competition. By supporting such laws, we can create a more equitable and dynamic workforce that benefits both employees and the economy as a whole."
Sandra	"We have recently experienced the "non compete" as my husband having had enough of the company that bought his place of employment went and found a better place to work. Upon meeting with the personal manager and giving his notice he was informed of a non compete "agreement " he was in and that he would not be able to work in his field of expertise. They did that with a smile, as they knew he did not know. This corporation is very dishonest and doesn't treat their people well. I wondered if we had moved to China , surely this is not legal in America , 7000\$ later we find it must be"
Brandon	"I am strongly against the non-compete agreement and hope that it gets changed as people should not have to change their professions because of it!"
Christopher	"Sounds look a good idea. It should hopefully promote competition between corporations."
Jeremy	"I hope for all the families put there that this ban goes into affect. I have been unemployed since November because of a non-compete agreement that prohibits me from working in the trade that I have been working in for the past ten years. The non-compete states I cannot work with a different company, nor start my own business and I cannot do the type of work within a 30 mile radius. The company that had me sign the agreement is nationwide. I just want to be able to provide for my family again."
John	"Thank you for recognizing the importance of this significant employee issue. As a physician, I see the extreme levels of frustration and burnout in my peers. These feelings seem to be compounded by feeling "trapped" by employers. I work as a pediatrician in a large system in a large urban city, but I know that if I wanted to leave my current employer I'd have to leave this area of the state, requiring me to sell my home and move my family (including requiring my spouse to change employers). There is no reasonable need for employers especially large corporate systems to have this inequitable bargaining power to limit our rights to work."
Angelia	"People should be able to work for whomever they want. If they can find a better job elsewhere, they should be free to take it. Anything else is involuntary servitude. The

	idea that a company can tell you that you cannot use your skills with another company, for better pay, is absurd."
Rajendra	"There is no world in which these non-competes make any sense or help any patients. They are designed to stifle competition and control markets in healthcare. Our best hope is for these rules to be done away with."
L	"I strongly support a ban on noncompete agreements. Noncompete agreements result in local monopolies, which mean higher prices and worse service for consumers. A truly free market is one in which consumers have a choice between many competing companies."
Eileen	"This ruling is important and a long time coming. I've seen non-compete documents that include anything the employee invents on their own time, even if it does not relate to the work they do or their role with the employer. This needs to stop. I applaud this effort."
Shaina	"This bill should be passed. I built a strong relationship with hundreds of clients. I was the only accountant they knew in my office and because a new shareholder bought in, that did NO work and spent all of our money, I left and cannot retain my clients. They are extremely mad and seeking my services on a weekly basis."
Brian	"I am a physician working in a large healthcare system. Our hospitals cover a nearly 100 mile radius. My non-compete clause prohibits me from working in up to 3 counties in south Florida. Most physicians sign their contracts with no option for negotiation on the non-compete coverage. This provides an unfair advantage to hospital systems and employers and forces physicians to move to extended distances away from family and friends in the event of contract termination for almost any reason. This anti-competitive practice must come to an end."
Edward	"I fully support the ban on non-competes. In my experience they are an unfair burden on workers and have personally prevented me from pursuing opportunities that would have allowed me to advance my career and make a greater contribution to the economy."
Martin	"In November of 2023 I'll be 83 years old & have always worked Full time (even at my current Age) & intend to work until I medically can not produce or drive to my office (22 miles each way)- I'm a Full-time Insurance Agent in Florida (I work in my office in Naples & Live in Estero-The Agency I work for has a new owner (about 2 years ago) & if I (We) didn't sign the non-compete we'd of lost our position-In the contract it says within 100 mile radius I can NOT in any circumstance work as an Agent even though I've been one since 1977-Its basicly all I know-My wife is 75 & I have a Step Son who's on Medicare Disability (He does wk pt time wheeling wagons in a Publix parking lot) I'm the only source of good income (we are on Social Security) The Person who owns the Agency is very difficult & always threatens Agents if we don't put more applications through- -There are other Insurance Agencies in my area that would want me to work for them & regognize the Value I bring to any Insurance Co-- I've been awarded Numerous Company & Industry Awards & I can sill do an

	Excellent job--I've got lots of Clients that come to me every day for advice & help in getting them the Proper insurance & Based on her Non-Compete contract I'd have to stop working therefore stopping any income which she claims she would go after. Even though we would have a tough time in paying our bills nor living a lifestyle that I worked over 40 years to achieve-This is totally unfair-I've earned it--I've also as a Human being earned a right not to work under horrible threatening conditions--If I had stolen anything Or committed a felony I might understand but this is NOT right--I'm not the only one-My compensation is on a 1099 (Non-Employee) & yet she holds all the cards-This is a Free Country & considering my age I know I deserve the right to work in a business that I've worked in for almost 50Years- -50 Years & now I can't work?? TOTALLY UNFAIR"
Christina	"I am strongly in favor of eliminating no compete agreements as a condition of employment, termination, or resignation. No company should have the power to restrict an employee current, former or future from working for another company in the profession of their education, training and experience."
Daniel	"Speaking from personal experience as I am currently restricted by such a document. I should not have to jeopardize 1 yr of salary just to leave my company and stay in the field I have been in for 35yrs. Please pass this!!"
Rashmi	"I am a board-certified, family physician in practice in Florida since 2000. My onerous noncompete/anti-competition clause in my contract with a very large hospital system prevented me from continuing to practice medicine when I decided I no longer wished to be an employee with rapidly changing priorities. I would've had to upend my entire family if I wanted to keep working as a physician. Two years ago, I made a very difficult decision to leave clinical medicine, because of this noncompete clause. Big hospital systems already have too much power. This power over the lives of physicians is unethical and should be banned."
Rashmi	"The non compete clauses should be eliminated from physician contracts. Big hospital systems take advantage of physicians and essentially hold them hostage with these rules. They should be illegal."
William	"Non-compete clauses are in practically every physician contract and serve to prevent the physician from leaving practice to serve patients in a locations within a county radius in some circumstances or a certain mileage radius in other circumstances. I understand that there is some degree of cost advertising and credentialing involved in hiring a physician but these non-competes never even sunset and these non-competes are used against physicians to keep them locked in to the salary in the contract they signed. I was hired by a large hospital organization to work as a primary care physician and was given a salary consistent with 7 years of work experience. Then cost of living rose dramatically in my area and hiring of physicians to the area became more costly. The same hospital organization then hired a new doctor to work in the same practice I was working He was just out of medical school and had no prior experience. He was given a starting about 15-20 percent greater than me in addition to a signing bonus. When I asked for a raise I

	was denied. I think some employers use these non-competes to keep salaries the same because employees have no other options."
Gregory	"As a physician , I'm disappointed that there is consideration not to protect me from predatory contracts."
Richard	"Please approve the Non-Compete Clause Rule. Non-compete clauses stifle competition in the market. They also turn employment especially for low- wage earners into captive employees akin to indentured servants."
Mike	"Please repeal all non-competes. These are antiquated rules. People sign those sometimes against their better judgment, but need the job being offered. A non compete should never be part of a persons contract for the duration of their career. Please move forward on eliminating non competes."
Sherryl	"This should definitely be banned there has been professionals unconvinced by working great distances from home or completely different states due to non compete clauses. This is unfair and it is a punishment for not wanting to stay with a practice or company"
Christopher	"I am an employed Physician in the South Broward Hospital District of Florida. I would like to leave to open my own practice as I am not being fairly compensated compared to my peers. However, the contract I had to agree to stipulates a 1 year non compete in all Broward with an additional 5 mile halo around it. How am I supposed to go that far away for a year when my home, family and entire patient practice is in Broward?. It forces me to stay or leave and struggle significantly for a year. It's just not right."
Robin	"Please remove this egregious non-compete rule from standard employment contracts. It is being used overused and inappropriately. Protect America's workforce."
Christopher	"I was recently informed of the lobby efforts of hospitals to add an exception for healthcare workers. As a physician , I find this to be an unacceptable modification. Non-competes in healthcare lead to significant hurdles to practice, and force many physicians to uproot their families if their work situation becomes untenable. It gives unreasonable power of hospital executives over healthcare workers and should be abolished. To make such an exception immediately after the pandemic when healthcare workers were pushed to the limit by hospitals that continued to make record profits would be a grave insult."
Kathleen	"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year. This would be particularly important for people who work in the fast-food industry, where wages are often inadequate to live on, but

	employees are very often mistreated and not allowed to go to work for a different franchise because of existing non- complete clauses in their contracts."
Kathleen	"The proposed ban on non-compete clauses is an EXCELLENT idea, and will give workers more freedom to move to a better job. Thank you for proposing this."
M	"I fully support ban on Non-Compete clause. Thanks for reading!"
Kay	"Please ban non compete clauses for physicians . The only person those help are the CEOs of corporations forcing practice geographically restricted physicians to practice in suboptimal work environments (poor staffed, understaffed, inadequest support sustems etc). At the end, its patients that suffer."
Sunay	"I am a physician and need to relocate my entire family due to a non complete clause. This decision will affect my wife's job and 3 children in school. Non competes prevent employers from fostering a good work environment because they are in control if you don't like your job. Only options are to continue a poor job or relocate the entire family. Employers should be encouraged to foster a great work environment so employees stay long term. Instead Non competes force people to stay in jobs with less than desirable work environments since many cannot relocate their families. Let's end Non competes and force employers to improve the work environment to retain their employees."
Nirmala	"Taking away non compete is a must .. so physicians will practice freely and willfully."
Andrew	"I have recently transitioned from an academic emergency medicine faculty position at a state university associated health center to independent contractor status in a busy community emergency department . In a world in which corporate ownership of my professional work is a constant threat, this Non- Compete Clause Rule is a sign of sanity in an increasingly depersonalized and alienating work culture in the United States. Corporate entities do not have families, they do not live in communities, they do not put down roots, and they do not have their employee's best interests as a founding, fiduciary principle of their make up. Through non-compete clauses and conditions of employment they can determine where and how their employees can live-- when and whether their employees must make their children change schools or find new care facilities for their elderly parents. In a playing field already tilted overwhelmingly in favor of business, non-complete clauses are an unnecessarily powerful tool used to control employees by forcing them to choose between a potentially unfavorable or exploitative work life, and uprooting their personal lives and the lives of their families by enforcing often arbitrary geographical limits on that employee's ability to look for alternate employment. I am in favor of the FTC's proposed rule to eliminate non-compete clauses, and support this rule."
Kavita	"I am writing as a physician in support of the FTC proposal largely opposing the noncompete clauses. I have felt that these are used by employers to intimidate workers and physicians into remaining in positions wherein they are unhappy or in a position unable to advocate for themselves under threat of being functionally "exliiled"

	to relocate far beyond a reasonable distance. The scope of noncompete clauses is often too large a burden."
Sabina	"Non-compete clauses make it difficult to leave hostile or unsupportive work environments. One becomes tied to the job if relocation is not an option. Many forms of non-compete clauses do it make sense. For example, a hospitalist position would not be "stealing" a patient as they are not the primary MD anyway. Patients do not choose who they admitted under while inpatient. Patients do not follow physicians in this manner. Therefore non-compete clauses don't make sense."
Bob	"Highly supportive of this proposed rule change!"
Sue	"Stopping a physician from working after leaving their prior job is there merely to punish a physician and a way to keep physicians from being able to negotiate their work contracts. It does not in anyway benefit the healthcare system, it can only hurt patients. What does society benefit from making sure a doctor cannot work for 1 year sometime up to 5 years in the area, just because they want to change their contract or location. Physicians are generally hardworking people just trying to do their best in their field. Please don't let large corporations punish the individual."
Eric	"I strongly support the ban on non-compete clauses. I've signed several over my 20+ year career within information technology , and never once did I feel that I was in an equal negotiating position -- it was _always_ "sign this or expect to find a new job". I'm neither a c-level executive or a patent generating scientist, so I feel there was very little reason for me to be asked to sign a document like this. In my opinion, non-competes have zero upside for employees, massive upside potential for unscrupulous employers, and encourage exiting employees to seek work within different and unfamiliar industries to avoid possible litigation, much to the detriment of our overall national productivity."
Andrew	"This absolutely needs to become the law the land. Non Competes only benefit the employer and further restricts workers from being able to pursue their craft and utilize their skills to their maximum. When we were are told that we have a non compete in our clause we are told that we cannot utilize the skill we have developed at all, which forces us to remain with companies that can then offer us less and less benefits knowing they have hamstrung us. A rule abolishing non competes is a win for worker's rights."
Randi	"Non competes should be banned, this is an unfair practice. It is especially prevalent in the state of Florida where there are fewer opportunities, so it makes it even harder to increase your salary."
Mirtha	"Non compete laws force employees to move from areas where they have built relationships and have family and friends if their contract expires and they would like to remain in their chosen field. It empowers the employer and controls the employee to remain"

Prathap kumar	"I have seen physicians moving out of the practice area, It hurts the established patients the most. Those patients would need to find a new physician in that area. It impacts continuity of care, can potentially play a significant role in delayed diagnosis or even can contribute to missed diagnosis. I support removal of restrictive covenant provisions in clinical practices."
Stephanie	"This should be crossed out on every contract! Let the economy grow, support entrepreneurship and let us work where we choose and in conditions we choose!"
Robert	" I am strongly in favor of banning non-compete clauses. These types of restrictions stifle the pursuit of happiness for the US workforce at best, and handicap economic growth and healthy competition at worst. Non-compete clauses have no place in our society."
Dmitry	"Non-compete is a lightly veiled attempt of corporations to force serfdom onto employees. Freedom of choice and equality are trumped by extreme profits extracted by employers. Non-compete contracts are anachronism that should be banned in free society."
Balraj	"Dear Federal Trade Commission, Thank you very much for looking into medical noncompete that is need of the hour. Physicians are hired by big companies and corporations making this noble profession turning into business, trading and fish market Noncompete clause benefits nobody but the big administrations and hospitals and companies abusing health care providers who have to agree to their terms An employee working for Walmart can leave Walmart and start working for Publix and Sam's Club. He or she does not have to leave the town or to go to a different city for two years. Why is medical noncompete a different situation ? This will open new doors for physician and give them Some autonomy and eventually this will help patients getting the care they deserve"
Jay	"The noncompete clause should also apply to so called nonprofit hospitals. Though, they call themselves nonprofit, in all manners of operation they behave as for-profit hospitals The noncompete clause, they use restricts physician movement, and they use it as it additional clout to restrict and force patients into the system, physicians, who do not refer to the same hospital system as their employed by a severely punished. This is completely non-competitive, and should be abolished."
Tonya	"The non compete makes it very hard for the In my industry Healthcare revenue Cycle very hard to get out of a contract. If I resign I cannot work for another revenue cycle company for 2 years n if I'm terminated in have to wait 1 year."
Dr. Gayatri	"The non compete should be taken away. It causes great havoc for basic living and as physicians it can extend up to 30 miles. This means we have to move to a different place and it really affects the livelihood. The noncompete does not really help the employees. It should be definitely taken away."

Benjamin	"I am a physician working in a semi rural location in the United States. Like many of my colleagues I have a non-compete clause that would prevent me from caring for the patients in my community. This negatively impacts the community I work for, and disproportionately effects patients living in rural communities who have fewer physicians to choose from. If these communities cannot retain the physicians they attract it will continue to become harder to find care in rural America. Additionally non compete clauses hams workers. It reduces our leverage to negotiate with local employers, and the freedom of choice helps self regulate a free market. Stifling free market choice of employers is anti-capitalist and is a form of market control and manipulation used by employers to stifle their employees pay and benefits. I would urge you to move to invalidate non-compete clauses both for the protection of rural American as well as workers everywhere."
Sarah	"Despite a large provider shortage in my community, I am currently unable to start a practice in my hometown because it would violate my current non- compete. This ruling would allow me to serve patients in my own community and not have to search out other opportunities to wait out my 2 year non- compete. I am already working outside my community because of my non-compete from my previous employer."
Mike	"I support the proposed Non-Compete Clause Rule. I practiced medicine for 40 years (1977 through 2017). During that period the standard contract in my specialty, pathology , included non-compete clauses. These clauses forced me to move my family twice (once out of state), restricted my income throughout my career, denied me many work opportunities and finally forced me to retire earlier than I anticipated (when I was 63 years old). Non-compete clauses are unfair to all workers and should be banned in total. Thank You for giving me an opportunity to comment."
Sandra	"Non-compete clauses are unfair and blatantly unethical. I am 63 years old and have lived in Miami, Florida since 1996."
Gabriel	"I fully support this ban on non-competes, it is good for workers and good for competition and ultimately good for consumers. In my industry (pricing software) noncompetes create an unfair competitive advantage for companies that are based in states like Texas where these are enforceable. I have not been able to hire people and also had to terminate one employee as their former employer took legal action against them to enforce a noncompete that they didn't even realize they had signed, causing significant hardship to him as well as our organization . Moreover, as a former resident of California that has recently moved to Florida, a noncompete would also adversely impact my ability to move to another company in my industry and certainly suppresses earning potential for skilled individuals like myself to seek similar roles in other companies in my industry."
Justin	"America prides itself on "free enterprise" and by extension of that principle, workers should be able to move freely between jobs just as freely as capital is allowed. Non-compete clauses are anti-freedom. They have no place in a country that boasts "most free in the world"."

Lee	"This law should be passed. Employees have been taken advantage of and power has been abused. Please pass this"
Robin	"The removal of non-competes is integral to the growth of the economy and wages for Americans."
Tired	"As a physician assistant that works within several counties in my state, my contractual non-compete/non-solicitation is quite strangulating. Like many others, impossible to relocate especially with the territory that I cover, and switching specialties at this point in life would be a difficult transition. I love my job and love serving the population that I serve, but have been feeling unheard and very unsupported by my employers.. they know that I am "stuck", so they choose to poopoo my complaints and needs. I just want to be heard, I just want to feel valued, and I am excited to know that, hopefully, one day soon- if my current employer cannot find the value in me, I cotdd find an employer that does."
Joseph	"I am working for Konecranes as a service technician in the Nuclear field . I have worked on Overhead Cranes since 1999. My first job was with P & H out of Milwaukee, WI. They forgot to make me sign a non compete when they first hired me. They tried everything along with threats to get me to sign. Years later Konecranes took over my company. They also tried to make me sign. I went to Whiting Cranes Nuclear. When I decided to join Konecranes Nuclear I signed the noncompete since the pandemic I have been offered higher paying jobs in my profession. But as soon as they hear that I signed a non compete the offer is withdrawn. In the last three years of these economic times I have only gotten two raise 2.1/4 % and 2.1/2 % . I have always been around a Journeyman electricians pay. I am fifteen dollars an hour behind"
Atul	"Needs to be banned. Physicians deserve a free and fair market to serve patients."
Joshua	"I am a physician . I am in a non-compete due to my specialty in Emergency Medicine. There are no trade secrets in medicine or nursing. This is only a way to control employees. The American hospital association statement is completely off case. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."
Brian	"Non-compete clauses represent the closest thing to indentured servitude that our government allows. It puts all the power in the hands of the employer and restricts the leverage of the employee. In my current position, my hospital administration is allows to change any rules in our contract as they please. We are told, if we don't like it then we can leave the job. But given our non-compete clauses, leaving the job means I will have to leave the county, give up my home, and move my family to find a new job. This just seems like an unfair balance of power that should be prohibited."
Tyler	"I am a stylist in Florida that has worked for a salon company for 10 years and was let go without notice due to a difference of opinion and I am still held to a non compete that doesn't allow me to work in a tri county area that encompasses hundreds of miles. I secured hundreds of thousands of business for this company to

	<p>just be let go with no options to go work. There are hundreds of salons near me and I am not able to go work at any of them. Something needs to be done about these overreaching non-competes that force people to stay in hostile jobs work environments for fear of not be ing able to secure another job. Please pass this bill for me and many others."</p>
Eric	<p>"I strongly support banning non-compete clauses. Such clauses only serve to benefit the employer and restrict an employee from seeking better conditions locally. It pushes employees to look for work much further away, which increases commute times and expenses. It does not stop nearby local employers from hiring other employees to fill vacant positions, so competition still exists whether it is coming from a former employee or a new move in. Such clauses do not exist for other healthcare workers. I believe it creates an unnecessary financial, psychological and physical burden for any employee looking for a different job near their home. I have a friend who is now looking to uproot her entire family to move to a different state because of a non-compete clause because she wanted a job that offered more money. Due to the non-compete clause she could not look around the same city for similar work. I was prohibited from working for a different company near my home due to a former contract after my employer systematically continued to cut wages, which was contrary to the original contract, and I was left with no option but to accept their terms while my employer made no sacrifice on their end in terms of negotiating the contract. It was essentially, "accept the contract as it is, because if you don't, we let you go and we keep you from working anywhere near home.""</p>
Michele	<p>"I am writing in support of banning the non-complete. As a physician in South Florida, having a non-compete makes it impossible to keep working in South Florida. Many hospital centers have satellite sites spanning 100s of miles; if physicians. or nurses or techs or anyone working at the hospital can not get a job within 20 miles of any satellite site, essentially they have to move out of the state. Additionally, many non-competes for physicians are 1-2 years long. How can we possibly support our family if we are not working during this time? How can we afford health insurance? rent? Many young doctors are starting out in this state with a massive amount of debt and no savings- we need to continue working for ourselves and our communities. Hospital systems benefit from non-competes because they can pay physicians less knowing that they can not leave, but that does not drive progress or success long term. Additionally, patients can use the internet and find where their doctor moved to and follow them to the new hospital system Banning physicians from telling their patients where they are moving does not prevent patients from figuring it out."</p>
GREGORY	<p>"I am current under an "employment agreement" that has kept me with my employer for over 12 years. I've been in the same industry for over 35 years. To find employment elsewhere I can't go to work for a competitor with a HUGE penalty by my current employer."</p>
Hershell	<p>"This would be a major increase in our economy. Suppression of innovation and productivity must stop"</p>
Anna	<p>"Please suspend non-competes! It is putting a chokehold on our nations labor force."</p>

Cameron	"Please ban non-compete clauses! They unfairly limit our ability to earn a living outside of our current employer. They also place undue liability burdens on workers who don't have lawyers to represent our interests most of the time and we could unknowingly violate non-compete clauses."
Phillip	"I am in favor of the proposed change in the non compete contracts. I have had non compete contracts with employees in the past. When they left their position I've never tried to enforce the contract as I felt it would do more harm than good."
Soleena	"I left a salon last month due to open drug use and drug distribution. I filed a complaint with the State of Florida. Now the Salon owner is threatening to sue due to me working within 5 miles. Our entire town is about 5 miles. I went out on my own, no real competition to a salon with several locations. I have no doubt I would win in court, but the cost to fight the non compete and threats from her attorney to the owner of the space Im renting is unreal! The other stylists that work for her are afraid while she takes 70% of their earnings Mostly young stylists that don't know any better, and now can't better themselves unless they leave town and never contact a client they worked with."
Nick	"Hello, I am a small business owner and 12 year veteran of the healthcare staffing industry . I am absolutely appalled by the way that noncompetes are used in this industry. As an employee, these agreements give far too much power to your employer and essentially turn you into the company's property. As a business owner, they are anticompetitive and leading to lower wages and higher costs to hospitals and healthcare systems. I'm going to just make a few short points on the topic here rather than try to organize a big essay: 1. "Trade Secrets" are already protected by state and federal law absent an employment agreement of any kind 2. Non-solicitation agreements for clients or business interests are a viable alternative that don't take away a US citizen's right to work in their field 3. California and Utah have had noncompete bans in place for years, and their economies are among the strongest and fastest growing in the nation 4. Under current law in most states, noncompete agreements remain in place even after an employer has changed the nature of the job or reduced pay and benefits. 5. Sexually harassed employees, usually women, are often trapped at a job by these agreements 6. The legal system is heavily skewed towards large corporations, who often use noncompete agreements to harass employees who aren't violating them. 7. If companies wish to retain employees, they should do so by offering more compensation or benefits, not by fear and threats of legal action Thank you for your time and I thank you for your attention to this matter."
Caity	"When I first heard of non-compete clauses, I thought "surely, that's illegal." I was appalled to find out it is not. This rule is a long time coming."
Carlos	"I am an employer and even though I wouldnt like for an employee that I teach the business to to open their own and be my competition, it is true that people deserve the right to work and should not be endentured by any employer who usually has more leverage and money to suppress them. In the end if you have a good product or service and you work hard to sell it, you shouldnt worry about a start up business

	competing. In the end competition drives innovation and lowers prices. I agree, pass the rule."
Yam	"Non compete is not fair and it should be eliminated. Non compete is a type of slavery."
Nicole	"Having non-competes is a disadvantage for employees. Companies have no interest in keeping employees happy (salary wise/work conditions) because they know that we are attached to the company due to non-competes. I completely agree with banning non-competes."
Sterling	"Regarding the change in the non-compete. Yes, this ruling affects a lot of younger workers, but it also is crippling for those of us that are trying to slowly leave our full-time job and make some income part-time in the career that we have been doing our whole lives. I am currently 66 and I have spent over 40 years in the restoration industry. As I look toward retirement, I would like to be able to do consulting to supplement my retirement income. However, the companies noncompete would keep me from making any income in my industry for three years. Assuming I wanted to leave my current position at the end of this year, at the age of 66, I would not be able to do any work in my industry until I was 69. How can that be right? My current employer has made it clear that they will pursue anyone who leaves for any reason and enforce their noncompete. Please realize that one of the groups of people that non- compete affects most severely is those of us that are close to retirement age."
Richard	" Dental offices use restrictions to limit competition and lock out providers in large areas. Removing this restriction would allow much more freedom of movement and increase provider availability to patients."
Robert	"All physicians should be included. Non competes destabilize quality care in the community, destroy patient and physician relationships. Create an undue burden on a physician and their family, be potentially creating s move to leave a hospital system, or a lengthy drive. There should be no exceptions for this rule. Non for profit, or for profit entities should be included in this rule. In health care it will create better systems and healthcare in general because the entities will have to better manage themselves and their employees, physician talent. The non compete clause places significant leverage and creates a toxic and hostile work environment. That does not allow the free market to improve systems, process and quality to keep good employees. There should be no healthcare system exemptions."
Daniel	" Dear Chair Lina Khan, This is an amazing action that will save untold numbers of workers from what I consider employment slavery. Please push this through."
Julia	"I support the ban on non-compete contracts 100%. As someone who, at one point in time, worked full-time as a yoga instructor and had to sign non- competes at every studio I worked in, I had to drive a ridiculous commute to be outside of the contract limits and actually make money."

Connie	"I think this is so so necessary and it's about time. I'm someone who is trying to get into technology and last year I turned down an entry level temporary job that didn't even pay \$20/hr because of the non-compete. Where was I going to go after the job ended? Am I supposed to move away to another city or find another career path because they're afraid? It's like telling a McDonald's worker they can't go to Taco Bell. It's ridiculous. I really hope you do this because it can't come soon enough."
Amanda	"Regarding the "Non-Compete Clause Rulemaking, Matter No. P201200", I wholeheartedly agree with removing all non-competes as it harms the working class. Personally, I am in fear of leaving a toxic working environment in fear they will attempt to pursue legal action. Their non-competes specifies that during employment and for two years after, I would not be able to work in a similar specialty within a 40 mile radius. I work in a highly specialized field and with their non-compete it would be extremely difficult for me to obtain another job outside of that specialty. I would run risk of being jobless for an extended period of time until I find a job willing to hire me without experience in that field (unlikely in the medical field). With non-competes, it limits job opportunities and growth within the community and forces workers into being jobless for an extended period of time or accept positions that are below their pay grade just to get some sort of income into their household. What happened to the old saying that, "competition is good for business"? Employers shouldn't limit competition, they should welcome it, as it's a driving force for companies to become more innovative and develop opportunities for them to get ahead of the competition instead of maintaining stagnant."
Karyn	"In NO WAY should physicians be excluded from this ruling. We have ALREADY served the public good by devoting YEARS (often more than a decade!!!) of our lives to grueling curriculum, insurmountable student loan debt, and the endentured servitude of Residency. We DESERVE the same basic rights as any other worker! We often fo without restroom breaks, vacations, any sort of breaks for food other than crackers and peanut butter between patients. We are human too, and deserve to be to freely work and serve where we wish. These Big Corps (which call themselves "hospitals" and "centers of healing") didn't take oaths and sacrifice everything to become a doctor. I did. I deserve basic employee protections too. NO to Non Competes!!!!"
ADAM	"I recently left my job as a family physician for a corporate healthcare system in Pensacola, FL. After 18 years of dedicated service, I realized I needed to move on to a new opportunity. When I asked my former employer if I could pursue a job with a local private medical group, I was told no because of the non-compete clause in my contract. I was forced to leave the area and am now employed in Alabama where non-compete clauses are not enforceable. I grew up in Pensacola and graduated from a local high school there in the early 1990's. I left the area for college and my medical training Upon graduating, I immediately returned to Pensacola to serve the community I love. My children attend school in Pensacola and my wife works at a local elementary school. My parents still live in the area and are very active grandparents. Non-compete clauses in the healthcare field not only hurt individual workers but can also be destructive to families. Normally when a physician leaves a practice in Florida, they must sell their house, pull their children out of school, and

	<p>ask their spouse to find a new job. In many cases, it also means pulling the children away from their grandparents. The clauses are also very damaging to patients and result in higher health care costs. In my case, many of my patients were left without a primary care provider. My former employer attempted to find them new ones, however there are simply not enough primary care providers in the area. Some of them had to wait months to find a new provider. Many were not able to get medications refilled in a timely manner and had to delay much needed care. Starting over with a new provider is also costly and very time consuming. Non-compete clauses must end, especially in the healthcare field. They are harmful to patient care and result in higher costs. They are also destructive to physicians and their families I commend the FTC for standing up for workers against the large corporate entities. It must stand firm and eliminate this exploitative practice."</p>
JOHN	<p>"As a hopeful entrepreneur I have seen the harm first hand how a non compete contract has harmed myself and others around me due to the inability to pursue better opportunities for our families we spend lye tome to learn a trade and become a professional just to be bound by a business owners unwillingness to allow for forward movement economicly. The owners of a business who has prospered off the labor of lower paid employees who dedicated their time and effort to leans a trade and in that process make money for the business far and beyond the income paid. When opportunities are limited wages stay stagnant and competition in the market is limited costing consumers more on good and services. This is a antiquated practice and should be outlawed. The theft of proprietary practices and trade secrets is of upmost concern and need to be protected while still allowing a person to seek upward movement it's the American way and what this country was built on. I feel all non compete contracts should be outlawed while still protecting and allowing non disclosure of trade practices and secrets contracts to replace the non compete . Unless a practice or secret is not covered with copyright trademark or patent rights."</p>
James	<p>"I support the banning of non-compete clauses. It is monopolistic, suppressive of economic growth, and serves no purpose other than to chain an employee left in an environment they would be unwilling to continue to work in otherwise."</p>
Brian	<p>"I want to begin by stating that I believe there are cases where proprietary information about products, and customers is warranted. However, personally I work in the construction industry and recently I went to a home improvement company in Florida that had me sign a non-compete before I started selling kitchen remodels and closet organization for them. There were some things that were verbally promised to me that they did not deliver on and I decided to find other employment. I found one of their competitors on the window side of the business (they do not compete on kitchens or closets) and got a sales position with them. Upon discovering that I was going there, my boss threatened to sue me after I had only worked there for 2 months and had no real information that would be beneficial to the competitor. I decided to take my chances and go anyway since a lawyer told me he had legal grounds in Florida, but the benefit to suing me would be very small to him. It has been a great move for me, but the fact that the non-compete exists still hangs over my head. Also the way it reads I would be barred from working anywhere in a 2 hr</p>

	radius for the next 3 years in any construction position. Construction is my entire experience for my 17 years of work. Put simply, please pass this law!"
Chris	"I support workers ability to have freedom of choice without the restrictions of a non compete. It's unreasonable to restrict that freedom via non compete clauses and for employers to claim they are the value add instead of the skills of the worker."
Arthur	"I wished this would have happened a long time ago because I'm stuck at a job that likes to push the limits of abuse and degrading people. Because they have me on a non compete for a two year period if I leave, I'd have to move my family out of the state just to support my family in the same job that I've done for almost 30 years. Not is it not only fair but it's so mentally draining. Please pass this as soon as possible. It's no fun not getting paid bonuses your owed or getting little to no raises."
Ryan	"Non competes regarding physicians are bad for physicians and bad for patients. My specialty of hospitalist medicine simply takes care of the patients that show up to the hospital. They don't come for me specifically as they have no idea which of the dozens of doctors on staff will be taking care of them when they show up. I do not have any trade secrets, and if I were to quit and work at a hospital across the street there would be no stealing of "customers" and honestly no one would notice. The same goes for ER physicians. There is absolutely no logic or sense behind noncompetes for my specialty, however every single position requires it just because they can. It limits salary and benefits because it severely limits competition. I urge the committee to make all noncompete clauses illegal, and to specifically include physicians in this ruling."
Erik	"Non competes are very unfair and trap workers in jobs they do not like which hurts innovation and the entrepreneurial spirit"
Ryan	"This is a great change for the American worker"
Kyria	"Please end the practice of non competes!!!"
Reinaldo	"Non Competes are anti-Worker in nature. We are growing our skills when we work at a company and to tell us that we cannot work someplace else that would benefit from the skills that we grew... That is inhumane since we rely on the income we gain through trading our time and skills for money. If we cannot do that then how will we live? Put yourself in the workers shoes and you'll see how terrible noncompetes are."
Rolo	"I fully support the banning of non-compete clauses. As a physician , and speaking on behalf of myself and, more importantly, younger physicians, the non- compete clauses stifle competition and drive up health care costs. Larger groups are formed with individual physician unlikely to leave for fear of litigation, these larger groups have a larger portion of the market share and thus negotiate higher health care costs from insurance companies despite, in most instances, not performing superior care. Banning non-competes, in particular for physicians, will see the resurgence of small practices that can more closely focus on patient care. Thank you for doing this. I

	encourage you to proceed with the nde and hope Congress will follow suit and thus protect you from the anticipated litigation on constitutionality. Respectfully, Dr. LM"
Elisa	"I am a Nurse Practitioner working for a Community Health Center in Tampa, Florida. I support the removal of Non- Compete Clauses in all work settings. Over half of the patient population served by my community center are un- or under-insured. Providers are required to sign a non-compete upon hire. This non-compete excludes work at any non-profit health center in our county and three surrounding counties. Providers who work here have a passion for patient care and serving those most in need. To accomplish this work, we have to commit to not extend our service and talents to other similar organizations. This is a detriment to the community's health and further exacerbates provider shortages for those most in need. I urge you to consider supporting this legislative action and ban non-compete clauses for all professions."
Vanessa	"Should be illegal A non compete is causing me to drive 45 min out of my way so that I can work. I'm a single mother supporting my family. I have to be away from my daughter's school, drive more and spend more to get to work. All because it benefits a large company that has 16 clinics. They tried to have me so that I couldn't work near of any of their 16 clinics, basically forcing me to move out of state. Because of my divorce agreement I have to live near my ex. Basically the noncompete almost left me homeless and without a job. Please stop the noncompetes."
Vanessa	"Non compete from my last place of employment caused me to now have to drive 30 minutes to Mount Dora Fl. I am not near my home nor my daughter's school. Seems like corporations can mandate where a single mother supporting a household now has to Jump hoops to make ends meet. Please help and make them ilegal."
Karin	"I am an anesthesiologist and since signing on with a new company a non-compete is usually attached, you are forced to stay at the job no matter what. Most non-compete clauses in FL are for 2 years and 25 miles around each facility. If you are unhappy with your current job, you would need to work as a Locum tenens provider outside that range for 2 years, until you can search another job. Sometimes companies are getting bought up by majority decision, pressing new contracts on their employees, who are, if they do not want to work under these conditions, forced to work out of the non-compete area. As new practice areas get acquired by the company, the area of non-compete expands. If the employee decides to leave the company, he or she may need to relocate. Non-compete clauses only work for the employer, it does not help the employee. It hinders healthy competition and innovation."
Mikel	"The non-compete rule is completely a one sided contract that only favors business. It hurts employees who feel they have no choice but to sign an agreement when onboarding with a new company. I know someone who was recently let go from his position as a sales executive and was notified that if he tried to work for a competitor they would pursue legal action. Meanwhile this guy has a wife and two kids and is being denied a chance to make a"

Brandon	<p>"This is a GREAT IDEA!! I am currently under an 18 month non compete that incorporates the ENTIRE state of Florida. For the next 18 months I am not allowed to do my job whatsoever. This is forcing my clients to be working with people from my old company that they don't like, or trust. Instead of being able to work with me. This affects people's lives. I do trauma surgical consulting. So the surgeons I've worked with for over 10 years are working with people they have never met. My former company will not let me do anything in the hospital, doctor's offices nothing. They say if I even talk to them it violates the non compete because I may be able to talk to them about trauma stuff. So essentially I am sitting at home until the non compete runs out. And if the surgeons still want to work with me I will be able to go back to work. If not, I will have to start all over and make minimum wage down from a steady six figure job. Thank you for stopping this horrible practice that is designed to keep business with the original company and screw the employee who left. Making it so nobody wants to quit even though it is in their best interest, and their family's best interest, to quit. It takes advantage of the employees and keeps the employees down in a hole that they cannot dig out of. Thank you very much. I hope this passes."</p>
Colyn	<p>"TWIMC, I've been a developer in the Technology industry for more than 13 years and have had to navigate Non-Compete agreements. As I understand it, they were initially intended to prevent theft of intellectual property. In practice they are used to create a new kind of indentured servitude where they trap employees with an employer. These agreements restrict an employee's ability to practice their craft and skills for years after they leave an employer. Sometimes the agreement is restricted to the state the employee lived in, but most time's there are no restrictions. Employers also restrict employees from sharing open jobs at other employers among each other as if the current employer "owns" rights to employ that employee. These practices are abhorrent. ill-advised, and anti-American. Industries across the country have abused Non-Compete agreements to unfairly and adversely affect American's pursuit of life, liberty, and happiness. Further these abuses have been levied for want of consideration (no compensation). They should be abolished like the opiate they've become. Sincerely, A Concerned Citizen"</p>
Sreekanth	<p>"I completely agree that it is time to lift these restrictive rules that only benefit the corporate medicine teams. Removing this clause make a level-playing field for physicians, reduce the burn out and increase professional satisfaction. This is long time due"</p>
Marta	<p>"I fay support the FTC's potential ruling that non-compete clauses are illegal. I was laid off by my company and I have a non-compete clause in my original employment agreement. It's not fair that they laid me off and now I am having a hard time finding a new company that isn't touched in some way by my company. Competition is the cornerstone of the U.S. workforce and limiting a person is jeopardizing their livelihood. I've applied to over 200 job postings and none are really in the industry I can work. It's challenging with thousands of applicants for each position. I even have turned down a very good job offer due to the non-compete clause. I feel that if a company is worried about competition, they should focus on something like</p>

	intellectual property, trade secrets and confidentiality...not impeding my ability to work."
Michel	"Non compete are unfair and should be illegal. They are unfair to the physicians who trained for so many years and to their patients that need to find a new doctor, after establishing a trust relationship. The doctor needs to uproot his family and move many times to a different city. Doctors become less competitive and have less negotiation advantages due to non competes. And many times we are forced to accept lower salaries or more work hours without compensation"
Robert	"I support this proposed rule. Non-complete clauses area horrible thing and inhibit the ability for employees to make the best job choices for themselves. As a nurse practitioner , it is common to have a non-compete clause in every contract, many of which have excessive geographical and time constraints. This limits my ability to practice in my own city."
Ray	"A non-compete has forced a hardship on my family as there are many limitations that keep me from working in the same healthcare specialty I have been in for the last 12 years. I could only work jobs paying much less than I currently make. Non-competes keep Americans from supporting their families while corporations get rich off the backs of employees."
Britt	"Freedom to the workers - especially those who want to further their career. My child's pediatrician was stuck in a non-compete contract. I applause the FTC for trying to achieve change!"
Kenneth	"Yes, please. For employees who don't have trade secrets, this law is outdated, prevents competition, and keeps salaries lower."
Kristin	" Physicians should be champions of patient safety, but the current noncompete climate punishes those that speak out. If there were no noncompete clauses, local hospital systems would have to compete on systems of care and safety to retain physicians. Let physicians freely choose the best hospital system to provide the highest quality care for their patients, and patient care will improve across the board. Physicians can be engaged and active participants in improving care without the ever-present threat of having to uproot families."
Jamee	"Thank you for recognizing the importance of this significant employee issue. As a physician, I see the extreme levels of frustration and burnout in my peers. These feelings seem to be compounded by feeling "trapped" by employers. I work as a pediatrician in a large system in a large urban city, but I know that if I wanted to leave my current employer I'd have to leave this area of the state, requiring me to sell my home and move my family. There is no reasonable need for employers- especially large corporate systems- to have this inequitable bargaining power to limit our rights to work."

Daniel	"I definitely believe believe that non compete rules stifel competition and suppress wages and opportunities and they should be banned."
Jeff	"I have worked in the field of steel distribution for the last 31 years. From 1999 through 2007 I owned my own business. Late in 2007 I sold my business to a competitor and took a job with that competitor for the last 15 years. Two years ago the company that I sold my business to was sold to a third party. I was told that due to the business being sold I had to sign a non-compete for the third party buyers, even though I was not an owner, and not even under contract to the company. After working at the same job over 13 years I signed an agreement so that I could keep my job. My supervisor told me at the time that I needed to show the new company that I was a "team player" and that I would be promoted to a regional manager in the coming year. After working under the owners for 18 months, I was told the regional manager position was no longer an option for me, and they restructured my pay plan and cut my salary nearly 40%. I gave a 2 week notice early in January 2023, however the new company is now trying to enforce the non-compete on me and stating that I can not work in the steel distribution business anywhere in the Southeast US. After working my entire 31 year career in the in industry they now seek to restrict my employment because it was mandatory to sign the agreement two years ago when they purchased the company. I applaud the FTC for proposing this new rule, and I hope it is made law."
Bri	"Non-competes make it impossible to leave my current job. In order to change jobs I would also have to move my family away from all of their extended family. It also interferes with my ability to further my career in our local area."
Julie	" I am submitting this comment as a physician leader, mother, a proponent of the Proposed FTC Ban on Non-Compete. As a first generation Taiwanese American, blessed with educations from Cornell, New York Medical College, trained at Mayo Clinic Rochester as Otolaryngologist(ear, nose, and throat), I then trained 2 more years in fellowship to become pediatric ENT. Since 2003 I have devoted my career and all professional activities as a surgeon treating thousands of children, advocate, educator, research, and serving families first in KC (2003-2013) then moved to Orlando (2013 until present). I was employed by the largest US pediatric health system who opened brand new children's hospital in Orlando in Oct 2022. There are 3 pediatric hospitals in Orlando, with the other 2 being part of a larger adult health system, each about 22-23 miles from the hospital I worked. The clinical team I built has rare expertise, we served at hospital and 5 satellite clinics including Melbourne to Lakeland FL. When my family and I moved here, I never questioned signing the restrictive covenant which explicitly states I can't work for either Advent Health or Arnold Palmer Hospital for Children in Orlando, for 2 years nor within 30 miles of the hospital I worked at. We have no family here, I moved here and built an incredible pediatric ENT and audiology division to serve the Central FI patients and families. There is only 1 private practice group of similar expertise in town (4 surgeons), and no others except 2 in Gainesville, then 2 in Hollywood FL, and down to Miami. After working exhaustively for the hospital and health system for 8.5 years, I chose to resign for many reasons. First, despite all of my contributions, pandemic impact to finances led to my being asked in early 2021 to executive reduction in force

	<p>impacting letting go of several clinicians, including surgeon, advanced practitioner, audiologists, and also elimination of any work life flexibility. During the forced lay-offs occurred at a time when I suffered right frozen shoulder, requiring surgery. Post surgery-May 2021, I developed adhesive capsulitis losing nearly all range of motion of right shoulder. Instead of rehab and rest, I focused on pressures we faced and meeting patient demands. In 2021. In October 2021, I developed cervical radiculopathy, numbness and tingling of right hand/fingers, arm, and continued severe right shoulder pain. After 3 months of FMLA I chose to leave in Feb 2022. This entire past year I have struggled against disability insurance hesitant to pay benefits, but have since regained much function after self pay for chiropractic therapy, extensive physical therapy once I had time away from clinical work as a surgeon. I have recently completed my master in medical management at Carnegie Mellon Heinz School, and chose to return to school to learn in depth all factors eroding the quality, access, and issues related to US Health care system due to political "hijacking",lack of universal health insurance. The argument for eliminating noncompete is to serve public good. I am highly trained, ready to work, need to work to support my family. I am barred from making a living. My husband was laid off last October, we are living off our savings. It's humbling to be President of American Society of Pediatric Otolaryngology, I teach medical students at UCF COM, and receive countless messages from desperate parents, they want to see me but can't. I have spoken to attorneys, and despite the other 2 systems approaching me last year, expressing interest, and private practice groups interested in hiring me, no offer is possible as ALL are afraid of litigation in FL. There is not contingency so no "money" to be made for my case. After my departure, another surgeon resigned as well. The patients now are waiting at least 6 up to 9 months to get an appt at my old hospital, . I volunteered yesterday at a free clinic for children with Down Syndrome, moved to tears as so many patients/families I have known came to see me. Some children have had pus draining from their ears for 1 year, decreased hearing, unable to get appointments. The group of 4 private practice surgeons are "drowning", as population of Central FL and FL in general continues to increase, anticipating another 1 million children in next decade. My husband is a computer software architect with intellectual property law degree. I understand there are exceptions to protect businesses for proprietary information and inventions, healthcare should NOT be included. The AHA will protest and lobby against this for their marketshare, control, and focus on revenue. I assure you it's not for patient access or public good. Not allowing highly trained physicians and surgeons to serve the public is detrimental. My old employer fought for certificate of need for 5 years, citing that the need for 3rd children's hospital was present despite having 2 already within 20 miles. Ironic. Please I want to meet Chairman Khan."</p>
Melissa	<p>"I am a licensed marriage and family therapist (LMFT) in Florida who is bound by a non-compete clause that limits my ability to provide additional therapy services to my community. I would be able to increase my family's income and provide additional needed mental health services to my community if it were not for this clause. I support this proposed rule change."</p>
Eric	<p>"I worked for a company that I thought was edging toward doing things that were illegal. I had a non-compete agreement, but luckily, the owner was a hot head and</p>

	yelled that anyone in the office who wanted him to tear up his non-compete agreement, he would do it. He did, and I went down the road two miles and took over the management of a competitor's business. But, if he hadn't been a nut case, I couldn't have worked in the same business within 200 miles. And, I certainly couldn't afford to go to court to invalidate my agreement."
Emma	"The non- compete clause is very disruptive for physicians with children, who are forced to move school districts and lose all their friends if a physician parent has to move 50 miles away. Families are torn apart if only the parent moves. Divorced families struggle greatly with kids having to travel long distances to see the other parent. The non-compete clause is an unfair and unnecessary punishment tir physicians who sacrifice so much for training. Physicians are leaving the field due to burnout, and if a physician faces a non compete, he is more likely to just leave the field entirely. We need to support the physicians who gave so much during COVID."
Walter	"Non competes are a form of involuntary servitude. One step above slavery. People spend years developing knowledge and experience in a field and need to start in an entirely new field if they no longer wish to work for an employer. Those reason could be financial but they could also relate to the work environment or how they are treated by the employer. It may restrict them from career advancement and improved compensation and benefits. That talent is wasted as is the time they invested to educate themselves in their field of expertise. It is not fair to the employee or favorable to advancement of their expertise in a particular field."
Deborah	"I am a physician and I support a ban on non-competes."
Morgan	"Non compete agreements are anti-competitive and often punitive to workers. They do not deserve to be a part of the labor marketplace."
Eric	"Fantastic idea!"
Andrea	"This is way overdue. Please proceed to ban non-competes."
Joel	"i have been in the insurance industry for 25 years. I was terminally ill and was forced to leave my job making in excess of 500k per year. It was a miss diagnoses and I was ready to come back to work. My employer refused to let me come hack and enforced a three year non compete that ultimately made me almost homeless. I had file for bankruptcy and have never recovered. These contracts have protected greedy business owners to take advantage of people like me. You should do away with them now. Please"
Richard	"Considering I am being sued and put out of business from my previous Fortune 500 Employer I stand in favor for this rule. We started this business and offered a better product with better service and the big company did not like that so they are trying to put us out of business through legal fees. They can afford to sue us in Federal Court and bury us with legal fees in efforts to break us into submission. Small businesses can't afford the literally Hundreds of Thousands of dollars in legal fees, so most companies fold. It is very difficult to understand why a 20 Billion dollar business gives

	you an ultimatum get vaccinated or be fired. Then, sue you for violating your non-compete even though they were going to fire you. As we are finding out quickly, this is done to put competition out of business before they make a bigger impact. It is ruthless and shameful!"
Susan	"I support this ban 100%. I have been in the horse business all of my life (I am now 73). I first heard of this mandatory non-compete, for veterinarians when I was living and working in Wellington, FL. Veterinarians there, if leaving their group/employer, could not work in the same area within 700 miles. I thought then, as I do now, how completely unfair and fear motivated it was by the employers. They did not want any competition. Everyone suffers with that!"
Joseph	"Banning non-compete clauses would incentivise employer's to pay better wages and treat their employees better."
Kristen	"Non compete clauses should be banned. I am a physician who works in Florida and non-compete clauses are particularly bad here. One of the biggest employers in this state has a 5 year, 2 counties away "from any office". So if someone wants to change jobs, they are leaving the states. There is little to no guidance on what to look for in a contract as you are finishing residency and looking for your first job. You are exhausted, making less than 50,000 a year, and watching loans pile up Companies lure in residents with big signing bonuses and stay vague on the details on how they will get paid after the first year. Then companies make new rules about how they are paying the physicians- and usually pay amounts go down for the same amount of work. i have seen physician salaries cut in half. But people feel trapped in their job because their families already have a life in the area kids go to schools etc. If companies/hospitals want to hang on to their physicians, they should pay them fairly and give them the support they need- not hold them hostage with an non compete which we can't afford to fight"
Amberly	"I am in favor of a ban on contracted non-competes."
Christopher	"A non compete clause was part of my future contract not yet in full force because I had not completed fellowship training in Mohs surgery. It was to become active after I graduated, yet I signed the contract 4 months into my physician subspecialty training because the private practice hosting the fellowship training invited another dermatologist in a rural area to become part of their group. I was going to move to this rural area that had no fellowship trained Molts surgeon/skin cancer specialists. The owner of the dermatology practice in the rural area decided to separate from this larger dermatology group. The program director for my fellowship who is also the president of the larger dermatology group sued me personally on non compete grounds to prevent me from providing care in this rural community despite me not having worked under the contract. I provided care to this community for 7 months however, I could no longer afford the months long legal suit and \$70,000 worth of legal fees with no end in sight and had to settle agreeing to leave the area and not return for 2 years. The non compete was abused and prevented a community in need from having the care it deserved. I have another 8 months before I could return. I fully support the ban on non-competes it does no good for the community and only serves

	the interest of those who would prevent care to serve their own bottom line putting money above the care of a community. Mohs and Reconstructive Surgeon"
Tim	"The non compete in my industry handcuffs me to work in constrained conditions which limit my ability to progress within my industry. My life's work and skillset is in this given industry; and my company knows this, therefore I cannot leave to pursue better opportunities because I cannot work within 50 miles of my already large territory. If I wanted to pursue a better job, I cannot because I would have to move my family and my home to be able to commute to that job. My employer knows this and limits my wages and exploits this non compete as they know I can not just move my family. The non compete subjects sales representatives to exploitation by the employer."
Alyssa	"As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices area valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable."
Dave	"Please make this happen! I've been working medical sales for 10 years. I was let go by a company and now they're after me with their attorneys for taking a job in a similar field. I have four kids I'm trying to raise and I'm just trying to work! Now they are threatening me and I'm having to hire an attorney. These non competes are out of control. This one restricts me from working in three entire States! It also says 2 years of salary and commission are immediately due to them. How can this be enforceable!? Please please end noncompetes! "
Tyler	"I am an associate oral surgeon under a two year noncompete with my current employer. I am starting my own practice in a different area than my current employer, however I am supposed to refuse to see anyone who would normally be referred to my current employer per the noncompete. Many of my current employer's referral

	sources are ones that I secured on my own as an associate, but I will have to turn them down and ask them to see my current employer per the contract. I also cannot hire any of his staff for at least 2 years in spite of them expressing an interest in changing to my office."
Robert	"I am 100% in support of eliminating non-compete clauses. I am a physician whose career trajectory has been harmed by non-compete clauses - unable to leave a position with a poorly run practice because I would have to relocate away from my family."
Clark	"The FTC's proposed rule banning non-compete agreements is both necessary and long overdue. It's well established that the Article I, Section 8 of the Constitution of the United States is intended to empower the Federal Government, and by extension, the various agencies formed by Congress to enact and enforce its policies, to regulate interstate commerce. It is undeniable that in an increasingly "remote first" world, more businesses are working across various State boundaries. These businesses are often formed in a particular state, but employ persons residing in another (and are therefore generally bound by a different set of laws). For instance, a business formed in California is already statutorily prohibited from employing non-compete clauses in agreements made with employees. A business formed in Florida (a notoriously pro non-compete state) is not bound by the same State restrictions. Now, let's assume each of the aforementioned companies chooses to employ persons in the opposite state. We have a clearly ambiguous situation in need of Federal regulation in favor of the common good, and leveling the playing field for businesses. The common good, I would submit, is the banning of non-compete agreements, if not in whole practice, as the proposed rule contemplates, in all but only the most extreme circumstances of executive employees, founders of businesses of substantial size, etc. A personal story as reference follows: Having just recently graduated from a state university in Florida, I was excited to get my career started, but had no particularly specialized degree or requirements for a job. Only that it be in a sales position to gain experience in a mass market skill. In a tough economy (2008) I managed to find a job working for a company (formed in Florida) that asked me to sign a non-compete (something I knew nothing about at the time). I was an entry level employee by all accords. Having worked for the company for 4 years, and having gained some skill in the general areas of business (as one would nearly anywhere,) I was approached for a job by a competitor of my company and offered a job, making 28.6% more per year and allowing me to work from home. An upgrade in lifestyle by anyone's measure. They were a California based company. They asked me to sign non- solicitation and non-disclosure agreements, but not a non-compete (which were already banned more than 10 years ago), presumably to protect both their interests and those of my former employer. When I resigned and told my employer of the new opportunity, I was physically assaulted by our CEO ,who slammed a copy of the non-compete in my chest. Afterward, they weaponized the non-compete by sending it to my new employer, who promptly rescinded the offer out of fear of litigation. I laving done real financial damage, I had no choice but to sue my former employer for Tortious Interference in hopes of undoing the financial damage. Because of Florida's body of common law, and its judiciary's tendencies of liberally siding with companies, my former company prevailed. To pile on, they pursued, and

	<p>were awarded Attorney's Fee in the amount of approximately 587,000. I was under 30 years old. My only available choice was Bankruptcy. Even that didn't prevent me from having to pay the judgment, which continued to devastate for years. This is a cautionary tale, but could have been any well-meaning recent college graduate trying to improve their career and standard of living, without any malice towards the company holding them hostage with a non-compete. I'd happily provide more details to any governmental body wishing to learn more about my story. This experience has had one of the most profound effects on my life of all. Non-competes are weapons of mass destruction against the common welfare of the working class, and are in desperate need of Federal regulation."</p>
Lisa	<p>"To whom it may concern, Please repeal this. It hurts American workers and limits our abilities to gainful employment."</p>
Karen	<p>"I strongly agree that non-compete agreements should be banned. They are old-fashioned and just a way to suffocate the worker, because the worker is basically forced to sign when they are vulnerable, ie, in need of a job and most people don't really understand the ramifications. It stifles the workforce, preventing workers from obtaining better job opportunities, and keeping them trapped in a job that doesn't work for them."</p>
Justin	<p>"I am currently a medical student who was required to enter into a non-compete agreement for a job I held during my undergraduate degree. The job paid me \$15 per hour and I did not hold trade secrets. This non-compete was used to lock me into a job. This is also a critical issue for physicians, who are increasingly locked into non-competes. Physicians who are locked into non-competes cannot change jobs or practices without being forced to pay large sums of money or leaving the metropolitan area or state. This denies patients access to medical services by worsening local physician shortages. Non-compete agreements are being abused by large and small businesses and should be banned in order to protect the future prospects for millennial's and Generation Z, who have or are entering the workforce with few of the benefits that older generations benefited from. Opponents of this proposed rule have their own bank accounts and pocketbooks at interest and not the interest of working class Americans."</p>
Xo	<p>"This ruling needs to happen ASAP. I am bound to a non-compete clause that in order to work I'd have to move if I wanted to leave my job. I basically can't work in 4 counties because of this clause. One of which was put in at the very last minute of me receiving the contract. I had reviewed multiple copies and that did not have this one sentence in it. I am trapped and come to find out this is what this employer/owner does all the time. This ruling can't come soon enough. I'm hoping it passes."</p>
Robert	<p>"I'm a practicing Obstetrician/Gynecologist in Florida and currently work for a large women's health organization. I am absolutely in support of the FTC's proposed ban on non-compete clauses. I am an equity partner of the organization and have been present since day 1 of the corporation as it exists today. There are now over 400 healthcare providers within the company and, with few exceptions, we are all bound</p>

	<p>to a highly restrictive non-compete clauses. The vast majority of providers are in Florida which is a state that strongly enforces non-competes, including for healthcare providers. This company submitted a comment voicing opposition to the FTC Proposal and listed a number of requested exceptions to the proposal should it pass (https://www.regulations.gov/comment/FTC-2023-0007-7064). I would like it make it clear that the company in no way speaks for their individual healthcare providers, including myself. One of their proposed exceptions states, "[If the proposal passes] Make an exception for highly compensated individuals. Organizations spend an increased amount of time and effort training highly compensated individuals, and it would be a significant loss for such individuals to leave an organization after a short period of time." We, the physicians, are the highly compensated individuals referenced here. We were trained in medical school and residency. We have honed our skills through years of direct patient care and self study. This company is not in the business of training us and haven't needed to spend time or effort to do so. We are highly trained by the time we first join the organization. The fact of the matter is that if the FTC proposal passes and non-competes are banned, companies such as mine would have to actually start investing in their employees/providers. This may come in the form of appropriate compensation and improved work-life balance. This is contrary to the all-too-common setting of being pushed to see more patients without a meaningful increase in compensation. Currently, if a private practice down the street or another healthcare organization a couple zip codes away wishes to offer me better compensation, better benefits, and better work schedules I am out of luck due to a very restrictive non-compete. I essentially have no job mobility within the city I currently reside. In the healthcare world, providers don't possess "trade secrets" that could jeopardize the company if we leave. We possess skills and knowledge, the great majority of which were obtained in medical school and residency. Healthcare organizations then employ us and profit greatly from but don't actually contribute to our skills and knowledge. Sure, the company may lose some patients who choose to continue seeing me at a new location, but that's called continuity of care and is extremely important - especially in my field of medicine. The fear of patients leaving one healthcare organization for another is not a valid justification for non-compete clauses. And regardless, a quality healthcare organization should be able to recruit skilled providers to replace me. The vast majority of my practicing colleagues are also in full support of the FTC proposal. A number of them have submitted comments as well. As providers, we are frequently tasked with sacrificing evenings with family, our kids' baseball games, holidays, and SLEEP in the name of patient care. Non-compete clauses require us to also sacrifice better compensation, benefits, vacation time and improved work-life balance as a whole. They have no place in the healthcare world."</p>
Ivonne	<p>"I completely support doing away with non-compete clauses in any employment or termination agreement. They should be replaced by confidentiality clauses ensuring employees and contractors do not disclose confidential or private information during their employment or upon or after separation from their employment."</p>
Kenric	<p>"Compulsory Non-Compete agreements for anything other than employees working on a company's trade secrets is an indefensible act of bad faith by employers. America is increasingly becoming a country with no guarantee of labor standards the</p>

	rest of the modern world enjoys, and in light of an incoming recession even a job might become a luxury. Therefore, the idea of continuing to allow business can potentially legally threaten and bully potential and former employees who in much of America can barely afford a single \$500 medical issue with a job let alone afford a lawyer to deal with legal issues is gross oversight by the federal government."
Cole	"Non competes are ridiculous and totally undermine the free market. Employees either have to submit to the organization's demands with no recourse but to move from the area. My physician had to work in another county recently because of his non compete. Let's have a real free market and abolish non compete agreements."
Phyllis	"I support banning non-compete clauses in contracts."
Fu	"I agree with the Federal Trade Commission that noncompetes allow for exploitative practice that suppresses wages, hampers innovation, and blocks entrepreneurs from starting new businesses. I will explain my case as it is happening as I write. I've been working for the past five years as an account manager with Blue Sun Intl, FL, where I signed a non-compete agreement. Due to this, I have been subject to exploitative practices and unpaid wages (commissions). My employer never showed me the overall number of my sales, nor has he paid me commissions for the past 4 years. Due to the highly restrictive non-compete agreement, if I wanted to continue using my expertise and work in my industry, my only options are to stay and work for this company or face legal repercussions should I seek a new job. Two weeks ago, I resigned from the position for another similar job in another state with a higher salary and overall better benefits: health, 401k, health insurance, etc. The new employment offered is not from a competitor nor is it for the same geographic location. It is from one of their suppliers where they only have distribution rights in Florida. Being aware of the non-compete, I did not pursue any job offers within the state and will uproot my life and move to CA. Even so, my previous employer sent me a cease and desist letter, threatening a potential lawsuit, should I not drop the job offer from Solabia using a competing business clause of the non-compete agreement. As of today, March 5, 2023, my former employer is threatening me with litigation with an attorney due to the non-compete agreement. I either have to comply with his unreasonable demands or hire an attorney to defend my case, which will be very costly as I no longer have any income. Furthermore, my new employer is delaying the hiring process until this situation gets sorted out. If it wasn't for the non-compete agreement, my situation will be very different as I will be able to move to LA and start my new job/life. In short, I agree with the FTC that non-compete agreements should be banned as it limits an employee's career to a single company for years, creates poor working conditions where employees are vulnerable to exploitation, and stops employees from searching/accepting better job opportunities. Attachments 2015-3-9 Employee NonDisclosure and Non Compete Agreement The attachment is restricted to restrict all because it contains personally identifiable information data Cease and Desist Letter - Email 3-2-2023 The attachment is restricted to restrict all because it contains personally identifiable information data Cease and Desist Letter - Email 3-2-2023 Redacted 2015-3-9 Employee NonDisclosure and Non Compete Agreement Redacted"

Dakota	"I fully support the abolishment of non compete agreements. As others have stated, competition is the backbone of our economy and free enterprise. I understand that companies want to protect themselves in the sense of the cost of training new employees, and the possibility of trade secrets being shared with competitors. Has the idea of stipulating a minimum employment term into an employee contract been suggested? Have the minimum term be equal to how long it would take to cover training costs based in employees pay. Have employees sign an NDA in regards to trade secrets. This allows them to stay in the same trade/profession, but does not allow them to legally divulge trade secrets with their new company/employer."
Diana	"As a physician I fully support the Federal Trade Commission Non compete clause rule. It is unfair to physicians to uproot and be forced to relocate their entire families after contracts have been completed as they cannot work in the same area they live."
	"TLDR: Non-competes are a form of bullying. I am a 31 year old female and currently under a chokehold with my former employer and not allowed to engage in activity in 6 states. 4 of which I had never worked in with said employer. Non-compete clauses have transformed into a way to bully/intimidate employees. I was forced to sign a non-compete for a start-up business in healthcare tech and was not allowed to negotiate terms in said clause. It was for a great and rare opportunity for a pharmacist so I decided to proceed with signing. I went from a retail pharmacy manager for a big chain to a Director of Customer Success for the start up who implemented specialty pharmacy services in hospital systems- an amazing upgrade. Within 3 years I was promoted to Senior Director and oversaw all of the implementations and supervise the team. Recently, my company was bought-out and the culture completely changed. I was looking for another opportunity and found one to be a VP of Customer Operations and oversee operations in the USA. This was a title promotion, a pay increase and my first opportunity with equity shares. Under my non- compete I am not allowed to support the teams that I oversee if they are located in 6 states. 4 of these states I have never worked in for my former company. It was an intimidation tactic to make me stay with my former employer and I am super fortunate that I had another employer willing to abide and proceed with me for this opportunity. I know there are others among the workforce who was not able to leave for fear of no other job."
Robert	"Hi, Thanks for working on this rule banning non-complete clauses. California has had this for years and it's time that these clauses were banned nationwide. I work in IT and these are increasingly common and an artificial form of anti-competitive behavior. If you can't ban these, at least pass a rule that you must be paid your current wage as severance during the time covered by the non-compete if you leave your job. If a company wants me to not work after my time with them, then they need to pay for that."
Thomas	"I believe an employer has sonic reasonable right to a minor non-compete when applied to employees they have invested in for specialized training In those instances the non-compete should begin from hire date and not termination date to provide the employer fair return on investment. However when an employee arrives with all the skill set already in place it is extremely unfair to place 2 year 50 mile radius

	restrictions via a non-compete. This situation unfairly restricts the employee under these circumstances from maximizing their families earning capacities. Often to better themselves it would require for that person to drive long distances or relocate which creates additional different hardships, often outweighing the benefit of the change. Non-Competes are an unfair means to control workers while restricting earning potential of that individual. It is the exact opposite of a free market and what the foundation of our nation is based on."
Fortunate	"Non-compete clauses should be abolished for doctors who work in a hospital setting as they have little control on patient admission. However, for clinics, it should be very restricted, such as within 0.5 miles for a maximum period of 6 months. This caveat is to protect clinic owners fairly."
Christopher	"Our 1L Contracts class had a sustained discussion on the fairness, efficiency, and administrability of a flat ban on noncompetes. We developed a broad consensus that low-wage workers and small businesses are adversely impacted by noncompete clauses and approve of a rule banning them entirely. Other students felt that noncompete clauses discourage provision of goods and services that comprise public utilities and favored trade-specific or profession-specific bans on noncompete clauses. The class disagreed, moreover, about whether noncompete clauses are problematic in the context of high-wage workers and big businesses (especially since, in robust markets, future employers can "settle out" the dispute) and thought that courts should review such clauses to make sure they are reasonable and not unduly burdensome, as in the classic Contracts case of Valley Medical v. Farber. We did not reach any consensus on how precisely to define the scope of an exception to the ban. Students proposed two tests, one based on the internal classification of employees in large companies, and another based on relative compensation."
Elyse	"Non-competes must be reasonable. Big enough to not compete directly with the employer, but not large enough that the individual must relocate in order to work"
Elizabeth	"Non-compete clauses are ridiculous for anyone but the most senior of executives. If you can just leave them for those employees, then that's fine. But if you can't then eliminating them all is better than leaving them for all. I am sure you are being lobbied by corporations. I cannot imagine what they can argue in favor of non-compete clauses, but I am also sure they will find something. Do not enable this drag on our economy that hurts wage employees. Get rid of non-compete clauses."
Kim	"Good day and thank you for this opportunity to express myself publicly, as it is most appreciated. By way of background may I submit the following: I have been involved in franchising for a career that has now spanned north of 30 years. As both Franchisor and Franchisee, I've been on both sides of the desk (and counter) for as long as I can remember. I've developed, executed, and designed franchising programs, and franchise documentation consistent with regulations, and "sold" franchises domestically and internationally. My background consists of all things franchised, including franchise sales and development, franchisee support, operations, marketing, financial management, real estate, construction, franchise brand building, and brand acquisitions, with titles such as President, COO, Country

	<p>Manager, Managing Director, Regional, Area, and District manager. In addition, I am passionate about working with the American Diabetes Association and the Congressional Diabetes Caucus for Diabetes Advocacy with Police Departments, First Responder EMTs, and in particular, with the Cleveland Clinic / Martin County I health for ongoing education and refresher courses. I am also honored to be a SCORE mentor and workshop presenter and a supporting member and delegate to the leadership council with the American Association of Franchisees and Dealers (AAFD), the nonprofit organization that advocates on behalf of Cherished Franchisees. Today, I am a Franchisee advocate, a Franchisee advisor, and what is commonly referred to as a franchise "broker, consultant, coach, referral agent" etc. As has been my lively hood for the career described I have been the subject of "Non-Competes." which significantly attempted to sideswipe my career with unreasonable and untenable provisions that would have stopped me from pursuing my chosen profession and business investments. One, in particular, was so egregious that it indicated I was not to be engaged in the "sale" of franchises, for any company, for TI TREE years after my resignation, and to not do so both in the United States or anywhere on the globe. Imagine being told that you could not pursue a career in your chosen field of Government when it's all you've known and what you have at this point in time pursued. Without question. I am totally aware and agree with certain portions of non-competes in specific industries and where, specifically, proprietary elements, trademark dress, and "replication" should he made part of a reasonably crafted non-compete to protect and preserve the items mentioned. I'm afraid I, however, have to disagree with the impact it may very well have on a person or persons attempting to make a living and support loved ones, a family, and themselves by unduly being restricted to continue to pursue their chosen field of work. The solution would be to craft non-competes with complete specificity. With proper attention to detail, carve-outs that preclude onerous and egregiously unreasonable terms and conditions, and a document that does not interfere with the career objectives of individuals assuming they agree with the proposed specific carve-outs that I write of. You can not, for example, be a "Chef" and become prohibited from being a Chef elsewhere if cooking is your chosen profession. You can not be a salesperson and be banned from "selling" elsewhere if "selling" is your profession. You can not be a "Manager" and be prohibited from managing elsewhere if "Managing" is your profession. You can not be a Lawyer and be banned from practicing law elsewhere if "The Practice of Law" is your profession. If enforced under a non-compete, these examples fly in the face of fairness and equitable standards. My sincerest thanks for allowing me and others the opportunity to express our opinions, and may you be guided by doing the "right" thing relative to non- compete agreements. Respectfully submitted. Kim Perrotta WorldWide Franchise Development"</p>
<p>Alan</p>	<p>"I support imposing a ban on non-compete contracts in most cases. The sole exception would be businesses which are involved in the creation of specific intellectual property, and even then the non-compete contracts should be narrow in scope and limited in duration. Starbucks should not be able to use non-compete contracts to prevent their baristas moving into better paying jobs with other coffee shops, nor should a non-compete contract be a permanent bar to any employee moving to another job."</p>

Jack	<p>"As non-compete clauses are generally offered to current employees and don't come into effect until the end of employment, there is effectively no remuneration to employees for accepting a non-compete. Banning a non-compete agreement is a step that will help, but it goes too far. Agreements without compensation should be banned. But, there are situations and actions which support non-compete agreements. These scenarios are ones that naturally arise where an employee developed special skills or knowledge that would gain a competitor a significant advantage to acquire. Employees with that knowledge and/or skills should be free to enter into a non-compete agreement that compensates them fairly for agreeing. Fair compensation should depend on how restrictive the agreement is. A very restrictive agreement that prevents working in the same industry anywhere in the world should offer compensation close to full time salary and benefits for the duration of the non-compete period. A much narrower agreement naming a small geographic region or identifying explicit competitors that are blocked - and which there are a multitude of competitors and geographic areas not blocked would be subject to a much lower compensation threshold - perhaps just an amount equal to moving costs to get out of the affected areas. Additionally, these non-compete agreements should only impact voluntary departures. If the employee is laid off involuntarily, no non-compete agreement should survive. That brings us to the last point. Non-competes should never be forced on employees as a condition of involuntary separation to get severance benefits. They should be permitted if they offer additional benefits, and are at the same or better levels as voluntary agreements signed during employment"</p>
Melissa	<p>"As an attorney who has drafted and litigated non-compete agreements, I strongly recommend that the Commission (1) categorically ban the use of noncompete clauses for some workers and (2) impose no requirements on executive level or commission-based sales workers. Executive workers who occupy the upper echelons of a company are savvy enough to bargain properly for non-compete agreements and deserve no protection from this Commission therefore no additional rules are needed to protect this class. Workers who are salesmen in purely commission-based likewise should not have the benefit of a rebuttable presumption against a noncompete because business typically invest in training to get that sales employee in a position to perform. A worker's ability to sell is a generic skill that could apply to multiple different industries such that if a salesman terminates employment at a car dealership, that worker can use their sales skillset to sale in another industry. The only reason an experienced salesperson wants to stay in the same industry to compete is because the employer has placed that worker in a position to meet/know clients in a particular industry & it is easier on the worker to continue to sale for a different employer, but it is inequitable to allow that sales person to continue in the same field & compete with the former employer when they can use that same skillset to sale a different item in a different industry. Therefore, neither executives nor commission-based salesmen need rules to prohibit noncompete agreements. On the opposite end of the work spectrum are hourly wage employees or salaried employees who perform non-sales or non-commission based jobs: these are the workers who should benefit from a rule outright prohibiting noncompete clauses. Likewise, hairdressers, aestheticians, nail technician, makeup artists, etc should also have their livelihoods protected by banning non-compete clauses because these are lower- income earners or non-business savvy workers who are taken advantage of by</p>

	<p>big business & it stifles entrepreneurship. Unlike the salespersons, a hairdresser or anyone in the beauty business has a unique artistic skillset such that is not transferable to another industry. Noncompete clauses should also be banned against anyone in the medical profession, including nurses, dentists, dental hygienists, chiropractors, etc because the public needs better access to good medical professionals and if the medical facility is not keeping their staff happy then only by losing good workers will they self-correct had business practices. Noncompetes should be banned for attorneys & legal staff."</p>
Tamzin	<p>"I support the FTC proposed rule banning non-compete clauses. It is absolutely outrageous that medical care in this nation has been taken over by medical corporatists and they were facilitated in that takeover by our own government. I am deeply embittered by the way my government has killed real medical care in the USA, and by the medical corporatists who have followed in its wake like sharks following a bloody carcass dragged through the surf. As a physician, I have been cheated and kicked in the teeth all my professional life by an enormous, incomprehensible government bureaucracy, and then to add insult to injury, by the multi-millionaire medical corporatists. I have been a dedicated and honest physician. I would have done better financially being a toll-taker on the NJ Turnpike right out of high school. I have been terrified of the US government all my life-too long to describe why here. I became a physician because my mother died from TB when I was 15. I was left alone with nothing. My father was a sick WW2 veteran. He did not fight for my freedom, because I have steadily lost it during the course of my life. It wasn't easy, but I got an academic scholarship to college, put myself through medical school, AND PAID BACK MY LOANS! I wish I had been a veterinarian. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. I am deeply embittered by the way my government has killed real medical care in the USA, and by the medical corporatists who have followed in its wake like sharks following a bloody carcass dragged through the surf. As a physician, I have been cheated and kicked in the teeth all my professional life by an enormous, incomprehensible government bureaucracy, and then to add insult to injury, by the multi-millionaire medical corporatists. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Julianne	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. When my husband had</p>

	<p>surgery to take his left lung out due to lung cancer; he had other health issues the surgeon knew only the basics about. His Doctor of 30 years, who could have given excellent care and stepped in to help; was not on staff and not allowed to offer his expertise. This slowed my husbands recovering and added extra expenses for us. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Paul	<p>"I support the FTC proposed ride banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. I Also support common sense, is there any in Washington?? Lets see"</p>

Constituent Support for the FTC's Noncompete Rule

Georgia | Statewide Impact

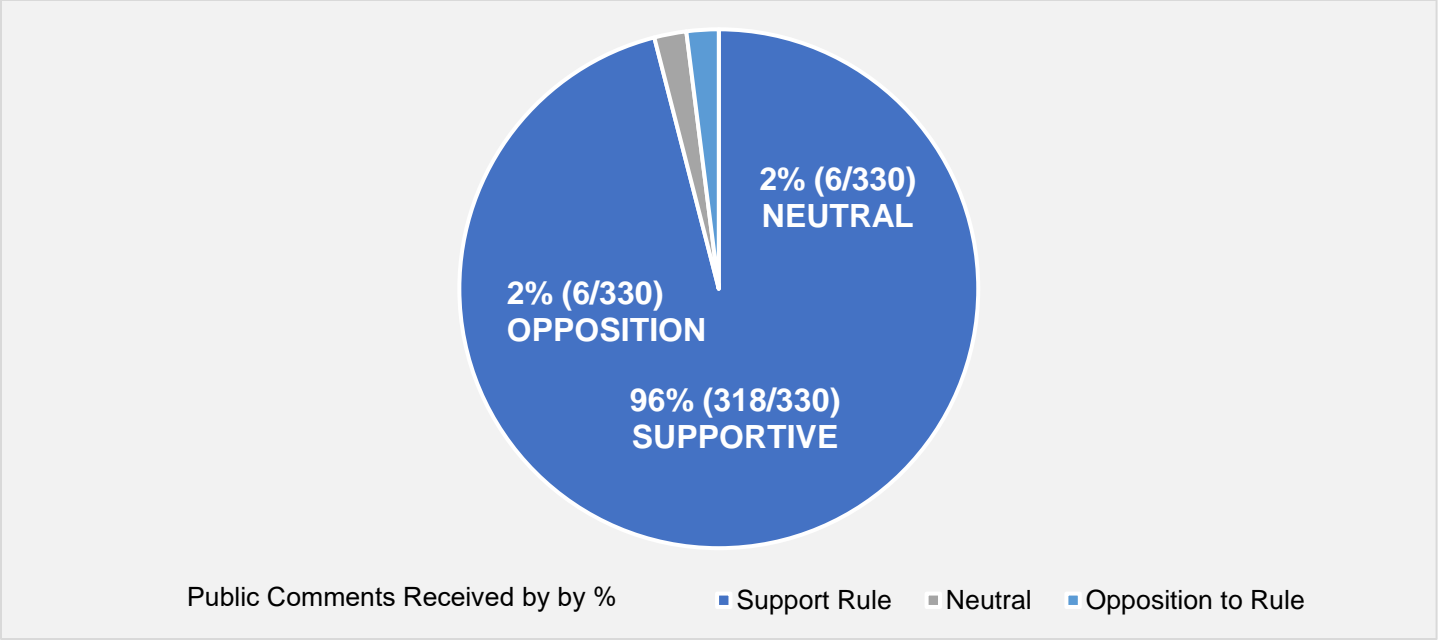


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 in increased wages** over the next decade, including for **Georgia**:

Georgia Covered Workers	Increase in Total Annual GA Worker Earnings	Increase in Average Annual GA Worker Earnings
3,764,270	\$2,188,893,667	\$581




[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 318 of 330 GA Commenters Support





Support Across Sectors of the Georgia Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"As a massage therapist working in a spa, I've been stuck. I paid for my education, liability insurance, continuing education, licensing, etc. My place of employment doesn't allow me to work for a year within 10 miles, which eliminates much of the area within range of my home. I feel trapped in a job that didn't really invest anything in my ability to perform my job. Ending non competes would allow me to negotiate a better situation at my current job or have the flexibility to leave if the conditions aren't favorable."</p> <p style="text-align: right;">-N. A.B.</p>
	<p>""I'm in the Tech industry, and 100% in favor of prohibiting non-competes. I've been a founder of startups, as well as employee. if someone specializes in a field, but then can't work at any other company in that field, they are essentially an indentured servant at that point."</p> <p style="text-align: right;">-Shannon B.</p>
	<p>"I am a 55 year old medical oncologist who has practiced in the Atlanta Metro area for 22 years. I initially practiced for my first 15 years with a large multisite practice which I enjoyed very much. Ten years ago it was acquired by one of the large Healthcare systems in Atlanta.. I signed the contract which had a non compete that was 25 miles from all offices that I worked at and essentially meant that if I left I would not be able to practice within the Atlanta Metro area. They told me that they would not negotiate the non compete away or modify it. The reality is I never had any negotiating power...During my employment I endured abusive comments made to me by physician and non physician leadership. At times non physician and physician leaders made implicit and explicit comments about replacing me without giving a reason (My contract had a termination without cause that still would allow the non compete to be enforced). Because of my non compete I could not leave until my youngest child completed middle school and high school. When my youngest child graduated from high school I resigned. I could no longer tolerate working for this organization...I am a physician thirty years into his career and because of this non compete I have to start over. I need to develop a reputation in the new community I work in and develop a referral and patient base. This will take years. The patients I leave behind are devastated and quite honestly are not sure what to do... Although I have suffered professionally and personally from non compete clauses I hope others in the future will not have to."</p>

	<p>"As a mid-level executive in highly specific field of HVAC, I strongly support loosening of restrictive employment practices and non-compete agreements. I worked for a company for 9 years and moved into various lateral job functions without a significant title or responsibility increase (because I was trapped). I recently left to go to a much smaller competitor that was starting in the market that gave me a promotion and a path to career and financial growth. After 3 months, I received a threatening letter from an attorney on Christmas Eve. This caused significant emotional concern for my entire family. While I will abide by the terms of the agreement, customers should be allowed to buy from me if they like me and my products better. Employees should be able to leave and work for me if I provide a healthier environment and more opportunities for growth."</p> <p style="text-align: right;">-J.</p>
	<p>"I am a board-certified dermatologist. After a 4-year undergraduate degree, I spent 4 years in medical school then 4 years in dermatology residency. But apart the time and effort needed, I incurred about \$350,000 in educational loan debts. I believe that non-compete clauses are unfairly restrictive. If I want to leave my job for any reason, I should be able to leave and find gainful employment wherever I want to, irrespective of the location. To be obstructed from practicing in a geographic area of choice is insulting after dedicating years of my life to the art of medicine and shouldering a huge financial burden (and risk!) to do what I do. It also places an undue burden on me to either move my family (including school age children) or drive long distances to another job outside the non-compete radius. Please give consideration to eradicating all non-compete clauses for professional contracts across the country."</p> <p style="text-align: right;">-Joseph</p>
	<p>"I am a physician in Atlanta Georgia. I work for a company owned by a private equity firm. Our company was sold to new owners who cut our pay by 25%. We had to sign this contract or be fired. As a physician who works for someone else one is forced to sign a non-compete in order to be employed. This is extremely restrictive to practicing medicine because if you find out management is bad or the company changes hands to new ownership, you cannot leave and work in your craft in the same city of millions of people like Atlanta. You have to go 20, 25 miles outside of the population center to find a job counties away because of the non-compete. Most non-competes I've seen you also cannot practice medicine in your specialty in the same area or city for 18 months. This is absurd for an employer to be able to tell you that if you leave their company, you cannot work and earn a living in the area for a year and a half...An employer should never have been allowed by contract in the United States of America to own an employee in what amounts to being an indentured servant."</p> <p style="text-align: right;">-Todd B.</p>

	<p>"I work in the Finance industry as a financial advisor and having a non-competes greatly restricts our team. Our firm has given complete control of our revenue share to the managing director of our office. Even though he services only about 5% of our client base, he pays himself over 60% of the revenue, leaving the other 40% to be split amongst 4 advisors that are actually servicing the book. Given the non-compete our hands are tied because we cannot work as an advisor for another firm within 100 miles of our home office. When bringing up the issue to corporate, they seem to know they have all the power and have no intentions of making things right. Banning all non-competes would force them to come to the table and negotiate fair pay, or give us the opportunity to take our clients elsewhere that is more equitable."</p> <p style="text-align: right;">-Matt B.</p>
	<p>"This week alone I've had my gynecologist and gastroenterologist leave the prominent healthcare system here in ATLANTA, GA. They're moving out of state because the noncomplete doesn't allow them to practice in town. I'm losing healthcare providers I've built a relationship with over years. I was also not able to get a new patient appointment for a child psychiatrist at the same healthcare system - the same issue. The community is not able to retain quality providers due to the threat of the noncompete. It may benefit the employer but it is hurting the community at large."</p> <p style="text-align: right;">-Karen</p>

Additional Support from Georgia

*Some comments condensed due to length.

First Name	Comment Highlights
Susan	<p>"Non compete clauses are abused by organizations- both 'not for profit' and profit. Physicians and other providers often are forced to stay at places practicing abusive policies due to the overreach of the non-compete and the impact on families / ability to continue to work in the community."</p>
Muhammad	<p>"I am a physician practicing in Georgia. Non-compete clause is oppressive which obstructs the rights of physicians as employee. On other hand, a hospital can construct their extension whenever they want. In smaller communities, physician can't exercise their right to dissociate from a hospital and move to another organization. There can be a lot of reasons for physicians to move away from a hospital; one of them being non-conducive environment to provide compassionate clinical care. I strongly support the motion to end non-compete clause."</p>
Kymberly	<p>"I am a nurse practitioner in a rural area and I have a non compete clause that restricts me from working within 45 miles of any office I have worked out of. We have four locations in four different towns. I will be forced to move 80 to 100 miles away if I quit my job. I am in favor of adopting the rule to ban non compete clause's."</p>

Melissa	"As a physician in a major metropolitan city I fully support a ban on noncompete clauses. It limits competition, keeps physician wages stagnant and contributes to burnout in our profession. Most physicians are now employed by hospitals or large private equity firms that are making massive profits off the backs of their workers. With physicians having very little leverage in the negotiation process the contracts all have stringent non compete clauses. If someone wanted to find a new job in their area it is basically impossible. You're forced to uproot your family and move to another city or state to find a more suitable job. I believe banning noncompetes would greatly help the medical field. Thank you for examining this important issue."
Anonymous	"Non competes are completely unfair and can be detrimental to providing for your family. I am currently finding this out. I have been in the same industry for the last 15 years, it's all I know. I recently went to work for a company who completely mislead me on what my duties and responsibilities would be - they flat out lied. I signed an extremely over reaching non compete as a condition of my employment. It all sounded like no big deal at the time, as I had every intention to spend the rest of my career there. Fast forward only 4 months later, and I had no choice but to leave due to the gross misrepresentation of my duties and the completely unethical practices this company is involved in. I left to work for what could loosely be construed as a competitor based on the non compete terms, but in reality they are not competition at all. They sell completely different products for different markets. But because of the way the non compete was written, my ex-employer was empowered to and has since filed a lawsuit against me and my new company. So I am staring down massive legal fees and the possibly of being let go as I type this. This non compete limits every place I could work in my industry for 2 years within a 500 mile radius. This is an extremely small company with zero business roughly 50 miles outside of their location and in a different state than I live in... just seems crazy this can be enforced, which is what every lawyer has said so far. It's all so wrong. Never mind the fact that I signed this based on completely false pretenses about the company and what my duties would be. That doesn't matter at all apparently. That's a huge problem with these non competes, there is Zero accountability for the employer enforcing them to hold up their end of the bargain at the time of signing. It is completely one sided. I am a single father to 3 wonderful little girls, and have no clue what I'm supposed to do to provide for them now. Please help and eliminate this completely unfair practice."
Wade	"Non compete clauses are harmful and detrimental to the people bound to them. There is no reason why a company should be able to prevent a former employee from working wherever they please after they leave the company."
JOSEPH	"Non-compete clauses are an unfair legal tool that restricts the ability of a worker to make a living. The current practice favors an employer's interests and supports an arbitrary geographic restriction on a worker's rights. Once a worker has settled in a place of living, bought a house, enrolled kids in school, moved their own family to the same area, etc., does anyone really think it's fair for an employer to be able to cage-out the worker from earning a living? it's ridiculous, and I strongly support your efforts."
Alex	"As someone in a highly technical field with limited employment options, my hope when switching jobs is that no one tries to enforce the non-competes I've signed. So far, I have had no issue and many in my field move around freely, but the non-

	competes are always a thought in the back of our minds. The fact that non-competes can be used for entry level and manual labor jobs is absurd and abuse the reason why non-competes were created. My CEO can sit on a dozen company boards (and does) that all tie to the original business and compete against it in some way, but in theory I could not go work liar those other companies. NDAs cover the requirement of not sharing company secrets. Again, I work in a highly technical field, full of patents and processes, that my company does not want to have shared. An NDA covers that. A non-compete handcuffs me. Please abolish non-competes once and for all."
Maxell	"Non-competes in medicine makes no sense. You gain a majority of your skills/knowledge in residency and fellowship. Why should your employer then dictate where/when you can change jobs? If they want to keep you, then they need to compensate/treat you fairly. it's really that simple. I understand protecting intellectual property/trade secrets and there are NDA's/ Confidentiality agreements for that."
Lauren	"I am in full support of this proposal. As an artist, our skills are best grown through multiple means of exploration in different fields, and our income is equally supplemented when allowed to pursue freelance, gigs, and creative endeavors outside of our day job. However, various animation, game, and film studios employ non-compete clauses, which not only puts our skills at risk of stagnation, but also discourages the chances of building a portfolio that is employable. This is due to the fact that many projects do not reach the finish line, and the work done towards those projects are disallowed from being shared publicly. This is a huge crutch and burden to thousands of artists Banning non-compete clauses will open the field for many creative businesses and pursuits, and will create a wider variety of projects that are funded and created successfully."
Paul	"Thank you for taking the time to address this important issue. Non compete clauses are un-American and need to end immediately ."
Dylan	"Thank you for taking on this important issue. I saw how non-competes very negatively impacted my fathers career as a food safety consultant. Now, as a physician, I see non-competes damaging my colleague's careers, and in turn limiting access to healthcare for the average patient. It is so important that this passes for the health of our healthcare system."
Byung	"Non-compete clauses should be illegal and not allowed in employee contracts anymore. It restricts us from seeking better opportunities and pay for ourselves and our family."
Shaun	"Non-competes, especially the more restrictive versions, not only prevent employees from working for a competitor, they sometimes prevent individuals from even working in their chosen field for a period of up to two years if not more. This forces individuals to take entry level positions outside their area of expertise until that non-compete period is over. At that stage an employer may not view that person as a viable hiring candidate because of the extended gap. Additionally, non-competes stifle an individuals ability to advance to more economically desirable positions outside their current employer."

Tyler	"Non competes need to be eliminated or at the very least severely limited. The one I am currently under would require me to pack up and move my family to an entirely different area of the state I am in if I needed or wanted to find a new job. It's very frustrating and unnecessary especially for large multi billion dollar corporations to be allowed to do this."
Shelby	"Please move forward with the proposal to end non competes in this country. They are harmful for all workers, and all sectors. My family medicine doctor and primary care physician who has treated me for years left his old hospital system practice to move to a new facility and has been stuck on a non compete that does not allow him to practice medicine within a 150 mile radius of the hospital system. I know these types of non competes are not rare, are I also am a healthcare worker and have seen how doctors, nurse practitioners, physician assistants, clinical nurse specialists, registered nurses, CT and Ultrasound Technicians, and other allied healthcare workers are affected by these clauses. It also dramatically hurts our patients, who are unable to be seen in a timely or unsafe manner. Please. Non competes only help corporations hold workers hostage, and allow the company to do less to retain and improve conditions for their workers."
Sean	"I am in favor of the FTC banning non-compete clauses. They have been abused by corporations to help keep wages artificially low and limit employees ability to move, not only to get higher wages, but also to support other life changes. If an employee cannot reasonably expect to get a job when moving (when otherwise qualified) then they are being held hostage by their current employer, and that is not ok."
Christine	"Georgia should not have a compete clause. More people in the business brings down prices and gives more people a chance at a small business."
Jeremiah	"Thank you for addressing non-compete clauses in employment and contractor work. I've faced not being able to work in the film industry before because of non-compete contracts I had to sign. This makes it very hard to make a living or start my own small business."
Cathryn	"I am strongly in support of the non-compete clause rule proposed by the FTC. Non-compete clauses exploit workers and keeps wages low, which only hurts our economy."
Elisabeth	"I am in favor of banning these types of non-complete clauses. I have been bound to one and it has cost me job opportunities because "competitor" is so loosely defined in my industry. My company has also threatened people who leave that they will enforce the non-compete. It's crazy to have one for mid and lower level employees. I live in an "at-will" state and can be fired for any reason but I'm not free to find and accept any job. The imbalance is ridiculous. Please fix it."
Ruchi	"I strongly oppose non compete rule. It need to be removed for physicians."
Suzanne	"Eliminating the non-compete clause would increase competition, a basis for our market economy."
Emily	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the

	practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people. Additionally , non-competes increase physician burnout as they people for numerous reasons are forced to stay in a job they may not be thriving in."
Steve	"Please approve the ban on non competes. These agreements are being used to force people to stay with firms regardless of whether their and their clients interest could be better served by changing This results in lower wages in industries such as financial services, and allows employers to manipulate employees and allows them to keep wages lower versus having to offer competitive wages to keep talented employees. I feel it is unamerican to not allow freedom for an employee to be able to shop their skills to any willing employer in their geographic area of residence."
Roger	"As a consultant I have worked with physician employers in almost all states on physician employment to advise how to attract the best physicians and how to write their employment agreements. I have also worked with over a thousand individual physicians to review and rewrite their employment contracts. Additionally I've published books, articles and videos on the subject, and held hundreds of seminars and workshops. Make no mistake as I work for and represent the employers, the purpose of the non-compete clause is to keep the employee from leaving the company, keep wages lower and protect the practice from competition. Non-compete clauses are not upheld in various states and those states do very well."
Navneeth	" Physicians and hospital staff need independence to work in any place . Restrictive covenants keeps hostage with the hospital / system . Given merging of systems if we leave a job then have to leave city . This creates hardship to families and keeps us hostage to a particular health system"
Saif	"I work as an endocrinologist in an underserved area under hospital contract. There is no other endocrinologist here in the entire city. My contract has a 50 mile non compete, which means that if in the future I want to change my job I would have to leave this town completely leaving thousands of patients without an endocrinologist. The non compete serves only the hospitals to keep manipulate the competition by suppressing their own employees at the expense of patients and the communities they serve. I fully support a ban on non compete and I hope politicians would not listen to the pressure and the lobbying power of major corporations and in act laws for the benefit of their constituents for once."
Veronica	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes ultimately building a stronger economy for everyone."
Stephen	"I fully support this rule."

Andrew	"I support a complete ban on non-compete clauses in employer contracts. I specifically want to include healthcare workers, both nursing and physician staff. Allowing hospitals to continue with non-compete clauses stifles worker wages and prevents worker flexibility. I know multiple colleagues (physicians, anesthesia) who were forced to move out of state after the hospital administration changed corporate anesthesia providers. The corporate anesthesia group, often owned by a hedge fund, enforced a noncompete to prevent the anesthesia providers from finding work in the immediate area. This disrupts families and I strongly oppose an exception for healthcare to the noncompete ban"
Kelly	"Non-competes prevent me from increasing access to child and adolescent psychiatric services in the rural, undeserved community where I work for a health system. I work 4 days per week and cannot practice within 25 miles of other days of the week or for a couple years if I left the practice. If I left my current job where I am the only psychiatrist in the city/county, I am unable to serve my community in another manner and the area would be left without a psychiatrist. Non-competes limit access to care for rural communities. Please eliminate them. I would love to be able to expand care in my rural community."
Alex	"I fully support the FTC's proposed rule to ban non-compete clauses. Citizens should have freedom of economic mobility. There are other ways to protect trade secrets."
James	"As a funeral home owner , I agree that there should be no non-competes between employers and owners."
Miranda	"I support a ban on non-compete clauses. A ban would put more pressure on employers to provide higher wages and better conditions, which is good for workers."
jed	"I am all for outlawing this oppressive way that employers stomp on there employees."
Celia	"I am in the laboratory medicine field and was laid off from a job as an implementation rep for an instrument vendor. Other companies were the competition, and I was held to a non-compete. This caused me to go from a six figure salary with great benefits back to the hospital making barely 60k as a single mother with twins and no emergency fund saved! I later went into the UV disinfection field and developed a tremendous amount of knowledge regarding minimizing the spread of infections in hospitals (pre-covid). After 5 years, I was laid off and prevented from continuing in this niche field that I had spent so much time developing a skillset and statistics within. I was only given a 2 week severance (along with a reminder of legal action if I worked for the competition). Companies use this as a bully tactic! If they can are going to force a non-compete, then they should provide a 6-12 month mandatory severance to allow the employee the time to job search. Job searching is very labor intensive, and combined with the financial pressure of a layoff or quitting because of unforeseen circumstances, this can cause a lifelong mental health and financial decline for the family."
Amy	"Noncompete clauses harm both physicians and patients and only benefit the businesses. Doctors get held hostage by poor jobs unable to deliver appropriate care and patients cannot see the physician that they need. There is already a physician

	<p>shortage particularly in rural areas; noncompetes only worsen this problem. I currently have a noncompete in an underserved area which means when I leave, the community will lose a physician when they already do not have enough physicians to care for everyone."</p>
Christine	<p>"I would like also like to see the non-compete clause used by employers be eliminated. This is a outdated practice that is misaligned with the values of free enterprise and does the opposite of promoting progress and business opportunities."</p>
Anthony	<p>"Please end NDA's or severely limit their scope. When I joined a company in 2012, I didn't know enough to know that what I was signing was non standard and very broad. It has impacted my career and opportunities since unfairly. As a human, it feels predatory that a document signed over 10 years ago is still impacting me negatively."</p>
courtney	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Exempting physicians from prohibiting a noncompete rule would only serve to benefit hospital corporations. It could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. This, in turn, hurts patient care."</p>
Daniel	<p>"As a physician, I know that non-compete clauses only benefit hospital administrators. If physicians complain that the administrators are pushing them to see unsafe numbers of patients in a day, the administrators can act almost with impunity and force the doctors to see more patients, to the detriment of both patients and the physicians caring for them. Because of non-competes, doctors cannot fight back and threaten to leave, since the range of non competes (upwards of a 30 mile radius, basically a 60 mile circle) are often ridiculous and are set at distances such that there are no hospitals for them to even apply to within a 2 hour range. For the benefit of everyone except hospital administrators, please pass this rule making non-compete clauses unlawful."</p>
Justin	<p>"Given I live in a smaller city and work for a larger corporate entity, I have limited options to branch out within my community to start a private business due to the limitations of the non-compete clause in my contract. It would force me to leave and not allow for competition locally for an alternative service to the company I currently work for. I fully support the rule changes proposed to eliminate unfair non-compete clauses"</p>
Christopher	<p>"Physicians should be included within the ban on non-competes because such agreements can limit patient access to care, restrict the mobility and career opportunities of physicians, and ultimately harm the quality of healthcare provided to patients. Non-compete agreements are typically contracts that prohibit employees from working for a competitor for a certain period of time after leaving their current employer. In the case of physicians, these agreements can limit their ability to work in a certain geographic area, work with certain patient populations, or even pursue certain medical specialties. This can limit their career options and potentially harm their ability to provide the best care possible to their patients. Furthermore, the</p>

	majority of healthcare systems are non-profit organizations, which can limit competition and further exacerbate the impact of non- compete agreements on physicians. By restricting the ability of physicians to move between healthcare systems or pursue new opportunities, non-compete agreements can limit the pool of available physicians and ultimately reduce patient access to care. This can be especially detrimental in rural or underserved areas where access to healthcare is already limited. For these reasons, many argue that non- compete agreements should be banned for physicians, even in non-profit healthcare systems. While there may be some potential benefits to non-compete agreements for employers, such as protecting confidential information or trade secrets, these benefits must be balanced against the potential harm to patients and healthcare providers. By banning non-compete agreements for physicians, healthcare systems can promote competition, encourage innovation, and ultimately improve the quality of care provided to patients."
Shefali	"Non-compete clauses should be eliminated We are already in a physician shortage."
Ben	"Please ban non compete clauses. They hurt workers and depress wages. Let the free market be truly free."
Mason	"This should be enacted to protect workers"
Michelle	"I stand firmly against non-competes. As a family physician , I was nearly barred from continuing to practice medicine in my community after leaving a workplace where I was very unhappy. Non- compete clauses harms a physicians ability to practice the craft they worked tirelessly to perfect and robs their communities of their talents. Non- competes hurt physicians, patients, and ultimately, the community. Please ban these harmfully restrictive s clauses."
John	"There is no situation where healthcare is improved by enforcing noncompetes. Go doctors only have to buy their way out (adding to cost) and bad doctors will fail on their own (and are not needed by an organization."
Andrew	"Non-compete clauses in contracts are anti-competitive and hurt a worker's right to self determination."
McKay	"Dear Committee Members- I am an internist practicing on the edge of rural Georgia, but have also practiced in suburban NC. In both locations, corporate medicine, in the guise of not for profit/non-profit hospitals have adversely impacted the ability of underserved patients to access quality continuity of care through the hammer of non-competes. Both specialists and primary care physicians have been forced to leave both communities if they chose to no longer work for behemoth organizations who only pay lip service to quality care and then refuse care if a patient is unwilling to pay or is not affiliated with the right insurance. Eliminating non- compete clauses will be a step in putting the care of patients back in physician hands and removing the business middle man. Please understand how these clauses, and more importantly, the deployers of these clauses, negatively impact health equity and those with negative determinants of health disproportionately."

Melanie	"As a physician who has had to move hundreds of miles every time I left a hospital due to non-compete clauses, I fully support the FTC abolishing this rule. It keeps highly qualified professionals stuck in toxic situations because of familial obligations. I am a subspecialist who recently left a job which means leaving my entire community without my particular specialty, thus providing substandard care for hundreds and thousands of people. In addition, my parents live here, so I am being robbed of the opportunity for my children to grow up with their grandparents as well as for me to better care for them as they age. A non-compete clause is nothing more than a ploy to keep employees mistreated and underpaid."
Blake	"I am fully in support of eliminating non-compete agreements between employees and employers. As a skilled laborer in automotive reconditioning , I have been subject to scrutinous non-competes over the years which has massively set back not only the future of my family, but also the quality and satisfaction that the customer deserves. In my observation, the larger the company, the more aggressive thick non-compete agreement is. In addition, the larger companies generally are not able to provide the same quality, care, and courtesy that comes from healthy competition. I look forward to this rule taking affect."
C	"I practice medicine in a rural location. My livelihood depends on several hospitals within close proximity. Outside of that, I am looking at a two hour drive to the nearest hospital. The practice of non compete clauses is akin to working for the mafia. Once you've in, you can never leave. Attorneys at the helm with limitless corporate funds and power can threaten physicians and other professionals out of business. This has got to stop."
Rupesh	"The physician noncompete rule in contracts is harmful to the interest of physicians. It eliminates opportunity for better pay, better work environment and excel in their field. As a physician I have put in 7 years of training after medical school to be a subspecialist and serve my community. Eliminating the non compete rule will generate healthy competition between hospitals to attract the best of the talent of physicians and remove the fear of losing the ability to serve the community where the physician was employed in the first place. It's a win win for the community physician serves and for the physician in terms of better pay and work environment!"
Heather	"I agree that the non-compete should be made illegal. Aside from being able to pursue a better opportunity, people may be trapped in a bad work environment."
Mark	"Non-compete agreements, which prohibit employees from working for competitors or starting their own businesses after leaving their current employer, are often used by corporations as a way to protect their trade secrets and prevent key employees from leaving. However, they also limit job mobility and entrepreneurship, particularly for low-wage workers who are unable to negotiate the terms of such agreements. Moreover, they can stifle innovation, as they discourage the sharing of knowledge and ideas among workers in different industries. I find it ironic that corporations often praise capitalism as the best possible economic model, citing competition as a driving force for innovation and growth. However, when it comes to their own employees, corporations have used non-compete agreements to artificially prevent competition for the best possible wages and jobs. This not only limits the individual's economic freedom but also creates an unfair advantage for employers, who are able to dictate

	<p>the terms of the employment contract without fear of losing workers to competitors. By outlawing non-compete agreements, the Federal Trade Commission can help to level the playing field and promote true competition in the labor market. It will give workers the freedom to pursue their career aspirations and seek better opportunities without fear of retribution from their former employers. This, in turn, I believe would benefit workers, businesses, and the economy as a whole. It would promote job mobility and entrepreneurship, allowing workers to pursue their full potential and contribute to economic growth. It would also encourage innovation and competition across all industries. In conclusion, I strongly urge the Federal Trade Commission to take action and implement the proposed rule to outlaw non-compete agreements among corporate employees. It is the right thing to do for the well-being of workers, the economy, and for the very ideals of capitalism that corporations claim to hold dear. Thank you for your attention to this important issue."</p>
Tommy	<p>"Banning non-competes would be in the best interest of American workers. Corporations have used legal scare tactics for years to threaten legal action with what is often an unenforceable contract anyways. This prevents people from leaving toxic work environments because where could they go? All of their experience is likely related to their industry. Most of these people do not have the financial ability to fight a legal battle with a large corporation so they feel stuck. There's also a lot of layoffs going on in the tech sector. What are people supposed to do when a company is still enforcing their non-compete even though they ended their ability to earn a paycheck? Obviously they don't have the financial ability to fight a legal battle let alone hire counsel to review their non-compete because they need to save every penny not knowing when the next time will be that they can earn a paycheck. Non-competes are the elites way of using the lower classes below them to stay wealthy and prevent anyone else from rising through their ranks. How can someone with good ideas, who is feeling like the company is either taking them for granted or isn't listening to their innovative ideas, supposed to start their own venture if they have a 2 year non-compete? It's a bully tactic and there are plenty of ways companies can protect their proprietary products/ideas/etc than by ensuring wages stay low knowing no one can leave."</p>
Ben	<p>"I am currently stifled from local work in my industry due to a non-compete from my previous employer. I had to take a job making \$30,000 less per year and I work from Colorado to California. I miss opportunities with my three 4th grade sons and I am missing them growing up, because to stay in the industry I've been in for over a decade, I cannot work within three states of Georgia, where I live. I have to pay my ex-wife child support, so I cannot change industries and take a massive pay cut. I don't think it's fair that my previous employer can control me like this, while many local competitive companies have expressed interest in utilizing my talent and expertise I have gained. Please help America thrive again. Stop this non-compete nonsense."</p>
Thomas	<p>"When I started into the private practice of Pulmonary Medicine, I was subjected to a non-compete clause and went to court to break the clause when I left that practice. I was not successful. When I opened my own practice and built it up to seven physicians and over fifty employees, we did so without non-compete clauses. From my business experience these clauses are entirely noncompetitive and suppress an</p>

	individual's ability to obtain a higher wage. As our society seems to be suffering from a suppression of competition, it is entirely reasonable to prohibit these clauses, just as many of the contracting techniques used in the Gilded Age have been prohibited. Competition is difficult, but it makes markets and the businesses that compete in those markets more effective."
Alicia	"Non-competes are anti-competitive, allow employers to treat employees unfairly for fear of being unable to work, and prevent workers from making better wages by moving to a new employer. Unless there is a national-security concern, no job should have a non-compete."
Christina	"Non competes in medicine only serve to hurt our patients and their health. Taking physicians out of underserved rural areas when they have to leave an organization leaves a health vacuum and causes tremendous harm to patients and communities."
Wesley	"I'm a physician . PLEASE apply the non-compete ban to physicians. Most physicians are not entrepreneurs. Most of us do not have groundbreaking ideas which will leave with us when we leave our hospital system. Of those physicians who ARE groundbreakers, NONE of them work at for-profit hospital systems. They work at MGH, BVsiTI, Emory, UCLA, or the Mayo Clinic. They are at academic, non-profit systems. They will never leave those systems because that's where the prestige is to advance their careers. Furthermore, the research shows that noncompetes harm patient outcomes. What else do you need to know? These for-profit hospitals lobbying against this potential rule are trying to protect their own profits. They are trying to depress competition, wages, and freedom of self- determination for individuals. They are trying to keep their staff from deserting when they chronically under-hire clinical staff to improve their bottom line. They're not worried about Joe everyday 50th-percentile hospitalist stealing their ideas, they're worried he'll leave when they continually cut costs to the point where it endangers the vulnerable patients we see every day. They're worried that the moral injury incurred by their profit-seeking will come back to haunt them. Those lobbying against this rule are trying to bastardize capitalism. Please protect the American people from the perverse version of capitalism they are seeking to create. While you're at it, can we please do away with for-profit hospital systems altogether? Hospital systems that serve shareholders before patients are not acceptable."
Sam	"As a physician I think non competes are only useful in hurting workers for the benefit of hospitals and their administrators."
Roger	"America thrives on competition. It fosters innovation, growth and importantly competition affects cost - it drives costs down, as we strive to develop faster and more efficient processes. Non competes are anti American in this sense. One of the largest costs to America is healthcare. And a big factor in that is hospitals handcuffing physicians in non compete clauses. Hospital associations and insurance companies have been able to lobby to minimize competition. They actively disrupt independent physician practices in their market and stifle any possibility of a physicians' ability to compete in the same area and to offer possibly more effective and cheaper treatment options to patients, unless employed. It would be ridiculous that the FTC dissolution of non competes not apply to physicians. It would be discriminatory, and again an example of the power hospital systems have in lobbying for their own self serving

	<p>interest and not what it is best for society. This would continue to allow big hospital systems and big insurance companies to monopolize markets and continue to drive up healthcare costs. There is absolutely no reason that physicians should be an excluded party as the America Hospital Association is suggesting be done. I strongly urge that physicians not be excluded - it is time that we return to how medicine is supposed to be practiced. Between a physician and a patient, letting patients choose who best to take care of them by restoring independent physician practices, and not having patients rely on only having the option of going to the big hospital systems. Moreover, I understand that "non profits" may be excluded as well. Many hospitals fall under this category despite them being far from anything "non profit"- this would drastically hinder the competitive spirit I referenced above and I would suggest that if non profits are to be excluded, then I would suggest making an exception for hospitals to be included. We need to end the monopoly that large hospital systems have on patients options for healthcare."</p>
Bailee	<p>" It is my belief that non-competes should be made illegal and non- enforceable, therefore I agree with this proposal. I will describe my current position to explain. I am an ER veterinarian and had to sign a non-compete for my current position. It is very common in my profession (veterinary medicine) to have to sign non-competes across America, so it was unavoidable when looking for a job. I wanted to look into other job possibilities as I am not currently happy at my hospital, however, my non-compete does not allow for that. I would not be able to work ER in a 15 mile radius around my current hospital for 2 years after me leaving my position, which is my entire city. I would need to uproot my entire family to move to a new city to get a different ER job, or transition out of ER medicine to a different type of veterinary medicine that I am not trained for or experienced in, which would make it difficult to find work. For this reason, I feel that non-competes give too much power to my employer while leaving employees helpless. They are allowed to hire and fire at will, however, I am completely stuck at my current hospital and have very limited choices. My current hospital is grossly underpaying me for my position compared to other similar positions in the area in recent years (other hospitals have raised their salary where my hospital refuses), however, I cannot leave to get higher pay elsewhere given my non-compete. Given our non-competes, we all feel stuck and cannot leave, so our hospital is not forced to be competitive. I am being forced to stay at this hospital if I want to remain in my current home and work the type of medicine I am trained to do. Having my non-compete is not only taking away my freedom to find work, but it is also negatively affecting my financial situation given my lower pay, and mental health given the stress this situation brings with feeling stuck without options for myself. Passing this rule will give more freedom to employees and benefit the veterinary market by making sure hospitals are being competitive and taking care of their employees."</p>
Sarah	<p>"Non compete stifles so much creativity and advancement. While I understand companies may want to protect their property, similar companies will have similar bases and it would let people bring general information to new jobs so higher wages and more creative and advanced products. Win/win!"</p>

Daniel	"Unless an employer can demonstrate that the employee will do harm to the company's future business due to the disloyal behavior while employed, there is no reason to restrict the employee's future career options."
Courtney	"I am strongly in favor of banning non competes. I'm an Eesthetician , who is currently dealing with fighting a non compete. The 10 mile range and 5 year non compete is completely ridiculous. Let's not even get started on the fines you could possibly incur. For trade businesses like mine this makes it hard to make a living. No one should be able to tell you where you can and can not work."
Robert	"These need to go away. They abuse people where power balances are not equal. It also inhibits free market growth."
James	"I am a cardiac surgeon now working in a community setting with experience during my career working in surgical groups and for health systems. Medical practices have been constrained by non-competes since I can remember causing doctors to continue to practice in environments they no longer like because of non-competes. There are no trade secrets or IP to protect - just patient doctor relationships and referral networks that represent a typical client service model, which should be flexible as circumstances change. With the current non-compete environment that is not the case, restricting patient access to potentially better practice arrangements and eroding physician satisfaction with their professional opportunities. You should not have to move when you want to leave a particular practice setting. It is interesting to note that the lawyers who make their living writing, advising, and defending non-competes for the medical profession do not permit their own employment contracts to contain any non-compete restrictions. The can move to a competing law firm across the street next Monday morning if they so choose. There is an important message in that covert behavior - they know how constraining that would be on their chosen career path and they want to be able to take their clients (like patients) with them if they move and the clients prefer. Your proposed rule is a very important advance for fair competition and professional autonomy that will improve patient choice and enhance patient care. The same holds true for hourly workers as you note. The medical profession is solidly behind this enlightened approach to transparent and responsible employment contracting. Thank you for this long awaited improvement to employment, competition, and innovation in healthcare."
Sarah	"I am a primary care physician. Because of my noncompete, I am unable to leave my practice to work anywhere within a 10 mile radius in a major city with heavy traffic. This means I am unable to leave my practice and still get my children from school on time coming from another practice. This means even when my contract negatively changes, as it recently did, I am stuck in the same job because I cannot afford to uproot my family to seek better employment. Please ban non competes."
Diana	"Non-competes are anti competitive, and hurt our workforce. Agree with the rule to eliminate them!"
Diana	"Clinician shortages are rapidly increasing, in part due to lack of job mobility for clinicians. When clinicians aren't able to switch jobs to find better fits without having to relocate themselves or their families, they make hard choices, which can include leaving the profession or cutting back clinically. Additionally, noncompetes give the

	employers unfair leverage. If clinicians are afraid of being fired or otherwise retaliated against because they have a noncompete and are unable to move, they are less able to effectively advocate for themselves or their patients. This can include speaking out against unsafe or unfair working conditions, negotiating fair contracts that help prevent clinician burnout, advocate for safe staffing, or speaking out against patient safety issues."
Chase	"I am an individual working in a sales position in the construction industry . I am very supportive of this proposed clause and hope that it gets passed. In my current role I have a 2 year non compete agreement for my specific trade. I am wanting to start and build my own business but am unable to do so due to my non compete agreement. I recently met with my employer seeking a higher percentage of commission as I feel that I have hit an earning ceiling on my current compensation plan. My employer would not agree to any increase in commission or letting me out of my non compete. If this clause gets passed it would allow me to start my own business and better provide for my family as well as begin creating more jobs for others. I know that there are lots of people in my same position that this would really help. Thank you for allowing me to comment with my thoughts on this."
Joseph	"I am currently trapped in a non-compete and not able to leave my current job due to my job being specialized. I also would like to start my own business but because of my non-compete I cannot. This is seriously restricting me from earning more money for my family. I am for the banning of non-competes."
Adthe	"Doing away with noncompete clauses would be just one more step forward for America. As a small town healthcare provider , my non compete prohibits me from working within 20miles of my home for a different company. That would mean if I were to change jobs, I would have to go to a neighboring town 40 miles away all while leaving my one year old at daycare in our home town. People should have the freedom to change jobs without having to sacrifice travel or family time. Not to mention this would most certainly increase wages!"
Abhijit	"I am a physican and I agree with banning non-compete. It is a barrier to professional development and providing continuity of care to patients ."
Armida	"This is an essential step to support hard-working employees and their families"
Brian	"This law is imperative to the US workforce. Bound by one sided agreements unjustifiably favoring the employer is unfair to the employees. Glad the FTC is taking action."
Haley	"I am a practicing Certified Anesthesiologist Assistant (CAA) who has witnessed how noncompete clauses limit career opportunities, reduce access to care for patients, and uproot healthcare workers from communities. CAAs provide anesthesia for a variety of surgical procedures in the anesthesia care team alongside nurse anesthetists (CRNAs) and physician anesthesiologists (MD/D0s). In many hospitals, the physicians, CRNAs, and CAAs are employed by a management group contracted with the hospital to provide anesthesia services, i.e., these providers are not hospital employees. When a hospital decides to change management groups, the contracted management group will enforce noncompete clauses and no longer allow the MDs,

	CRNAs, and CAAs to practice at the facility where the contract was lost. Enforcement of the noncompete directly results in the loss of experienced providers familiar with the facility, surgeons, and procedures performed. Delays in both planned and emergent care occur as well as a decrease in quality of care from inexperienced practitioners. The healthcare workers impacted by the noncompete suffer a loss of income, the stress of finding a new position, and the decision to relocate their families. Noncompetes protect the interests of no one except the companies enforcing them. Patients and healthcare workers pay the price."
Ian	"Non-compete clauses are manly designed to restrict competition and trap employees in jobs they may not like, while accepting wages lower than they could otherwise earn. One company who won a federal government IT contract from the company for which I worked offered continued employment to my entire team on the project, subject to a non-compete clause in their standard employment contract. When we refused to sign, they dropped the requirement, and it was never mentioned again - showing that it was unnecessary."
Ruby	" Physicians should not have a non compete. There is already a shortage of doctors and primary care us being shuffled into np only field. Healthcare is heading towards a physician shortage, profit loving hospitals should not be able cripple healthcare this way."
Alexander	"Non-competes should be banned or employees should be paid full salary/lost wages during the non-compete period."
Eleza	"Non competes contribute to physician burn out. They exist to punish the little guy and let large scale hospitals and companies win big by trapping doctors fresh out of training into untenable situations. They take advantage of the fact that people are hesitant to uproot their families to pursue an ideal job, and therefore must remain stuck in a bad situation. In an age where anyone who can leave medicine does, noncompetes only contribute to the problem."
Gopinath	"I fully support that we implement this rule that gives workers rights to work anywhere and for anyone."
Anupama	"I fully endorse this"
Courtney	"Non-compete agreements should be done away with."
Jessica	"As a physician the non compete clause is often used in a predatorial way to trap physician in a particular job, forcing providers to leave the location if they no longer want to work for an organization. The terms of the non compete varies drastically depending on organization and there is no consistency."
Audrey	"I fully support this proposed rule change. I am a CPA and an entrepreneur . I left a CPA firm and set up my own practice, however was bound by a noncompete agreement and was not able to fully develop the practice to what I otherwise could have for a period of 1 year after my departure. Professional skills must be used to stay fresh, and rules change frequently. I have lost a lot in the period that I waited for my noncompete agreement to run out. The firm did not serve the shared client base well, but I was unable to do anything to serve those clients because of this

	agreement. The agreements reduce competition by limiting what entrepreneurs can do, and our clients were the ones who suffered."
Dhia	"Any given authority to employer to ban workers to move another competent company mean giving the employer rights to enslavement workers lifetime with imposing any roles and punishment practice unjust and controlling workers and their families forever beside taking away his freedom as well as workers being employer's property."
Krishna	"I believe the non-compete clauses are not in the best interest of the public in the healthcare sector. I understand that hiring entities invest money in the hiring process and do not want to lose their investment, but the loser is usually the individual healthcare provider and their patients. As a physician, there are many barriers to changing practices, including the months it takes to re-credential with insurance companies and establish a new staff along with other relationships. The entities that demand the non-compete typically have much deeper pockets and easier access to legal representation than the individual physician trying to change a practice, setting up an uneven playing field. In addition, my biggest concern in the healthcare field is the idea that a "not for profit" hospital would ask an individual physician to sign a non-compete agreement. Once again, I understand that there are start up and recruiting costs, but if a physician stays in that hospital's catchment area the physician is likely to use that hospital's service for their patients so the idea of a non-compete only serves to push the physician away from the area if the relationship sours and the main losers are the patients of the physician. Furthermore, if the hospital is a "not for profit" institution, they really aren't losing anything if the physician leaves the employment of the hospital. Hospitals are notorious for their inefficiency when compared to private practice. I have been in both settings and I saw many fewer patients as a result of being affiliated with a hospital and this led to poorer access for patients to healthcare in addition to many other inefficiencies in carrying out their care."
James	"Please ban non-competes - especially for low paying jobs like Jimmy John's (how ridiculous is it for a sandwich company to have a non-compete). James Hackler"
Thomas	"I am a physician , practicing in the state of Georgia with a noncompete clause in my current contract. Because of this clause, I am unable to start my own practice, hire my own staff, and otherwise practice medicine within the state without moving my entire family to another location. I believe leaving my current job would be in my in my families, best interest, but because of a noncompete clause I am unable to do so. In my current practice, I perform procedures that nobody else in the practice does. I represent no competition should I leave, and we have no material impact on my current practice should I decide to open a practice down the street. The idea that I am somehow going to harm trade secrets or otherwise damage the business by leaving isn't the reality. The noncompete only six to discourage me from leaving an employment environment which is not optimal to my practice as a physician. In short, I am trapped. this rule proposed by the FTC would allow me and my family greater freedom to seek employment or start our own practice. From a personal standpoint, this would be a great boon to myself and my family. I would be able to hire and create jobs. I would be able to be a productive member of my local community without having a fear of a lawsuit from previous employer, hanging over my head. In short, I

	believe noncompetes or an unethical, suppression of wages and workers rights. As a future employer, if I am ever able to start my own practice, regardless of how the rule changes I will never have a noncompete in an employees contract. I will work to be a great employer and provide a place of work that my employees are proud to work at. I will not Hold a stick over their heads in the form of a non-compete in order to keep them from leaving."
Laney	"Banning non compete clauses would have a huge positive impact for me as a physician assistant in demiatology . Non competes are common in my area of work, and signing a contract that includes one, which most of us are forced to do, puts our livelihood in jeopardy for the extent of the agreement, which is often several years. Not only are opportunities for my line of work few and far between, but our metro traffic could mean I spend two additional hours commuting to be sure I am outside the noncompete area if I take a new position xs. This is a huge burden. Please ban these!!"
Aaron	"I am an Internal Medicine Physician and I support the proposed rule to remove noncompete clause from Physician contracts. The noncompete clause is harmful because it restricts my ability to practice medicine in a certain geographic area and limits my career options and adversely impacts patient access to care. The noncompete clause limits patient access and restricts a primary care physician from practicing in certain geographic areas which leads to longer wait times, long travel distances, and increased healthcare for patients. Second, noncompete clauses disrupts the continuity of care for patients with established relationships with their primary care physicians, which can lead to decreased quality of care. Third, the noncompete clause reduces physician autonomy, which adversely impacts the physician's ability to make independent decisions about their practice and career, which impacts the quality of care provided and physician happiness. This new rule would be a great first step in allowing physicians to stay with an employer because they choose to rather than having no other option but to stay."
Andrea	"I think that banning non-compete agreements would not only improve the salaries of employees but also their peace of mind. Having highly specialized skills and facing the prospect of moving across the country to find a new job when there are jobs available in your local area is unrealistic. Most people will choose to stay in a bad situation rather than go into debt and uproot their families. Stress affects enjoyment and shortens lives. I wholeheartedly support banning non-compete agreements."
Linda	"Non-compete clauses ultimately hurt patients by putting business before medical care solely because organizations want to punish the physician for choosing a better career option elsewhere. The practice of placing non-compete clauses in physician contracts should be banned."
Benjamin	"As a board- certified internal medicine physician , noncompete clauses are very restrictive and inhibit potential for physicians to positively impact the community in which they live. As a primary care physician, it is important to engage with the community. I do this by serving on the board of directors with a local co-op and being actively involved in a local church. Severing these ties and uprooting would be incredibly disruptive for my career and relationships. The idea that a noncompete clause can bind me to one specific hospital system, or employer, within the

	community eliminates significant autonomy and flexibility that would otherwise allow me to commit to a local community without that commitment being dependent on a specific employer. At any point, myself, my employer, our us mutually could decide working together is no longer in our best interest but this should not also mean my elimination from serving the local community and continuing to practice in proximity to other valuable relationships."
Jordan	"As a private contractor insurance producer I believe that non compete agreements stifle my ability to grow my income. Being held captive by one agency allows the agency to determine my income."
Tim	"Noncompete clauses are incompatible with the values of this country. They are once anti-democratic, immoral, and counter to market interests. Please stand up for our values, our principles, and our citizenly."
Laura	"I am an internal medicine physician working in northeast Georgia. When I moved to the area for my husband's work, one of the major medical conglomerates in my area offered me a contract with a 2-year noncompete clause in it for within 15 miles of anywhere they have a clinic. Because they are so widespread in the area, that basically means that they would have controlled my work or forced me to move out of the area, probably over 100 miles. That means my husband would have to quit his job, we would have to sell our house, and out children would have to move schools if I wanted to switch jobs. Or, I would have to stop being a physician in an area that greatly needs more physicians. Within that framework, how could I ever ask for a raise? What threat would I have? I could not threaten to leave because they know the costs that would incur me and my family, far beyond the economic costs. I turned them down thankfully because I had another offer, but as more and more buy-outs happen in my area, I worry I will be forced to either sign a non- compete someday with a major medical system. And why are they helpful to the systems? I am not going to steal any privileged information from the corporation - all they want is control over my patient base if I move and to force me far enough away that they don't actually have to compete with me on an even playing field. As a physician, I have no access to secret information, really, this is a non-compete in order to stop competition in a free market. Sure, stop me from stealing patient info. But don't stop me from working in my home county. Please pass this rule."
Mark	"This is long overdue!"
Christopher	"As a physician who works for a hospital affiliated group, I have to agree to a 2 year non-compete. While the contract may be terminated with a 90 days notice, I can only practice in an area 50 miles from my present location. Therefore, the organization can arbitrarily make changes to the expectations and the assistance that is provided in the practice regardless of how that affects me as a physician and the care of my practice and because there is the non- compete, I cannot easily object because of the possible loss of my job and then I'm forced to travel away from where I am established in order to fulfill the non-compete. Essentially, the corporation does not have any responsibility to my needs for safe care as I don't have a reasonable method to provide balance as they know that I won't leave my job given the

	foundation I have in the area and because I cannot go across town and join another practice or start my own."
Elijah	"I agree with banning noncompete agreements . I think it is bad for business and for workers."
Michael	"The proposed Non-Compete Clause Rule (NPRM) will very valuable in strengthening the rights and future opportunities of workers. This will be beneficial to workers in almost every field and location. Employers will be incentivized to compete in the labor marketplace. They will have to treat their workers well ... with more opportunities for professional development, career advancement, better salary and more comprehensive benefits. Employers will not be able to simply sideline workers who leave employ ... but rather face the risk they these workers will now be working for a competitor. I highly support this important regulation and encourage its prompt and full adoption."
Chris	"FTC- Noncompete clauses have been deployed by corporations whose entire business model is solely and completely dependent upon the weaponization of these clauses. Their use as been profoundly detrimental to both the profession's health and the access to healthcare, hospitals, and medical centers. These third parties have entire departments, hospital systems and cities signed to severely restrictive non-competes. Enslaving them in essence. Then, they are essentially able to hold hospitals, physicians, nurses and entire hospital systems hostage as they demand profound increase in fees for their services-- which provide no additional value. At this point, should the hospital refuse to pay the huge increase for the additional services, they risk losing their entire department of physicians, and/or nurses. On the other end of things, physicians and nurses, should they desire to leave, find their professional options severely limited likely having to leave the city or quit practicing. The bottom line is these noncompetes are NOT protecting any legitimate business interest or investment. They are ONLY a legal weapon enabling blackmailing and control or both payors and professionals providing the actual value/service. They severally hurt all parties involved save those offering over the horizon 3rd parties adding NO value. For the medical professionals and system, liberating the free market without limitations of noncompete clauses will yield the best outcome in all categories except possibly private equities' penetration of professional healthcare services."
Maryam	"I would say as a patient I am constantly affected by non competes. Ifs almost impossible to find a private practice family medicine/internist that isn't part of a major academic healthcare system in Atlanta. It is incredibly frustrating as limits my options. As a physician I have never been in a position of any kind of equal bargaining power as a hospital and while hospital systems in which I have worked have had increasing profits, my compensation never increased in the same way. So I am not sure how major healthcare systems want to equate my experience as a physician with the experience of a healthcare CEO. I don't get bonuses or profit shares. In addition the healthcare system I previously worked for has hospitals and clinics throughout GA. I had a 25 mile non compete clause which meant I would have to move out of state to practice outside of that system. It's fin to prevent physicians or anyone from leaving a hospital or a system in order to find a job that is better suited to them, a different location or an opportunity for growth. I am disgusted and appalled both as a patient and as a physician that anyone would limit access to care for patients by

	implementing noncompetes. And it disgusts and angers me as a human that any corporation's needs supersedes an individual's needs in employment."
C	"As someone in a specialized industry, removing non-compete clauses would make it much easier to change jobs, work in start-ups and generally switch from one place to another. I strongly support this rule."
Chuck	"I believe we should eliminate non competes. In Georgia lawyers are not subject to non competes but doctors and nurses are. We had a "non-profit" hospital group close two hospitals in poor areas of Atlanta and is acquiring two hospitals in wealthier areas. With 30 days notice they closed and told their health care workers they would still hold them to their non-competes even though the hospital closed. Since they were abandoning Atlanta what was the point of enforcing the non-compete other than forcing them to move to stay with the hospital group (WellStar). In another town of two hospitals, (Rome) one hospital that had been bought by an out of state group. They now are buying Harbin Clinic, the largest private physician group in Georgia. The Harbin employees are told they are being held to the non compete contracts of Harbin. They now are putting on contracts that cut compensation drastically. In some cases 50%. But they are being told they are holding them to the non competes even though the owner and new rate has changed. Some employees, went Floyd Hospital was bought had their pay cut but held them to a non compete even though the pay was reduced. They also had a clause that said they could transfer them to a new location that could be in or outside the state at whatever compensation they determined. Sounds like indentured servitude. This is hurting competition and quality in healthcare and is also just not right. Please ban this practice."
:Luis	"My employer definitely uses the NCA as a means to keeps the sales staff in. i had an interesting offer from a competitor and because of the NCA I couldn't consider it. It sucks that I will have to completely change career direction if I ever decide to leave my employer."
J	"There is absolutely no reason physicians should be excluded from the non-compete clause rule. This is completely unfair and is another injustice towards physicians. We as physicians will continue to fight against rules that continue to minimize our autonomy and ability to practice medicine."
Bethany	"I am a physician in Rome, Georgia. I have a strong connection to this community and my extended family live here. I work as a pediatrician here and care deeply for the children of this community. I started working here a decade ago. A new entity out of NC , Atrium, has taken over our hospital who employed me when I came to town. I had carefully negotiated my noncompete at my hire 10 years ago. When Atrium came to town and took over, they gave me a contract to sign that greatly increased my noncompete area that would force me to move if I signed it and ever had to change jobs. Their noncompete would force me to have drive about 65 miles in any direction to find work. This noncompete is in an area of medical shortage where recruiting physicians is difficult anyway. Noncompetes in our community allow them to hold physicians who love this community in bad work environments with lower wages. It is wrong to expand a noncompete in a worker who has been here a decade without increasing any benefit for the extended noncompete. Many of my colleagues have had to leave to go to other areas. Some are working out noncompetes in outlying

	<p>areas outside the noncompete areas, causing patients to either have to drive long distances or be without their beloved physician. Physicians in this community do not threaten this massive hospital system, currently the 5th largest in the country. We certainly do not have access to trade secrets. Lawyers are not bound by noncompetes- why are doctors? We have a loyalty to patients- not big massive healthcare systems that are motivated by profits. I am motivated to provide the best care I can to my community- little children who need someone looking out for them. That is all I want to do in this community. Atrium is looking to form a monopoly on health care here. They are buying up small doctor offices and trying to buy Harbin Clinic- the largest private physician owned multi specialty healthcare system in the US. Noncompetes are wrong for physicians, especially when they work for massive healthcare systems where they pose no threat to such a system if they left."</p>
Charles	<p>"I am a physician in a small community providing very needed cardiac care to my patients. We have had a large hospital system from North Carolina take over our hospital with broad expansions of a noncompete that is bigger than the state of Delaware. They are trying to "own" physicians and restrict our ability to work for the competition should they provide a bad work environment . This is horrible for the patients of my area and for our town's ability to recruit new talent to replace retiring physicians. It also limits wages. Noncompetes in the medical field are wrong, especially for huge hospitals who don't necessarily have patient care and the physician patient relationship at the forefront of their mission. This is about the most sacred trust humans place in their doctors. If big corporate hospitals can be kept from mistreating their physicians by removing their ability to slap these very restrictive noncompetes this is a win for patient care. Additionally, physicians are not subject to trade secrets. Big corporate hospitals don't train us- we sacrifice over a decade of our lives paying and financing our own training. Then we try to take a job and have very unfair noncompetes. It is past time for these non competes to end for these huge corporations where individual physicians are absolutely no threat to these massive hospital systems."</p>
Erskine	<p>"As a physician, with most hospitals being non-profit by definition, this rule would not apply to most hospital-employed physicians, which I disagree with. I recommend that nonprofits be included in the banning of non-competes to allow physicians, nursing, and other hospital employed staff to pursue practices safely."</p>
Deanna	<p>"To whom it may concern: I am a physician with the in Atlanta Georgia. My noncompete clause in my contract states that if I were to leave my position, I would not be able to work within 7.5 miles of my current job. With the Atlanta traffic, this could mean that if I were to quit my job, the next closest job that I am allowed to take may be 30 minutes away. This essentially could extend my commute by an hour each day, in addition to the current commute and thus I will continue working at my current position, out of convenience, even if it is not the right job for me. Workers in numerous fields are experiencing more and more burnout each year, leaving the workforce in droves. This is been so problematic in medicine, not only at the physician level, but with the nurses, medical assistance, and other healthcare workers. We are burnt out, understaffed, and with limited options of other employment due to noncompetes. I am afraid I will burnout of practicing medicine completely, while working at this job, but I value that one extra hour I get with my</p>

	family, and will stay at my current position. The problem with noncompetes is even more absurd in New York City. I have colleagues there, who have noncompetes that ban them from obtaining any position in New York City. Their only option is literally to move to another city, if they are to look for another job. I think eliminating this clause will be beneficial, not only to physicians, but all workers. We will give us the opportunity to choose positions that we enjoy and thrive in, and stay in these positions, as opposed to being stuck in a position that negatively impact an individual's physical and emotional wellbeing. Dr. DSJ"
Chanell	"I support the ban on non- compete clauses. An individual should not be restricted from operating a business or seeking employment in the same industry of a previous employer."
DENIECE	"Non-competes are another way for corporations to corrupt Healthcare and limit where and how a physician can practice. Competition helps create better prices for patients and clearly Healthcare costs are out of control. Non-competes prevent physicians from leaving a hospital system and starting a practice in the same community, limiting the competition and the ability to have options on where to get their care."
H	"I support the proposed ban on non-compete agreements and urge you to move ahead with the ban. Workers need the right to choose any employer they wish without restrictions."
Matthew	"I have been working as researcher ever since completing my doctorate, and i have been had to sip an extremely restrictive non-compete to get my current job that would required me to move industries if i left my current work. Companies use non competes to try and control employees and suppress their wages, i am strongly in support of getting rid of non-competes."
Charles	"Noncompetes should NEVER have been allowed in the 1st place. It stifles a persons ability to earn a living in the same field or job under threat of lawsuit. That isn't how the US works. There are trade secret laws already on the books for those rare occasions where a business needs to protect their interest. Basically, you have options...but for people just trying to make a living, you should not have the power to stop them from working...EVEN for your competition. You want to keep them , COMPETE for them in the free market. That is what we were founded on...t'ree markets...this is just labor vs a physical widget. BAN ALL NONCOMPETES. It will force businesses to compete for good talent AND incentive them to keep good talent. The employee finally gets a small win in terms of power vs a business trying to limit a persons choices when it comes to working Prime example...my son works for a bar in a college town. The owner makes them sign a noncompete...meaning he CANNOT tend bar ANYWHERE close to our town...literally takes away his ability to work in that job. That isn't fair.."
Machelle	"I fully support the FTC banning non-compete clauses. It severely limits employees and entrepreneurs finding work without having to relocate. The financial burden and hardships placed on individuals in unfair and makes it difficult to earn a living."

Aman	"Physicians non compete should go away. They should be allowed to serve their communities irrespective of their employer. There is a shortage of physicians and non compete makes it even harder for communities to retain them. Hospitals use the non compete clause for their physicians as threat so that they will not leave and join another practice in the community. Non compete is one of the most unfair practice in our country. The physicians should be free to practice in their communities"
Vahan	"It is long overdue to consider abolishing non competes especially for physicians . There aren't any trade secrets in medicine that need protecting. The only people hurt by current non competes are our patients!"
Jennifer	"A rule that eliminates non-competes would be a tremendous win for healthcare workers, particularly physicians, that are often bound to an institution with limited options without uprooting an entire family. Current non- competes hold physicians hostage - in some cases as a sort of endured servant - forced to work more and more for less pay than at nearby medical practices. This is particularly true for academic physicians who join an academic medical center with altruistic and idealistic motives of teaching and research but who find themselves compensated at a small fraction of their earning potential in a private setting. Please eliminate non-competes. Physicians around the country will thank you."
Charles	"I believe the removal of non-compete agreements would increase competition in the workplace, and spur innovation and growth in the economy."
Dilawar	"I am Dilawar...a Medical Oncologist practicing at Harbin Clinic, multi specialty clinic in Rome, Georgia since 2003 and have a non compete restriction for 1 year .we are 3 medical Oncologists in this part of northwest Georgia and are sole providers of cancer care in Rome Georgia to hundreds of patients who desperately depend on us for their cancer care. Recently Atrium Health (Advocate Health) has decided to buy Harbin clinic and this merger is close to happen once FTC clears this deal. Atrium health is offering compensation to me and my 2 other medical oncology partners which is 50% less than our current compensation. Since this draconian reduction in our compensation is not acceptable to us ,we would not be able to practice and take care of our vulnerable cancer patients because of the non compete restriction, leaving hundreds of vulnerable cancer patients without necessary care and putting their lives at risk as their is no medical oncologist service in Rome besides us 3 medical Oncologist. This is a perfect example of unfair restriction on a critical medical care being deprived to a community , and physicians who have been in practice for decades not able to provide essential life saving care because of senseless non compete restrictive covenant. On behalf of my cancer patients and my partners, their has to be some remedy or a corrective action to help us so that we continue to provide life saving cancer care without any breach in continuity of care to this highly vulnerable population."
Erin	"Non-competes, as it pertains to an individual vs a large organization, stifles growth, earning potential, and can disrupt the family unit. As a surgeon who departed an employed single specialty group where the non-compete encompassed the multiple hospitals in the system and the office locations, I initially had to take on employment 90 miles from my home during pregnancy. My husband travels for work and we also have a toddler. It's unfathomable that a single surgeon could significantly compete

	<p>against a long-standing practice and hospital. The entire family was affected by the situation: physically, and emotionally. The uncertainty that lie before was excruciating, especially given the time, stress and debt required to enter the specialty. FOURTEEN YEARS of post secondary education and I couldn't work close to where I live. This must change. Some must uproot entire families to gain employment which can include a significant other finding new employment, children having to navigate a new education system, and other familial support systems being left behind. In some cases employers suffer if they are need of a skill set and cannot hire a candidate due to a noncompete clause. Getting rid of noncompete clauses, or at least imposing major limitations, would benefit individuals, families and employers."</p>
NAGA	<p>"Noncompete in healthcare industry for doctors is very bad for patient care. It is used to throttle the voice of physicians because the choice is to either keep working or to escape noncompete leave the city as they are so restrictive. Once you are settled in a place it is tough uproot your family and leave your patients whom you care. It is hightime that physicians and healthcare teams non compete is removed"</p>
Naga	<p>"Non compete clause for physicians is like a bonded slavery as physicians cant leave the location due to multiple reasons. The only way they can move a job is by uprooting their family and severing ties to the region. If hospitals think they treat physicians fairly they don't need to worry about it because physicians don't leave if they are treated appropriately. Opening a new practice or going to a new practice involves lot of uncertainties including a pay cut. Despite that when doctors want to move then these big health care systems want to penalize doctors"</p>
Daulton	<p>"Non-competes, if not eliminated entirely, need very specific wording and regulation. Corporations have all of the power in our country already, between at-will employment, being the main or only reasonable supplier of benefits, and union busting that is pay-to-win in its current state (if it even gets that far). There needs to be protection put in place that allows employees to have some amount of bargaining power. Clauses that now allow employers to take advantage of new-hirers by forcing them out of the field if they no longer want to work there for a contractual amount of time is immoral. This is the minimal amount of protection we should have, and honestly, we need more than this."</p>
SATISH	<p>"I support this rule as it affected me as a tech contractor working for different prime vendors of the companies. They put this non-compete which is restrictive and it affected my career advancement to take up higher wage jobs with a competitor of that company and also with the client. Non-solicit also should be banned or should not be valid for more than 2 to 3 months if it cannot be avoided. This will help in companies giving competitive pay to both the employees and the contractors."</p>
Valerie	<p>"I work in the healthcare field, and we do not use non competes. My husband works for Serve pro and he is strictly against them. He had to sign a 2 year non-compete and even if he is fired cannot work in the industry for 2 years!"</p>
Matt	<p>"I fully agree with banning non-competes. I work in a niche and specialized market, with very few opportunities outside. To restrict my opportunities inside my market means I lose 20 years of specialized expertise, and have to start from scratch on a</p>

	new area. As such, my company owns me. I have no option to leave as it would be catastrophic to my wages and I support a family."
Ashley	"I am in favor of banning non competes. I work in the private investigation industry and am currently dealing with this myself. Non-competes are being abused by companies to scare employees into staying and not furthering their career. At my previous company, I was paid significantly lower than my co- workers for doing the same job at a higher volume. When I asked for a raise, I was ignored. I finally left and found a better paying job with a lower volume of work in the same industry. The prior company has made many threats because I am violating the overly restrictive non compete they snuck in during a promotion. I have not reached out to any of their clients or done anything to affect their business. They are only upset because I am still working in the industry. There were lawsuits against 2 other employees who left at the same time as me, and they both are out of a job now and forced out of the industry. Their non compete states that for 2 years, we cannot work for any other company in the industry, any of their clients, or anyone they have THOUGHT of doing business with."
GREG	"I think this proposal to remove non-compete clauses is absolutely needed. In the next 4 months, I will be forced to relocate my family because the non- compete clause found in my current contract doesn't allow me to provide health care within the 10-mile radius for a period of two years. I am an associate physician that is currently in a private practice setting in a smaller rural town where people travel up to an hour or more to receive health care treatment. I have spent the past three years building up relationships with other referring primary care providers and specialists. I provided advanced medical procedures and services which were not previously offered by my employer. Under my current contract, I am unable to provide patient care at the hospital where I was affiliated, independent of my employer. After my contract is up, I am not able to continue to provide any care to the patients that I have established a relationship with or even directly or indirectly communicate with any of my patients. Further, I am forced to leave patient care to the hands of someone who isn't trained to the same level as I am. This predicament has a profoundly negative impact on patient care and outcomes. I wish I could continue to care for my established patients regardless of whoever the employer is that writes my paycheck. I have a young family that will be uprooted at a time when they just started to feel like they belonged in school and with friends. We are heavily involved in our church, schools, and community where we are at but have to give that up. Should we have a choice, we would continue on with our lives where we are established independent of who our employer is."
Chris	"I support ending non-competes. Noncompetes has negatively impacted myself and multiple other physicians colleagues. Hospitals use these restrictive covenants as negotiating leverage over physicians more so than to protect their business. Hospitals even have non-competes for emergency room physicians who are of no threat to take patients with them to a new job. Patient safety, quality of care and physician satisfaction only stand to improve if non-competes are eliminated"
Jake	"This would be an amazing change in course for non-competes, which overwhelmingly favors larger businesses, while stifling the ability for individuals to go out on their own. Given that the larger company is able to afford lengthy and costly

	litigation fees, whereas an individual needs to bare not only the new startup costs of the business, but simultaneously trying to fight off a lawsuit results in most people either not willing to go through the lengthy battle, or potentially leading into failed business due to extra overhead expense (vs. actually building up the business) via legal expenses."
Abigail	"As a veterinary specialist , it would be great not to have to leave the state when I want to leave a hospital, especially since corporations have taken over our industry. One colleague had to work 30 miles from home for two years before he could return to working near home. Ban or limit the scope of non competes."
Raghu	"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Sarah	"Non-compete are nonsense. Please accept this as a Linn disapproval of the proposal."
Crystal	"I heartily support the FTC's proposed rule change to ban non-compete clauses. My experience has been that employers use these clauses to keep workers trapped in jobs while the company refuses to offer competitive wage increases and benefits. I've been in a position numerous times where a client or customer is so impressed with my service and work ethic that they offer me a position, but a non-compete clause means I had no freedom to pursue those opportunities. Yet, when I told my employer I have X number of clients trying to hire me out from under them I still end up getting the "standard" annual raise that doesn't keep pace with inflation. Essentially, being denied real opportunities that I have *earned* to make more money and instead being expected to stick around and have LESS buying power year after year of staying with the same company. Workers aren't properly rewarded or appreciated in most companies for loyalty and experience. It's time to level the playing field and let great workers chase the opportunities they deserve, instead of insulating, reinforcing, and legally upholding corporate exploitation and greed. I hope the FTC is able to put this rule change into effect. It will provide a much needed rebalancing of the power dynamics between employers and employees."
n	"just asking for fairness, if all other staff have choice, why restrict a few human beings."
Brooke	"Hello, my husband & I are incredibly hopeful that you will pass a ruling that will ban noncompete clauses this year. He would benefit greatly from finally being able to freely break away from his underpaying company to create his own business marketing his niche crafting skill, and being paid his full worth rather than just a fraction of it. Please stick up for the little guy - so many of us could benefit greatly!"
Nabihah	"Non-compete clauses for physicians are unethical. Changing jobs often requires a move to a new city, uprooting our families. In this way, organizations can treat physicians poorly knowing they have no choice but to stay"

David	<p>"The proposed rule regarding non-competes should be approved. At this time, non-compete clauses are only benefiting the employer and taking away from the employee the main right this nation was built upon, freedom. I understand how difficult it is to create a law that would make everybody happy, but it is important that you hear the people. Corporates and companies alike use those clauses unfairly to threaten and hold employees and minority partners in unfair conditions. I am a veterinarian, right now battling a non-compete of 20 miles and 5 years. There are over 200 clinics within 20 miles, and it is proven that most clinics draw their business from about 5 miles around. I have been reasonable throughout the whole process, and, in my case, I asked for a reduction from 20 down to 12.4 miles first and 15.4 miles second. In both cases, my ex-partner opposed that and continued to hold what is in the contract. Even if the court ultimately determines that this non-compete is non-enforceable, I will ultimately spend thousands of dollars and many months in the process. However, this is not only about money, the daily commuting, the increase carbon footprint, the nights away from home and so on also matter here. Clauses like this are not put in place to protect legitimate business interest. instead, employers use them to see how far they can protect themselves. Lawyers put them in contracts to see how far they can go with them. Unfortunately, wrong decisions can create a lot of problems when these non- competes are agreed, either because of poor advice or because of the lack of full understanding. I am not sure how this would affect other professions, however in the medical field, we provide services based on individual intellectual training. There is not real intellectual value that a company or corporation would need to protect. People who seek these services should be free to choose their providers. In my case, the clinic I worked for is not offering some of the services I was doing, instead of, they are trying to protect (stifle competition) if they may be able to provide the services again soon. Flow absurd is that? It is competition what makes this market grow, what creates new jobs and makes us perform at our best so that we can deliver the best product or service. Therefore, the non-compete clause rule would benefit the people employed but would also improve the market and positively affect the consumer. It is very important that this ruling would also consider those minority partners. Partnership is another strategy to retain (enslave) employees with the promise of prospects. These prospects are generally unreal and controlled by the majority owner leaving those in a partnership without any power to make decisions, control prospects and still work under the conditions imposed by those in charge. Non-compete clauses are left to the court system for interpretation and enforceability. The problem is that challenging those is not an easy task for anyone. As it was said during the hearings, it can lead to bankruptcy. Corporates and employees can write off these expenses in their taxes. What about those employees or minority partners? The answer is no. I beg you to continue with your proposal, and from here to make it into law. It is time to end this abusive behavior. This senseless strategy to retain employees and minority partners. We should work on creating a better working environment, equal for both employers and employees, based on respect and equality rather than oppression and abusive behaviors. Thank you so much for your consideration"</p>
Kyla	<p>"Non-compete clauses are a form of socialism for businesses. It's un-American and the practice needs to be limited or banned altogether."</p>

Jyothi	"Please take out all compete clauses for physicians. Rural areas suffer because of greedy hospitals, big doctor groups and recruiting firms."
Debbie	"As I understand it, when the relationship between an employer and employee ends, a non-compete agreement gives the employer continued control over the livelihood of the former employee. The former employee is restricted from being able to market their skillset, experience and knowledge to improve and prosper their own employment situation. The non-compete protects only their former employer. In some cases, these agreements give the employer an avenue for personal attack against former employees with the threat of legal action hanging over them for the duration of the non-compete agreement. My perspective is this: Almost every single employed person I know is under a non-compete agreement. The vast majority of them do not hold secret formulas or other types of proprietary information from their previous employers. By dissolving this unfair practice, doors of opportunity could be opened for so many people in the following ways: • to improve their circumstances • get hired by a better company • receive higher compensation • feel valued. No company should have the right to tell an individual where they can or cannot work. Let's be realistic. Most people have to work. I believe we should have a fair and open environment to make the workplace better for all, employees as well as employers. Some further considerations: • The main responsibilities of the FTC are to protect the consumer and remove unfair practices and conduct by companies. This rule totally supports those directives. • Competition is healthy. It keeps improvement and innovation alive and helps move us forward. Banning these agreements would definitely foster competition. • Currently, non-compete agreements are the source of many legal actions and lawsuits. By prohibiting and dissolving these agreements, the FTC can help lighten the load of our over-worked justice system that is bottlenecked with ridiculous and unwarranted cases. • Also, this move would basically be free of cost to the FTC or the government and would generate much good will among employed people by freeing them to work where they choose. Free is good! 1 100% support dithee FTC banning future non-compete agreements and dissolving those currently in effect. Please make this happen!"
John	"I agree with this proposal because in effect, these non compete clause are tantamount to restraint of trade!"
Earl	"I agree 100% these companies are using the non compete to punish people . Insurance companies are the worst. It is to protect them entirely not for the worker. My company has changed the contract 4-5 in 10 years while reducing pay commissions. Now they are reducing commissions and we do not have to sign contact. A provision states they can change it. I have a buy out at age 63 unlike some. This issue is if I compete within 1 year of leaving I give up my buyout. So at age 63 they are treating me like a employee and using me as a contractor. They tell you what to do and when to do it. Control your commissions and try to run you off si they can hire female or minority at less money. It happens every day in this market. If I did not have a non compete I would leave today and move my customers to a company that could save them money to put back into the economy. I am in a trap at my age and they know it. I sell insurance because people need it. However the insurance companies really do not care about reps you can relate to the client. I wish

	the FTC would pass this ASAP. Years ago we had mentors that trained you on the job and was proud that if you made a change it benefited your family."
Steven	"Non competes are a predatory practice that have existed for far too long. They have extended far beyond the reach of what should be acceptable. I agree non competes for acquisitions should be enforceable for the beneficial owners of the business being acquired but they should not result in non competes for even key employees. If companies are willing to pay the employee a severance equal to their current salary for the length of any non compete then there should be consideration for that. If the business feels keeping a key employee out of the market is an advantage for them then they should have to compensate said employee for their talent to keep them on the bench. I have even been threatened from a company to enforce a non compete that clearly didn't exist because I was not receiving severance payments per the terms of my contract. Big companies use the threats of drowning you in legal fees to scare you from growing and innovating in your market. This predatory practice should end NOW."
Tyler	"This continues to be a race to the bottom from hospital C suite executives. Physicians are the most integral part of the healthcare system, and should not be hamstrung by being excluded from the new noncompete regulations. This is purely motivated by hospital board greed to pay physicians less and pocket more money for themselves, despite only being obstacles to actually providing quality care to Americans."
Mark	"Please, please, for the love of God, do something good for the American people for once. Ban non-competes."
Harshad	"As a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Kala	"After moving around for years my husband finally landed his dream job with a great company. Or so we thought. Friday February 3rd my husband was terminated from his medical sales rep job for very vague reasons, and unfortunately in Georgia you can be fired for anything. My husband had reached out to FIR regarding a co worker that threatened to fight him outside the operating room and his work did nothing (I believe favoritism/politics or even blackmail is a reason for nothing being done about this). So rightfully so he felt unsafe and unheard while working with this individual. His other partners also participated in picking up other medical device products from outside sources and sold hundreds of them on the side. My husband did not but that's what they said he was allegedly let go for. Now with his non compete he isn't allowed to work in the entire state of Georgia (even though his area was only savannah) for two years. My husband is our only source of income with me being a stay at home mother. This has been his expertise for 7 years and now after we just moved here he can't even work here or start his own company. Keep in mind this company is a multimillion if not billion dollar company and my husband worked with them for 9 months. There is no way he sustained enough relationships to take down their business by any means. We are just a small family trying to make it by without

	<p>picking up our entire lives again just so he can make a decent living for how hard he has worked. On top of that our daughter just started school all of her friends are here and we love the area. Starting over with a different field would take him years to get back to where he was. So who are we hurting here the billion dollar company or a family man that works super hard everyday to take care of us. Please rule in favor of the federal trade commission and the Non-Compete Clause Rule so small families can provide for their families. Thank you for your time."</p>
Tyler	<p>"I support the termination of a non compete. I was just terminated from my job and being held by a non compete that doesn't allow me to provide for my family. I was terminated without pay, and I can't go back to work in the field that I've worked in for 6 years. I hope this goes through to help families like mine. Tyler Mercer"</p>
Tim	<p>"I support the Federal Trade Commission's proposal to ban non-compete clauses. These restrictions are one reason why I left a nearly two-decade career in television news. When I worked in TV news, I had to agree to a non-compete as a condition of employment. The non-competes typically banned me from working for a competitor in the same market for a period of six months to one year. One contract in particular prohibited me from working in two Florida cities, as my then-employer — Bright House Networks — operated cable news channels in Orlando and Tampa. In order to earn a living in my profession, I had to move from city to city, because I could not afford to "sit out" the non-compete. My employers benefited greatly from these one-sided agreements. To them, it was a cheap and effective way to keep me — and others — from leaving for better-paying jobs. I received no benefit from any non-compete I had to sign. I was not privy to any company secrets that would have benefited the competition. Even though I was an off-camera producer, I was subject to the same restrictions as on-air talent when it came to these restrictive covenants. In 2019, I left the TV news business. Prior to my decision to leave, my then-employer WGCL-TV owned at the time by the Meredith Corporation offered me a contract renewal. I would only receive a 2% raise and would have to agree to another six-month non-compete from working for any TV stations or websites in the Atlanta area. An attorney who reviewed the contract for me said the non-compete could even prevent me from working for CNN, since it is also located in Atlanta. This seemed very broad and perhaps unlawfully restrictive, but I did not have the financial means to wage a fight against a multi-million dollar corporation over my right to work. I encourage the Federal Trade Commission to use whatever means necessary to ban non-competes. Employees deserve to have more freedom to seek better-paying jobs in the communities where they want to live. The FTC's proposal will accomplish this."</p>
Kaitlin	<p>"Non compete agreements unfairly restricts my right to work with in the same field. If I am unfairly treated by an employer due to discrimination or unfair wages I am unable to seek work in my field that I have spent years to become educated in. Please End these Non competes. It should be unconstitutional !"</p>
Darren	<p>"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year .I support the FTC's ban on non-compete clauses. These</p>

	<p>clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
David	<p>"I fully agree on this proposed rule. Non-competes are only hampering the market, limiting business and market growth as they affect good competition and the freedom of consumers and for employees to seek for better job opportunities. Most non-competes get signed because there is one part with power that takes advantage of that and one part that is poorly advised or does not have enough information to make a good decision. Once under contract, it is very expensive and time consuming to determine its enforceability. I was a minor shareholder (10% shares) and signed a disproportionate non compete, 20 miles and 5 years. I did this because there were other important things that I had to negotiate to make it work. I was put in a situation in which my loan was already approved and dispersed to found out a terrible agreement. Because of that I decided not to pursue more negotiations and finally agreed to the terms. After 5 years this relationship has not been what I expected and decided to move on. Now the majority owner is trying to enforce the non compete. I asked for a more reasonable non competes and to bring it down to 13 or 15 miles to help me find another job close to compete. Even this mileage is very high in a city and suburban area, the owner does not want to allow any negotiation forcing me to go to court and challenge it. To sum things up, non competes do not really protect the business but affect the freedom of the employee. Let's say the employee wants to start a business nearby, the health of this business would be affected by the proximity to the other business where this employee was employed. Banks may not lend any money if this is too risky. At the end, these risks has to be taken by the new business owner and decide what might or might not be worth. In any case, this only creates fair market competition that benefits the customer, create new markets for new employing opportunities and would ultimately improve working conditions. Working conditions that get improved out of respect and fairness rather than fear by horrible binding contracts. In my case, 15 miles would add over 45 minutes twice a day committing, disrupting my family life, making working days longer with an impact in daily traffic and pollution. This rule can only improve the well being of the employees and a better working environment for everybody. Stress plays a role in mental health, let's start advocating for what it is important. Legitimate business interest can be very difficult to prove and define and it should be subjective to some objective and measurable criteria. Intellectual property should be proven and defend in measurable terms as well. Non-solicitation of clients is valid but in this widely social world, anyone can find where an employee moves and seek to continue business there if desired. Let's work on more free markets that would ultimately benefit everybody."</p>
Christopher	<p>"I strongly support banning Non-compete agreements from contracts, as they are anti-free market, anti-worker mobility, and anti-competitive. Increased worker mobility and opportunities will help the economy and increase overall prosperity. As a recently graduated physician, I wanted to start my own practice and become a small business owner. However, I also needed a source of income to start out and wanted to work part time at a local hospital for income and benefits, however due to a non-compete clause in their contracts, I could not start my own business and practice in the same city if I was to work with them. This hindered my ability to work as much as I wanted (ended up having to work as an independent contractor for significantly less shifts per month and no benefits), and made it more difficult to get my business off the ground</p>

	due to expenses for providing my own benefits Banning non- compete clauses would significantly help the ability for citizens to pursue starting small businesses or other work to increase their income and prosperity. Please, for the good of workers and the Country, ban Non compete clauses."
Billy	"Please ban the non compete and give power back to workers!"
Gina	"Competition is the foundation a capitalistic system, which is what the United States has chosen for itself. I believe the contractual non-compete clauses, which have become commonplace, need to be regulated."
Stephen	"Absolutely in favor of banning non-compete clauses. They are unfair and should not be part of a free market."
Robert	"Noncompete clauses are harmful for patients physicians and other healthcare providers, allowing hospitals and other employers to restrict competition, raise prices, and reduce choices for patients."
Megan	"Please ban non compete agreements. We need a free and open market and work environment which leads to healthy competition and better jobs, not risk monopolies."
Jacqui	"I am a family physician currently working in a Medically Underserved Area (MUA). I have decided to resign from my position with the local hospital system, opting to open my own private practice instead. However, the hospital system is strictly enforcing my 50-mile, 2-year noncompete clause. How is it good for anyone to bar a family physician from continuing to serve in a MUA? Noncompetes are unethical and should be illegal."
Antonina	"I am in full support. People's livelihoods are at stake because of a company's ability to hold you in their grip long after you are no longer employed with them. flow does it make sense? Thank you for this initiative!"
Marko	"Don't handcuff employees"
Mike	"We 100% need to get rid of non-compete clause. It's unfair to be handcuffed to an employer and find a better opportunity some place else and not be able to progress your own career and financial security."
Rita	"This is a much needed rule. Too many workers are forced to stay in jobs because they cannot leave to work for a competitor Elimination of the non- compete would enable workers to enhance their careers, be happier in their jobs and support their families better. Please repeal the non-compete."
Aaron	"Dear Chair Lina Khan, My sister, a doctor, had to stay at a job with an abusive boss because he made her sign a non-compete contract with no distance limit, then threatened her and her coworkers (also doctors) if he got any thought that someone was thinking about leaving. Repeatedly called meetings and talked about "calls with his lawyers" and the extent to which he could annihilate them if they stepped out of line. He didn't stop at suing them for all the money in their bank accounts. He told them that he would take their house. He threatened to use legal action to take a woman's child away from her if she took a new job at a local hospital. My dad retired

	<p>from upper management at GE, then I was in a car accident and couldn't work for 4 years. He needed to take anew job to help me survive, but was unable to apply to co.paravle jobs because of the noncompete clause GE made him sign. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Bran***	<p>"Non-compete clauses should be viewed as anti-competitive and I support this rule against such practices. By preventing skilled labor from being able to freely move between companies and use their specialized skills to better the overall conditions of the nation. Non compete clauses prevent us from being able to reach our nations potential and grow our GDP through the development of improved products and services. Applied 'earnings honed over careers will allowed workers to benefit and companies to benefit in the long run rather than stumble over the same mistakes as specialized skills sets are wasted in favor of limiting employees from being able to work were they like and/or would otherwise be able to."</p>
Srinadh	<p>"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."</p>
Ajitabh	<p>"I would implore the commission to ban all non-competes for physicians. It makes it very difficult to obtain employment with a certain locale and causes families to be uprooted."</p>
David	<p>" I support a rule that eliminates the use of non-compete contracts and/or agreements that limit an individuals ability to make the best arrangements for themselves and family. Furthermore, I encourage this rule to cover the individual in the use of there own created intellectual property in a manner that allows the employer to continue to use design and/or original work in relation to the employment agreement, but that also allows to employer to opportunity to use any intellectual property or process they have personally created that is not protected by copyright, patent, or similar legal tool. Additionally, requirements for job training reimbursement should be explicitly included as being in violation of the new rule. It is reasonable for an employer to offer training to improve their own internal processes and or products and to aid in their recruiting and retention efforts, in both cases both the employee and employer benefit. It is not reasonable or moral to use reimbursement as a motivator for continuation of an employment relationship."</p>
Stefanie	<p>"I support a ban on non-compete clauses. As a veterinarian, I feel that the ones I have had to sign greatly restrict my ability to make a living and support my family in my profession."</p>

An interested	"I am an internal medicine physician practicing primary care in Georgia. I have been employed by a hospital/ health care system for the past 12 years. The system was bought by / merged with another system in 2016. The new corporation has breached my contract in multiple ways. No raise since 2016 even though FMV evaluation is mandated every 3 years in the original contract. Refusing to pay for CME which guaranteed. Cutting 403b match.Etc.,etc. My lawyer says I shouldn't fight the non-compete as it's very expensive. I've practiced medicine for 40 years and have seen it all. I feel like an indentured servant. The END of traditional medicine and primary care is near. One remedy to possibly save it is to prohibit / revoke all non-compete agreements and let PCPs try to survive. We are the lowest paid and most burned out of all physicians. Please help."
Devangi	"As a physician, non-competes allow hospitals to abuse physicians, and gives them every reason to force physicians to practice within unsafe and discriminatory environments. They have gone a long way in making sure that we cannot leave, even if we are unhappy, and even if our families need a different job structure. This is not about money- the new generation of workers, including physicians, want to provide safe, cost efficient care and want work life balance. Hospitals are specifically asking physicians to be excused so they do not have to provide maternity/paternity or the needs of new parents, so they can continue to discriminate against minority physicians, do not have to answer to hostile work environments, and force difficult working hours (enslavement). Time for workers who work hard to be rewarded."
Falgun	"I strongly oppose non compete clause for physicians to improve patient care and reduce health care cost."
Parth	"This incredibly greedy bunch of suits, none of is a physician, only cares about profits and not patient care. The growth of useless paper pushers like the American hospital association and administrators has driven the cost of healthcare beyond measure. There should be absolutely no exception to physicians from being unable to exercise the cancellation of noncompete clauses. With the ever-growing shortage of physicians and access to quality care such a measure proposed by ANA shows, your only priority is greed. If physicians are able to be relieved from noncompete clauses, the access to medical care patients will have will greatly increase and so will physician productivity."
Salil	"As a practicing physician, I completely support the elimination of non-compete clauses in the workplace. I have known too many physicians who have had to move far away in order to keep making a living due to restrictive clauses."
Snehal	"As a surgeon I have 25 mile non compete for 2 years from every hospital. I am credentialed. That involves my entire city and the only option is to move. I built a practice on my own without hospital resources and have no option to leave. Non compete should be standardized for physicians and even 10 miles would allow physicians to keep their families in the same city and move."
Varsha	"I fully support burning noncompete in employment agreements. I am a physician, practicing in Georgia, and have been severely restricted in where, and how I can earn additional income due to the noncompete clause in my employment contract. Especially when it comes to medical care, the noncompete does not make sense,

	because we are serving the patient, not the hospital entity as our "customer." Therefore, medical providers should be permitted to practice medicine and care for patients in the capacity that we are trained to do so, not restricted by a corporation."
Ranjan	"This is a draconian law which the hospital and big practices use against the physicians. This needs to go and physicians should be free to practice wherever they want"
Rene	"Non competes basically restrict trade for anesthesiologists like myself. It forced us to stay with our current employer or basically move to somewhere where we can actually practice and live in a reasonable distance. It is terribly unfair to us as a whole and needs to be changed."
Shanthan	" Physician non-compete clause should be eliminated as it is no less than a legalized slavery document which impacts the physicians and their families in a significant manner. It takes away the competitive spirit and promotes monopoly and bullying of a bigger entity. Unfortunately the patient care suffers in the end I hope the government takes a serious note of this which is prevalent only in the medical field."
Melanie	"I feel that I am being harmed financially by an anti-compete law in my independent contractor role with a small coaching business. I support this law and hope to see it passed."
Anthony	"I work in the healthcare field: I was an EMT for years before becoming a medical student. I will soon graduate and become a physician. I recently read a letter from the American Heart Association in opposition to this proposed rule. I wholeheartedly disagree with the AHA. The AHA asserts that banning noncompete agreements will harm patients by limiting patient access to receive care. I cannot fathom how restricting where physicians are allowed to practice increases patients' access to care. The AHA's argument is nonsensical. They are not worried about quality patient care; the AHA is concerned that the proposed rule may cost hospitals money by forcing administrations to pay employees competitive wages. Non-compete clauses may serve a purpose in some industries. In business if an employee has access to valuable intellectual property, it is a valid interest of their employer to prevent them from taking that information to the competition. In medicine there is no such interest. Hospitals exist to save lives, and most treatments necessary to do so are standardized. There are no intellectual property concerns. The only reason for noncompete clauses in contracts in healthcare is to limit fair competition, and therefore I believe in this industry the FTC's proposed rule should absolutely be implemented."
Jonathan	"I respect the obligations of a contract. I am a physician currently honoring a non-compete (thankfully only one year) by commuting over an hour away to work. After the non-compete expires I will be able to work closer to my home and the community that I love. However, in my smaller community of —100K in the county a recent hospital acquisition forced me out before I fell under the new contract arrangements. These new arrangements which take place when my previous company gets bought out by the new company would put a 5 year and multi-county non-compete in place. This is effectively saying "play ball" with the big company or essentially move to another state or another part of the state. This would completely uproot my family,

	<p>take me from my community and all my patients would be left with limited options in my specialty, all to support the interests of larger and larger medical corporations. This is monopolizing care in certain communities and trading care for patients for financial gain. If a hospital group wants to come into a community, then fine but let them provide an incentive for care providers to stay by being good stewards of that responsibility rather than forcing providers to join or leave."</p>
Shashi	<p>"I strongly feel that the non compete clause should be eliminated Institutions that use the non compete often misuse it and don't treat their employees well, saying "they won't go anywhere.""</p>
Brandon	<p>"I am a board-certified veterinary cardiologist who was employed at BluePearl Veterinary Partners from 2012-2019 in metro Atlanta, GA. They are the only specialty clinic inside Atlanta that employs boarded veterinary cardiologists. In order to obtain employment with BluePearl, I was required to sign a restrictive covenant that included a non-compete of 25 miles for 2 years. Due to multiple factors, I left the company in 2019 and was forced to travel outside this radius to help the veterinary patients in need. Within 6 months, I was being contacted by multiple pet owners as well as general practice veterinarians as BluePearl Veterinary Partners and the surrounding cardiology services could not see patients in a timely manner due to a large caseload. BluePearl's schedule was overloaded and pets could not be evaluated for 2-3 months, which for heart disease is an unacceptably long time. I then reached out to BluePearl to see if there was a possibility of coming to a compromise with my non-compete as it was obvious patients were not getting seen and patients were suffering. These conversations were documented in mails and can be provided if desired. BluePearl was unwilling to consider any compromise despite multiple options offered (including buying out a portion of the non-compete radius, providing a right of first refusal for cases. etc). Even when asked to consider the ethical implications of denying patients needed care, BluePearl was unwilling to allow these pets/pet owners in need from within the 25 mile radius be seen. As a result of BluePearl's action, from late September 2019-late September 2021, pet owners from within metro- Atlanta had extreme difficulty getting timely care for their pets who were suffering from cardiac disease. Despite a full and overloaded schedule, high business load, they still desired to protect their own interests above any other ethical concern. Even when the single cardiologist employed by BluePearl in Atlanta went on maternity leave and BluePearl ceased to see cardiology appointment, they still would not allow me to see cases within the restricted area. They completely shut the service down for —3 months (which coincided with the last 3 months of my non-compete time), leaving patients with no option for care within metro Atlanta and they would provide no relief to pet owners who became even more desperate. When I again reached out to BluePearl to discuss how they could enforce my non-compete when they were not offering the service (I again brought up that I would be willing to buy out the remainder of the non-compete), they responded with the same unwillingness to allow for any concession I had heard before. They would have rather pets not be seen at all if it was not with them. Veterinary medicine businesses (both general practice and specialty), commonly use non-competes for doctors and they serve to limit options for pet owners wanting care for their beloved pets. I have personally lost thousands of dollars in potential revenue due to the 2 years of geographic restriction. I was forced to serve rural areas that had a significantly lower caseload and was not</p>

	able to help they many suffering patients inside Atlanta whose owners were desperate for assistance. Unethical business practices arc reinforced as long as companies can prevent care by standing behind these harmful non- competes. I implore you to consider doing away with non-compete agreements as the patients, pet owners, primary care veterinarians, and even boarded specialists like myself, have suffered enough due to these agreements that promote a lack of competition and unethical behavior "in the name of doing business". Thank you for your time and I am happy to provide any documentation or further information if needed. I also have many primary veterinarians who experienced difficulty having their cardiology patients seen and can also provide statements, if desired."
Mathew	"I work as a physician . I have a 2 yrs noncompete with my healthcare system that I am required to sign that spans 25miles in the metro Atlanta area. It automatically renews and was non-negotiable as part of my employment. I have worked 10 years for this healthcare system and job satisfaction is at an all time low. None of the physicians can leave due to this noncompete being enforced if we are terminated or leave our job with or without cause. To work 25mi I would have to travel 2 hours from where I live. This is an example of being a prisoner to non compete's. Our employer holds all the cards and doesn't have to treat us well as they know we have no other options to work where we have value and have built our patient base. To leave I would have to start over somewhere and relocate my family. I work in my hometown where I grew up and my parents and siblings all live here. Leaving isn't an option so I'm stuck in this job."
William	"I help manage a large anesthesiologist group in the Southeastern United States. I have personally observed three instances of non-competes evening weaponized against physicians by a large hospital system. In short, the hospital instituted a hostile takeover of their private anesthesia group forcing them to join as hospital based employees. Much of their leverage originated from a non-compete agreement. Immediately upon completion of this takeover the hospital system fired the three physicians that assisted in keeping the group together and aided in the transition. Because they were viewed as physician leaders, they were seen as a threat to hospital dominance and their contracts were terminated. The system threatened litigation should the three terminated physicians break their one year non-compete, preventing any of them from seeking employment within a 30 mile radius. The irony is Anesthesiologist have no competition concerns with hospitals, they don't have patients that they can take with them. This type of action is an anti-competitive monopolistic strategy by large corporate health systems to control a physicians ability to make a living."
Maxwell	"Please end the non-compete rules. It is a huge disadvantage for physicians."
Concerned	"Greetings, I am currently a physician fellow at Emory University Hospital, and throughout my search for a job I have found non-compete clauses to be an unfortunate fact of healthcare life. As you know, healthcare access is an issue for many in our nation. Not just because people are unable to attain existing healthcare services, but also because physicians can be forcefully prevented from providing consistent healthcare services. Many physician jobs now-a-days, including in Georgia, have non-compete clauses. Locally, in Atlanta for example, there are relatively harsh non-compete clauses such as being unable to practice medicine

	within 25+ miles from all affiliated locations for a period of two years (potentially forcing a community- loved amazing physician to practice outside of the metroplex for 2+ years or even force them to relocate permanently). These type of non-compete clauses are an issue for patients, not just doctors, because they too restrict a patient's freedom to choose the best doctor fur their procedure/illness — effectively forcing patients to receive healthcare driven by business-interests and not physician-driven results. Having the ability to protect a physician's professional autonomy and a patient's freedom to select a doctor of their choice should be a priority, in my opinion, for our elected representatives and governing bothes. Afterall, lawyers (think, the American Bar Association) already have this sort of protection — which makes it extremely hard (if not practically impossible) to legally enforce a restrictive non-compete agreement on a lawyer in the United States. With this in mind, I support the Federal Trade Commission's endeavor to bring the non-compete clause issue to the spotlight --- and hopefully spark discussion and legislation that will make healthcare more equitable, accessible, and navigable to both patients and physicians alike. Best, A Concerned Community Provider"
A	"I am a doctor and non-compete clauses keep me and my colleagues tied to suboptimal jobs we accepted without knowing better."
Dwarka	"There should be no noncompete clause. Period.."
Heather	"Ban non competes"
Josh	"Please proceed with removing non-compete agreements. This is ridiculous. Employers have way too much power with these. I shouldn't have to be stuck like this. Should I challenge it, mandatory arbitration, which should also be done away with. I had no power negotiating that either. There's also a clause I pay their attorneys fees. My non-compete covers the whole USA. I sell computers and PC parts. This is stupid."
Faiz	"As a cardiologist I agree with the FTC proposal. I have lived in Augusta , GA for 25 yrs and served this community with honor . I should not be forced by a health system to leave this area . I did not sign up for a life long sentence of servitude"
Jason	"Please eliminate noncompete so I can continue to provide care to patients in my community"
Dev	"Non compete should not exist between business owners also. This is an important clause, if one owner tits the other business owner, they should be able to take the accounts that they got, just like employees"
Jessica	"Non-compete shouldn't be legal. After how hard I've worked to become a doctor I should have a right to try to make my living where ever I chose. I shouldn't have to move my family to a new state just because I want to leave my employer."
Hanna	"I completely support the removal of non compete clauses. In my husband's job, he was required to sign a non compete that would not allow him to work in aerospace engineering for 2 years anywhere in the US and then it specified anywhere in the state of Georgia, in case the whole US got thrown out in court. We needed to move to Atlanta and didn't feel like there were other options, so he signed it. The scope of that

	noncompete is ridiculous and wrong. If a company wants to retain you, they should make it worth your while to stay, not handicap your ability to leave."
Mjnari	"There is no place for non-compete clauses in the vast majority of workplaces. If you are a capitalist then the free market should dictate where workers choose to work. Non-competes cheat this process by forcing people to remain with companies that for some reason are not able to beat their competition in the free marketplace of work. If you're against dogmatic capitalism, then non-competes take away worker choice and encourage companies to overwork and abuse employees because they do not have the option to leave. The only position which a non-compete should even be considered for being acceptable is at the highest level of the workforce where there is a potential risk for legitimate trade secrets to be lost. However, even in this case these secrets should be protected by patents anyway. And one has to admit that blocking the sharing of technologies that aren't protected by patents stifles technological advancement and competition for the sake of one company's profits. In reality non-competes are often used to trick lower and middle class workers into continuing to work in unreasonable conditions which they only tolerate out of fear of breaking this largely unenforceable clause."
Benjamin	"Non-competes are the definition of anti competitive behavior. It's literally in the name. And it's the individual worker who has to pay the price. In some industries, non compete clauses are the standard and this hampers employees from receiving the pay they deserve and can coerce them into staying at a company that isn't offering truly competitive compensation, as they can't field better offers from their competition. A total ban on these clauses is necessary for the correct function of a competitive market."
Ron	"I worked in the radio broadcasting field for nearly 30 years, and can attest to the life-altering damage done by NCC's. Having to relocate - because unemployment doesn't last as long as a NCC - is costly, tatters friendships, stresses families and finances and puts undue hardships on kids having to be "the new kid" at yet another new school. One such employer I once worked with - iHeartMedia - has a NCC that disallows an employee from working for any other entity in ANY market they're also in. I toiled in small/medium markets most of my career and finally had the chance to work in major market - but for a station owned by another company, Audacy. The Herculean efforts it took to have higher-ups sign off on this were unreal, and only because I was owed a substantial bonus that I offered to waive was I even allowed to go. In almost EVERY other case, an employee would have had no such luck. Ponder that ... you work for illeart; your mother or father has fallen ill and you need to move to the other side of the country to be nearer, and the only job you can find is for a station owned by a company other than if:kart - with stations in one hundred sixty (160) markets - and that station's in one of those markets. I'd just relocated to Atlanta in 2018 for that major market job; my then- spouse did about nine months later once we'd sold our home. About three months after that, I was let go and - you guessed it - had a NCC of six months I'd have to sit out. Do you know what the Audacy Atlanta market president who fired me said? "You can drive for Uber if you want; we won't contest your unemployment if you want to do that or work for Starbucks or something like that." That's the reality of the NCC environment. I wasn't CHOOSING to seek another job, and yet - through no fault of my own - I needed one. but found myself

	constrained to something OTHER than what I'd spent nearly three decades doing for income. I was fortunate in that - at the time - I was married and my spouse had taken a job here. I'd also decided to go ahead and get my real estate license as a fall-back, and have opted to stay in that realm ever since, because I HAD to stay in Atlanta, at that point (spouse's job, our families). I won't even go into the psychological strain that situation put me through, compounded by a new career, the pandemic, eventually divorce"
Matthew	"Unless a company is teaching you proprietary information, you should be able to work wherever you would like whenever you would like"
Joe	"Please include physicians in this and don't remove them as the American hospital association wants to do. This means physicians have to move if their hospital does not allow them to take good care of patients and adequately compensate them and allows hospitals to act as dictators over medical care."
William	"As a physician , I would appreciate having the protections against non-compete agreements which are being extended to other workers. I disagree with the American Hospital Association's request to exempt physicians from the rule prohibiting non-compete agreements."
Jennifer	"I support removing non-competes as per this proposed FTC rule for all employees. Non-competes stifle career growth and give the employers too much power over their employees. I'm a physician and often physicians will stop working for the period of the non-compete. With all our access to care challenges and physician shortages, why would we want physicians to stop seeing patients because of a non-compete? Competition is healthy. Employers should not have a monopoly on their workers."
Jonathan	"I fully support the rule to ban Non Compete agreements. I personally was under a non compete in job that I had for over 20 years. My employer fired me and then threatened to sue me if I went to a competitor. My family's well being was put under jeopardy. My new employer didn't want the legal battle if I were to join so I had to make several signed agreements from the old employer. Its an awful practice that gives companies too much power over the personal well being of others to provide for their family."
Louis	"Noncompete clauses only act in the interest of the large corporations that enforce them. They are both harmful to patients and physicians alike. I friendly believe they're removing them from healthcare, will result in lower costs, better outcomes for patients, if your middle men and a significant decrease in physician burnout and attrition. From an economic standpoint, I believe that the primary effect of these noncompete clauses is to depress physician salaries by preventing fair and healthy competition, as well as removing the incentive for fair and equitable treatment, and due process towards physicians. In combination with rising educational costs, and the burden of student loan debt, I believe this further contributes to the dearth/shortage of physicians that we are currently experiencing nationally. Removing the ability of corporations to use these unfair noncompete clauses will be a win-win for all, and I believe will result in better health outcomes, across-the-board, and better economic outcomes."

Chetana	"I support the FTC's proposed ban on non-compete agreements."
Caitlin	"Please end the Non-Compete Clause Rule. This causes hard working people to be denied a way of making a livelihood in places they are already familiar with. It should not be allowed for employees that have been terminated from a place of work, with no warning, and then they are expected to find work outside of the restricted areas. Please do away with this, and help hardworking people."
Nathaniel	"The ability for an employer to bind an employee to them via a non-compete is un American and anti capitalist. The stifling of competition in a field or region due to these restrictive practices hurt not only the employees of companies that engage in them but their customers as well. I understand an employer wanting to protect their intellectual property but the majority of non-compete agreements go too far in restricting the opportunities of their employees thus causing undue harm and hardship. Please make this practice illegal to better protect employees and workers rights."
Glo	"Please please please please make this happen!! I am trapped in a non compete I signed in 2010 which prohibits me from working for anyone else in my industry for a period of 2 years after separation with my company. I signed this 13 years ago because I was told "sign this or you can't keep your job". At the time they were the only game in town. Now there are 10 other companies that I COULD be working for but can't. Please stop this practice!!!!!"
Steve	"Non-competes are predatory and destroy competition. I'm a low level employee and my company enforces a non-compete that would restrict the work I could do even in the event of a lay off."
Jay	"I'm an employed physician in private practice and recently the older partners have sold our group to a hospital. They are forcing us to sign with the new entity or our non compete of 30 miles would apply which means many of us are considering leaving the community without adequate medical services. I can't work even one or two counties away because of this. All non competes are is a way for employers to enslave their workers by making it impossible to exit without suffering greatly the loss of not just your job but more importantly your friends, family, investment. This is just wrong. Please make sure to pass this rule for all of us. And for anyone who thinks we can't change the way business has worked for years I would tell you read a history book, workers rights, OSHA requirements, ADA all prove we can and must make the work place better. It's time to end the slavery of non competes."
Jennifer	"Please get rid of this for CPA's!! My accountant left a firm and I'm not able to follow her even though she's been doing my taxes for 5 years and I've never even received an email or any communication from her former partner. I don't know him and I definitely do NOT trust him!!"
Mark	"I strongly support the abolishment of non-compete clauses as they hurt worker's rights."
Kellie	"I believe non-competes unfairly restrict a persons right to be gainfully employed in many professions. They're made to keep people who aren't happy from finding other employment in the same field. It allows the employees to treat employees unfairly

	and poorly because they know the employee can't leave due to the non-compete. I am very much in favor of doing away with non-competes. I am VP of Sales for my company. I want my employees to enjoy working for me, feel valued and stay because of those reasons, not because a contract. I've recently been asked to sign a new non-compete which would not allow me to work in my field of expertise which is Respiratory Therapy / sales in the entire state of Georgia. I have declined to sign the non-compete and hope this new proposed law banning them will go into effect soon."
Jodine	"Non-compete clauses are bad for physicians, patients, and new employers. We should be free to switch jobs and patients should be free to follow their doctor."
Shenara	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Shrenik	"Members of political parties across the spectrum should support this. From a liberal standpoint eliminating non-compete clauses protects workers and encourages employers to create friendly work environments. Conservatives will appreciate promotion of free-market enterprise, growth, and innovation."
Elle	"1. Noncompetes exacerbate physician shortages and thus access to care. Many physicians I know leave the workforce, move out of town or burnout at their current job because there's not a way to leave their current employer and stay in the same general area. This is especially true for rural towns. A colleague of mine left her 2500 patient panel within 3 months of announcing her departure due to an administrative disagreement. We already do not have enough PCPs in our small town. Her patients were left without medicine, follow up on abnormal labs or imaging. And then added burden was placed on the other PCPs trying to cover our large patient panels and hers. It was untenable. Almost a year after she's left I am finding abnormal labs or imaging that went undetected / not followed up on. She wanted to stay in the community but work for a different hospital system - but couldn't due to the noncompete. The vast majority of people who make up our patient panels are people of color and food insecure. 2. NONCOMPETES help employers evade market forces that would necessitate change by taking away leverage from physicians. I have been working tirelessly to address the social determinants of health in my small community - culinary gardens, culinary medicine workshops, medical student education, veggie RX programs etc. I have met resistance from the hospital. I would happily work for the newer hospital systems trying to make inroads into our small town - except I can't switch jobs. My voice is ineffective because they know I have no recourse. They won't address preventative medicine (the topic of the recent health summit) because... there's no poor outcome for them. There it in our small town. This unfortunately leads to disparate health outcomes for the most vulnerable populations. 3. A single physician leaving a hospital system elsewhere in the same community cannot possibly significantly hurt a hospital system. If multiple physicians leave a hospital system then there are likely systemic issues at play that need to be addressed. 4. The current FTC wording doesn't apply to nonprofit hospitals and needs to be modified to include all hospital systems. As most hospital systems in the

	US are nonprofit it will fail to eliminate NONCOMPETES for most physicians. Thereby making it an ineffective solution."
Natalie	"I have had to sign a noncompete on several occasions throughout my nursing administrative hospice career . Noncompetes are very unfair to employees and greatly limits employment opportunities. My most recent noncompete prevented me from continuing in hospice administration after 7 years due to my employer preventing me from joining another hospice company within 100 miles. This was after the CEO unfairly terminated me for no reason. This forced me to accept a nursing position in a completely new specialty and placed a tremendous financial burden on my family. My experience is a perfect example of why noncompetes are so unfair!"
Brittanie	"Non-competes force people to stay in roles that are not a good fit, or risk being unemployed for an extended period- or have to take a role with significantly less pay outside their primary field / industry. The non-compete I signed uses intentionally vague language and is for a period of six months would be really derail my career"
Alexandra	"Noncompetes only benefit executives and big business. Limiting NTC will help workers, wages, and work conditions. I work in healthcare and the NTCs definitely contribute to healthcare burnout and shortages"
Christopher	"I worked as a veterinarian at a location in the metro Atlanta area for 4 years which started great but became too personally taxing. The non-compete was 2 years and 5 miles. Given my wife and I loved where we lived, I would have needed to drive 30-45 minutes to/from work in order to find another job. Or we would have needed to move. This decision is completely unnecessary and puts undo stress on an already stressed career. Let's outlaw these non-competes so that veterinarians can have more freedom to find places they love without having to disrupt their family!"
John	"I am a general surgeon in northwest Georgia and partner in a multispecialty private practice group of about 130 physicians. I signed a noncompete 5 years ago as required by the practice to not practice within 30 miles of my office. This was done under the understanding that there was a partner track and all the partners are equal and we are reimbursed in collections based manner. Most of the partners are near retirement age. A large multi state hospital corporation recently made an offer to buy the practice. This corporation does not own the hospital in my town where I practice. They own one of the 2 hospitals in a town an hour away. The board of my group designed a deal to use the vast majority of the money offered to pay off the older doctors on a seniority scale which left very little money for the RVU based payment model going forward. The RVU rate offered is less than half of what the hospital in my town is offering. For someone with 20+ years of practice left this is terrible. All of the provisions in the contract I signed with my multi specialty group have apparently been pushed to the side. Compensation model, vacation days, partnership vs employee. EXCEPT the non compete. My board is planning to sue me and my two partners who are the only 3 general surgeons in the area if we do not sign on for the buy out and instead elect to stay in our town and take care of our community. We don't have the billions of dollars the corporation has to fight this and cannot be idle for 6 months or longer as the process goes through the court system with an injunction against us to not practice medicine and take care of our community. Instead, the non compete is forcing us to work for less than half of the market rate for the next 5 years. This is

	exactly the problem banning non compete clauses will solve. I hope banning non compete clauses will allow my family and I to stay in our community and take care of its people."
Andrew	"I am definitely in favor of eliminating non-competes. I am a physician and am employed by a large group, but have been unhappy with my current working environment. However, I have a non-compete and because my employer is such a large group, I am unable to leave without having to move my entire family to another state. My wife also works and loves her job, so essentially I cannot leave my employer without significant impact to our lives and therefore I stay because I have to. My salary is also not as good as several of my colleagues, but I have no power to bargain with my employer about compensation because they know I really can't leave and therefore they have all the power."
Shruti	"Agree with no noncompete."
Rekha	"I support in removing non compete clause in physician contract"
Bridget	"Non compete clauses hurt patients as doctors have to leave their community when they no longer want to work in an employed job. These clauses are bad for patients and physicians. They only benefit employers, not patients."
Brenda	"Failure to ban TRAPs at the same time would render this entire effort moot. Unless your goal is to leave employers all the room they need to exploit workers, more needs to be done."
Catherine	"After reading the documentation, the regulation prohibiting employers from using Non-Compete Clauses with their employees at all levels, including highly skilled and highly paid employees would prohibit current abuses by employers. My husband is a physician and was required to sign a non-compete clause to gain employment at a medical practice. The practice required a change to the Non-Compete Clause that would require the clause to remain in effect even if the company the medical practice was in terminated or was bought by another party. Shortly thereafter, the practice was sold to a private equity group. The physicians were bound to stay with the new private equity group owners or move away from their homes. The Non-Compete Clause restricted the doctors from practicing medicine 10 miles from any location that the practice has an office, even if the individual doctor did not practice in that office. The agreement effectively prohibited a doctor from working in over half the state. This not only hurts the doctor and his or her family, increases costs (as the analysis in the preamble states), but also impacts the doctor's patients. By forcing the doctor to leave the state to continue to practice medicine, the patients lose their continuity of medical care. Those against the new regulation might claim that banning the non-complete clause in employee agreements will negatively impact their willingness to train employees. They may argue that why invest in someone if they can just leave and work for a competitor. However, if all employers are subject to the same non-complete clause rule, perhaps they would pay their employees better and treat them better to encourage them to stay working for the employer. The employer would have an incentive to treat the employees better in the workplace because they knew the employee could look for a job at a competitor."

David	"Encore Global is an event services company that has previously bought up most other event companies and then forced all to sign a robust non-compete which specifically names all the other left event companies. These no competes have restricted these event industry employees from making a living or forcing them to move their selves and families. It has removed their ability to gain a better wage. It is unfair, unethical and simply wrong. They basically said sign or leave scaring these wage earners. I assume they would lose in court, but these employees can't afford to fight Encore Global / Blackstone in court. Please look into non-competes and let's get rid of them to level the playing field."
John	"I am in a favor of ending the non compete clause. I am a veterinary specialists practicing for more than 20 years. I have seen how the veterinary industry has change from a service oriented industry to a monopoly by veterinary corporations that only care about profits. Since they have non compete clauses in their contracts and control the market, veterinarians are force to work for them and when they realize that the working conditions of corporate do not align with their values, etc they can not leave as they have a non compete clause. Is more of a scare tactic, as I don't believe that they will hold in court, most physicians do not have the energy or money to fight big corporations. I believe that a non compete should protect against employees taking secret info from their employers, but as physicians we are taking only our talents. I know of at least 10 physicians which have been out of work for 2 years or working on some less than optimal jobs, driving 90 minutes one way everyday while waiting for their non competes to expire. America was stablished on free enterprise and freedoms and this is contrary to it. It only benefits big corporations, which acquire practices and change the culture, increased prices significantly and leave salaries stagnant while increasing their profit margins. Employees are left with little options due to the non compete clauses. Any how I do not believe that this should be accepted as a practice, providing advantages to the employer and no benefit whatsoever for the employees."
Paula	"The Government should include sub-contractors too! No company should be allowed to hinder any person from working and making a living or improving their lives and income! Government needs to act now and get this into law as soon as possible!"
Quinn	"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help trillions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I personally was bound by a non - compete agreement over fifteen year ago that delayed my career prospects and pulled me out the industry was planning to work in. I am in a different career path due to this. I find these agreements unnecessary and abusive in most instances. They depress wages and are anti - capitalistic."
Wil	"I agree with a plan to no longer allow employers to require employees to sign and honor a non-compete agreement. I believe this change is long overdue. The non-compete rule completely contradicts the values and freedoms that the right-to-work protection affords our American work force. Companies that directly exploit their

	<p>employees' contributions, such as contractors, should especially be restricted from interfering with those employees' self-obtained opportunities. Consumers are responsible for seventy percent of our economy. Shrinking a company's customer base doesn't limit the economy. Owner- operator businesses can deliver a better-quality service to their customers. Workers and owner-operators directly help grow the economy, not single owners retaining large cash for extravagant, privileged ego driven lifestyles. A ban on the non-compete clauses would greatly benefit our workforce and in turn our economy."</p>
Euge	<p>"Hello, I recently graduated with my Master's degree and joined an amazing company. In the midst of my new hire papers, there was a Non-Compete agreement which requires I don't work at another health company fur ONE YEAR after leaving this one. I only know public health-- what else could I do? Despite contacting HR for clarification, I was told that the NCA is required for employment-- end of conversation. I signed because I had no other job prospects and this was exactly the field I wanted. Unfortunately since starting, I have noticed people have been "stuck" in their same position for 10-20 years. They have grown tired of their same position, but the company doesn't have space for promotions. . . only "lateral moves" as they call it. I make a great salary, but only because I'm married with no kids and no mortgage; yet my coworkers with families and homes, who have been there for 10+ years make a comparable pay to mine. They have nowhere else in healthcare where they can go work, and my company knows that. This is one story of many. I have come to be nervous of my next steps because I also don't want to be in this desk fur over 10 years. However, there are similar stories of employees with much less gain than myself: minimum wage employees who have no grounds for negotiation because they are dispensable, beauticians who can't quit because they would have to lose their loyal clients, practiced workers who can't branch out on their own, doctors and vets who are contracted to stay at their office despite the needs for them at other hospitals. Non-Compete Clauses are not harmless. We need our government to side with the free market and the employee over big business. Without NCAs, companies will further invest in and care for their employees because that's what a free market demands. Employee satisfaction will go up, pay will increase, and knowledge and experience will be circulated. Please, follow in the footsteps of the early courts of Europe and vote to remove and annul NCAs. They don't accomplish anything that NDAs can't protect except harm to the employee and consumer."</p>
Marina	<p>"Highly in favor of this proposed rule. As a salesperson who was pressured into signing one very early in my career, just as I was starting to achieve success within the company, I feel trapped. It was imposed on me after a 4 years of employment and became a condition of my continued employment and earned commissions. As my agreement stands (and is enforceable in Georgia), in order to earn a more competitive living in this industry, I would have to take 2 years off my profession to "lawfully" improve my career. I am in my prime canting years and the business that I'm in is ALL I know how to do, having been with the company for 18 years. In my opinion, non-solicits of clients is a fair middle round to protect employers without holding employees handcuffed and limiting them from working in the industries and doing the jobs they know. In my agreement the non-compete is still valid even if I am terminated, which should be illegal. Furthermore, I reside in a state where I can be terminated for no cause. This feels incredibly one-sided to the employer- the</p>

	company can fire me for no reason and hold me to a 2 year non-compete in the only industry I know? Please pass this ban across the US so that everyday people like me-- without access to "trade secrets" -- can prosper in America."
David	"I think this would be a step forward in not only improving worker's ability to improve his/her profession but also eliminate the stress that the non-compete enforces when stuck in a toxic work place."
Melissa	"Noncompete clauses are onerous and seem to have no place in a free market."
Kenneth	"I am a Home Instead Franchise owning 3 franchises and employing over 280 individuals in the community. I am writing you to discuss how the noncompete agreement that I was required to sign in connection with my franchise agreement negatively affects my business. In August 2021 Home Instead, Inc was purchased by Honor Technology, Inc-a private equity/venture capital backed entity. I had no say in that purchase and was not informed of it until after it happened. Honor is attempting to fundamentally change our franchise-franchisor relationship and business mode in way that I can't support. I am now in a involuntary contractual relationship with an entity that I do not choose and would prefer not to be . But because of the NONCOMPETE agreement , I effectively am unable to leave the relationship, even when the term of my existing franchise agreement ends. Since last I signed what was already and oppressive one-sided, franchise agreement, the franchisor has removed its obligation to provide franchises with any support. Additionally, the new franchisor has announced that it intends to change our royalty from 5% to a 4 % to 7 % range, shorten the term of the franchise agreement from 10 to 5 years, raised performance standards, require us to provide monthly financial statements and charge us a \$500 technology fee, even though it has not provided us with any new technology. I do not support these changes. I have two choices when my franchise agreement ends. I must renew my contract on completely new, non-negotiable terms or, because of the non- compete agreement, I must completely ,eave a business that I have spend 26 years building. If I choose the latter, the noncompete clause in my franchise agreement requires me to walk away from my existing business, and severely limits my ability to create or own another similar business. The economic penalty of not renewing is just overwhelming, thereby forcing me to renew with an entity and agree to terms that I would not otherwise do. I ask that you consider banning the post-contract non-compete clauses in franchise agreements."
Jane	"As a physician , I was unable to hire another physician because she worked 9 miles away from my clinic. When my lawyer told me he had changed practices and I could still use his services, Ile had relocated to a practice in the same neighborhood. The rules should be the same for everybody, However, some physicians are so threatened by an employee that leaves, they will not sign a contract without a non-compete clause. I VOTE for NO non-compete clauses allowed--to even the playing field."
Austin	"It is vital to ban Non-Complete Clauses as it limits American's from growing in a career where they may now have current opportunities in their current situation. In opposition, a company should write up a Non-Disclosure if information they feel is a

	competitive advantage is vital to their success, but do not limit people from taking a better opportunity for their on personal and career growth for American's futures."
kathryn	"I support the non-compete rule. I was forced to sign a non-compete contract 20 years ago. I deeply resented it. I believe it's un-American to allow powerful companies to limit the common person's freedom."
Sean	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I've worked in IT for most of my adult life. I can't recall the last job that I retained that upon being hired and filling in all my new hire paperwork that didn't include a noncompete. I've been lucky enough that I've been able to move within about three different verticals so never had to test a noncompete, but as I get more specialized and the market insists on certain specializations instead of generalists it's only a matter of time before I might have to run afoul of a noncompete to put food on the table for my family. At least the level of career I'm at it CAN make sense to have a noncompete (though a NDA would probably be a better fit) I can see no reason why a fast food worker, sales clerk at a retail outlet, or similar level of staff should be saddled with a noncompete. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements or at the very least restricts them to a very narrowly defined range of uses."
Joshua	"Non-compete clauses only serve the businesses, and importantly hospitals/health systems that require them at the detriment of hard working workers, communities, patients and consumers. This practice is anti-free market, and anticompetitive. Non-compete clauses should be ended immediately accross all sectors."
Earl	"As a physician , I am for this new proposed ban. The need to release physicians who have life changes, that are sometimes not necessarily due to the physician changing positions or jobs but a spouse or family member, crucial. Larger health systems for years have made it difficult for physicians to ascertain work, and the process by which to release physicians from non-compete clauses has been non-existent and rather difficult Large health systems also have more resources and more physicians that their patients can see if one physician leaves. Easing up these restrictions would help physicians be able to more easily ascertain positions when life changes happen. This has been evident during the COVID-19 pandemic when physicians were needed to help staff other hospitals and practices to facilitate with the response to COVID-19. I'm happy to be called to discuss this because it is necessary and limits physicians who are sometimes trying to move on and not take resources or patients from a current practice, hospital, or health system."
Ram	"Please make this happen. I am a republican and conservative and non competes are the worst fun of contracts specifically designed to lower workers rights and limit the free market that drives the economy. Any true republican would see limiting a persons freedom to get a new job so the existing employer can limit their choices and enslave them to keep working a job they don't want is wrong. If they want that

	<p>persons talent pay them more and make them choose to stay. Can you imagine breaking up with your significant other and then being told you can't date anyone else for 1-2 years because you can't take your love somewhere else? Or how about a senator who can't run for another government office because of a non compete? Corporate overreach is not tolerated by people who believe in a free market and fair market. There is absolutely no argument for allowing non competes. For a change republicans and democrats can actually agree on something. Especially when they occur in the healthcare field these don't serve AT ALL to prevent 'theft of ideas" as healthcare is standardized across the country. This only limits a nurse or a doctors ability to get a better job because their current hospital is screwing them over and the employee does not want to have to move their family just to have a better job. Why make us choose between family and a better job. FREE the market!!! Let's start more businesses ! Let's dominate the world with ideas! Let's show the world why this is the land of the free and the home of the brave!!"</p>
Quratulain	<p>"I am a primary care physician and geriatrician who has been negatively impacted by non-compete clauses numerous times while working for various healthcare systems in the past 15 years that I have been practicing medicine. I have worked at healthcare systems where non-compete distances range from 15 to 30 miles. It is also note worthy that as many healthcare systems in USA own and operate numerous healthcare centers in numerous parts of the town, the mileage requirements apply to any healthcare center of XYZ Healthcare System, which often forces a clinician to either take a new job some 60- 80 miles away from their residence or take a job at the government healthcare system. Numerous healthcare systems also have complicated clauses that prevent physicians from working for healthcare systems that operate under certain value-based payment models. In times of shortage of primary care and geriatric medicine specialists, excessive burnout of clinicians, and their mass exodus from clinical medicine, this clause surely adds excessive burden on a burnt-out clinician who might be exploring alternative job options. Physicians' employment contracts generally specify that physicians are barred from inviting their patients to join them at the new practice/employer site. Therefore, non-compete does not add extra layer of protection for healthcare systems trying to prevent physicians from taking their patients with them when leaving a job."</p>
Diane	<p>"I was downsized from a medical device company in 2013. I was a Sales Representative and was not able to apply to any competitors such as Bayer and J and J because of a non compete. I had spent 13 years working for a Diabetes Product company, but was not able to use that experience to get a job with a company that also made diabetic medical products. I got a job with a pharmaceutical company, with less vacation and much less compensation. I ended up retiring earlier than I planned."</p>
Flaviu	<p>"Noncompetes without a fully-paid garden leave provision are unfair to workers and a product of uneven bargaining power. I'm in favor of this rule."</p>
Harsha	<p>"As a physician, non-compete clauses are overly draconian and unnecessary. There are no trade-secrets at risk and serves no purpose other than to give employers undue power over their employees"</p>

Uday	"I want to express my support for removing the non compete. Any objections to this are driven by corporate greed. Please do the right thing."
Lisha	"I support banning non-compete clauses. Those clauses keep workers (including physicians) trapped in unfulfilling jobs making lower wages than they should while many hospital CEOs reap massive profits. Please ban non-competes and help to level the playing field for all workers."
Timothy	"Non-complete clauses are terrible for American workers and professionals alike. They keep wages low and professionals in undesirable positions because they can't move. I've seen this recently by my employer who threatened workers with wage cuts and reminded them that they can work any other hospital within a reduces distance and even in unrelated sub specialties sighting competition. This is outrageous and I fully support the abolishment of non complete clauses! Thank you FYC"
S Michael	"I am an 'At Will' Employee at a multi-national tech. corporation, and a 'Non-Complete Agreement' is part of our Employee Handbook as a standard feature. New employee's somehow already have enough critical business knowledge of our corporation that them moving to a competitor would impact our business. Obviously, the only consideration for signing this non-compete is the previously mentioned At-Will employment, and the non-compete we were directed to sign included text instructing that failure to sign was a the same as quitting. Clearly the purpose of this non-compete is not to protect the corporations business or clients, but levied as a way to control and discourage employee mobility, as a ready threat and means control on employee actions, and never offered with good faith compensation for the risk the employee is taking on. Since these agreements are presumed to be legal in all states, all burden would be on the employee to prove the non-complete invalid, and existing case law in my state tells us that an hourly, at will employee with no distinctive skills can certainly be held to such a non-compete despite the non-complete having no compensation and inconsistent enforcement under the umbrella of an employee with vital skills (like say a plumber at a plumbing company, American Plumbing Professionals, Inc. v. ServeStar, LLC)."
Courtney	"I am fully in support of eliminating am employers ability to require a non-compete as a condition of employment. These agreements limit the ability of individuals to grow in their chosen field by trapping them in positions where they have no opportunities to advance. Additionally, they hinder the ability of organizations to recruit and hire seasoned professionals."
Michael	"I support the elimination of non compete agreements for employees as they eliminate the ability of a person to earn a living in the field the individual is an expert at. There are many employers that are eager to destroy a person financially through the court system if they leave employment for a better opportunity or even self employment. I was one of those people and through the court system I was subject to a more than 6 figure judgement and an even longer non compete period because I started a "competing" company in my field of expertise. I'm essentially stuck in a job that is financially inadequate for an extended period by a judgment from a court in the state the company is incorporated in, it's not even the state I live in. The courts overwhelmingly rule in favor of employers because those employers can afford expensive lawyers where the former employee most often cannot. I am in favor of

	<p>former employees being barred from utilizing trade secrets but do not support non competition agreements for former employees. Competition in business is great for the economy because it keeps companies from over priced services by allowing the consumer different options of whom to do business with. Former employees bound by these non competes often face financial ruin by the employer and courts because of the employees inability to earn a living in their field. This in turn could also result in personal bankruptcy, dependence on government handouts due to the financial injury inflicted by a non compete agreement etc. I urge the FTC to do the right thing for employees in the country so they can get back to work in the fields they're successful in. Corporate executives however should have a period where they are prohibited from competing should they leave a company or be removed from a company. Just because an individual leaves a company shouldn't exclude them from working in their field for 6, 12, 18 months or more. I personally being affected by a non compete agreement and being sued over the non compete agreement has essentially wiped out the money I had saved for retirement, I will now be forced to work probably until I the due to the court case and amount I've had to pay with the judgement. My field of expertise is as a residential and commercial paint salesman, yes a painter! People in the construction industry most often don't have the financial resources to have an attorney look over a non compete agreement, after all they're looking for a job and have been offered a job "it" they sign one of these agreements. They don't realize the implications of these agreements if they leave that employer because they simply cannot afford to have these non compete agreements reviewed. Once they're sued by violating the agreement its financial ruin almost 100 percent of the time because they don't have the deep pockets the company has."</p>
P	<p>"I took a job at an academic center in Atlanta because of family obligations. My non-compete is so broad that all of Atlanta is essentially out of the question for me to switch jobs. I have not been happy at my job but there are no options for me to switch besides leaving the city. Because we don't have a choice, our employer pays less compared to market value, provides very little support and essentially keeps us trapped because there is no alternative for most people working at this hospital. As a physician, we have no flexibility whatsoever to choose our own path, our first non-compete basically determines the rest of our life. This is a terrible rule and absolutely anti- competitive and absolutely leads to taking advantage of physicians by trapping them. It is incredible how little competition there is in the medical field. It is essential for the medical field to become a competitive, market-based field that focuses on best care for the patients that the non-compete is eliminated."</p>
David	<p>"Inclusion of physicians and healthcare organizations in the ruling on restricting non-compete clauses is critical. Physicians increasingly have less bargaining power in contract negotiation, and patients are suffering as a result. Healthcare has transmitted from the days when physicians were largely self-employed. According to a 2022 study by the Physician Advocacy Institute, 74% of physicians are employed by a healthcare or corporate entity. Enforcement of noncompete clauses in physician employment contracts (Alen forces the physician and their family to move out of the community they have been serving, and patients in that community also lose their access to that physician. These large healthcare organizations wield noncompete clauses to restrict economic mobility of physicians and artificially suppress the competitive labor market. As healthcare organizations continue to consolidate into</p>

	<p>corporatized conglomerations, the skew of power between employer and employee becomes even more unbalanced. Few people have the ability to front the attorney fees involved in litigation brought forth by a large corporate entity. In addition, physicians owe a duty to their patients, not their employer, and a noncompete clause serves as an unethical deterrent for the physician to advocate for their patients if being a whistleblower means that they will not only lose their job but potentially have to uproot their family, sell their home, and relocate to an entirely new area. Furthermore, an unhappy physician who is resentful of their employer but unable to leave is also clearly not in the interests of patients at large. I urge the FTC to do what's right for both physicians and patients and restrict noncompete clauses for physicians."</p>
Hamer	<p>"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>
Spencer	<p>"Iain strongly in favor of banning non-competes. The companies that require them have neither the fortitude or the common courtesy to care for its employees and ALWAYS revert back to bullying tactics to enforce their rule of law. instead of doing the right thing for the right reason they merely hid behind some facade of law that is both one sided in its application and unfair in its ability to stifle economic progress for the worker."</p>
Melanie	<p>"I think it is unfair for an employee to sign a non-compete clause and prevent themselves from finding work in a similar field from their current or previous job. That feels like it is essentially black balling employees and runs counter to the idea of a free market where a worker can market themselves."</p>
Ashley	<p>"As a physician, I can say the non-compete severely restricts access of physicians to patients and patients to physicians. It was always about money and control. Now, when medicine is crumbling and well-trained, experienced physicians are hard to find, it is more important than ever to have a larger pool of doctors available to patients. Many people move around in their careers without having to uproot their families, buy new homes and leave their communities. Why are physicians penalized for such a thing? Non-competes are just another deterrent to practicing medicine today. Please end non- compete clauses and help patients, doctors and families."</p>
Sharat	<p>"Non- competes are unethical and immoral, especially in healthcare. Communities lose trusted physicians everyday because they have to leave the areas they used to work in and built relationships. Them is no medical or ethical rationale for including them in contracts."</p>
Laura	<p>"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare options. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and</p>

	<p>potentially higher healthcare costs for patients. Additionally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. These inherently unjust policies do not apply to the vast majority of other professionals. Physicians deserve to be able to leave a position without penalty and without having to uproot their families. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations as well as limit physician autonomy and career opportunities."</p>
William	<p>"My name is William. I am a new dentist practicing in Georgia. Ever since graduating non-compete laws have plagued my search for work and prevented me from taking jobs that were more suited to my skill set. In respect to my role as a health care provider, these non-compete clauses are reducing competition in the dental field, leading to less consumer choice in dental providers and reduced access to care. It is my greatest wish that they are found wholly illegal and permanently made illegal. I speak for many new dentists entering the workforce with these same difficulties and challenges created by non-compete clauses."</p>
Stephanie	<p>"Non-compete clauses violate the essence of the free market and limit the options of the consumer to business that can't handle competition. If these businesses offer quality services and goods, a little healthy competition won't impact their bottom line. Please ban non-compete clauses. Thank you."</p>
Richard	<p>"Good afternoon, I am currently an employee affected by a non-compete clause. This prevents me from directly applying to the company that hired my current company. Because of this I am unable to get a position that allows me the opportunity to work from home currently I drive 37 miles one way to work, it also prevents me from a higher pay rate, and other benefits that are provided to direct hires. From a financial standpoint this means I pay \$150+ per week just to get to and from my place of employment. I love the job I do and truly enjoy the people i work for, however, from a purely financial standpoint this limits my earning potential and the ability to offer a better quality of life for my family. As a someone who lives in a rural area I am constantly reminded of my choice to have a lower cost of living by being forced to pay in other ways. I wish I could afford to live in the city and had I have known i could have applied directly and worked from home I would not be where I am at today locked into an archaic agreement that forces me to put a corporations desires above my needs as a productive member of society. Thank you for taking the time to read my comment and I hope the FTC considers both sides and compromise regarding non-competes. As sonic non compete clauses are necessary for the protection of intellectual property and proprietary applications. I would hope that non competes are abolished while simultaneously strengthening a companies rights to what they have created."</p>
Kurt	<p>"This amendment would help protect workers livelihoods and their right to work."</p>

Jessica	"Please eliminate non competes for physicians and other healthcare workers. We should not have to fear losing our place in our community when we stand up against inequities in healthcare."
Carson	"This is wonderful bill for sales people that have a specific skill set. Please pass this bill as large multi- billion corporations are holding workers hostage with non-competes. Thank you!"
Stephanie	"Please pass this bill! Non-Competes hurt the working class person. Large companies can change compensation, policy and procedures, but still enforce non-competes. This hinders workers from moving on and doing what they know best for months and even years. My biggest fear is not being able to provide for my family and non-competes can put a major hardship on earnings. Thank you for allowing comments!"
Talyah	"Please ban non-competes. They are predatory and grossly unfair."
David	"This is awesome news how this non-compete clause has been held over the heads of individuals as if in total submission to the corporations. they hold this noncompete clause in the even you leave, stay outside 25 miles or you will never be paid the value of your agency if they "tl-HNK" you may have violated- sometimes without proof-but they still hold you hostage until one can prove innocence. I support You enacting this to allow persons to further their career without penalty. When captive, they reduce your commissions, change the way you are paid and structure procedures to make it harder to continue. PLEASE_Please set us free, not to hurt anyone but to help ourselves be compensated for our efforts."
Rosemary	"I think these clauses should be banned. I agree that it limits mobility and costs workers earnings"
Olivia	"My name is Olivia and I work in television news . I was forced to leave my hometown of Columbus, Ohio, where I grew up and lived for 24 years when my contract was up at Spectrum News 1 in Columbus due to a non-compete. Even after fulfilling the requirements of my 2 year contract, I had a six- month non compete and could not work at any of the other stations in the area. As a result, in order to stay in my career field, I had to leave my family and take my tax dollars, rent money, and other economy-boosting purchases out of Ohio due to the non compete. These agreements only help major corporations, not the states, and especially not the people they affect. Please consider getting rid of them."
Cherise	"As a veterinarian , we are often subjected to very restrictive non-compete agreements. If a practice changes hands, doesn't do well financially, destroys their reputation, doesn't pay what you agreed or doesn't honor the terms of your employment, then you have no nearby options. One of my colleagues has been forced to endure a job at a practice that is abusive and doesn't appreciate or support her so she won't have to drive 30 miles away each way from her infant and toddler. I had to change states to effectively avoid violation of my non-compete. Also, since many veterinary practices are now becoming corporate-owned, we individual vets don't have the money to fight corporate legal entities over non-compete agreements

	and they use this against us. This is just a barbaric tool used to manipulate professional workers who aren't in unions and control markers and wages."
Janice	"Please get this rule in place. This rule affects my business keeping me tethered to companies who pay me less than market rate and doesn't pay me within the timeframe of my contract. Please get this rule in place so I can manage my business directly with referral sources instead of through another entity. Thank you."
Tonya	" I strongly support the FTC's proposed rule banning non-competes for all workers. As a woman financial advisor in a male dominated field, and also impeded by a non-compete agreement, I would like to see this ban be upheld. In my experience, the firm I was with changed owners. In order to stay where I had been the last 14 years, the new owner required a non-compete. The owner was threatened by the relationships that I built and nurtured over the years. Instead of seeing me as an asset, he tried to break my confidence and push me out the door. I was afraid to leave because I knew that meant completely starting over in an industry that I have been in most of my adult life. I endured a volatile workplace for three years because I knew that the non-compete would keep me from working in my local area within the same industry. The client relationships that I built and nurtured for 17 years were no longer accessible to me. In addition to losing the ability to reach out to previous clients, it was also written that I could not work within 60 miles of the business. My workplace was local to me but not to my employer. Ultimately, he terminated my employment and I am currently in the rebuilding phase after almost two decades. I would like to see the power removed from the (for lack of a better word) bullies of the workplace and returned to the workers. Once again, I support the ban on non-competes in the workforce."
Luke	"My noncompete status as an associate with a former employer is holding me back, for a full year, from providing improved and expanded services to benefit my relationships. The agreement also harms the clients, who face an unnecessary change in their services with a large organization who cares minimally, or the (unrealistic) prospect of waiting a year to be able to engage with me again. The employer continues to gnaw substantially while I'm prevented from getting a start with my own relationships and efforts, held to the mercy of lawyers. Please help the little guy!"
Glenda	"As a physician I am delighted to see this proposed rule. Do not cave to the AHA lobby and exclude physicians from this rule. Patients have a right to have access to the best doctors, not lose that access because a hospital is afraid of competition."
Evelyn	"Non Compete Clauses are detrimental to those in a skilled trade and should be prohibited for the wellbeing of all citizens."
Cody	"I believe a non-compete clause was created to hurt the employee but retained no real power in controlling the working class but was used as a scare tactic to cause people to conform to the company and benefit it in all regards. The problem is it doesn't benefit a capitalistic environment that supports a working class that has the ability to fight for its rights in working in its field of study or experience."

Mike	"I am in full support of the proposed new rule. I personally think my situation would be a "case study" for why these agreements should not exist. I am a seasoned veteran of 46 years in my industry. I work for a 5th generation family owned company (-- \$50MM annual sales) that unfortunately each generation has grown less able to run the business. This has forced them to recruit management outside the family. The decisions the new management has made has resulted in continued loss of business (>\$2MM so far) with many unhappy customers. I have actually had conversations with a few of my 20+ year customers about how the company is "ruining my reputation". These customers are willing to sign documents supporting our situations. I have competitors that would love to hire me and I also have the resources to start my own company. However the non-compete I have with this company keeps me from seeking employment in the only industry I know or what I prefer, starting my own company. I certainly hope this happens."
Jeffery	"I wholeheartedly support the FTC's Non-Compete Clause Rule (NPRM) proposal! On January 1, 2023, I am finely freed from a two-years noncompete that severely limited me from a 30+ years career as an Executive in a specialized field. To cut costs, I was let go without cause during COVID. My severance of six-months, plus, a small year-end bonus, did not cover the losses of not being able to work for two-years, so my family and I lived off my Social Security, and our savings. Whenever a potential new employment opportunity arose, it quickly faded when they discovered my noncompete. My noncompete was market, customer, and product specific. It is only fair that if an employer demands a noncompete, that they should have to pay their ex-employee fair compensation during the time that they are prohibited in working in their field/fields of expertise. Lastly, if anyone at the FTC would like to discuss this further, please contact me. While I can retire, I continue to enjoy contributing to society and our economy by working I can't imagine not working. I love my job and need the interaction. Thank you for providing me with this opportunity to express my thoughts."
Steve	"I completely support this rule. Non-compete agreements prevent employee mobility, particularly older workers who aren't as able to reinvent themselves in new careers. A 50 year old who has worked in one industry for 25 years is essentially handcuffed to a job if they have a non-compete. In addition, in a strong economy, when salaries are rising, non-competes disincentivizes employers from offering pay increases to employees shackled by a non-compete. The negotiating leverage lies completely with the employer, and hurts the employee in strong job markets. I implore the FTC to ban the practice of non-competes."
Todd	"I believe non competes are used unfairly against employees. Faced with not being able to make a living in their trade due to a non compete, employees are forced to stay with their employer. Costly legal action is threatened by the employer if an employee wants to leave. Non competes should only be used under certain circumstances with short time frames."
Elizabeth	"As a female physician, I work a job that has no trade secrets but I am bound to my current job by a non-compete clause. I also know that female physicians are systematically underpaid compared to their male counterparts. We are less likely to want to uproot our families in search of better paying positions. These factors compound the effect of non-compete clauses on our salaries. They depress our

	wages, reduce our opportunities within our careers and communities, and are anti-competitive. The practice of medicine is a relatively standardized one. I have no trade secrets to share, only my personal talents as a physician and I should be able to seek out career opportunities as I choose. Please eliminate non compete clauses."
John	<p>"It is important that American workers are able to provide for themselves and their families in these times, and that newer competitors are able to apply the right talent and tools in the interest of their own and American commercial success. Non-compete clauses in my personal experience have been applied liberally and as a matter of course, without respect to specifics at the point of hire where the employee usually has little to no negotiating power and where the employee's role may turn out to be very different from what was advertised. I suggest an exercise in specificity with respect to the idea of perfect competition in the labor market.</p> <ol style="list-style-type: none"> 1. Eligibility. <ol style="list-style-type: none"> a. At the beginning of the term of employment, employers must justify unusual measures that will be taken to transfer knowledge, skills, certifications, or relationships to the client. b. At the end of the term of employment, employers must justify and evidence the specific knowledge, skills, certifications or relationships transferred and their material amount as part of the role actually executed and specifically quantify them. c. The employee should have the ability to buy out the non-compete at the cost of the investment, not its future value, per a formula. 2. Solicitation <ol style="list-style-type: none"> a. Employees develop personal relationships with their colleagues and clients, which is a healthy form of doing business that encourages productivity as well as honesty. My suggestion is that specific names and types of work are laid out in non-competes. b. In the circumstance where a company has been unsuccessful and employees are leaving voluntarily, many solicitation agreements are written in such a way that helping to a former colleague find a job, even with a completely different employer, fall within the terms of a non-compete. In circumstances like these, the perceived nature of a non-compete is dangerously close to price fixing or cartel behavior in the labor market. If specific behaviors were identified, rather than the generic legal terms of "direct or indirect" then this clause is likely to have a much narrower meaning, which is in the interest of the employee and the broader labor market. 3. Applicability and Time <ol style="list-style-type: none"> a. The periods of time set out in most non-competes are completely arbitrary and applied without any consideration or justification. These cannot be standard per employee but must be applied via a formula in relation to the eligibility criteria previously laid out, agreed, and negotiated at the end of the term of employment. 4. Enforcement <ol style="list-style-type: none"> a. Perhaps the most important and inequitable part of a non-compete is that the employer is always possessed of more resources and interest to enforce a non-compete legally. Aside from a non-compete laying out the circumstances in which it would be enforced, it should also lay out the means of enforcement. b. There should be a means for independent arbitration. For example, if the potential business at stake is worth \$10,000 of haircuts, it doesn't make sense for both parties to go to court over the matter and pay high legal fees and consume the capacity of the American court system. In many circumstances, it would be better for the employee to be able to agree or disagree, negotiate, adjust their behavior, and buy out any agreed interest over time. c. I would note that it seems better for employers to bear the burden of specificity in defining the scope of a non-compete up front during a period of comity rather than the US court system, lawyers, and employees having to define these during a period of conflicting interest. If an exercise in structured thought and specificity is conducted, then the perceived meaning of non-competes by

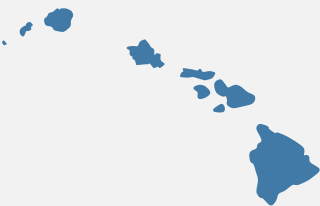
	employees is likely to be clearly aligned against the success of the American economy or else so narrow that they are not worth negotiating and applying."
Jennifer	"While I understand the value of non-compete clauses for highly paid executives or entrepreneurs with specialized trade information, it seems ridiculous for these to be legally applied to most workers, especially if the worker is laid off, fired, or has their hours cut significantly. There should be some sort of guidelines for who is eligible, just like there are guidelines about who can be salaried/exempt and other worker protections."
Carmen	"Noncompete clauses are important, but should not be onerous. For instance, noncompete clauses for many employed physicians prevent those physicians from working in their specialty anywhere reasonably close to where they live if they leave that job. Physicians cannot just switch specialties on a whim, so this type of noncompete clause is unreasonably onerous and should not be allowed. However, a Physician Assistant or Nurse Practitioner might join a specialty practice, learn new and valuable skills, then want to leave that practice to compete in the same specialty and geographic area. Businesses should be protected from that type of act. Physician Assistants and Nurse Practitioners CAN change specialties at any time, so prohibiting them from performing specific duties related to a medical specialty they've learned in that prior job would not be onerous, as they can literally go work in any medical setting, even in a specialty they've never worked in previously. A noncompete to protect the practice that trained them to perform specialty duties encourages such training to continue, encourages physicians to continue to hire PAs and NPs, and does not limit the NP or PA from working as a NP or PA at all. Please consider careful language to protect private practice physicians. Thank you."
Ken	"Companies have ways of protecting their intellectual property without requiring non-compete clauses. With very few exceptions, such as corporate officers, they should be banned. My personal experience: I joined IBM in 1977. I signed an agreement requiring that I turn over all inventions created during employment to the company. If a patent was issued, it would belong to IBM but my name would be on it as the inventor. Furthermore, I was required to not disclose to anyone outside the company confidential information. IBM was very careful to classify such information. Between these 2 provisions, IBM protected its trade secrets and IP. I was not required to sign a non-complete clause. If I left, I could use my experience and knowledge elsewhere as long as it wasn't based on confidential assets or future product plans. I retired after almost 40 years. I don't know if IBM's current practice is to require non-compete clauses, but it is clear that they are NOT necessary to protect the company's interest. The only purpose of them is to handcuff employees, restricting the free market for their labor. Only the very top leadership in the company might need to sign these agreements due to their having access to a wide array of business plans and intelligence. But the average worker in the professional and non-professional ranks, these agreements are completely unfair and unnecessary."
Lisa	"I've been a sales professional for over 30 years and every company I have worked with required a non-compete. My current non-compete is for two years! This has hindered my career growth. Non-competes rules need revised and made fair for both parties."

Ralph	"Proposed § 910.1(c) would exempt an entity that is not "organized to carry on business for its own profit or that of its members." This exemption should be reconsidered and eliminated, at least as far as large healthcare organizations are concerned. Many employers of physicians and other professionals such as nurses, therapists, and technicians are very large hospital systems which use non-compete clauses to limit the ability of their employees to bargain for improved working conditions, better pay, and higher quality patient care. These hospital systems, while nominally organized as non-profits, often have revenues in the tens or hundreds of millions of dollars, much of which is derived from taxpayers in programs such as Medicare, Medicaid, Tricare, and Federal employee health insurance. Their top executives are compensated lavishly. If non-profits are to enjoy some exemption from the FTC proposed rule, consider setting a threshold of annual revenue, such as \$10 million dollars, above which the employer would have to comply with the ban on employment non-compete clauses. The remainder of the proposed rule barring non-compete clauses is well reasoned, very much needed and strongly supported by me."
Adam	"Thank you for proposing this rule. Americans must not be blocked from using their talents to make a living."
Jasmine	"If you believe in a free market, you must believe in a free market for labor as well. The imposition of non-compete clauses on low level employees is an outrageous violation of the free market in labor, and stifles the ability of ordinary Americans to fairly trade their labor at its market value. Of course large corporations are lobbying to keep their power over employees by locking them into one employer as though they were indentured servants. You must ignore corporate lobbying and restore our right to freely sell our labor on an open free market. Restrict the use of non-compete clauses to high-level executives who are actually responsible for creating and managing sensitive trade secrets."

Constituent Support for the FTC's Noncompete Rule



Hawaii | Statewide Impact

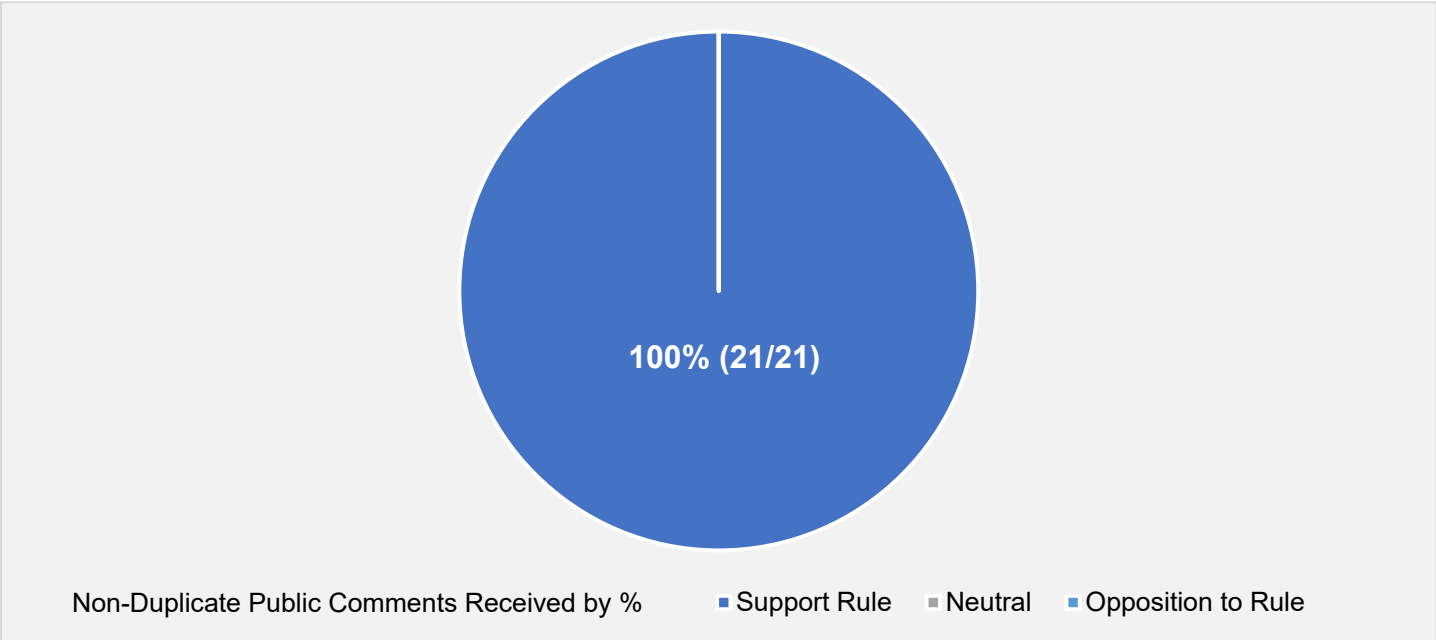


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Hawaii Covered Workers	Increase in Total Annual HI Worker Earnings	Increase in Average Annual HI Worker Earnings
495,988	\$270.1 million	\$545




[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 21 of 21 HI Commenters Support



Support Across Sectors of Hawaii's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Television uses "non-competes" in there contracts with employee ALL THE TIME! Once employed, certain positions have no choice but to sign a non compete as terms of employment and because the entire industry does it! New and old time employees are forced to stay until their contract is expired, then offered only a measly increase. They are not permitted to look for other related work until the contract is over. Then its too late because they're unemployed. The worst part is that you cannot get another job in the same industry for up to six month to a year or whatever your non compete says. Nexstar Television hires young people out of college and says they train them in exchange for low wages. The problem is, they stay at the low wages (often about \$20 an hour) and they remain at that pay for years with less than a 3% annual raise. You may be stuck with a low paying job for decades because you are not permitted to look for another job!"</p> <p>— Terry S</p>
	<p>"Non competes are unfair and unfairly limit competition by limiting where good workers can work. They should be illegal on all levels from hourly workers to salaried professionals. I am a veterinarian and have had to limit where and how I work due to unfair non-competes in contracts."</p> <p>— Bonnie N</p>
	<p>"I am a pediatrician in a small rural town. With the current non-compete clause, if I have an issue with my employer, my options are to either concede to their demands or bend in the community that I'm trying to serve. It makes it hard to buy a home and serve a rural community what's the retaining autonomy and choice. If they're not compete was eliminated, it would be greatly beneficial to me and the rural community said I'm trying to serve."</p> <p>— Azriel</p>
	<p>"I am a massage therapist. After a year of working at my current job my employer required us all to sign a non-compete agreement. They never directly said "sign this or lose your job" but it felt implied. I would not have taken the job if the agreement had been presented when hiring, but now I rely on the work and have built a client base there. The agreement states that I cannot do massage outside of the spa, at all, ever. Now or in future. I signed out of fear for my work and with the hope that the wording was so broad that it would not hold up in court. But I now fear the agreement will come back to haunt me, and I don't see in the first place how it's fair or even legal for an employer to in effect claim ownership of my career, in a profession where it is rare for a massage therapist to work only in one location, as every therapist I know pursues as many private clients as they can acquire. I hope non- competes are banned, thus freeing me from die fear of lawsuits that will hang over me for the rest of my career if they aren't."</p> <p>— Nile C.</p>

Additional Support from Hawaii

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Dylan	“Non-competes go against the grain of the industrious opportunities that inspired the development of this nation. I work in an industry stifled by non-compete agreements which SIGNIFICANTLY hinder the US DOD flexibility through large contractors (which are the backbone of research, development, manufacturing, operations and maintenance services) make it very very challenging for knowledgeable people like myself to pursue opportunities that would provide small business profits to communities (instead of corporations), taxes (which large corporations are geared to avoid more easily), and put more \$\$\$ spent on contract in getting procurements streamlined and actual work out the door (anyone who's worked at a small business knows how easy it is to get work done, anyone who's worked at a larger corporation knows how much process and waste exists). non compete agreements hurt our country and have personally made my life challenging.”
Shannon	“I support a ban on non-compete clauses. Thank you!”
Esther	“Non-compete clauses restrict die practice of medicine . Now is the time to allow providers to find the work that suits them best -because many are leaving healthcare behind altogether.”
Bonnie	“Dear FTC, I am a young Family Med Physician, recently graduated from residency. I am against noncompetes because they force physicians to stay at bad jobs, or force them to uproot their families for better opportunities. This is the antithesis of the American Dream. Because I'm a millennial, I'll let this 90 second YouTube video further explain my position on NDAs.”
Janay	“When "non-compete" clauses were first implemented, their purpose was clear: to protect proprietary information that gave an employer an advantage in the marketplace. Such clauses (of 6-to- 12- months duration) prevented other entities from stealing away high-level skill sets and product knowledge. As the Federal Trade Commission is aware, such clauses are now routinely inserted into all kinds of employer-employee contracts--I know people who flip burgers, sweep floors, and serve cocktails who have felt forced to sign such contracts, which would limit their ability to work in an industry for any other employer for a year to two years if they leave their current employer. It is obvious that, in most cases, the non-compete clause is no longer being used for what seemed to be a legitimate purpose and is now being used to trap low-paid, limited-skill workers, especially young workers with few options, in a job by denying them a realistic way out. I have no quarrel with die original purpose of such agreements, but it is clear that their misuse and abuse need to be stopped.”

Anna	"I am a psychotherapist . I support this rule. I have witnessed non-compete clauses to be negatively impactful to the community as it limits mental health care when there is already a crisis shortage of providers. I have also seen non-completes abused by employers as it creates a monopoly over service areas. I believe non-competes go against the basic American ideals of economic freedom."
Vernon	"I don't support the Non-Compete Clause because every service or company should be competitive this what america is about to be compete."
Patrick	"I am in support of the Non-Compete Clause Rule (NPRM) proposed by the Federal Trade Commission. I am a physician working in Hawaii and local hospitals, medical groups, and private practices apply broad non compete clauses to the contracts to accept employment in the state of Hawaii. Choosing to leave a given employer often requires the physician to seek employment on another island or leave the state entirely. Knowing this, employers are less inclined to provide market appropriate raises in pay, high value employee benefits, enhanced time off, or re-negotiate fair contracts. Many legislature's in our state are aware of the shortage of medical professionals. The high cost of living and remoteness of this location are factors leading many physicians to return to the Mainland US in search of other opportunities. Further, the AMA Code of Ethics does discourage non-compete clauses, commenting, "Covenants-not-to-compete . . . disrupt continuity of care, and potentially deprive the public of medical services. . . . Restrictive covenants are unethical if they are excessive in geographic scope or duration in the circumstances presented, or if they fail to make reasonable accommodation of patients' choice of physician." Each of these factors highlighted by the AMA are relevant to physicians practicing in I Hawaii."
Chihui	"I am in full support of banning non compete. I work as a physician and having a non compete ban would allow me to taker care of patients in my community better."
Brian	"A rule invalidating non compete agreements would be exactly the kind of thing we need to spur innovation and drive up the conditions of the workforce, and to have a more open marketplace for knowledge work. Non competes take up way too much time in the court system as they are essentially unentirceable on unconstitutional grounds. If they were ever really challenged they wouldn't stand up to actual scrutiny."
Shane	"Non-compete clauses are unfair bus's practices that limit economic growth and personal choice. I feel that non-compete clauses should be legally prohibited."
Kristen	"Non-compete clauses should be removed. They give unfair advantages to large hospital corporations compared to individual physician practitioners."
Gail	"I am a registered nurse . I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and hann working people. This policy will make it easier for workers to earn what they're worth!

	Everyone needs a fair opportunity to challenge positions with lower than standard pay, benefits & working conditions!”
Reed	“I am strongly in support of the banning of non compete clauses throughout the country. Non compete clauses heavily restrict my options to change jobs in my region as a healthcare professional and as such cause high quality providers to either completely leave my region to find better work or stay employed but underpaid or poorly treated. This absolutely compromises the quality of healthcare. Banning non compete agreements is a positive move for workers but also healthcare as a whole.”
Robert	“Non-compete clauses are absolutely ridiculous and need to be outlawed. It is absolutely absurd that it's basically impossible to take advantage of your own knowledge and skills that you've learned from working in an industry at one company and take it to a different company if you've signed one of these. The time limits are arbitrary and unnecessary and the idea of needing these to protect trade secrets is absurd. If someone was intent on spreading trade secrets for a company they used to work for, a noncompete clause isn't going to stop them. There are much easier ways to divulge them than just whispering them to your next employer these days. To make an absurd rule that has actual negative impacts on worker's abilities to utilize their skills in the job market is completely unreasonable. It keeps wages artificially low, stifles innovation, and reduces worker's mobility, especially those in lower skilled jobs. The FTC absolutely needs to ban them as soon as possible and I am firmly in support of such a ban.”
Anonymous	“Non-competes are harmful to access to medical care. Physicians often have these clauses that force them to leave their communities rather than stay to keep caring for patients. They exist even in specialties where there should be no concern about stealing patients away from a practice, like Emergency Medicine. These are the most damaging in smaller communities with fewer physician job options, which are also the ones with the greatest need to draw physicians. Who wants to risk taking a job in a small community when they are forced into a non compete that would lock them out of any other positions if the one job doesn't work out? It's much safer to go to a bigger community with more jobs across a wider distance. Medicine should be about what is best for patients, and these clauses ultimately hurt patients.”
Kelly	“Non-compete agreements are another example of non-abused anticompetitive instruments. Originally designed to protect entrepreneurship, the use of such one-way advantaged 'contracts' have become routine. Employees have no realistic choice in the matter. Thanks for considering a sundown on non-competes. Adam Smith will be smiling upon you.”

Constituent Support for the FTC's Noncompete Rule



Idaho | Statewide Impact

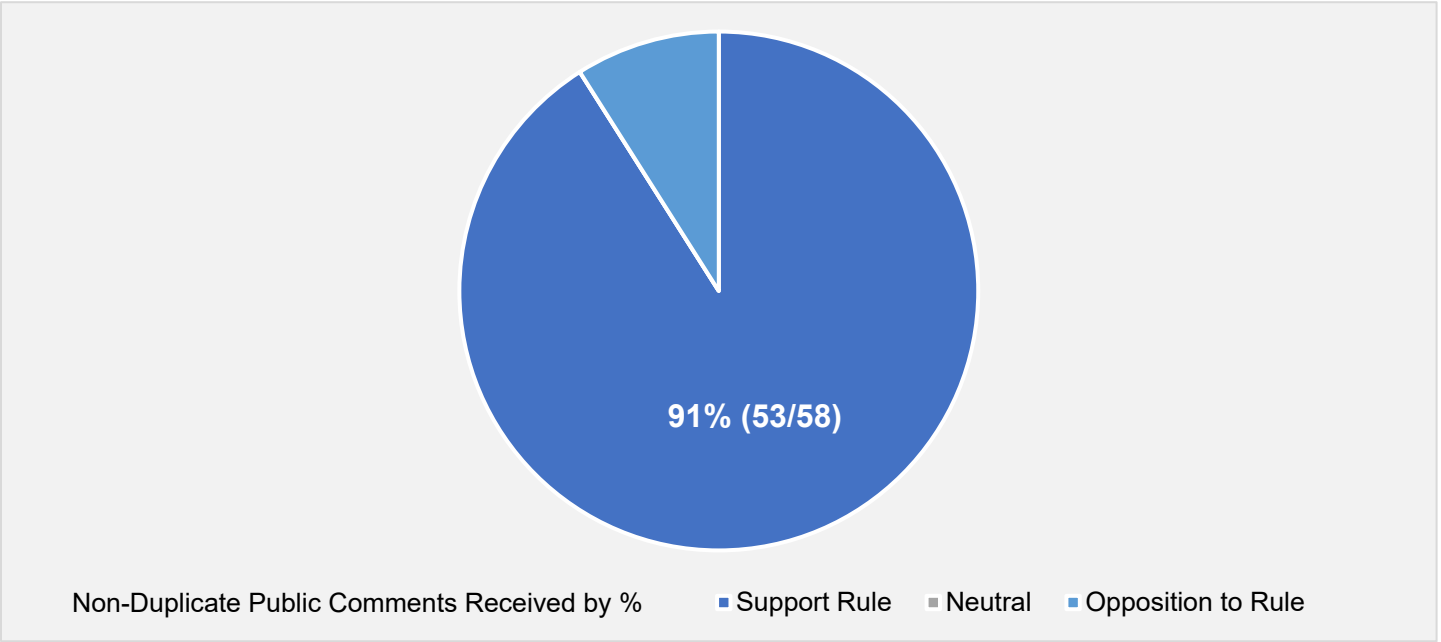


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Idaho Covered Workers	Increase in Total Annual ID Worker Earnings	Increase in Average Annual ID Worker Earnings
656,688	\$315,487,683	\$480

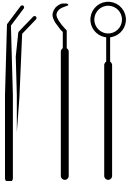



Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))


Notice of Proposed Rulemaking: 53 of 58 ID Commenters Support



Support Across Sectors of the Idaho Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"As an orthodontist practicing over 25 years I would like to share my personal reasons for being in favor of eliminating Non-competes. I sold my business to company 3 years ago. Included in that sale was a 5-year employment agreement with the company along with a 3-year 10-mile non-compete. I agreed to this originally because I expected to be with this company for the rest of my career. Unfortunately the company has become difficult to work with and I find myself wanting to leave. Unfortunately I would have to uproot my family and move to another area altogether in order to continue work in my chosen field. Orthodontics takes 11 years of schooling to receive the degree so obviously working in another field is not what I want to do. I also do not want to move at this stage in my life but that may be the only option due to this non- compete."</p> <p style="text-align: right;">-Greg</p>
	<p>"Because most employers of yoga teachers do not offer full-time positions (I actually don't know of even one that does), yoga teachers would not be able to earn a living teaching yoga if bound by a non- compete clause."</p> <p style="text-align: right;">-Sally.</p>
	<p>"I have been working for the same company for the last 16 years. I see competing companies pay better than my current employer, but have been warned by the Regional Operations Manager that I will be sued if I seek employment with them, yet he refuses to match their offer. They openly brag about suing past managers, and knowing they wouldn't win in court but having the financial backing to run up attorney fees."</p> <p style="text-align: right;">-Daniel</p>
	<p>"I'm a pediatric dentist in Idaho. I joined a corporate dental group. They have 6 offices spread throughout the Treasure Valley. They were terribly disorganized and providing me little support. Predictable patient outcomes were suffering from my perspective. There was a 5 mile radius non compete. They are almost everywhere in the area where I would work. Their noncompete is absolutely preventing not only future business ventures and relationships, but also limiting my ability to provide superior patient experiences."</p> <p style="text-align: right;">-Dalton</p>

	<p>"I would love to live in a country where we are not bound by non competes. I was raised and worked the first half of my life in California where people were motivated to work hard and in general were rewarded for their hard work. If their working conditions were unacceptable to them and they could find a different employer who could offer them a better job then the employee would move to a place where they felt appreciated. I found that because of this, most employers worked hard to provide as optimal a working environment as possible in order to retain their valuable employees. Then I moved to a state which honored non competes. As is so often the case, I did not realize what I had until I no longer had it. In my new state I found that employers kept employees not so much by good working conditions as by threat of legal action. This impacted not only my own life and lively hood but those of patients I saw in my own practice...I think it would be a wonderful thing to legislate an environment where people were free to pursue the best place to work and not be slaves to a non compete."</p> <p style="text-align: right;">-Mark</p>
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Additional Support from Idaho

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Hugh	<p>"As a medical student enduring increasing tuition costs, declining reimbursement for physicians, and a lack of recourse for advocating for change (i.e., physicians are legally unable to strike to protest workplace conditions and residents who choose to strike or join unions face the prospect of having 4 years of undergraduate education + 4 years of medical school + often more than 4 years of residency going to waste by being dismissed from training), the proposed change to the non-compete clause offers a light in all of the darkness ahead that may one day help myself and other physicians. The opportunity to yield offers from competing hospitals, groups, and practices would not only benefit me personally -- it would enable me to practice the medicine the way I hope to, putting patients first."</p>
C	<p>"I truly appreciate the FTC's review of the Non-Compete Clauses currently being enforced by many businesses across the U.S. Although I understand that there may be certain circumstances where an employer may want to protect the interest(s) of their business, the enforcement, when taken its totality, is a way of suppressing the "freedom" that individuals should have in how, when, are where they practice what they practice. The truth is this - clients/patients/patrons of ANY business should have the freedom to choose who they conduct business with. Likewise, professional working people should also have the freedom to practice their gifts/talents/trades in a way that best suites their customer base without the limitations of "non-compete clauses." I think this whole non-compete clause idea had originally been practiced with good intentions, but became, unfortunately, abused by business owners over the years. Freedom to create and practice in a</p>

	<p>way that better serves the client/patient/patron is best for society. The non-compete clauses are not healthy for business as a whole."</p>
Brian	<p>"As a financial professional and advisor with 20 years experience I was ecstatic to hear the proposed changes the FTC is considering regarding abolishing the non-compete clause. My compensation has been severely negatively impacted and large financial firms enriched by me not being able to migrate to financial services companies that would treat me better and more fairly and efficiently manage investment for my clients for whom I am a fiduciary. My client's choices have been taken away and they are not served as well as they could be because I am handcuffed by this non-compete clause and another even more restriction. That is a so-called "Do not solicit" rule. One December in 2011 I was finishing the year reviews with customers and after working for my current brokerage firm for 5 years a "Do not solicit" contract appeared in my inbox. To continue working at my first by January 1st I had to sign an agreement to leave my clients at my current firm and not be able to contact them or ask them if they would like to follow me. If I did I would be a party to a lawsuit and owe damages. Longtime clients would have to find me to re-engage and get help with their investing and I wouldn't be able to help them at another firm for 18 months. Why 18 months? Why not 18 years since its arbitrary and removed the rights of me to earn a living and help investors as the fiduciary I am. I will attach the "Do not solicit" contract I was forced to sign and abide by with 1 weeks notice and ask the FTC to include these types of contracts imposed on Americans and American workers in their efforts to rescind Non-compete clauses and Do not Solicit contracts. Thank you, The Trusted Advisor Attachments rel_support010_cnipo_national (2)_Redacted"</p>
Jared	<p>"I'm a nurse anesthesiologist working in the Boise, Idaho area. The large employers and hospitals here use non-competes to stifle employment competition. I wholeheartedly support the proposed actions to ban noncompete restrictions for all industries. There should not be special provisions for healthcare or non-profit healthcare. These entities can be some of the most abusive in restricting employee freedom."</p>
Dan	<p>"I agree with the proposed changes put forward by the FTC. I believe Non-Compete Agreements are one sided and often entered into when an employee doesn't have a full understanding of the implications the agreement may have on future work opportunities. They should not be enforceable and do more harm than good to the working class."</p>
Elizabeth	<p>"I have had a very vague non-compete placed on me that is phrased "non-compete. 2 yrs. 5 mile radius." I did not sign any agreement adhering myself to it. The lower court judge interpreted that it prohibited me from earning my highest living in the town that I live in and raise my son in. This completely inhibits me from practicing my doctorate and being compensated in dental surgery/dentistry from the town I live, the town my patients live and surrounding towns. It has devastated my livelihood."</p>

Ashwin	" Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."
Dr Mike	"I am a private practice owner of a veterinary clinic in Boise. Privately owned clinics were predominate in Boise before the pandemic. Now the vast majority are owned by corporations and their non-compete's are driving down the ability to hire associates for my practice. In San Francisco it force many owner/vet's to sell because they could not hire any vet's to work! ! ! Non Compete's can strangle private practice owner's out of business ! ! !"
Erin	"Please end the non-compete Clause rule. as a veterinarian it is an unfair advantage to large practices with deep pockets"
Jason	"I believe that non-competes benefit employers over employees and would strongly recommend removing them as an tool for employers to allow more open market movement and employee incentive driven behaviors over employee restriction behaviors. Strongly supportive of them being prevented."
Barb	"I strongly oppose this non-compete action. It's anti-worker result, if approved, is unconscionable."
Austin	"As a resident in training I fully support this rule. As I am looking for jobs the fact that if my 1st real time employer isn't the right fit for me I therefore have to move to a completely different city is not a fair standard I would have to upend I and my family's life while the employers have no similar consequences. Additionally if they decide they no longer want to work with me for whatever means then suddenly I am not even allowed to work for another employer in the same town only promotes further physician shortages and hurts rural communities."
Courtney	"I love this idea. Non-compete clauses have been abused for far too long and that abuse is only growing. I support this proposed rule and look forward to ending the stifling of labor competition between employers."

Ron	"I am physician in rural Idaho and would be very grateful to not have to deal with non compete clauses. I hope the FTC bans these onerous clauses"
Parker	"Both my community and I have been personally affected by non compete clauses. I work as a trauma, emergency, and critical care surgeon in Boise Idaho . As an employee of one of the two major hospital systems I am prohibited from working at any other hospital or surgery center within 90 miles of my hospital. This non compete harms me as it artificially depresses wages and forces me to move my family if I desire to change jobs. The community is harmed because the other hospitals do not have sufficient specialty surgeons to staff trauma programs and therefore patients are subjected to multiple hospital transfers to obtain proper care. This drives up healthcare costs and in some cases results in worse outcomes for patients as it delays care. If I did not have a non compete clause I could provide trauma and emergency surgery services to multiple hospitals in the community and thereby increase access to health care. I have tried unsuccessfully to negotiate a removal of the clause from my contract including obtaining legal counsel. The attorney felt that there was legal precedence in the state of Idaho that would prevent me from obtaining employment in violation of the non compete clause or the mere threat of litigation could dissuade another hospital from hiring me. Currently I am forced to travel to Washington, Colorado, and Arizona in order to practice medicine to the extent I prefer. This practice forces me to pay additional licensing fees on top of the added travel and lodging costs I incur. As a physician I am frustrated by the many factors out of my control such as rising taxes, lower medical reimbursements and unfair business practices such as non compete clauses- all of which will likely combine to drive me leave the field of medicine earlier than I would like at a time where more critical care providers and surgeons are needed to care for an aging population and under served communities not fewer."
Jeremy	"I agree 100% with this new rule change."
Pamela	"I am an HR professional . I completely agree with the proposed ruling. Some companies are now choosing to use "non- solicitation" agreements which can be enforceable to a certain extent. My question is if you work in an "At Will" state and the offer letter states "this is not a contract and you or the employer can terminate your employment at any time without cause," how can the employer require the employee to sign a non- solicit if the employment is non- contractual?"
Karl	"Non-complete clauses are detrimental to the efficiency of labor markets. Non-compete clauses should be illegal."

Elizabeth	"I am a nurse practitioner and would benefit greatly from this new law if it were to go into effect. The practice I work for now has such a large noncompete radius that I would need to move to a new city to find a practice that wasn't included."
Jeffrey	"Surely this is a no-brainer. No company should be able to block you from going to work for any other company. Even if you are someone who developed something that is making the company a ton of money. If the company is afraid that you will tell your new employer what you did and how you did it, they need to patent or copyright the whatever it is. Otherwise, they have no right to claim it's theirs."
Jeffrey	"I strongly support a ban on non-compete agreements. A former employee of a firm cannot legally use the intellectual property that belongs to his former firm without their consent/remuneration. But that is all that the former employer can legally bar the former employee. The former employer cannot bar the former employee from using his knowledge, training, skills etc because they belong to the employee , not the employer."
Jeffrey	"Non-compete agreements are inappropriate in 99 and 44/100ths percent of the time. Non-compete implies that you are doing something creative or producing something unique. If you're just flipping burgers, for example, you're cooking. All burger joints have slightly different ways of cooking their burgers. If they have some proprietary process to cook the burgers, they would be within their rights to sue both you and your new employer should you take and reveal the proprietary process to a new employer. It seems that in today's environment, companies are trying to lay claim to your knowledge, skills, and abilities . They belong to you, not the company."
Michael	"I fully support the proposed rule by the FTC to ban and eliminate non-complete clauses. As a physician assistant , I have been in a non-compete contract for the past 5 years and have no option to leave my employment without relocating to another metropolitan area altogether. I think this would be a great relief to me knowing I can change employers without having to relocate and allow me to have better negotiation ability when discussing compensation."
Sharon	"Non-compete agreements are used as weapons by employers to hold employees hostage. It is unfair and discriminatory. I have seen businesses ruin peoples lives because of these agreements. I support banning them."
Zachariah	"Please ban non-compete clauses, they are onerous and lead to poor patient care and physician under appreciation while the hordes of hospital administrators grows exponentially. The idea of being locked into a job and having to move your family to a different city if you want to change jobs or start your own company is un-American and puts large employers in control while leaving medical workers without any negotiating power or freedom."

Eric	"Totally agree w proposed rule except for one caveat...the development of "intellectual property" (ideas or equipment) while at one's work should be clarified in the Rule that it is NOT transferable to another entity when the worker leaves. As a physician who worked in a one hospital town , the Hospital made everyone sign a non-compete which by State statute was non-enforceable but would cost the employee a bunch of \$\$ to fight (and win). Unfair! Hence, agree in concept with the proposed Rule."
Mary	"This rule is long overdue. No compete clauses result in an imbalance of power and destroy free market rules. Employees should be able to find better matches for them. It's good for individual workers, and for the larger economy."
john	"Non competes have been abused much more often than they have been correctly and effectively used. Restrictions on people working hurts the economy. The benefits of noncompete agreements can be achieved with retention bonuses, vestiture rules, and NDAs, as we se many companies already doing in California. I would support a ban on Non-Computes"
John	"In Idaho, I was required to sign a non-compete agreement as a condition of employment. This 'contract' used my employment "as consideration." 1. This was certainly under duress. 2. In an employment-at-will state, the 'consideration' for this contract lasted for about 30 seconds while I signed the form. Please protect US workers from powerful corporations which threaten our livelihoods by forcing us to choose between unemployment and signing a non- compete, then reminding us they have the liberty to fire us for any reason or no reason - and lock us out of our industry for years."
Dr Prashanth	"I am a practicing physician and I have had to move to different state twice because of non-compete clause. It's unfair for patients who would love to keep seeing their doctors. It's unfair for physician families to go through soul grinding moves. We as physicians in no way are privy to any of the business secrets that hospitals might have!! Non-compete clause for physicians drives competition away, decreasing the quality of care for patients and drives up the health care costs for all. It's also responsible for high rates of physician burnouts. Non-compete clause for physicians must be illegal. There is no reason for its existence. Thanks."
Laurence	"As a worker currently hampered by an existing non-compete through my former employer, ¹ I would welcome this change and feel that it would certainly benefit the employment market overall."
Vicki	"I am in favor of banning all non-compete clauses in all professions. They only hurt the consumer and the small business entrepreneurs in a community."
Serina	"I think non competes impede on a person's right to work! They should be banned!"

Christian	<p>"I am a 45 year old health care provider and father of 5. The last 10 years I worked for a LARGE family practice in the Chiropractic field. I started in this office after completing my doctorate education. The employer required I sign a non-compete that continues indefinitely without a requirement to review the document or make any alteration to it at any time. As a student just fresh out of school. I feel I was not given informed consent on what I was actually signing. The non-compete has a 20 mile radius and a 24 month duration. My employer used and uses the contract to intimidate and a means of controlling his staff, and always has. Every time I asked for a raise after my first initial one the answer was no, yet I could not go anywhere because I was bound by a non compete. When he stopped giving me bonuses, there was nothing I could do because I was bound by my non compete. When he gave me extra workload with no raises, there was nothing I could do because of the noncompete. When he disregarded my injury, there was nothing I could do because of my non compete. When he began to be a bully in the workplace, I had to stay because where else would I go because of my non compete. This is why I am FOR the BAN of non competes...Please take into consideration my story in your decision as a veteran, father and a health care provider. Please Ban non compete clauses. BAN them! Please reach out to me with any questions."</p>
Kerri	<p>"I support this BAN of non compete agreements. These legal covenant and contracts hurt families and creates bad employers. I am all for non solicitation and confidently contracts to protect the legitimate business interest of employers. If there is NO fraud or malicious behavior done by the employee wanting to leave or start a new business, then I see no reason to keep them hostage by a non compete or keep them from working in their field. Many non competes are unreasonable and give the employer that has all the \$\$\$ the power to file frivolous lawsuits against the employee because of the non compete contract that was required to sign to start employment. This puts employees at the disadvantage and it also drives employees out of our their field they studied or went to trade school for. Non competes hurt the economy and violate public policy and community. Yes, please ban non competes."</p>
Mark	<p>"I wholeheartedly support the proposed non-compete clause rule. Non-compete clauses have unfortunately become the norm. They impose an unfair burden on employees, sometimes bordering on indentured servitude. I've seen the chilling effect they can have on workers. It's a practice that needs to end."</p>
James	<p>"Non-competes create a very unhealthy environment in the workplace. It gives the employer an element of power that could create a very unhealthy work dynamic. If the employee is not willing to "put up with the crap," then they can't work in their field anywhere locally."</p>
Christian	<p>"As a physician, I strongly urge to remove noncompete clauses from physician contracts. They allow healthcare companies an effective monopoly on specialized services, even in large cities when a geographic radius restriction is in place. These monopolies are harmful to patients, do not allow for free market competition, and could only drive up healthcare costs. No one benefits from these in the long run."</p>

Dustin	<p>"The fact that this does not apply to non-profit hospitals is atrocious and antithetical to any work this legislation might do to relieve the burdens that healthcare workers face. We are currently in a healthcare setting where there is already >50,000 physician shortage with an estimated shortage of > 100,000 in the next 3 years. This anachronistic, exploitative concept of non-compete arrangements force healthcare workers to abandon their homes, friends, and communities and uproot when employment circumstances change, thus depriving communities of their physicians and healthcare workers. No institution should have that much control over their employees, and the fact that this legislation exists would certainly show you are in agreement. So why would you exclude physicians from this? Why exclude healthcare workers who sacrifice so much already to care for our neighbors and communities. Please consider health care workers and include non-profit Healthcare facilities in this legislation."</p>
Graham	<p>"When I first graduated veterinary school, I worked at a clinic with a 5 year non-compete. There was a discrimination issue at the clinic and after a settlement, I decided to move. Due to the non-compete, I had to sell my house and find a new town to work in. I could've looked into hiring an attorney to fight the non-compete, but didn't have the time or money."</p>
William	<p>"As a physician the elimination of non-compete clauses would significantly help healthcare. Large corporations have used non-compete clauses from allowing physician competition. A non-compete clause forced me to leave my hometown and seek a new job on the opposite side of my state. I would applaud efforts by the FTC to eliminate and invalidate all non-compete agreements."</p>
Chance	<p>"Non-Compete Agreements should not be allowed. It is inherently against free market principles that our economic system is supposed to be based on. Ideals of capitalism and free market economy that only seem to exist for market behemoths, corporations, and wealthy constituents when it is to their benefit. By allowing non-competes, it has further rigged the system in favor of crushing the labor force and eliminating laborers' ability to negotiate fair wages and benefits. Non-Compete Agreements can even hurt business owners. The founder of an established and successful plumbing company has recently sought to retire in the next several years. But he did not have anyone to take over for him when he retired, so he decided to allow two of his employees to take over his business. The former employees and soon to be owners, we will call them Peter and Jeff, were required to pay the founder a fixed amount every year for the duration of 10 years to obtain 10% ownership each year. The 10% split between Peter and Jeff. Jeff was responsible for the service sector and Peter took on the new construction. But there was a catch. Peter and Jeff had to sign a Non-Compete Agreement that would bar either party from working within the county or with the same contractors or customers for a duration of 2 years. This would prove to be tragic. At the beginning things were looking good, but soon after began to sour. Jeff had developed an addiction to several illicit substances, but refused to acknowledge the problem. Mood swings and irrational behavior became a regular occurrence with Jeff Clients began to take notice of the fact that Jeff was not performing his duties. He was absent from meetings and was not guiding his employees through tasks. This left Peter in a predicament where die responsibility now fell to him. While Jeff is busy tarnishing the reputation of this once reliable company, Peter has been trying to keep it together. The founder has been dealing with health</p>

	<p>issues, unable or unwilling to step in, while still collecting his promised check. Peter wants out of the deal, but would be financially ruined because he would not be allowed to work in the same valley for two years. He has built a reputation of being a reliable and trusted tradesperson with clients, yet is being turned away due to the nature of the company's current questionable leadership. Peter should not be held to this non-compete, nor should any employee. And thus, non-compete agreements should be made null and void."</p>
Kim	<p>"Non-compete takes away a patient's right to choose a medical provider of their choice when a provider changes locations in the same area. I have been a medical patient who has now been caught up losing a 2 preferred medical providers due to non-compete contracts. I had to wait out during the duration on the first provider and the second provider is currently in a legal battle over the illegality of the non-compete. My attorney general's office didn't care in my first case the non-compete radius has a monopoly on the area and in the second area the non-compete radius means the provider has to move out of the area. I can't even follow this provider after the clinic told us we could no longer be patients due to my having to get on the staff for illegal Medicaid double billing and lack of ability to correctly schedule appointments. In the medical field non-compete contracts hurt patient care and rights. Where is the protection for a patient to see a preferred provider? Non-compete contracts causes providers to start to put the amount in their bank account over patient care. When providers only become concerned with making money then patient care suffers. Patient rights and care need to be put back as the first priority over non-compete contracts. Please continue to work to remove non-compete contracts. Especially in the medical field."</p>
Gini	<p>"Re: Non-Compete Clause Rulemaking, Matter No. P201200: Please implement the Non-Compete rule prohibiting future and nullifying non-compete clauses in employee agreements/contracts. These non-compete requirements are an unfair burden on workers- -this isn't right! They are also a drag on the economy. Think about it--a non-compete agreement for a fast-food worker? A social worker? A truck driver? Seriously? Please implement the rule changes!"</p>
EJ	<p>""Non-Compete Clause Rulemaking, Matter No. P201200" Non-compete laws are limiting access to mental health care in Idaho. Idaho citizens are regularly placed on waitlists of 3 months or longer to see board- certified mental health specialists be it for therapy/counseling or psychiatry and medication management. Often these individuals face critical situations requiring treatments lasting beyond any initial emergency room visit or inpatient psychiatric hospital stay. Waiting 3 months or longer for continuity of care is not a realistic course of treatment and can prove detrimental or deadly for these individuals as well as those living in their communities. Unfortunately, this is the case in rural Idaho. Current non-compete laws contribute to this lack of and delay in services for this critical population. I'm a board-certified Nurse Practitioner and I hold a I)doctoral degree in Psychiatric Mental Health. I've served the community in Southeast Idaho for multiple years. When the time to renew my contract with my former employer came I requested a raise to align my salary with comparable rates, and I provided them with offers I'd received from other potential employers. I was told no; I was reminded in that very meeting that I have a non-compete clause and I would be at risk of legal repercussions if I became employed with or worked for myself within a stated mileage radius for a period of 18 months (the maximum radius and time-period</p>

	<p>allowed by the state of Idaho). I've also received threats/reminders through the mail and by phone from their attorneys despite never attempting to provide the same services I provided as their employee. I only considered starting a practice to provide services to this community that they repeatedly refused to allow me to provide while I worked with them and still don't provide themselves. I was told that this employer could not afford to pay comparable wages at the time; this is certainly an employer's prerogative, but when they can't keep staff at many levels of the organization from the front desk and clerical workers to medical providers due to paying below market wages the non-compete laws become predatory and anti-competitive. This employer, which receives a large amount of Federal Grant funding as they are considered a Federally Qualified Health Center, has since bought out other healthcare systems, even out-of-state, systems. I find it ironic that they can claim they don't have the funding to pay employees fair market wages yet they have funds to buy out their competition and expand. This seems to me like an attempt to monopolize services and this would be less of an option if they couldn't bully employees and past employees with non-compete clauses. Please don't get me wrong, I do see the need for non-compete rules in business, specifically as stated in this very proposal ("Non-Compete Clause Rulemaking, Matter No. P201200") and I'm not a disgruntled ex-employee who didn't get their way. I've since begun working for myself and my family and I am doing just fine financially. I am not, however, serving the rural Idaho community where I live because I can't. I will as soon as I can but until my non-compete expires I have chosen to live in the community I love and work in a neighboring state via telemedicine as my primary income. I could go on indefinitely doing this and making a better wage and providing a higher standard of living for myself and my family, but I want to help MY community. Non-compete rules as they currently stand prevent me from doing this. Please make this proposed rule change into law. Current rules allow unethical business practices and encourage below-market wages for employees. This is a significant hardship, especially in rural areas where it's already difficult to attract and recruit qualified and experienced healthcare providers. Current rules also disqualify skilled laborers such as medical assistants and nurses in the medical field. In rural communities, they often find themselves understaffed, underpaid, and unable to go elsewhere due to groups employing these predatory practices through non-compete agreements."</p>
Nathan	<p>"I support this motion to prevent non-compete agreements, as I believe it has been misused to prevent competition and harm an employee's perspective work options."</p>
Colleen	<p>"I'm writing in support of the proposed Non-Compete Clause Rule. For a period of nearly three years, I was employed by a multi-national tech manufacturer who required non-disclosure and non-competition agreements from its employees. I worked on the legal team which prepared and negotiated NDAs with vendors, suppliers and potential customers, and we were occasionally recruited to work on employee non-compete agreements for the FIR team as well. I acknowledge that non-disclosure terms are often appropriate for employees, but the rationale supporting non-compete agreements applies in only very limited circumstances for very limited numbers of employees. Protection of true trade secrets and pre-patented information is essential for innovation and competition, but such broad</p>

	protections for all employees are not necessary or ethical. Adoption of this proposed rule is important for the protections and freedoms of the majority of our nation's employees. Thank you."
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Constituent Support for the FTC's Noncompete Rule



Illinois | Statewide Impact

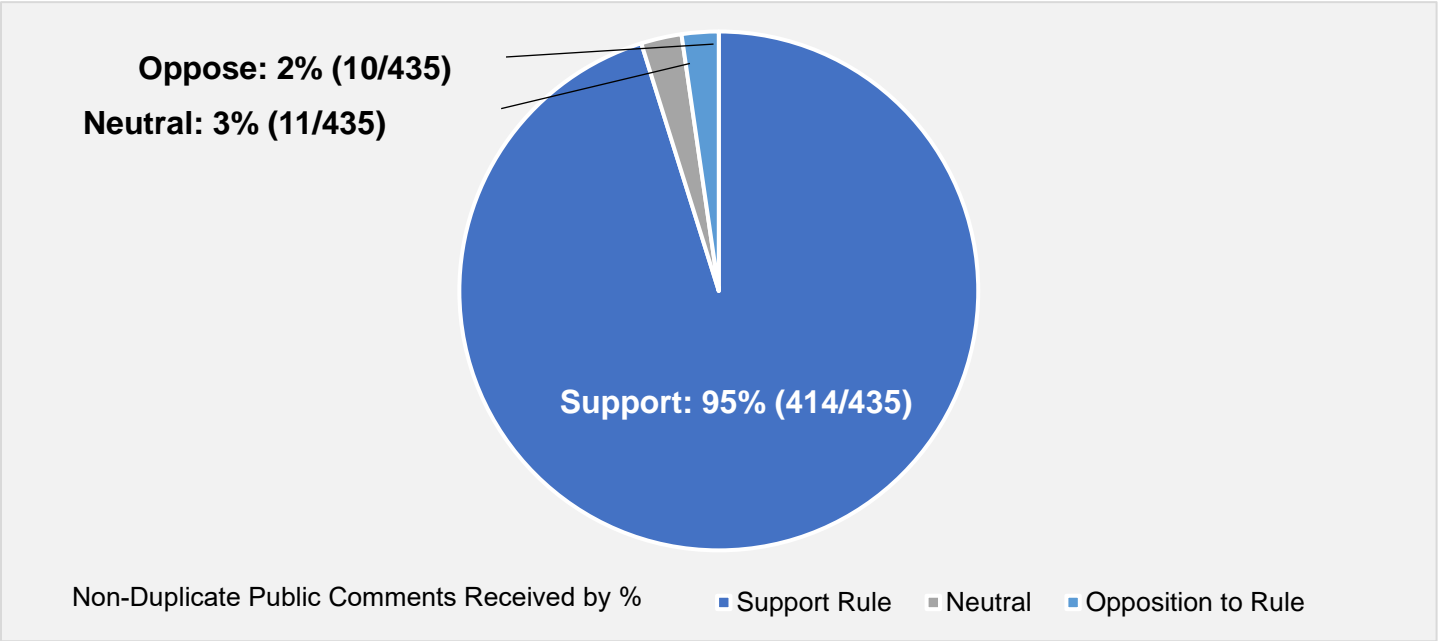


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Massachusetts**:

Illinois Covered Workers	Increase in Total Annual IL Worker Earnings	Increase in Average Annual IL Worker Earnings
4,735,066	\$3.05 billion	\$644




[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)




Notice of Proposed Rulemaking: 414 of 435 IL Commenters Support



Support Across Sectors of Illinois' Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am a cardiologist and cardiac electrophysiologist practicing in a multi specialty group in the south suburbs of Chicago . A fairly underserved area . Have been in practice for 15 years and provide highly specialised and unique services to the patients in the area . I am bound by a non compete agreement as all The doctors in my group . The group owners are using this as a tool to cut physician compensation and retain income in order to enrich themselves and pay their investors. They are paying doctors 30-50% below the market value and have about 1000 physicians in the Chicago are tied up by restrictive covenants. A Ban on non compete will surely improve compensation, competition and insure that doctors will continue to be able to provide care to their patients in the community."</p> <p>- Ahmad</p>
	<p>"I am whole-heartedly in favor of banning non-compete. I am currently under one. The company that I am currently employed with can do absolutely anything with my pay which included decreasing my pay after a high profit year. My per diem is \$20+ a day behind all of the competition and my pay is less than half of the competition. I am a senior technician and the junior techs are paid far more than the senior techs. I don't hold any proprietary knowledge. All I have is skill trades that I have acquired over 20 years in the technical field. I am at the pure mercy of my company's whim. It's more enslavement than working with termination always looming overhead. Please unshackle my chains and let me be a true and greater asset to my nation. From a immigrant, a veteran, and a citizen."</p> <p>- Winston</p>
	<p>"I am a veteran who served in the marine corps and who currently works for one of the largest heath care companies in the county. I used to work from an independent company that was bought out buy one of the major wholesalers of medicine. Instantly apou purchasing Gen source we were forced to sign a non compete. In the years since my pay has decreased over 50k while I've grown and become better at my job. Every year the company shows growth but somehow the Sales reps make less and less. The non compete keeps us from seeking employment elsewhere where they would surely pay me and any one I work with twice as much for the same amount of work. They've shortened our lunches as well! The company has changed the payment terms year after year to benefit the company and hurt its reps."</p> <p>- Joseph</p>

	<p>"This is the #1 best rule to ever be proposed by the FTC, IEPA, SEC or any other government agency in my lifetime. I am a 53 year old civil engineer. At 25 years old, I was told to sign a non-compete by my former employer. I initially refused. However, it later became obvious that I would not advance through the company without signing the non-compete, or, worst-case, I would be let go at the first opportunity. I did eventually sign it. From that point forward, I basically felt "trapped" in my job with no real opportunity to leave. As a mid-level project manager (\$80k- \$100k/yr) I could not afford a lawsuit should I leave and my fonner company and they decided to enforce the non-compete provisions. Fortunately, I was able to negotiate terms that allowed me to move to another employer as long as I did not directly work for any former clients for a year. By that time, I was 45 years old. I am likely too old to for this rule to benefit me in any meaningful way. Hopefully, this rule will pass for the benefit of my children and their generation. I am pro-business and generally vote Republican in every election. I see this as a basic American freedom and fairness issue, not a political issue. Employees and workers should be allowed freedom of movement from one employer to another. If the company is fearful that a valuable employee will leave, then they should pay them their true value or just plain treat them better. Free market capitalism will eventually sort out the specifics of how good employees are retained and compensated. This rule will just make the employer/employee relationship more fair to the employee. Good luck with the rule. It will have a significant positive impact on society."</p> <p style="text-align: right;">- Gregory</p>
	<p>"I support the ban of non compete contracts. I am a hair replacement stylist and I am tied to a contract for 2 years after leaving on any terms not to work in the industry at all within a 50mile radius. When your workplace becomes a hostile environment you should have the right to leave and not have to find a new career or drive such long distances just to be able to work."</p> <p style="text-align: right;">- Susan</p>
	<p>"As a veterinarian, non-compete clauses are very prevalent in our contracts, and very detrimental to a profession that already suffers a high rate of burnout and suicide. For me personally, I am unable to work within 20 miles of my former practice for 2 years, which encompasses almost all of the Chicagoland area. And even though there is high demand for veterinarians, this clause makes me unable to practice as any type of veterinarian within my area for the specified time period. 10 months ago, I moved to a clinic 30 miles away from my house to avoid this non-compete, and due to family obligations, will soon be leaving this practice. Now I will have 2 non-competes for the next year, which essentially makes me unable to work even part-time. It should come to no surprise that I strongly discourage anyone from entering the veterinary field."</p> <p style="text-align: right;">- Toni</p>



"I'm an **MIT-educated engineer and product manager who has twice been restricted by non-compete covenants**. In both cases, the new job beared very little functional resemblance to my old job, and the **non-compete clause was simply used by the old company in a punitive way against the new company. In one case, lawyers went back and forth drafting "nasty" letters and threats for 6 months** before finally releasing me. **This behavior occurred with both financial trading companies and high- tech companies.** [...] Non-competes area friction to the market and slow down the movement of intellectual capital in a free market. They should unquestionably be banned."

- **Andrew**

Additional Support from Illinois

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Danny	"Get rid of noncompete agreements! They prevent people from leaving potentially leaving a toxic situation for a better job in the same field"
Adrien	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I have worked at a business where I was required to sign such an agreement, which thus affected the positions I was able to get in the future. This has a negative impact on employees, who are already at a disadvantage compared with employers. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Sankalp	"I am completely in favor of forbidding noncompete agreements."
Ihab	"Restricting physicians only in this regard is unethical and unfair. It certainly would be detrimental to the ability of physicians to seek fair compensation."
Elke	"Please eliminate non-competes for medicine. They limit the ability of qualified doctors to serve the public. Physicians who leave practices are unable to serve their patients locally despite potential access and wait times for those patients. Thank - you for your consideration"
Blair	"The FTC should ban non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"

Jeff	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Angela	"I completely support the non-compete clause proposed by the FTC."
Suliman	"I'm a rheumatologist and my community is in dire need for the rheumatology services. This is the case almost across the US. Health care systems can be ineffective at managing the needs of the community. This increases wait times and decreases access to doctors. Health care systems also use the extra productivity that happened over the last 10-20 years of technological advancements to hire more administrators instead of supporting medical staff salaries and improving staffing ratios. There are currently 9 administrators for every doctor in the health care system. Any attempt to open a private practice is limited and restricted by non-compete clauses. This has negative impact on communities and goes against free market economy."
Anon	"I support the non-compete clause ban. Non-competes are not in the best interest of the American people and impose unnecessary hardships."
Latha	"This is so important! I am an internist . we are not paid fairly and forced to stay at my current job due to restrictive covenant. I have only been at current employer for 2 years, but have been in the area for 15 years with my own strong patient following. And yet they tell me I still have to follow the covenant. This is terrible for continuity of care. It most definitely does not put the care of the patient first. My patients for the past 15 years all live within a 10 mile radius. This is unfair to my patients. Unfair to me who has created this relationship well before my current employer. They use this as a tactic to force us to stay with no power to negotiate fair pay. Thank you thank you for taking this up!"
Amit	"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Gaurav	"This should be ended as this is discrimination of individual rights. This impacts everyone as they are not able to change the job and join the other employers."
Christine	"I strongly support the FTC's proposal to federally ban noncompete agreements. We have had to move every time my husband got a new job because of medical non-compete clauses, so I hope these are covered, too. Ten moves. It would be eleven except this last time I stayed put and he got an apartment. They say three moves equals a fire, in terms of cost and loss, so we are financially a mess. For fast food workers it is errant nonsense. Thank you."

Melissa	<p>"Non-compete agreements are completely unethical. Employees feel obligated to sign them because they need the job and then are walking on eggshells throughout their career worrying about the non-compete they signed being held against them at any given time. Employees who find better opportunities elsewhere feel locked into the non-compete agreement and are often stuck at a job and employer because they fear the legal ramifications if they stay within the industry they have worked in for years. A lot times they are mistreated after they've been hired or the promises made by the employer to the employee are not delivered causing undue stress and worry around finding a better job and work environment. I feel non-compete agreements give managers ammo to mistreat their staff because they know that fear is in the back of the employees mind. Many times when people do actually get the courage to leave they have to go into a completely different industry, making less money, in fear of the non-compete agreement being held over them for two or more years. Let's face it, who wants to go through a legal battle with an employer who has deeper pockets and a better legal team to stick it to the employee who is just trying to earn an honest wage and advance their career? All human beings should have the right to work for any company that benefits them fairly and have the right to go to another employer for better benefits and wages, not just for ourselves but for our families that depend on our wages to thrive and survive."</p>
Neil	<p>"Noncompete clauses serve to undermine workers rights and unilaterally favor businesses at the expense of the people. No working person should have to move or go without work to protect the interests of a business. Proprietary information can be protected with no disclosure agreements. I request an end to no compete clauses."</p>
Ryan	<p>"Non-compete clauses are damaging and deprive hard working self starters from prospering. They are frequently overreaching with clauses that allow changes to things like competitors lists with no warning or recourse."</p>
Brian	<p>"Please support this free market proposal to end the stranglehold of business interests upon American workers."</p>
Steve	<p>"I agree with this whole heartedly. Non compete clauses diminish incentive for equitable pay and benefits as well as working conditions as they know the employee will have to leave the area. Too often I've been given a take it or leave it ultimatum by an employer. I would encourage the FTC to ban non Competes across the board, including fields like medicine. It is too often used as a weapon/threat by employers despite often not holding up in court as employers know it takes great legal costs and time to fight."</p>
Derek	<p>"This absolutely needs to be passed. In addition to everything proposed, I am a perfect case example of the harm non-competes cause. I am currently trapped at my current job with no prospects of better pay or prospects. I've tried to find a new job, passed the interview process as top candidate, but they won't hire me solely due to the non-compete. I am effectively stripped of my freedom to have a better job, working conditions, pay, and prospects. This is certainly without a</p>

	doubt against what the country, stands for and is easily a violation of freedom. I am unable to leave my job willingly and am effectively enslaved to my current company because of the non- compete."
Jeffrey	"Non compete should be banned. These policies are literally in opposition to the spirit of American freedom."
Michael	"This should absolutely go into effect. Non-competes exclusively benefit companies while punishing individuals. All opposition to this will solely be made by corporate interests and is clearly a conflict of interest."
Amit	"As a clinician we are fired for non compete and exploited due to that. One can't work nearby as we have community ties. Non compete should be scraped for clinicians."
Nikhil	"Restrictive covenants should be ruled illegal. Healthcare corporations are getting too large and this is forcing physicians to stay with these corporations unless they want to move and uproot their lives in doing so. This is leading to worsening burnout amongst providers and will eventually lead to worsening healthcare shortages, increased suicide rates and eventually effect the triple aim of healthcare. The AHA does not care about the conditions which hospitals force providers to work under and have made it clear profits will always trump ethical and fair conditions in which physicians don't feel handcuffed to a job. I plead with the FTC to ban restrictive covenants."
Varun	<p>"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country.</p> <p>As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements</p> <p>I was personally affected by a non-compete during COVID-19. After laying me off, my employer inserted a wide-ranging (industry-wide) non-compete for 2 years in order for me to get my severance. It was very distressing to negotiate it out. I had to make other concessions in order to secure my severance.</p> <p>Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Vinay	"I support for removing non compete clause in the contrao"
Andrew	"threat and enforcement of non-compete clauses in medicine prevents me and my colleagues from staying in the rural and underserved areas that we feel to duty and desire to serve in. I understand how this could potentially promote retention at a single site however, many areas need multiple providers multiple

	<p>sites for patient care and access. the noncompete clauses, reduce well-being and contribute to the deterioration of worker satisfaction. Physicians have among the highest rate of suicide of any profession, and I suspect that removing the noncompete clause would be beneficial in reducing physician mortality."</p>
Kyle	<p>"Please continue to push forward with banning non-compete agreements."</p>
Allen	<p>"In the medical field, the patient's interests should be paramount. If a physician decides to change his employment, he should have the right to stay in the same area and patients should be able to continue be treated by him in the same area."</p>
Steve	<p>"Please ban Non-Compete clauses. I can't see any reasons why we need them."</p>
Patrick	<p>" Yes this non compete agreement needs to be banned. Especially for employees that aren't paid that much. My company was about to make me manager until they gave me a super lowball offer because they know I cannot go to another company. This job entails so much work and they do not want to pay for it. They are will to let all my experience and knowledge go and hire someone off the street with no knowledge of the business at the same price they offered me. I'm sorry but I am worth more than someone off the street. I have been nothing but a top notch employee and they do not care because they know I cannot go work for another company. So I am stuck where I am at. I denied the position because of all the work there will be for barely a raise in my pay. It's just not right what they do to their employees. Plus they weren't goin to fill in the position I am in currently, so I would have absolutely no help. They were setting me up for failure and not willing to pay a decent salary along the the way. I already am not being paid correctly for all the work I currently do. Something needs to happen to give employees so rights back so they can pursue better opportunities. I am not trying to screw over my current company, I am just trying to get paid fairly and make a decent living. I am barely making a living as it is and I can probably make more money in the position I am in now with overtime than the salary they offered me for manager with no overtime and a lot more work. Completely unfair and they know it, but they know they do not have to worry because I am not allowed to go work anywhere else. I am extremely good at my job too."</p>
Matthew	<p>"I have worked for tech giants and smaller, local tech companies. I have twice had to switch my career path because of a NDA preventing me from working for a different company. The second time I had to do this forced me to leave an industry entirely and rebuilding my brand, reputation, and experience from scratch. I shouldn't have to tell you how disruptive this is. The amount of effort to have to pivot industries is excruciating and I had my personal relations and private life suffer - missing out on birthdays, holidays, or even the ability to relax or recharge my battery have been deprived. As someone who wants to work hard and contribute to their community, these NDA's are arbitrary and excruciating barriers to overcome. NDA's result in lost productivity, worker dissatisfaction, and decrease competition. The USA should remove NDA's and other forms of non-competes if it would like to remain a global leader and innovator"</p>

Dana	"Please add non for profit hospitals."
Leslie	"Non-compete clauses restrict employment and are detrimental to people who are simply trying to make a living."
Edie	"I hope this rule is passed. My husband has felt stuck in his job for 18 years because he signed a non compete agreement. He could be making a lot more money with another company but the non compete keeps him stuck in his dead end job. The company treats their employees terribly because they have them locked into their company. Please push for this new rule. I know too many stories about propel feeling stuck due to non compete agreements."
David	<p>"I write to generally support but request a change in the safe harbor, notice and rescission requirements of Proposed § 910.2(b)(1), (21) and (3) to add a limitation on notice.</p> <p>In business management, the use of Non-compete clauses and agreements can be facially anticompetitive – they literally restrain competition – but there may well be situations where the actual effect on competition is negligible. The notice and rescission requirements make any company who might have such a clause in an agreement a law breaker if they do not comply. I recommend that there be a “safe harbor” for notice and rescission where there may be an isolated clause, perhaps even undiscovered, where the impact on competition is negligible.</p> <p>Consider these hypotheticals:</p> <ul style="list-style-type: none"> • Company hires a new engineer and as part of the employment agreement with this single employee, in addition to legitimate goals of acquiring ownership in intellectual property, a non-compete clause is present. • Company had a prior policy of having middle management and supervisors sign non-competes, not followed for years, but there is a “legacy” employee who still has such an agreement in the company files. • Company doesn’t treat ancillary agreements for new hires uniformly, sometimes a department may hire and copies do not find their way to a “human resources” file because the company is insufficiently large to have an active Human Resources department. <p>The scenarios invite inadvertent violation in cases where, frankly, no one at Company, in charge of applying FTC regulations, knows about the existence of the Non-compete agreements or clauses and, essentially, because Non-competes are not a part of the ongoing way of doing business, there really is not an effect on competition. The may still be unenforceable – a good thing – but making Company an inadvertent violator is not in the public interest.</p> <p>The most offensive abuses of Non-competes can be seen to occur where either there is wholesale elimination of everybody from job mobility (the Illinois Jimmy John’s scenario) or at the opposite end, preemptively eliminating the most knowledgeable and able, high salaried, employees from leaving and starting competing businesses.</p> <p>I recommend a “safe harbor” for notice and rescission only.</p> <p>Terms of the safe harbor should be defined to encompass small numbers of contracts with low wage employees.</p> <ul style="list-style-type: none"> • Proposed Amended § 910.2(b)(3) (additions underlined)

	<p>• (3) Safe harbor. An employer complies with the rescission requirement in paragraph (b)(1) of this section where it provides notice to a worker pursuant to paragraph (b)(2) of this section. The notice requirement of paragraph (b) (2) shall not be deemed to be violated if (a) fewer than 10% of low wage employees have Non-compete clauses or agreements or (b) no worker earning more than \$100,000 annually has a Non-compete clause or agreement. This provision in no way affects the treatment of the Non-compete clause or agreement as an unfair trade practice under the other provisions of the Rule. The dollar amount at the time of implementation shall be implemented in an amount adjusted for inflation. The 10% provision still requires a company for whom Non-competes with everybody is a part of business. The high earnings provision means that those best able to start or join a competing business are still protected by unfair trade practice treatment, notice and rescission. The dollar amount is chosen as easy to identify and supported by, at least, one state law cited in the Notice of Proposed Rulemaking."</p>
Karl	<p>"I strongly support the FTC's ban on non-compete clauses. A professional friend of mine was forced to seek employment more than 40 miles away from home due to a non-compete clause in her employment agreement. These clauses enhance local monopolization, hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Jeff	<p>"The use by any-size employer of non-compete clauses is an unfair method of competition. Its use touches the work of a huge proportion of American workers, impacts their ability to live where they want, earn what they deserve, work in a vocation in which they want to work, and limits their professional growth, potential and experience. As a lawyer, licensed to practice in the State of Illinois, for over 35 years, I have been involved in counseling clients about, and litigating, non-compete clauses. At the risk of cutting off my future income, I adamantly support this proposed Rule. My foremost concern is that the Rule will most certainly be dissolved by the Supreme Court, given the Court's current make up and its unfettered support of arbitration agreements - a document employers also require a new employee to sign that requires an employee to give up her rights to sue in court, to have a jury decide a dispute, to have an independent fact finder (who isn't paid by the employer) decide the dispute, and to give up the right to an appeal. This is another contractual mechanism employers use to stifle competition by quelling disputes and keeping their details private that the Supreme Court has uniformly upheld. Yes, the legal analysis is slightly different, but the outcome will be the same. But I digress. The FTC has asked for comment on whether employers that are small entities are less likely than other employers to have alternatives available for protecting their investments. There is no justifiable reason why this rule should not be implemented for all employers. If small employers have an exemption, it would swallow the rule, given the number of "small employers" in America. Every employer of any size in America already has patent, copyright & trademark protection for truly unique concepts that deserve protection. But a medical practice of 5 doctors who won't let a departing MD work within 5 miles of its office for two years- a very common scenario -</p>

	<p>means a patient of that MD won't get the care she wants from that MD if the MD leaves the practice. It means the cost of medical care to the patient paid to that practice won't be lowered by the departing MD who would otherwise compete. The scenario equally applies to sales people, tech workers, all professionals, but even child care providers, call center workers, charter school teachers-I've seen all of those clients many times. Even workers who don't, won't, or can't directly compete with their current employer upon departure, who are "back room" or support workers, are held back from earning more money or moving elsewhere to work with another employer who already competes with the non-compete-issuing employer-I've just litigated such a case in the past three weeks, at a cost of tens of thousands of dollars in legal fees to the new employer and its new employee. For the same reasons, non-compete clauses between employers and senior executives should not be treated any differently than with other workers. Even the rare non-compete clause that permits an executive severance pay during the period of time they are "benched" means their experience is inert while they are benched, their expertise is not used to grow, and the executive's ability does not remain current. A separate concern over the current state of these "agreements" - and no reasonable employee actually ever "agrees" to their terms, which are usually a condition of employment - is that their enforceability, even in egregious cases, is completely unpredictable. Indeed, the standard in Illinois is: "In order for a noncompetition agreement to be enforceable under Illinois law, it must contain reasonable restrictions, based on the "facts and circumstances of the particular case." <i>Liautaud v. Liautaud</i>, 221 F.3d 981, 986-87 (7th Cir. 2000)". Thus, every judge has an "out" in deciding whether each non-competition agreement is enforceable, because no two cases, like snowflakes, are exactly alike. That of course makes it impossible to predict with any certainty whether an employee can succeed in challenging a non-competition agreement, which more often than not means not challenging it, leaving the employer's competition unmarred. The Commission seeks</p> <p>comment about employers' use choice-of-law provisions to evade the laws of states where non-compete clauses are relatively less enforceable. In a recent case I litigated, the employment contract containing the non-compete and non-solicitation provision as issue chose Illinois as the venue for all disputes and the substantive law to be applied. The employer literally had no physical office in Illinois or anywhere else, as all workers worked virtually and remotely, all over the country. The employee being sued lived in Georgia. While we considered filing suit in a Georgia court to declare the "choice of law" unenforceable, that would cost thousands of dollars more with no certainty of outcome. I have run out of space in this comment box."</p>
<p>Laura</p>	<p>"I am a highly trained and skilled surgeon who would have to leave behind my community and uproot my family if my hospital makes terrible decisions. It wouldn't happen you say? Twice now! I had to rip my kids out of their schools, sell my house, uproot my professional husband who has to also obtain licensing in a new state, and I have had multiple patients travel more than 300 miles across state lines to follow me to my new hospital for care. Employed physicians are not in power to negotiate them out of employment contracts, yet they are at the mercy of a large administrative system that does not have their interests or</p>

	their patient's interests in mind when making business decisions. Abolish non competes!"
Stacy	"This hampers medical innovation and adds to the long and growing list of reasons to leave medicine."
Frank	"Having non compete clauses in employment agreements in the past, It has kept me from seeking employment in other business and thus hurt my earning ability. it seems to me that if states like CA that don't enforce non competes can thrive and have the most advanced technology companies in the world can exist, then non competes are not necessary for a business as long as it pays a fair wage and keeps employees happy."
Barney	"I support banning non-compete clauses. These people that use these continue to own the employee even though they no longer work for them. Corporate formulas/secretes can be protected by other means. Thank you"
Brandon	"This would be a big win for employees and create much more competition and opportunity for workers. In heavily regulated industries, company competition is fierce and many company look to get the advantage by keeping current and future employees from contributing to those industries through extensive use of non-compete contracts. This is great for companies, but stifles worker opportunity and innovation industry wide. Many times when changing jobs, a worker will have to move to a completely different industry to make the move. This results in an overall decrease in the experience level of the industry."
Pat	"I just submitted a comment requesting that you eliminate noncompete clauses. I made an additional comment which I wish to modify. I said that perhaps employers could be permitted to charge a training fee upon departure, payable over the longterm, of, say, one month's wages, from certain employees in cases where an employee had qualified in a new skill. This would be abused however. Such an option should only apply to employees acquiring generally recognized credentials during employment which require substantial nonproductive time over numerous months to acquire, and to employees making a high income such as at least 6 times the Federal minimum wage , and only if the employee leaves less than a year after documentation that the employee had obtained the new credentials. Without some such restrictions, permission to claw back pay would lead to rampant abuse by employers."
Eve	"Non competes for physicians should be illegal. There are no "trade secrets" of large hospital systems or practices. These restrict freedom and often keep physicians working in jobs that are leading to burnout and harm."
Kevin	"I am an established physical therapist with 17 years of clinical experience. Despite to rigors of dealing with patient load, there is a component of achieving that specific set of work that may ill-afford adequate work life balance. In an endeavor to find this balance I have to delicately tread searching for employment that will allow me to be successful and happy at work and home. I am having

	difficulty doing this because of an archaic, vague and all- encompassing non-compete. This has limited my search and availability due to a non-compete radius that puts me further out with a longer commute, more time away from home and limited ability to be successful at home and work. Being said, absolving non-compete clauses would eliminate the aforementioned process AND keep all players competitive and honest. It is a good thing for the professional market to keep progress and eliminate stagnation."
Joseph	"Non-compete clauses should be banned from all contracts. Lobbyist groups seeking exemption for healthcare workers are acting against the best interests of said workers to maintain restrictive contract terms, which would not be allowed in other fields under this regulation. To have an exclusion for healthcare workers would blatantly favor healthcare corporations over actual healthcare workers like doctors and nurses who care for patients. The right thing to do is to forbid non-compete clauses across all fields."
Brian	"I am in favor of banning non-compete agreements."
Francesco	"non-competes need to go away completely to allow for proper competition and to make sure physicians and other healthcare workers don't have to uproot their entire family if they want a new job but remain in the same geographical area."
Jonathan	"Great idea. Non- competes tie a worker to a company and prevent them finding a better job in a similar field/ location"
Carla	"The non-compete clause rule is a concerning one for business owners in my situation. I am a private practice ob/gyn physician and hire associates before offering a partnership. During this time they have a small radius non compete so they cannot practice at the same hospital if they were to join another practice. If this rule is enacted for the greater good of society, I am fine with it although it will be detrimental to my business. I am not ok with "not for profit" entities (hospitals) not needing to play by this rule. Already hospitals and private equity-owned groups are at a significant advantage when hiring physicians. They routinely pay much more than a new hire will generate in revenue because as a large entity, they make up that money in hospital admissions, testing ordered etc. I cannot do that. Hospitals will be able to have this noncompete safeguard in place. If this rule gets approved PLEASE make sure not to have not- for-profits exempt. This is blatantly unfair to small business owners. Thank you for your attention to this matter. Although it is a small piece within this rule, it is critical for the success of the private practice physician business model."
Elaine	"I would like to address non competes in healthcare specifically. As a physician in a rural area in central Illinois, my non compete means patients drive 45 minutes to see me since I am no longer "in town." I am a sub specialist and the only other sub-specialists in my field are in towns 45-60 minutes away. So when I was the only one in my town patients could travel 15 minutes, but now they have to travel at least 45 minutes to see any of us. There is no full time coverage for my sub specialty in my town, which harms patients. I have seen this with other

	<p>specialties and primary care as well. I would think especially in healthcare, which is 50% paid by the government, there would be a strong reason to ban non-competes. The amount of money wasted by my former and current employer over my transition tune is several million dollars between setting up additional offices and paying high rates for temporary locums coverage. And all of that cost is passed on to patients and payors. And when you add the rising maternal mortality rates in rural areas, why are we making patients travel more than necessary to see me, a high risk pregnancy specialist? I am in the tenth month of my twenty four month restrictive covenant. I think non competes should be banned nationally, as they are in several states, especially thr healthcare. Thank you."</p>
Stephen	<p>"Please make sure this applies to all physicians. Attorneys have long been excluded from Noncompetes because it would interfere with the attorney/client relationship. It is clearly just as important that physicians and patients are able to maintain a relationship long term that is not interrupted by a no compete. In addition, the noncompetes are often so restrictive that a physician has to move to another city or state in order to change jobs. No one should be forced to move or uproot their family just because they want to change employers. For people that are unable to move, this borders on indentured servitude."</p>
Al	<p>"Non compete agreements take a worker's skills hostage, causing him/her great difficulty in recovery following a job loss. Following a job loss during the pandemic, I received 3 job offers that contained restrictive non compete agreements. Restrictive to the point that as a manufacturing manager I couldn't work at Walmart as a greeter simply because the company's products were sold at their. That has nothing to do with protection of proprietary information. It has to do with intimidating a worker that wants to pursue other career opportunities, even if they have been laid off during a pandemic. When I apply for a new job, the Manager of the this is new position is very interested in my job skills that I bring to them from my previous employers. For these reasons non compete agreements must cease exist. I shouldn't ever have to reject a job offer. That is what non compete agreements are driving us to."</p>
Oreo	<p>"Would love to see this rule go away. Working class people being held back from switching employers that pay higher."</p>
Abdullah	<p>"As a physician who is forced to sign contracts with 0 protection and 0 negotiating power, I welcome this new rule and hope to see it signed into the law as soon as possible. Healthcare has become a playground for big money with both patients and healthcare workers acting as their rackets and balls."</p>
Anup	<p>"There should be no noncompete clause for physicians. This should be withdrawn."</p>
shyam	<p>"Thanks for looking into this. I hope this goes into effect for health care too including hospitals and all corporates in Health care many of which are Not for profit hospitals too. Doctors have to sign restrictive that they cannot work for 2</p>

	<p>years within 10-15 miles from the facility if they leave . Most of the does who are employed - have to live close to the hospitals for emergency calls at night times that does have to respond to. Kids go to the same school districts. If does have to leave job for some mason- they cannot work within 15 miles of the facility. Many people have to relocate for those reasons. All this is not fair and should change as soon as possible"</p>
Elaina	<p>"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, Elaina Chen, MD"</p>
Venu	<p>"Most physicians/ health care workers are unfairly affected by this rule. Hospitals are using this rule to block physicians from practicing in the community they belonged to for decades if they have disputes and the patients lose access to their providers, affecting the community health. In my opinion, it should be scrapped. Thanks."</p>
Kirk	<p>"I am strongly in favor of banning non-compete clauses. They area net drain on the economy due to them keeping workers and employees from seeking wages that match inflation."</p>
Andrew	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could</p>

	lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."
Krishna	"Please eliminate the use of non competes. As a physician it prevents me from providing service to large demographics when changing jobs."
Michael	"Non-compete agreements should only be allowed in a few circumstances if at all. What the NYTimes reported today captures the absurdity of this abuse of workers. Is "right to work only to benefit employers? Please fight for the people."
Patricia	"I am in full agreement with a ban on non-compete agreements. They are unfair to workers and restrict the freedom of individuals to be gainfully employed in the field of their choice. Many times this situation happens at times when employment is desperately needed. I have seen middle-aged workers 'downsized' the the profit of big business, only to then be greatly restricted in their job choices and forced to either move or be underemployed. Non- competes also limit competition and are bad for small business. No employer should be able to dictate your future employment, and no entity with which you are no longer associated should have a say in your freedom to choose your place of work or occupation."
Deborah	"As an independent research contractor in the religious research field, I find noncompete agreements to be so stifling, they can prevent us from working at all for long periods of time within our own area of expertise. It has already happened to a colleague, who lost his job and then was unable to work in the same field for nearly a year due to a noncompete agreement with the organization that terminated his employment. When signing short-term contracts, I've been asked to sign a noncompete agreement that would effectively prevent me from working for the duration of a contract that would only pay me part-time wages. I refused to sign it, as I need to be conducting multiple projects to make a living wage, and I have a PhD. Such non compete agreements should be banned."
Ryan	"Non-Competes in the Veterinary Industry are heavily biased against the employee. Veterinarians spend 4+ years in school and sometimes 1-5 years in extra training completing internship(s) and residency programs. Veterinarians commonly have often moved states 2+ times in short period. Upon signing our first contract, we all hope and dream to join a community where we can grow roots for generations. Should our first employer/place of employment not be a good fit, non-competes force us to uproot our lives once again. Our other option is to stay in a job with a toxic work environment leading to more stress, anxiety, depression, and sometimes suicide in a profession with an already astronomical rate of suicide. Please, help the workers and professionals in the Veterinary

	community to gain some power over large cooperations to promote fair movement between jobs and ban non-competes. Thank you."
Alyssa	"Non-compete clauses are the opposite of free market capitalism; abolishing them is the American thing to do. Workers AND corporations should have the ability to compete freely in the marketplace. It's crazy that they were ever legal in the first place. The American people are tired of our laws only working for the rich and corporations. Ending these anti-competitive agreements is a good decision and will be applauded."
Merrill	"I would like to register that I am strongly in favor of the Non-Complete Clause Rule, which will increase working people's pay, while at the same time putting an end to an unfair labor practice."
Brent	"Hello FTC, I am so thankful that you are considering banning non-compete agreements. It will positively impact my employment opportunities personally. I currently have a great job offer at an awesome company that I really want to take but can't because of a non-compete agreement I didn't even know I signed. I will increase my salary and have a better place to work at if this goes through. I will be able to better provide for my family and start to be able to pay off my debt. I think it's going to be great for our country and our economy. I know I am just one person, but I just wanted to make sure you know how thankful I am for you considering this important action. Best of luck to you!"
Robert	"Non-compete clauses are over used and and heavily favor corporations over individuals. They are another tool for suppressing workers rights. I support the proposed rule change."
Aisling	"Non compete clauses unfairly restrict physicians from working within a certain distance from a previous employer. Currently, many physicians work for hospitals or health systems and may be restricted from working a certain distance from any site owed by the hospital or health system, This is unfair as the physician may not even be able to stay in the same town or county or in some cases the same state and practice medicine. Moving a family, kids in school and having to start all over in another part of the county, state or country. Selling their homes at a loss. Having to build a practice all over again , thereby starting at the bottom of the pay scale for their area of expertise."
Frank	"This is a great rule change. Non compete contacts are unfair to workers. Please approve this change."
Mary	"I've been the victim of non competes which prevented me from seeking a job in my profession after being let go. Companies cannot be allowed to hold workers hostage!!!"
Rob	"I resigned my position one year ago due to my employer's blatant ethical violations and am currently bound by a contractual non-compete agreement. The non-compete is preventing me from accepting attractive offers from potential

	<p>employers. I am, therefore, forced to continue drawing unemployment checks from the state. In absence of the non-compete I would be gainfully employed with employer-paid health insurance and benefits. As it stands, the attractive employment offers I am receiving could vanish by the time the non-compete expires, leaving me destitute. Please move forward with a federal ban on all non-compete restrictions."</p>
James	<p>"Yes, let's get rid of non-compete clauses. Non-compete clauses inhibit innovation and hurt workers."</p>
Erin	<p>"My veterinary career and earning power has been completely hampered by use of my employers' non-compete clauses. While my friends working in other industries without noncompete clauses have been able to competitively interview to negotiate raises or change positions and companies, I have been limited by my noncompete and unable to advance in my career and income in the same way. I used my own money, credit, and time to obtain my degree and am still paying off my student loans on my own. However, noncompete clauses have slowed down how quickly I've been able to repay my loans, start a family, and buy a house. With using a noncompete clause, the employers that I've worked for have actually insinuated that they own me, my knowledge, and skills not only for the time I work there, but for a time afterwards as well. The most recent noncompete clause I naively signed was in a major metropolitan area with heavy street traffic. Even if I tried to apply to a job three neighborhoods away because the schedule and pay was better for me, I couldn't because it was still within a several mile noncompete range. The fact that it would take 45 minutes to an hour to get there on surface streets in the city didn't matter - my noncompete forced me to either stay put where I was working or completely uproot my family and spouse's career to move. This noncompete completely gave my employer license to let a toxic work environment run rampant and hang that clause over my head to threaten me. My employer knew that their clause likely wouldn't stand up in court, but since their business partner was a lawyer, they stated that they would spend the money to bring me to court to try to win or just drain my bank accounts and send me into further debt. I have suffered burnout from my career because of the noncompete before I've even had the chance to pay back my student loans. My employer refused to give timely raises and reviews despite my annually increasing production for the clinic. I helped them build a three million dollar company and was told I was indispensable. They then let me go for taking maternity leave, deleting me from the practice software, medical benefits, and clinic benefits with vendors when my newborn was one week old. Instead of being able to interview at different clinics in the city for one that offered benefits, schedule, and salary that I would help me get ahead, I was forced to stay in a toxic work environment that gave little thought to my own well being and the law. I am asking that noncompete clauses be made illegal. The employers and corporations that use these clauses are bullies trying to benefit financially from limiting employee pay and benefits. I understand that businesses may be trying to protect their proprietary information, but a non-disclosure agreement and non-solicitation agreement would be better suited for veterinary medicine."</p>

Angela	<p>"I urge you to not exclude physicians from the non compete clause rule. It is clear in todays market that hospital systems and large private equity groups control the money and market in health care and physicians are just pawns in their game. As a physician I have always felt expendable to them and non competes are a tool they use to extract more from us while giving back very little in return. Mid levels and nurses are given the work standards and respect they deserve because there is a competitive market due to their ability to move freely if they have better options. Not having non competes would allow physicians finally to have some bargaining power to practice the way they want to which is ultimately what's best for the patients. Striving to meet unrealistic RVU requirements is one example of how patients suffer ultimately. Burn out rate is ever increasing and patients suffering not to mention physicians. This would be a huge factor in giving physicians a way out."</p>
Jack	<p>"I strongly support this as a way to give a modicum of power back to labor. Capital has everything in this country. Please do it. Jack"</p>
Gary	<p>"After reading the FTC announcement on non-compete agreements, I am fully supportive of this measure to ban these restrictive covenants. In 2018, I accepted a job offer with an Indiana-based employer, that would see me working in Illinois. As part of my on-boarding, I was INSTRUCTED to sign a 7- page Employee Confidentiality and Restrictive Covenants Agreement. It was made explicit to me by the supervising manager that my employment was conditional on signing this agreement, and no reasonable time was provided to get access to independent legal counsel despite it being mentioned in the Agreement. This agreement was wide-reaching in scope, covering non-disclosure of confidential information, protection of intellectual property, return of company property, conflict of interest, non-solicitation of customers and employees and most importantly, restriction on competitive activities. It is reasonable to expect a company to protect its strategies, IP, skilled workforce and confidential information, however, the clause on restriction of competitive activities for 1 year after termination is onerous, over-reaching and stifling in its scope. The clause would prevent a thnner employee from engaging in "activities that are the same or substantially similar to the business activities in which employee engaged on behalf of the company during the 2 year period prior to the termination" and the restricted area covered by this was defined as the county in which the employee was assigned, any county directly contiguous to the first, ANY COUNTY IN WHICH ANY CUSTOMER OF THE COMPANY IS LOCATED (commenters upper case for emphasis) and any defined geographic territory to which the employee was assigned. This burdensome agreement, effectively prevented employees from leaving to take up alternative roles in similar organizations, thus reducing the need for the original employer to maintain market-competitive compensation and benefits, a clear case of wage suppression. This is also stifled the freedom of movement, as the career opportunities and potential for personal development were restricted, with employees unable to consider roles that could utilize their skills and talents in alternative employers in a defined industry, within a reasonably commutable geographic region. I have personally witnessed employees state that the company compensation and benefits were falling behind market rates for similar</p>

	<p>roles, and as such these employees were being financially penalized. The highly restrictive nature of this agreement, in respect to freedom of employment, means that employees are not able to enjoy access to the full employment market, that the employee is effectively bound to an employer unless they chose to move to a completely different industry and reduces innovation because employees cannot leave an employer and start their own business, as the agreement prevents them operating in a similar industry or region. In summation, I support the FTC in removing the non-compete agreement from US employment law, and I am available for further consultation."</p>
Kyle	<p>"Non compete clauses only restrict the free association of individuals and should absolutely be banned"</p>
Michael	<p>"I work for a very unethical Dental service organization (DSO). They forced us equity partners into a 35 mile non-compete when they were bought out by a European company. This is in the Chicago area where even 5 mile non-competes can be ruled too restrictive. They threatened to get rid of any partner that would not sign. We told them we would not sign unless they changed it but they had us sign a blank signature sheet and said they would change the non compete and they did not. This was only 6 months after we signed a much less restrictive covenant with them. This basically restricts us partners from practicing anywhere in the Chicago area and force you to relocate your family to be employed. This is why Non-compete provisions should not be allowed."</p>
Maria	<p>"Non competes are unethical ways of oppressing highly educated and skilled physicians. Physicians pay for and endure a rigorous educational and training process. They are their own intellectual property. No corporation or employer should have the right to restrict how and where a doctor can work unless they fully paid and supported the doctor's educational path."</p>
Nar	<p>"Please end non compete clause. I had lost employment offer job due to ex employer non compete clause and ex employer did not give non on non compete cluase."</p>
Eric	<p>"Non competes in medicine restrict competition and give exorbitant power to hospitals especially in metropolitan areas where people desire to live. Hospitals should be forced to compete for talented physicians in all aspects but instead they rely on noncompetes in desirable areas to keep physicians without having to treat them better."</p>
aristides	<p>"I support banning non-compete Rule/contracts: For the last 30 yrs our cardiologist has provided compassionate care to our rural underserved community. He recently severed ties with a large medical group. Due to a non-compete clause he must leave our community. "Non-Compete clauses" in the healthcare industry are highly injurious to rural communities across our country. There is considerable legal history relative to this thorny subject which arose as this country moved from an agricultural to an industrial and business oriented economy. Trade secrets, supply chains, engineering innovations made it</p>

	<p>necessary to protect our investors and their operations from commercial raiders of the many facets of a successful unit. Patents, Trademarks, and Copyrights were made law. Along with these protections came the notion that valuable employees ought to be protected from being lured by competitors resulting in substantial business uncertainty. Unfortunately, the legality of employee non-compete clauses was never tested in the different spheres of commerce in a balance between the business to be protected and the effect of the law on the general public as might occur. Making widgets has a considerably different affect on consumers than restriction permitted on persons in the health care profession who may become unavailable to the very people who most need his or her skills. The unfettered access to competent health is a far greater priority for the general welfare of this country than the protections that might be enjoyed by institutions or businesses that employ these professionals. This is obviously true and applicable in the great majority of the small towns and rural area which occupy the great majority of the land mass of this country. Given all of the considerations, It would be appropriate to revise and rescind any existing statutes at the Federal and State levels permitting non competition contracts restricting Medical Doctors and those employments critical to the access to health care and outlaw the validity of any future documents not in conformance with the purposes of the enactment."</p>
Deanna	<p>"Non-compete agreements have long sacrificed upward mobility and limited increased wages of the working class. Though I usually occupied a staff position, I've had to sign a non-compete for most private sector jobs I've had in nearly 40 years of work, severely limiting my options. I hope to see the next generation freed of these corporate fetters."</p>
Alisa	<p>"Non-compete practices are horrible for the working people and only have corporate interests in mind. They can be hidden in fine print (like when you accept annual bonus or stock) and you may not even know you have one until you try to leave. My former company snuck one into a third party website bonus acceptance and then I had to get a lawyer when I tried to leave, which cost me money, stress, and potential future compensation. I ended up leaving the industry I was in (working to improve health equity) because they banned me from working kn that space for a year. Horrible. Please end this!!!"</p>
Zachary	<p>"This rule should go into effect. As a physician my goal is to provide the best care for my community as I can. However noncompete clauses can prevent me from working in an environment best suited to provide excellent care for patients. Non compete clauses force physicians to either stay with a hospital system that is not the best fit for their practice or move out of the area. This caused their patient to have to find a new doctor and potentially get lost in the healthcare system. Non compete clauses for physicians allows hospital systems to artificially suppress competition allowing for higher healthcare costs to the patient."</p>
Denise	<p>"We would like you to support the FTC Proposed Rule to Ban Noncompete Clauses, Which Hurt Workers and Harm Competition Thanks, Denise Doctor"</p>

John	"I am a partner in a public accounting firm where we have a 1-2 year non-compete if you join a competitor and a blanket non-compete if you join a competitor after forced retirement at 62. The definition of a competitor is extremely broad and covers anything the firm does, not necessarily what the person leaving does. E.g. If an audit partner leaves, s/he could not practice taxation either as that would be viewed as violating the non-compete. There are exceptions made but those are usually reserved for those already in leadership or close to them. Similarly, there are exceptions made to allow people to work past 60 but those are usually reserved for those already in leadership or close to them. This is complicated further by an opaque compensation system. If a partner is unhappy with his/ her compensation, the only recourse available is to write to a group called "partner affairs", which may decline any compensation change and no additional information is provided. This results in discrimination against minorities as they are often the ones impacted the most. With the inability to leave because of a non-compete, the partner is stuck and has no choice other than forced arbitration, which is also not a realistic option as the arbitrators are selected by the firm and to them the represents a repeat client as opposed to a one time unhappy partner. Non competes should be prohibited."
V	"As a physician , I support banning non competes as it leads to abuse of physicians by smaller medical practice groups owned by individuals"
Patrick	"Hello, Throughout my career, Non-compete agreements have caused me to not pursue opportunities that could've increased my salary. I can fully understand that companies do not want former employees to share proprietary data with their new employers but that doesn't mean that the only way to handle that is via a non-compete. Non-competes are monopolistic contracts that are harmful to the employee and give undo power to the employer. One may ask "why sign a noncompete agreement?" The answer is they are typically a condition of employment. Non-compete agreements are unfair to employees, and they must go."
John	"The best way to keep quality physician providing quality care is by treating them well with autonomy, respect, safe working conditions and adequate staffing. Contractual chains preventing a physician from a better/safer working environment fostered by healthy competition is not appropriate. Physicians dedicate their careers to a community and should not have to uproot their families nor leave their patients to earn a better living. Noncompetes have already been ruled invalid for some medical specialties by the judicial branch Maintaining this across the board would provide parity for physicians."
Jacob	"I am being held by my old company and was forced to take a lower paying job in order to get away from the non compete clause. Please get rid of this, it's ruining my life."
Robert	"The proposed rule to prohibit noncompete clauses in contracts especially in health care would improve patient care in organizations which essentially chain a health care provider as a physician to one organization. They have no power to

	<p>influence correction of inappropriate conduct unless they relocate. There is no real accountability for the employer as the employees are trapped. One the non compete is signed the organization essentially owns a highly trained professional. I have seen firsthand where very talented physicians objected to questionable ethical practices could not negotiate improvements for patients and can only resign and move to other communities to avoid being drawn into ethical issues. The clauses are used to control physicians now as the ability to enter private practice is nearly impossible due to the costs in an environment of terrible reimbursement. Senior physicians, rather than become employed in part time practices totally retire. Others as younger physicians cannot have a second part time position to help out a practice will be prohibited from assisting or changing to a practice which needs part or full time assistance. The purpose of these clauses for physicians is control and to prohibit competition. Many practices will use physicians to expand other providers employment and lock in physicians needed to oversee the other providers. The profit now is in employing provides rather than the physicians. Non compete clauses are used to also enslave other providers so they cannot move to another practice. The clauses are nothing more than a technique to enslave many providers to benefit the business of monopoly medicine. Providers have a limited number of hours they can work and practices if all types try these extreme control measures rather than working with physicians an providers to create a positive work and patient culture. Communities can loose good providers who are forced to relocate every few years and to states which prohibit non competes. The government should in Medicare and Medicaid regulations prohibit provides in the program from using non compete clauses. This may allow more physicians to work more hours and care for more patients in underserved areas within the noncompete areas. Why should non profits which control the majority of hospitals and groups be allowed to be enslaving providers. I absolutely support elimination of noncompete clauses."</p>
Robert	<p>"Allowing non profit hospitals to be exempt from the proposed rule banning non-competition clause is a travesty. Like by large corporate entity they should not be allowed to control competition. This hurts patients ability too maintain relationship and is a barrier to care. Physicians should not be subject to hospital administration control any more then any other employee. there is no justification for considering exemption."</p>
Daniel	<p>"Non-compete clauses are an affront to the open market and a significant disadvantage to physicians who are independent contractors."</p>
Anthony	<p>"I support banning noncompetes. They stifle innovation, allow corporations to treat people like robots, and prevent a free-flowing economy."</p>
Ryan	<p>"I am writing in support of ending the non-compete clause as it relates to physician employment. The non-compete clause interferes with the continuity of care and the patient physician relationship. For physicians considering leaving their current employer, a forced move outside of a geographic area or time constraint to practice in an area, essentially ends that relationship. Many</p>

	physicians pursue other employment due to perceived or actual unfair work environments. The non-compete clause reduces employer accountability and reduces competition within the local healthcare environment. In summary, eliminating the non-compete clause would create an improvement in patient care and physician satisfaction."
Alison	"Non-compete agreements have lowered my income. I am a pediatrician in Illinois where non-competes are legal and are often enforced in court. My non-compete is 2 years and 15 miles AND due to confusion about how it applies to telemedicine, my lawyers say it essentially prevents me from any telemedicine. Over the past four years, even while I was seeing ever more patients, my company gradually lowered my income by \$70,000 a year, but my non-compete has made it impossible for me to find another job, due to my husband's job and my kids special needs being met by the schools we are in."
TIFFANIE	"I STRONGLY SUPPORT THE BAN OF NON COMPETE CLAUSES"
Adam	" I'm a worker that has had to consider whether to take a job that requires signing a no-compete agreement several times in my career. I'd like to state my position that these are harmful to workers like me and they complicate career decisions and reduce our negotiating power and career options. Several times in my career, after weeks of interviewing and salary negotiation, I've found myself facing a required no-compete agreement that would drastically limit my future career options and negotiating power. Several times I've accepted these agreements because I had already turned down competing offers and found myself with limited options. Once I was prevented from leaving a position early because I was concerned my no-compete agreement would integrate with my new position. At least once I've turned down a position because it included a no-compete agreement. In this case, I'd have already spent hours interviewing and negotiating a job role. This time could have been spent talking to other firms where I would not be required to sign away my future career prospects."
James R	"Non-compete clauses -- and legislative fiat which restrict the ability of former employees to select appropriate offers -- both result in market malfunctions. In extreme cases they may make it impossible for the restricted individuals to work in their area of expertise; and consequently, they may result in unqualified individuals obtaining assignments for which they are not suited... There certainly exist governmental assignments, the exiting of which should be limited as to the employees' next activity. But NO commercial enterprise should be able to keep former employees from having an unfettered choice of employment. One cannot support the functioning of a free market and still allow such interference."
John	"I worked as a 1099 salesman for a company for over 17 years. I discovered that there were irregularities with my commissions and fake invoices being inputted to artificially lower my wages. In addition, if that was not enough, the culture of the company became toxic from a mental health point of view and it was mutually agreed upon by both myself and the owner of the company that it would be better for me to move on. I explained I would spend the next year closing out my jobs

and then wanted to start my own business. The owner of the company told me that I did not have to wait and could start a company now. I objected, concerned that he would not pay me the commissions I was owed, just as every salesman who ever left had to deal with. I was assured that I would be paid and encouraged to start my new company, which I then did. A few months later, after bitcoin crashed, I was asked to sign a document to receive my check that week. I chose not to sign it because I did not like what was written. I was told to contact their attorney who informed me that the owner wanted to give me a severance and be done, for us both to move on. He told me to calculate my commissions and he would call next week for me to go in there and we figure out a number. Instead of the meeting that was agreed to, I was served with a cease and desist letter and informing me that I had forfeited my commissions that were owed which were several hundred thousand dollars and to close down my new company I had just heavily invested in. My wife was 8 months pregnant at the time. Them knowing that, I was so betrayed, I could not understand why he was doing this to me. Other than the fact that I knew he lost a significant amount of money in bitcoin, I did not feel that I should have to cover his gambling loss. 2 weeks later, I was served with a lawsuit for violating a non compete (that I didn't even sign). I was forced to sign a sales agreement 13 years into the 1099 employment and when we got to the non compete page, I refused. I was told that, that page would be removed and he would not try to enforce it. It was a separate page that was not signed, he removed it from the agreement. In addition I was told that if I did not sign the sales agreement, that I would not be able to collect the commissions owed at that point. Having removed the non compete, I agreed to the sales agreement. Only to have that unsigned page magically reappear as the basis for this frivolous lawsuit (again, not even signed, yet I'm still having to deal with the stress of civil litigation with never ending legal fees). I had to hire an attorney to fight the frivolous suit and to attempt to get me the commissions that were owed to me. On the very first meeting, my former employer's attorney offered to drop their suit and pay me \$20,000 if I were to agree to not sue them and forfeit my commissions. Proving there was no need for the non compete and it was only being used to not pay me for the work I completed. The non compete is being used as a weapon to deprive me of what I am owed, not to protect the company. If they were so concerned about the non compete, he would not have convinced me to start my own company and would not agree to drop it if I agreed to forfeit my commissions. This has been going on almost 2 years. I have spent over 100 thousand dollars in legal fees. I could have funded my Children college education, hired new people, used it for research or development, paid taxes on profit but instead, I am forced to fight a frivolous lawsuit for a non-compete that is not even signed and am in this position, solely because I was tricked into it. The litigation seems to be never ending with my former employer refusing to comply with discovery and constantly missing deadlines and asking for extensions, requesting multiple repeated depositions of myself but not allowing me to have the same courtesy as they are manipulating the legal system to avoid resolution. Using the courts and this unsigned non compete to try to bankrupt me. Non competes are evil. If you treat your workers fairly, they'll want to work for you. If you are a good company, people won't want to leave. Non Competes are nothing more than a form of 21st century slavery to control people. America is supposed to be the land of the free, home of the

	brave. I pray that the FTC' and our legislatures are brave enough to free the people from this evil tool being used to implement servitude and limit individuals' growth and wages, allowing them to provide a better life for their family's and society as a whole. I believe that eliminating non competes is the single most effective thing that government can do to increase the standard of living for the population."
Ryan	"Non-Compete Clauses have shown that they harm all workers, yet they harm low wage workers the most, particularly in the service industry. I first became aware of the problem when I read that the sandwich shop chain "Jimmy John's" was using them against their workers several years ago, and now that this proposed rule is published, I'm actually stunned to find out that the practice is so common. Naturally, some states care about their workers and others don't, and since states that don't aren't going to fix this problem, it falls to the federal government to do something about it. With national inflation surging and worker pay struggling to keep up, and with low income workers having limited employability options in the local marketplace, the government should be helping them by banning non-competitive behavior. The CEOs that run the grocery store chains laugh at a public that can barely even afford a carton of eggs anymore. How is it fair that the same CEO might choose to depress wages in the grocery industry by saying that the workers who quit can't get a job at another grocery store? Right now, in most of the states, nothing stops this, and it's probably actually happening. This behavior clearly harms workers, sabotages competitors of larger chains, and generally unduly interferes with inter-state commerce. Please finalize this regulation."
Robert	" As a practicing emergency physician, I SUPPORT the proposed Non-Compete Clause prohibition, Matter No. P201200. Historically, non-compete clauses have been used by physician contract management groups (CMGs) as a "poison pill" to prevent hospitals from contracting with a new CMG as the new group will have to recruit all-new physicians, even if the current CMG is not providing the best service to patients. Non-compete clauses are also used to intimidate employed physicians, who would need to move themselves and their families if they lose their current employment. There is no legitimate purpose to non-compete clauses used in the field of emergency medicine. Their strong anti-competitive outcomes lead to higher costs for patients and government medical programs, and worse care for patients. Please contact me if I can provide any additional information."
William	"I would like to see non-competes abolished. I am currently anchored to a company that forced me to sign one and cannot leave without threat of being sued. I have a job offer currently with another company that would increase my pay by 20% but if I leave my current employer I will be sued."
William	"You must absolutely ban or place clear limitations on this practice. It is anti-competitive and prevents the labor market from functioning as it should. In particular it should at least be banned for non-exempt employees, and any employee that requires a state license to work, since licensure is already a built-

	<p>in limitation to job mobility. There is really no reason to allow it for any employee, as states like California realized many years ago. There is plenty of precedent for how to do this without compromising a businesses' trade secrets or other know-how. In general, this practice is anti-employee, as it tends to trap them with bad employers because they can't move because of the non-compete."</p>
Robert	<p>"This is long overdue! Even if the employer pays you to sit out, the length of time out is a killer on what you bring to the table with experience and business contacts."</p>
David	<p>"I submit this comment as a partner at a Chicago law firm that represents workers in non-compete and other restrictive covenant litigation. I also am an adjunct professor teaching employment law at Northern Illinois University College of Law. The FTC's proposed rule banning non-competes, while a good start, must go one step further to protect workers against restrictive covenants typically contained in employment agreements. The FTC should expand the rule to also prohibit, in the employment relationship, agreements not to solicit customers ("non-solicit" agreements) unless necessary for a legally-protected interest. The FTC rule banning non-competes is necessary to stop worker abuse; a compromise rule is not appropriate. As an employment lawyer who represents workers, non-compete bound workers regularly come to by law firm with a question along the lines of: "I signed a stack of onboarding paperwork on my first day on the job that had a noncompete. It isn't enforceable, is it?" They are shocked to learn how much it will cost to "get out" of their noncompete when sued. The cost of defending employees against restrictive covenant litigation typically ranges from \$15,000 on the low side (coming to a quick resolution) to hundreds of thousands of dollars. Very few employees can afford litigation or dealing. As a result, few employees ever challenge non-competes and, instead, reluctantly comply with them while giving up better job opportunities, resulting in less money for them and their families. Equally troubling, even if an employee is willing to take the risk of getting sued, many prospective employers simply will not hire a candidate subject to a noncompete. Prospective employers today rarely perceive hiring a worker as being worth the risk of getting dragged into a lawsuit. Employers send "cease and desist" letters right when an employee is in the process of transitioning to a job. This results in the withdrawal of a job offer leaving the employee without the job. Many business groups argue that a categorical ban goes too far. I disagree and believe that the FTC's categorical ban on non-competes in the workplace is appropriate. Of course, there are many examples of egregious non-compete overreaching. While these stories make for good headlines, my experience is that the real gut-wrenching and sleepless nights comes from higher-level employees subject to non-competes: Consider the single parent earning \$250,000 per year in her executive level position that has little room for advancement. She gets an offer from a competitor for \$350,000 but cannot take the position because of a non-compete the day she started her original job. \$250,000 may seem like a lot of money, but it really isn't to many single parents (or heads of a family) who are supporting children. The FTC should not get drawn into artificial line-drawing by exempting highly compensated individuals. Equally problematic, a bright-line rule will avoid the</p>

	<p>inevitable litigation that ensues when there are exceptions. Non-Competes discourage workers from starting new businesses and this hurts the American economy. Launching a business with a lawsuit on their back from a well-funded company is typically too much to handle for a small entrepreneur with limited resources. These lawsuits, even when they do not have merit, often have the intended and actual effect to sue a start-up out of business. What this means for our economy is that there is less competition and consumers (often businesses) end up paying more for goods and services. Sometimes, and often, these cases settle with the employee agreeing, confidentially, to not solicit a long list of customers within the industry. This agreement among competitors cuts up the marketplace and leaves those customers with fewer choices, raises antitrust concerns, and is anti-competitive. The FTC should expand the rule to also ban employment agreements that forbid customer non-solicitation agreements unless necessary for a legally protected interest. This exception is recognition that in some cases an employer does have a legitimate interest in protecting its workforce from walking away with established customers and to prevent abuse by employees. I propose a four (4) part test to determine whether customers have a legally protected interest in customers from which they can properly be subject to a non-compete: The employee must show (a) the non-solicitation agreement is necessary to protect trade secret information, (b) the restricted employee did not introduce the subject of the non-solicitation agreement to the employer, (c) the customers has a near-permanent relationship with the employer, and (d) the employee had a material role in maintaining the relationship with employer that is the subject of the non-solicitation agreement."</p>
Garth	"I strongly support the passing of this rule. Non-compete clauses are an unfair method of competition and are coercive to workers."
Kevin	"Non-compete clauses are necessary to protect the business investment of hiring new professionals (investment = losses for a period of time) as the new professionals ramp up their expertise and customer base in a specific geography. If businesses cannot have that protection, then they will pay lower wages knowing there's the risk that the employees take the knowledge and customer base the business across the street. Non-compete clauses are part of private contracts that are negotiated at arm's length. The government should not intervene in private contracts."
Alan	"I am totally against non-compete agreements. It is right now preventing me from pursuing my own business to better care for my family."
Esther	"I strongly support the non-compete clause"
Kathleen	"I strongly support a ban on non-compete clauses in healthcare. Non compete clauses have dubious purpose in the delivery of quality healthcare , disrupt the relationships, and result in the exit of doctors from the workforce in a time where we are already short- staffed."

Amy	"Please consider this case very seriously. Non competes are very limiting for the employee and feels like corporate indentured servitude all over again. Companies know that they have you on the hook by baiting you with income agreements and then you are forced to stay with a company - especially those with specialized industry knowledge. The way these agreements are written it makes it almost impossible for someone to earn a comparable wage for a year or more."
David	"Hello I am a physician with a non compete. I think it is unfair. I work for a multibillion dollar health care corporation with lots of easy ways to maintain their patients- having their other specialists within the same system, having their records on file with their EMR, etc. It simply would not be that easy to poach patients if I were to move to another healthcare system. So if I leave it is no big deal for them, however for me I would have to move me and my family to another city just to continue working."
Barbara	"Anything that reduces the power of business over workers, is all to the good and will help preserve our shrinking middle class."
Curtis	"Reminds me of the Jim Crow laws of return. If a worker escaped or left a bad job, he could be returned to his old job."
Thomas	"I agree with the proposed rule. I am a physician working for a large independent physician group. My contract has a 15 mile radius in the Chicago market. This severely limits my options for changing positions. This also restricts my ability to make a living. The medical group has changed the compensation plan without a change to our contract. This new plan will reduce the compensation for 25 physicians. The non compete clause limits any bargaining power with management. The risk of retaliation is high, the group has retaliated with other physicians in the past. The proposed rule could help increase our ability to change jobs and see more patients at another job or to continue to build our practice and see more patients. I understand this is selfish, but this has affected a significant number of my coworkers as well as other physician friends in other regions affected by this. Thank you for allowing to comment on this issue. It is important and significant"
Michael	"Hello, I wanted to voice my strong support for banning non-compete clauses. Non-compete clauses chill workers rights and abilities to advance within their industry. Additionally, they unfairly favor private businesses while chilling competition within their marketplace, which has a negative effect on the market and larger economy. Capitalism demands competition and by allowing private businesses to bar their employees from freely moving to other companies within their industry we aren't allowing the competition that capitalism relies on. I hope you will put individual workers rights ahead of larger businesses and agree to ban non-compete clauses. Thank you"
Colin	"As a physician I strongly support banning non compete clauses. These are inherently undemocratic and solodify power in the hands of large corporations. In

	healthcare, power is quite concentrated within large healthcare systems, especially at a regional level. Non competes artificially lower physician pay (which is why the AIA strongly opposes this action) and lower competition within the healthcare space for pay, benefits and improved patient care/facilities."
Crey	<p>" Dear Chair Lina Khan,</p> <p>"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country.</p> <p>I am a union operator. I would love to see the workforce to have more freedom.</p> <p>Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Angel	"As a family physician I am completely in agreement to remove any kind of non compete clauses as it basically strangle physician to negotiate fair compensation and competitive pay by forcing us away from the patients that trust is"
Jessica	"I strongly support banning non compete clauses. They hinder care especially in the underserved population. I work in child and adolescent psychiatry which typically have wait-lists in the 6 month range or more. This prevents care in our most vulnerable populations"
Aleisha	"Thank you. Due to inflation, the high cost of housing in the Chicagoland area, and working for a non-profit organization, I am unable to afford an apartment in Chicago. This rule to void existing non-competes is wonderful as I will be able to work more, provide more services to the public, and earn more to be able to afford housing and food as a result of working Thank you so much for this rule."
Ashwani	"I am a primary care physician and I am in favor of ending noncompete clauses which affect physicians that have to let go of a patient panel and seek jobs at least 10-25 miles away when looking for alternative options. This might keep a physician under unfavorable conditions and lock them out of other opportunities for growth and also encourage corporations to create more unfavorable conditions for them."
Dane	"Please get rid of non-competes. Please."
Alex	"Non-competes are bad for innovation and limit wage growth and opportunities for employees. They are harming economic prosperity and should be banned outright"
Maria	"I feel that non-compete's are used primarily to curtail workers wages and intimidate workers into not using their full leverage when negotiating with their employers. I think at their core con-compete clauses are anti-freedom and inhibit workers from making their own decisions within the labor market. I firmly support

	the proposal to end the practice of non-competes and to stop companies and businesses from being able to impose them."
RAJU	"This must include healthcare workers and physicians . For too long we have been treated differently allowing hospitals to essentially capture us at a young age and then threaten if we leave they will use the non compete to financially destroy us. It also can hurt access for patients as well. I fully support the end is non compete clauses."
Carl	"I am a small business owner providing professional consulting services. On principle, my company does not require our employees to sign non-compete contracts, even though they have access to proprietary information, because we do not believe we have the right to prevent our staff from making a living, whether that living is made with us or anyone else. That companies employing staff having access to no sensitive information are allowed to restrict their employees in this way is unconscionable. This playing field is not level, the concentration of resources on business side of the equation makes it impossible for the individual to fight the restriction, and untold suffering results. Change this rule."
C.	"I fully support the ban on non-compete clauses within employment contracts. My employer sent one out mid-week and forced ALL employees to sign within 2 days. We had no chance to review or negotiate terms."
Alexander	"Healthcare is a specific scenario the FTC needs to address, in particular if as I understand it nonprofits will not be affected by this Rule. Very large, "nonprofit" healthcare organizations are dominating the market and establishing monopolies on care. There are many economic factors at play driving these changes (many driven by the government / CMS and payments). But specifically regarding this proposed rule, it is critical to understand how this will affect physicians . Approximately 74% of physicians are employed, many by these large nonprofit healthcare organizations. Thus, most doctors are now employees and are negatively affected by these noncompete clauses, similarly to other employees. Noncompete agreements in medicine were historically used to make sure a doctor didn't "hang a shingle up" across the street from his or her prior practice. This is clearly not how healthcare works anymore as the markets are dominated by very large healthcare organizations. Currently, most MDs go to college for 4 years, med school for 4 years, then are matched with a training program for 3-7 years (without specifically choosing their employer or location), then end up employed by a "nonprofit" organization. A noncompete clause for doctors limits negotiating ability, salary, mobility, location, and places additional unnecessary stressors on doctors and their families. If this Proposed Rule does NOT affect nonprofit organizations because it is under Section 5, then this proposed rule would severely and negatively affect doctors in an already stressed healthcare environment. (1) ban noncompetes for private practice doctors (where it still does make at least some sense for doctors to protect their privately held business) but yet (2) allow ongoing noncompete clauses for the massive nonprofit employers. It would continue to kill private practice and drive all MDs to be employed, taking even more power away from doctors and into the hands of corporations, and

	hurting hard working doctors. The FTC and the Proposed Rule should specifically ban noncompete clauses for nonprofit healthcare organizations."
Catherine	"I am a physician and strongly oppose non compete clauses. They prevent physicians from moving to another job without physically moving. They allow corporate medicine to manipulate doctors and prevent job negotiations."
Veronica	"To whom it may concern: It is time that these onorous, ridiculous and ANTICOMPETITIVE non-compete clauses be done away with. They only serve the interests of monopolies, while harming workers, consumers and communities, please and thanks"
Amit	"This rule should help the workers in the short term and long term. Specially, I want to make a comment about the employed physicians . Over the last decade, the Hospital systems have consolidated and in effect have a near monopoly in some of the regional markets. One of the features that enables them is the Non-compete clauses for the physicians and even nurses. This really handcuffs the physicians to poorly run health care systems, and also severely limits the physicians to be advocates for their patients or advocates for change. The current system is that if you are not happy with the way hospitals are being run, you have to uproot your family to find a different employment and the hospital systems have misused the broad non-compete clause to their advantage. This has lead to high physician dissatisfaction, burnout, poor patient care and most importantly limited competition and increased cost of care. This is a step in the right direction."
Amy	" Physicians should definitely be included. They play a critical role in the treatment team, and non- competes can lead to direct harm if patients when physicians are willing & able to care for them, but their hands are legally tied."
Erin	"Please end non-compete clauses in labor contracts. Businesses can require confidentiality and safeguarding of information to protect proprietary interests. There is no reason to allow for labor exploitation and taking away people's right to sell their labor as they choose."
Hintsa	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final nile that bans noncompete agreements. Sincerely, Hintsa Hagos"
Dillon	"Ending my non compete could geatly increase my mobility within the geater labor force and help me fill in the blanks of a dynamic labor market. END NON COMPETES!"

Simone	"Thank you for bringing this proposal forward. I would also request that this rule apply to non-profit hospital systems as well. As a physician working for a hospital system that is doing nothing regarding physician burnout, I would like to be able to leave and open up my own practice. However, I have been a member of this community for some 30 years, 20+ as a physician and I feel I owe it to the underserved members of this community to continue to provide excellent care for them; care they often do not receive with other clinicians they see or have seen. Leaving the area is not an option but neither is continuing to be complicit in the substandard care they receive without me and those of like minds. Reasons such as not wanting to uproot family and the hassle of having to move to another location also keep individuals in a community without the option of leaving. These physicians are increasingly prone to burnout which ultimately leads to substandard care for their patients. There may also be a ripple effect of an overall improvement in healthcare. Despite the misinformation that is often propagated about physicians, the vast majority simply want to be able to provide excellent care, high quality care to those individuals we are blessed to care for. It is the systems in which we function that often prevent us from doing this to the best of our ability. The only downside is for the organizations who use non-compete clauses to prevent them from having to replace clinicians. Please give us the freedom to be better."
H RONALD	"THIS IS JUST A NEW FORM OF RESTRICTING COMPETITION COUPLED WITH WAGE SLAVERY - ANYONE WHO CANNOT VISUALIZE THE DYNAMICS OF THIS LEGAL "SNAFU" IS A TRULY AN *** !"
Carol	"This law is unfair to the regular worker and once again gives all the power to big corporations. People should be able to change jobs no matter what job they choose to change to."
Catherine	"Please don't exclude physicians from non competes! We deserve the chance to stay in the same city if we move jobs and not upset our entire families and move somewhere completely new to make a change."
Juan Gerardo	"Non compete clauses for veterinarians should not exist"
Lisa	"Please eliminate the non-compete rule for employees in low wage jobs or jobs that have no reasonable need for a non-compete clause. I just watched the video in the New York Times. I've known hair stylists in this situation. In addition to what was covered in the video, it causes employees to stay employed with an employer they don't want to work for. It gives the employer too much power over employees. The employee can't ask for better working conditions or anything small because they are afraid of being fired. My hair stylist had to quit her main job because she had a side gig doing color in a different town. She wasn't a colorist at her main job, but they said she couldn't stay. It's very unfair."
Michael	"I support this change. As someone who had to sign a non compete clause for their first job I agree that they limit competition and innovation. They let

	companies rely on a legal document to motivate labor from its employees rather than competitive compensation."
Clinton	<p>"Hospitals may need some protections so provider's don't use hospital resources to build a patient load and then take them all across the street, but non-competes are currently used as tools to impose de facto ownership of workers that enables tremendous abuse. I highly encourage this type of proposed rule after twelve solid months of my attempts as an emergency physician to open my own non-emergency practice failed to convince my hospital to lower the legal gm from my head. An email I wrote to my hospital's CEO today, in the last month of my employment, based on my understanding of the contract and Illinois law: Dr. ***, BLUF: This is a summary of how I eagerly returned home to work as an emergency physician at *** after military service and was systematically disenfranchised and driven out of the organization over the period of two years. I hope you can appreciate the disconnect between ***'s stated values and the draconian power plays of your legal department. The FTC's proposed rule on eliminating non-competes has entered a comment period just as I am ending my time at *** due to the very same issue. As you may know, ***'s physician employment contract imposes extensive restrictions and my last 18 months are a case-study in why non-compete reform is both ethical and inevitable. I left all my family and served on active duty for seven years, being stationed as far away as ***, before returning home to central ***. I was gone for the death of close family members and other important personal milestones and stood ready to be deployed as an emergency medicine physician to any combat zone so that we, as free people, can choose our own destinies. I looked forward to finally having my own chance at exercising the freedom that I'd sacrificed the better part of a decade for when I was able to return home during the summer of 2020. Unfortunately, I signed a *** physician employment contract and bought a house. One year after separating from the Army, I learned that this contract allowed *** to use litigation to prevent me from any other work in the healthcare field within 50 miles. In practice, of course, this really means nearly 100 (next closest cities being ***, ***, etc). I also learned that Illinois is an employment at-will state. This combination means that *** can terminate one's employment at any time, for any reason, and then banish them from making any living in the healthcare field for three years. Its nature allows for tremendous employee abuse in the wrong leadership's hands. And if I want to keep living and working near my family, I would have to keep working for *** for the rest of my career. Is this the freedom I served to protect? With regard to my specific case, I was treated very much like property because, well, the contract pretty much treats us like property. I am attaching a document with all of my relevant correspondence. I have been most disappointment with ****'s inability to show any kind of humanity after this direct email, though it is consistent with the overall theme, and the series of half-truths ending with what I can only consider either intentional misleading or sheer incompetence from *** (as a representative of the legal department). Regardless of how the FTC's proposed rule turns out, I hope for the sake of future physicians you can facilitate reform of the employment contract in such a way that provides common sense protections for the hospital without demanding complete control of your physicians. There seemed to be some persistent belief that I was trying to game the system, so I have waited until now, when I am not asking for any</p>

	<p>contractual concession, to share this with you. I do hope that there is some accountability for the people responsible for wasting so much of my time, money, and emotional energy and that the physicians that follow me are treated like free people with their own aspirations rather than property, but that is for you to decide. [several quoted mails] Ironically, the best way to stifle my entrepreneurial spirit would have been to keep me happy and working at ***. Starting a business is absolutely saturated with overwhelming unknowns and risks, and frankly, it's really hard to imagine how I could make any real dent in ****'s business. Like Minute Maid driving up and crushing some kid's lemonade stand, all of this just comes across as bullying. I like to think that I'm pretty smart and that I have vision, but I have to admit, I never imagined that this organization that I have thought so highly of for so long would be this petty. _*** I have attached a document with all relevant correspondence. It blew my mind to learn how these kinds of contracts are legal and, as a business owner myself, I KNOW these contracts can be limited in a way that provides reasonable business protections without the frank abuse of employees that current contracts allow."</p>
Hadyn	<p>"I support this proposal without reservation. Hospital systems should not have the ability to prevent an employee from seeking alternative employment in any geographical region at any time. As is the case for many physicians, I own a home in the region in which I work, my children attend school, and my family has formed numerous community connections. Non-compete clauses place an undue burden on physicians and their families in the event that a term of employment comes to an end at a given hospital. Physicians are then forced to either travel long distances for employment, or to uproot their families and relocate when they are unable to seek employment at other hospitals in their geographic region."</p>
Hattie	<p>"Non-compete clauses are problematic for employees because they reinforce the imbalance of power in the employee-employer relationship. They also limit the mobility of workers, and limit local employers from recruiting talent, and suppress wages. Given the investment required to obtain a skillset or knowledge base, it is an employee's right to use their human capital as they see fit in the industry of their choice. A federal ban on non-compete clauses is a step towards equity in a free market that tends primarily to benefit capital/management, while leaving effective clauses, such as non-solicitation, revolving door restrictions and enforcement of intellectual property rights intact."</p>
Andrea	<p>"I am a physician with subspecialty training I devoted 10 years of my life beyond college and 450K to acquire the knowledge and skill to form meaningful relationships and deliver quality care to my patients. I started out in private practice but within 10 years, private practices were crushed by hospitals that were then bought out by larger "health care systems". The majority of those who held out have now been bought out by private equity groups. The goal of these conglomerates is to make more money for the shareholders and CEO's. Well compensated doctors average 250k and are on call 24/7 every day of the year including holidays and are liable for every word they say and decision they make. The CEO's and shareholders make MILLIONS of dollars a year. They are paid by the government to accept Medicaid and Medicare but the doctors are</p>

	<p>compensated on their productivity/collections. Medicare cuts reimbursement by 4-5% every year. I feel very strongly that non competes have no place in health care. These companies have not invested a penny in the training of doctors; on the contrary WE serve THEM essentially for free during our training so they cannot support the argument that non competes protect them from loosing out on their investments. They cannot support the claim that they will lose confidential information because patients have a right to their own medical records and to choose their doctors. They cannot support the claim that they fonn meaningful relationships with their clients because relationships are formed between the doctor and the patient, not the corporation whose goal is to get as many patients in and out as possible. Non competes make it virtually impossible for doctors to leave their employers without have to relocate their entire families and start from scratch without a referral network. Many doctors have taken early retirement or left medicine altogether because the prospects are so dim. We all agree that access to medical care is a big problem. Non competes make that even harder. Those that stay in the corporate system are overworked and under appreciated and cannot possibly deliver good care under those conditions. To the argument that noncompetes are necessary to avoid excessive employee turnover I would suggest that a better way to retain doctors (and by extension patients) is not to treat doctors like they are indentured servants who are easily replaceable by mid-level providers. Non competes might make sense to protect smaller practices from losing employees but should not exist to put profits over patients."</p>
Charles	<p>"Not compete clauses aren't about competing. It is about trying to trap employees in their job. It need to the and needed to decades ago. Just another tool abused by corporations these days."</p>
Stephanie	<p>"I urge the FTC to eliminate these NDAs and protect the rights of American workers"</p>
Erik	<p>"I strongly support this effort to remove non-compete clauses. In 2010 I worked for Native Staffing which contracted me out to Siemens, which contracted me to Cigna in Illinois to perform technical work on computer systems. Three months into the job, Siemens lost the contract with Cigna. The company that won the contract approached me about continuing the same work at Cigna while being employed by them. My 6 month non-compete with Native Staffing did not allow me to work at Cigna. The new company encouraged me to ignore this but they had their own non-compete clause. Theirs was for 2 years and included a provision requiring me to pay them a quarter (25%) of my first year's pay or \$10,000 if I signed on and later violated their non-compete. When I asked if this provision could be removed from the new contract they declined. My conclusions from this are that a non-compete arbitrarily ended my employment, which was otherwise going fine and would have continued. Additionally, if my employer wanted recompense for their services in finding and hiring me they could have negotiated that as part of the contract they held with another corporation. I could negotiated on my own but none of these companies had any reason to listen to me. In 2011 I was employed by Robert Half International Inc. to fulfill a contract with Gigenet. Robert Half International imposed a non-compete and Gigenet later</p>

	<p>asked me to violate it. Again I was asked to accept the consequences of violating a non-compete so one corporation would not have to pay another. Most of my work since 2010 has been as an employee for staffing firms where my continued employment is contingent upon my employer retaining a contract with another company or organization. These almost always include non-compete clauses. Where those were not present there was no meaningful impact for my employer that I could discern. Except for the scenario where a non-compete clause is between a buyer and seller of a business, I support a unitbnn ban on non-compete clauses for all workers regardless of category. It simplifies application of the ban, causes gains for any category of worker to apply to all workers, and it may have very useful effects on the trend for businesses to get bigger and closer to forming monopolies. If a big business needs to pay the top executives and employees enough that they could afford to create new competing businesses then that may function as an incentive to narrow the pay gap between those employees and the lowest paid employees of the company. Existing protections for trade secrets already give employers the means to combat theft in those areas. Please move forward with this proposed rule as it stands."</p>
Khalid	<p>"I oppose restrictions, like covenants on physicians. This limits out livelihood. Times have changed and so should our rules."</p>
Paula	<p>"I fully support the abolition of non-compete agreements. Employers have long used non-competes as tools of intimidation against workers. They are by their very nature un-American."</p>
Carol	<p>"I believe the non-compete clause prevents the free flow of labor and inhibits justified wage increases for individuals and thus should be abolished. It effects so many more people than one might expect -- and in all salary ranges. One example of a small field which is negatively impacted by non-competes are veterinarians. Many regular veterinarians have non-competes but the most onerous of these are for veterinary specialists (cardiologists, neurologists, oncologists, etc.) The specialty hospitals which employ these specialists are almost exclusively owned by large corporations and they all insist that prospective employees sign a non-compete or they will not be hired. These are extremely harsh non-competes -- 2 years and 25 miles. This prevents anyone from leaving unless they move out of town. They can't make a 50 mile daily commute and then sometimes be on call and come in at night! Furthermore, in this industry all these hospitals are clustered within a big city which can support them so they can literally all be within a 25 mile radius. These specialists often have to move out of state in order to leave their job. How disruptive for their families! These non-competes give the balance of power to these large corporations at the expense of the workers, once hired. There is no need for the corporations to raise salaries because no one is able to leave to improve their salary as in other fields, since the non-compete would require them to move or not work for two years. I have read that non-competes might only be eliminated beneath a certain level of income. This implies that anyone who makes more than this threshold is assumed to hold trade secrets or something due to their status. In the case of these veterinarians, everything they learned was in vet</p>

	<p>school or residency, not from work. Signing a non-disclosure and a non-solicitation should be adequate protection for these corporations who employ them. Also, these specialists, after graduating from college, attend 4 years of vet school, then 4 years of internship and residency during which they earn less than \$30,000 so after all of these years of training and little income, need to make money to compensate for all of these years and shouldn't have their income artificially restrained. Finally, many have large student loan balances which they need to pay back so they need the ability to negotiate for wage improvement over the years which the non-compete prevents them from doing. In conclusion, this is an example of an industry where ownership is concentrated in the hands of a few corporate owners. They have undue power over their employees because of the non-competes. It tilts the scale to the benefit of the corporate owners to the detriment of the employees."</p>
Heidi	"I agree with dumping the non-compete"
Haseeb	<p>"I support the ban on non competing clause for the sake of patient care since patients who know their physicians for years can't be deprived of their physicians who took care of them for years just because a physician leaves an organization or viceversa. If the physician still wishes to stay in the neighborhood to serve the patients in the local community, they should be allowed to do so. The existing non competing clause deprives patients their right to retain their physician. It will better for patients and physicians."</p>
Konstantin	<p>"To whom it may concern, I am expressing my full support for Non-Compete Clause Rulemaking, Matter No. P201200. Non-compete clauses are a predatory practice designed to place employees at a significant disadvantage, limiting competition and forcing employees to accept and endure substandard conditions. Talent recruitment and retention should be done through offering superior working conditions and incentives, rather than through disempowerment and fear."</p>
John	<p>"In 2008 was in the hose industry - hydraulic industrial ... my role was a regional sales manager covering three states. I left the company to work for a competitor. My pay went from 80k to 100k...when I immediately left my former employee sued me for breach of non-compete and my new employer did not support me with any legal representation. The new employer terminated my employment. Resulting in me being unemployed. I was without unemployment insurance because I had left the company to work for another and the new company after two week did not provide any financial assistance... the great housing crash of 2008 was thereafter... I was without employment for over a year and a half causing me to deplete my 401k to pay my monthly bills.. non compete should not exist, I paid the price then and for my future retirement"</p>
Samar	<p>"I applaud the FTC for finally addressing this archaic practice of stifling entrepreneurs and innovators. They spend most of their lives learning and perfecting their craft only to be curtailed by large corporations."</p>

Avi-Yona	<p>"I support the end of non-compete clauses. Non-compete clauses are taking over the teaching industry. Are we really not meant to teach as many students as possible, regardless of whatever brand decides to make some third party money off it by hopping in-between us? Instead of indentured servitude, it's just indentured punishment for letting the market (or common sense) determine what you're worth."</p>
Daniel	<p>"Hello, [...] I'm a Physician Assistant in Chicago, Illinois. I'm very much in support of this ban as non-competes not only trap workers but promote less investment from an employers side to better a workplace as they know the employee is likely to have to accept the circumstances given the non compete. This would greatly improve the work lives of healthcare providers and allow us to provide greater care!"</p>
Lori	<p>"I am a family physician. Trust me, there are no "trade secrets" to protect. And, these days, it is not so easy for patients to pick up and move their care across town to follow a doctor. They are more likely to be locked into a particular health system by their insurance company. What these noncompete clauses in physician contracts essentially do is allow large medical groups to treat us just poorly enough that we will not move our families away from their schools and friends. They change our employment conditions with a knowledge that most of us will take it. I live in a smaller metro area surrounded by many rural areas. These rural areas are often very short of physicians. Perhaps they would be more grateful to have us and treat us with some semblance of professional respect. It certainly would be a good thing for their rural patients. I suspect abolishing these non-competes for physicians will result in some escape to these communities, as well as some people, deciding to go out on their own and be independents in our community."</p>
Margo	<p>"I am retired now. Most of my career was spent in the technology sector which has a history of heavily relying on the use of non compete clauses. I'm my experience those clauses were used as handcuffs for employees. Companies should focus on employee satisfaction to retain workers, not use threats to keep them. I am in favor of elimination non compete clauses"</p>
Nathan	<p>" I believe this is the correct way of promoting business growth and create a stronger economy. I am in the accounting field and this has caused harm to me and my family. I was working for a company that is a non profit that works mostly in the farming sector. It has had issues with management and unequal pay for several years. I left them once and came back after a major change in the organization only to find that the issues that were there before are still present. I voiced my opinions and tried to work past problems in the organization and in the office that I worked in, but found no attempt for change or willingness to find resolutions. It was not a great environment to work in and seen no end in site. I decided to leave and start my own business and worked with another firm that the owner wanted to retire. I did not actively reach out to clients. I had a noncompete with the company, and to be upfront and honest with them I told them exactly what I was doing and offered to pay for the clients that I wanted to</p>

	<p>take with me. They worked with me on this, and even put together revenues amounts for those clients. Two weeks before leaving I reached out to two clients that were on the list to purchase from them and just told them I was leaving and told them I was working with the company to purchase their account if they wanted to come with me. The management team found out about that and then stopped communicating with me about purchasing clients. The following week I received a letter from their attorney to cease and desist. After I left I did not actively call up any of their clients, but had numerous clients call me up wanting to work with me. About 10 months later I received notice from the courthouse they were suing me for being in violation of the noncompete. Months later and we still havent resolved the case and they won't move forward with what they want from me. These noncompete agreements hamper competition and growth. I would like to do more, but in fear of having to pay them I am treading water to see what the outcomes is and how much it will cost me. I know other co workers have left as well and are in the same situation. These agreements has been a strain on my family and want to move on and grow my business, but there are lots of unknowns at this point. "</p>
Mia	<p>"Please stop non compete clauses for anyone in health care."</p>
Jeffrey	<p>"Dear Federal Trade Commission, I am writing today to strongly support your proposed rule to ban non-compete clauses in the healthcare industry. As a physician, I believe that non- compete clauses are detrimental to both the healthcare industry and patients. Non-compete clauses restrict healthy competition in the industry and give employers unfair leverage during contract negotiations. This can lead to lower wages and reduced benefits for physicians, making it more difficult for them to provide quality care for their patients. Non-compete clauses often require physicians to relocate their families to a new city or state. This is disruptive to both the physician and their family, and can have a negative impact on the continuity of care that patients receive. Additionally, non-compete clauses can limit patient access to specialty care. When physicians are restricted from practicing in certain areas, patients may not be able to access the care they need. This is especially true in rural and underserved areas, where access to specialty care is already limited. For all of these reasons. I believe that non-compete clauses should be banned in the healthcare industry. They are detrimental to both physicians and patients, and do not benefit anyone. I urge you to move forward with your proposed rule and ban non-compete clauses. Sincerely, Jeffrey Jenson M.D."</p>
Basant	<p>"It should be removed as this restrict the freedom of choice."</p>
Mariah	<p>"Please ban non-competes. My field is very narrow. I have a Master's Degree in my field, and am only qualified for a single clinical position. To put it in perspective, there are less then ten schools for this degree in the United States. Unless I give up my career, I can do nothing else. I was hired by the biggest company that owns shops all across the United States. Starting my residency, I. was made to sign a two year, 50 mile from the nearest branch non- compete. To get a different job when the working conditions became unbearable, I had to</p>

	<p>either move my family across the country or drive over an hour each way. I chose to move, as the next closest location was almost two hours away. And technically, it was labeled as ANY clinic location, which I would still be in violation of, but know would not hold up in court. Our office was kept at half staff for three years before I finally quit. If there wasn't a non- compete and clinicians could make lateral shifts, I firmly believe that the company would have made more of an effort to improve our quality of life instead of simply telling us to make budget by putting in more unpaid hours. Non-competes are coercive and trap people like me, with a narrow scope of practice, in bad work environments because of the social and monetary costs of moving to try and escape them. Please get rid of them so no one else has to feel trapped."</p>
India	<p>"I think that non-compete clauses are harmful to health care workers like nurses and physicians limiting their practice."</p>
Cherie	<p>"I am totally in favor of the proposed FCC rule to ban companies from requiring workers to sign noncompete agreements. Companies use noncompete provisions to keep workers from leaving for better jobs. My daughter was routinely subject to non-compete employment clauses when she worked in various beauty salons. They banned her from obtaining employment in another salon within 25 miles. This allowed the salon she was employed at to take advantage of her in terms of hours and wages. Because she had a child, she couldn't just leave the area to work farther away, she was stuck. The FCC estimates that if this rule goes into effect, workers' wages would rise by \$300 billion per year and an estimated 30 million Americans would have better career opportunities. And the rule will also stop companies from requiring workers to reimburse them for certain kinds of training if they leave before a certain period of time, an alternate strategy some companies have used when their noncompete provisions were scrutinized. If the training in question "is not reasonably related to the costs the employer incurred for training the worker", it will be banned and this is how it should be. Please enact this mandatory ban on non- compete agreements."</p>
Maurene	<p>"Fully support the end of non compete clauses! This will be a welcome change and force employers to work harder to keep their employees."</p>
Maureen	<p>"Please stop the use of non compete clauses. If an employer wants someone to stay, they should treat them well. Non competes are abusive."</p>
Cezary	<p>"Stop taking away people's options to interact how we want in the market. Instead, focus on empowering people to make the deals that we want to make, such as through the Universal Basic Income. Also, i make myself available to you for consultation. For more perspective on this issue, i invite you to watch a YouTube show my team, Interactive Media 16, has recently recorded to discuss your proposal https://www.youtube.com/watch?v=SXEeKeSKsfM"</p>
Destiny	<p>"A statement in favor of banning of non-compete agreements. Like most millennials, my career began with an entry level position shortly after the</p>

	<p>completion of an undergraduate degree. Unlike most in my generation, I have continued at the same company because of frequent promotions and steady, challenging projects. My current role as a key strategic decision-maker required the signing of a non-compete agreement. Though I have no plans to move to another company at the moment, I expect this will be necessary in the future - at best, to continue my career growth and support myself and my growing family; and at worst, due to economic constraints of my industry. Even the idea of continuing my current role and responsibilities and looking for a new position, all while managing a young family is intimidating and exhausting. Trying to manage all of the above while also navigating around a non-compete agreement is unthinkable. It is a fact of my life that my non-compete agreement will eventually stunt my career growth, which in turn will hinder my family's financial stability. My story is not unique across America. While I understand the reasons companies force employees to sign non-competes, the nation's economic growth is more important than the growth of the companies that already have financial security and will continue to be stable, with or without non-compete agreements. For my future and the future of America's working people, please ban non-compete clauses. Thank you."</p>
Robert	<p>"A nationwide ban on non-compete clauses is an excellent step in favor of workers' rights. These rights need to be expanded to include ALL workers, though. Having carve-outs for specific employers still limits the rights of many people. As a physician, I would have to leave my home and relocate should I wish to find new employment. This is wholly unacceptable as a way of doing business. Having to compete in the marketplace with other employers will fundamentally improve the health care system."</p>
Jake	<p>"Dear Chair Lina Khan, I support the effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Jake Kaufman Chicago, IL"</p>
Kay	<p>"Non compete clauses are a burden for employees and are designed to put fear in them or punish them if they leave an employer. It forces them to stay in jobs that are detrimental to them for fear of leaving and getting another job close by without needing to disrupt their entire families lives. There should be a common sense approach to this clause. Restricting it to 1-2 miles will be reasonable for employees. But some employers are forcing employees to sign non competes that restrict them from a 15-20 mile radius. Which means if employees quit, they have to move."</p>
Lamaretta	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 I am currently under a non-compete despite having no trade-secret or proprietary knowledge of my company. Additionally, my company, which acts as a lead generator for major</p>

	<p>insurance carriers in the Medicare Advantage industry, has not developed any proprietary technology, sales tactics, or consumer data that differs from that of any other agency with which it competes. They eliminated my role and thus I am unable to pursue a role with ANY other company in the Medicare Advantage space for a period of two years. This would include any company or carrier that also sells products beyond Medicare Advantage. Additionally, my noncompete is global, lasts two years, AND is the same noncompete given to everyone from a front line customer service rep to a C-suite exec. Therefore, I am being forced to ignore my most recent skills and industry and look for a job outside of the health insurance industry. The noncompete is unnecessarily punitive and prevents someone who was let go from a job from seeking new employment in that industry where their skills are most aligned. I support the elimination of broad non-competes. If companies want to utilize non-competes they need to be written more narrowly and based on the actual knowledge and role of the person previously employed."</p>
Nicole	<p>"Please work to undue noncompete clauses for physicians. Physicians may need to change jobs for many reasons but this shouldn't mean they have to abandon the community and patients they care for."</p>
Stacy	<p>"I am a professional recruiter aka headhunter in IL. Non-competes are standard in my industry and after building a book of business for 10 years I moved companies and lost \$200,000 in annual earnings to do that. My past company suffered the loss of my clients and my new employer couldn't access them either so it was a hit to both employers and mostly myself and my family. I firmly support this action to create a more free marketplace for sales professionals of all types."</p>
Patricia	<p>"I am a Home Instead franchisee owning two franchises and employing approximately 135 individuals in the community. The two franchises have been operational under my ownership for over 2 decades and in compliance with all franchise agreement directives. A solid business has been built and run providing hundreds of jobs and millions in revenue for the state.</p> <p>The purpose of this letter is to discuss how the noncompete agreement that I was required to sign in connection with the signing of my franchise agreement may cause me to be forced to relinquish my business or sell for pennies on the dollar due to recent changes unilaterally made by the franchisor.</p> <p>In August 2021, our franchisor – Home Instead, Inc. – was purchased by Honor Technology, Inc. – a private-equity/venture-capital backed entity. Franchisees had no say in the and only found out after the fact. Honor is attempting to fundamentally change our franchisee-franchisor relationship and business model in a way that I do not support. The following changes are set to be implemented:</p> <ul style="list-style-type: none"> • Current franchise agreement is for a term of 10 years, but the new franchisor is changing it to only a term of 5 years, which I will be required to sign upon renewal, and which I do not approve of. This duration will also limit SBA financing for any potential buyer thus making resale more difficult. • The new franchisor has announced that it is increasing performance standards in our franchise agreement based on adjusting for current day dollar values. This

	<p>will increase the monthly minimum revenue to triple the amount from my current agreement. The franchise agreement is up for renewal in approx. 18 months. A near impossible feat even in the best of times and more so on the heels of the pandemic and a worker shortage. If those minimums are not met prior to renewal, the franchisor will not renew the agreement and effectively take over all the employees and clients. Essentially “stealing” a million dollar business and I will be held to a non-compete agreement with no recourse and lose my retirement asset.</p> <ul style="list-style-type: none"> • The franchisor installed Honor corporate offices within my protected territory and are competing with all local Home Insteads for clients and employees. • Beginning 1 May, we will be required to download all our monthly finances from quickbooks for franchisor assessment. I do not agree with this process as I am considered an independently owned and operated business and should not be required to turn over details of non-essential finances. • Royalties are being adjusted from 5% to a scale of 4-7% based on monthly growth along with the 2% current marketing fee and a new technology fee of \$500/month with no new technology provided and additional technology costs being added. • Franchisor is now no longer required to provide franchisee support which is the whole reason I initially purchased a franchise. <p>I am now in an involuntary contractual relationship business, and it severely limits my ability to create or own another similar business. If the franchisor is allowed to change the terms of the agreement so onerously as to not have franchisees qualify for renewal or set terms that so severely change and limit your ability to make a profit, then I should not be held to a non-compete agreement which forces me to lose all employees and clients. The economic penalty of not renewing is overwhelming, thereby forcing me to renew with an entity and agree to terms that I would not otherwise do.</p> <p>As such, I ask that you consider banning post-contract non-compete clauses in franchise agreements. Because of the noncompete agreement, I effectively am unable to leave the relationship, even when the term of my existing franchise agreement ends. The franchisor can effectively impose conditions which make it unlikely or impossible to renew the franchise agreement after years of building a business. This provides the opportunity for the Equity Group (franchisor) to take over your business knowing that you have no recourse due to the non-compete."</p>
Sheryl	<p>"I have been subject to a Non Compete document and when the economy got really bad and I couldn't accept positions that I wanted and had to accept positions that were a detriment to my economic reality. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Afshin	<p>"As a physician with a family the non compete drastically hinders our ability to provide appropriate care to our patients. Being from a small rural town it is impossible to provide the care our patients deserve with the noncompete in</p>

	<p>place. I have first hand seen physicians who were born and raised in my hometown come back to work at one of the two local hospitals. They provided top care and due to being local were very well known and respected within our community. However, due to the noncompete they were forced to uproot themselves and their families from the town they were born, the patients who trusted them, tear their children from their grandparents all because they weren't allowed to work within this same town, for hospital profits. These were stand up physicians who were from our own hometown who were forced to leave because of the noncompete. .Once we are under contract with a hospital and a noncompete is in effect we are unable to continue to care for our or any patients in the community we have vested in from a medical standpoint or just as a community. We are forced to uproot our children from their schools, friends and any social circle they are in. After investing in a community and providing that community and patients the ability to trust a physician, Patients are left to fend for themselves without the ability to have any continuity of care or ability to see a physician who they trust or know . In all families suffer, patients are not able to continue the continuity of care, physicians are forced to move or at best commute far away for their jobs and back to their families, children are forced to uproot their lives all for hospital profitability. Administrators main concern is to maintain patients within their system alone. Administrators who have never once seen or provided any bedside patient care make these decisions. The noncompete is never been or will be for the benefit of the patients, but is for the benefit of hospitals profitability. This is not how are healthcare should be. Do away with the non compete and be a part of improving patient care, helping physicians lives and children being able to maintain normality in their lives, staying within their family unit(including grandparents) without unnecessary movement."</p>
Rahul	"It should include physicians and also non-profit hospitals."
Deepak	"We should eliminate non compete clause for physicians . DK"
Seungjun	"I fully support this proposed nde especially for physicians and surgeons"
Matt	"I am STRONGLY in favor of eliminating non-compete clauses. As a Social Worker , non-compete clauses are often used to keep mental health professionals working in lower paying jobs rather than leaving to start their own practice or working for a different company in a better paying job."
Jeff	"Non-compete agreements have no place in the 21st century economy, and serve only to subvert the free market - one of America's most cherished principles - by putting an artificial cap on the ability of workers to seek the highest possible wages for their labor, and on the ability of companies to offer those wages. It is my hope that the FTC implements this rule to ban new, and invalidate current, noncompete agreements."
Deena	"Non-compete clauses in contracts restrict the free market and prevent the growth of the medicine. When there's already a preexisting shortage of

	physicians , imposing a non-compete is counter productive to providing adequate healthcare since it drives away physicians."
Emily	"Please consider adding employers who are not for profit to this proposal. There is no reason workers of not for profits should have lower standards than other workers."
David	"I absolutely support the abolishment of the anti compete clauses in contracts. They stifle innovation and can trap workers in poor conditions due to lack of available work"
Ali	"To Whom It May Concern, This is exceptionally important for workers in the healthcare field. When we are hired by large corporations we are subjected to very wide and long non- compete clauses/restrictive covenants that do real damage to our careers and families. For instance, my restrictive covenant is 2 years and 25 miles. I would have to move out of state to change jobs. There was no possible way to negotiate this out of my contract. As most healthcare organizations are not for profit. This MUST APPLY TO 501-3c organizations as well or else it is meaningless Please help us. We have already been through so much with the pandemic. Thank you."
Ellen	"I am a veterinarian so am very familiar with non-compete clauses in my profession, though I have never personally had to sign one. I feel they should be banned. They are definitely unfair to the person who is affected by them. They keep wages down as the individual cannot just leave to find another job unless they are willing to relocate to another community. The fear of taking business with them is out of proportion to the severe impacts it has on the individual. I opened my own veterinary clinic in 2015 and did not require my associate to sign one. I felt that if I had a good business environment and treated my employees fairly, they would stay. If they left and a few clients followed them, I would recover. I strongly encourage the ban of non-compete clauses for all businesses."
Mark	"I am in favor of the proposed rule to ban non-compete clauses. I am a professional employee specializing in a narrow field of chemical engineering , and my employer made me sign a non-complete agreement that prevents me from accepting job offers from my employer's competitors. Because my work experience is very narrow and specialized, any prospective new employer who values my work experience is likely to be a competitor of my employer and therefore covered by the non-compete agreement that I signed, and this has deterred me from seeking new employment. Furthermore, I've realized recently that my employer might not even like me much as an employee, because they have told me that I am free to quit and look for another job; however, they have not fired me, so I wonder if they might think the non-compete agreement might be more difficult to enforce against me if they fire me (rather than letting me quit voluntarily, which they have sometimes encouraged me to do when I was unhappy about something). For these reasons, I support the proposed rule to ban non-compete clauses, and I want to emphasize that the ban on non-compete clauses needs to apply also to professionals (not just to blue-collar workers in a

	lower pay category who have also been forced to sign unfair non-compete agreements in recent years).. Thank you."
Wyatt	"I am thankful that the FTC is finally actually doing their job and enforcing fair competition. For far too long, employers have gotten away with a million dirty little tricks like non-competes to keep their workers subdued and wages as low as possible. The FTC better go through with this, as it is a no-brainer. Go after monopolies next. But those trusts! Strengthen worker power with unions! This rule would affect me as a worker in mathematics . I don't currently work in tech, but I have avoided tech jobs for a number of reasons, including being scared of being locked in to a job that I hate by various contractual chains that prevent me from getting a new job in the same field if I were to quit."
Alex	"I strongly support this rule. It will encourage better conditions for workers while increasing innovation."
Emil	<p>"I am a property manager in Illinois and currently being sued for breaking a non compete clause. I am an on-site manager for a gated community for just under six years. The HOA decided to find a new management company due to my company's mishaps through a transition in ownership. The HOA wants to keep me as an employee under the new management company in which I accepted. My old company is now suing me for \$150,000.</p> <p>The noncompete is causing a huge burden and stress on my life. I merely want to remain working in the environment where I feel comfortable. I should not be penalized for something that is out of my control especially since the old management company was terminated and I was asked to stay. I take pride in my work and know that by staying is best for commute, pay and my livelihood. Please consider my situation in order for the case to be dismissed."</p>
Traci	"I am in support of this rule to end non-compete. It traps workers in harmful toxic work environments as it hurts wage growth when workers have to move or take time off before switching to a new position. This impacts all types of laborers including healthcare workers greatly."
Denis	"Non compete clauses are used to prevent physicians from freely practicing and changing practices. This hurts the patients in the long run, especially in areas where one practice has a practical monopoly. Instead of staying and taking care of patients physicians are forced to move to other areas. Please ban non compete clauses. - concerned MD"
M	"I wholeheartedly support the proposed rule. As a physician , not only will employed physicians benefit but their patients will also benefit as well. Grateful for those who are working on this change!"
Joe	"Employees need to be able to get better jobs without having to be bound by non-compete contracts!"

Emily	"I have a non-compete clause with my employer and it has prevented me from advancing my career. I don't have access to any confidential information. There's nothing that I can bring to a competing company besides my experience. Opportunity for growth is limited at my current company, so I'm stuck. Banning non-competes will open new opportunities."
David	"Non-competes area plague in the brokerage logistics space for far too long. They hamper growth in our industry by keeping young professionals in bad environments, or by forcing them out due to the threat of legal action. Non-competes keep wages down by preventing talented employees moving on to better paying roles and opportunities. I fully support the proposed rule."
Martin	"I am an independent private practice medical physician practitioner in favor of abolishing noncompete clause is in the medical arena. It has long baffled me that large hospital systems can pressure their physicians to keep their patient referrals in-house, the large medical or hospital system that employs them, as opposed to referring patients to the best doctor for the best care. That practice would be prevented with the dissolution of noncompete clauses. Many other medical practice-related statutes carry the justification that best and most appropriate care for a patient trumps the fiduciary aspect of patient referrals. How is it possible that large hospital systems are allowed to continue with these are ethical, if not illegal, restraint of trade practices? The dissolution of noncompete clauses in the medical arena will do nothing but allow private practice physicians to thrive, as opposed to being (unethically, if not illegally) shunned by the large hospital systems in most urban areas. It would allow the best quality of care for a patient: the patient will be referred to the best physician for their specific needs, as opposed to whatever physician is within the hospital system, regardless of clinical acumen. A Wall Street Journal article addressed this subject: 'The Hidden System That Explains How Your Doctor Makes Referrals' by By Anna Wilde Mathews and Melanie Evans Dec. 27, 2018 . Ask any private practice physician in an urban center, especially centers that are surrounded by large hospital systems, and you will find the same scenario. I see many physicians who used to be able to refer to me in social situations. They will invariably tell me "Marty, we really miss you and miss your patient care". What is left unsaid is the fact that they cannot send to me any longer. They arc either pressured from administration or, in a significant amount of instances, monetarily penalized. How is this legal? Mind you, when they, or family members, have medical issues that come under my purview as a physician, they have no problem coming to see me. Apparently, what is good enough for them is not good enough for their patients? I don't think so. Abolishing medical practice noncompete clauses will allow physicians to leave the large conglomerate medical systems that are taking over medical care, and to take their patients with them. The large medical systems, quite obviously to even the most naïve examiner, focus on profit as opposed to clinical outcomes and appropriate patient care. Unfortunately, the present patient data points for medical care really do not measure true quality of care. As a matter fact, simply ask any hospital system employed physician or nurse about the amount of pressure put upon them to strive for stellar patient satisfaction surveys. Being nice to a patient, is of course, of vital importance. It would really help if they

	<p>would also value quality of care. That is absolutely not the case, I could give multiple examples of how patient satisfaction surveys and fiduciary concerns wholly override medical quality of care. By abolishing noncompete clauses, there would be less large system employed physicians who can have thriving medical practices outside of the conglomerates that control the patient flow. As should be obvious, patient flow and referrals are all dictated by administrators in these systems as opposed to physicians. Their wellspring of patient referrals cannot be equaled by independent private practitioners who don't have the massive marketing budget that these large health systems do. Independent practitioners used to rely on the word of mouth, by referring physicians, as well as patients. That is no longer the case. One can no longer just hang the proverbial shingle and have the confidence that being a good doctor will allow you to maintain a practice. Noncompete clauses in the medical arena, will allow a patient to be referred to the best physician for their needs. Savvy patients often know to seek out the appropriate physician for them, whether in be inside or outside the medical system that employs their primary care physician and controls their referrals. Often less educated and disadvantaged patients do not have this ability. This population are often the ones who suffer. Supposedly, the health care insurance company's justification for disallowing physicians waiving patients co-pays, is about quality of care. Their claim is that patients should be allowed to make decisions absent monetary and fiduciary concerns. Why is that not the case with employed physicians, who cannot practice independently due to a noncompete clause? The quality of care delivered to patients without health system pressures on independent referring physicians would be vastly improved. Isn't our medical system supposed to value quality care over fiduciary factors and business-based physician restrictions? Attachments The Hidden System That Explains How Your Doctor Makes Referrals - WSJ The attachment is restricted to restrict all because it contains copyrighted data"</p>
Tracy	<p>"Non compete clauses ONLY benefit corporate interests. People should be able to take their skills with them. Non compete clauses should be made illegal"</p>
Shreya	<p>"Banning non-competes is the right decision. The agreements are predatory and typically used in conjunction with severance agreements to coerce employees to comply. They limit job prospects and protect the company without adequate compensation for the employee. An employee can follow a non disclosure agreement without also needing a non-compete."</p>
Todd	<p>"I am 100% in favor of eliminating the non-compete clauses. These non-compete clauses have enhanced the disparity of wealth in the US along with stifling small business innovation. I understand that the non-compete clauses damage workers' power from all income levels. I'm concerned with all but I think those living on the margins should not be subjected these onerous agreements."</p>
Joshua	<p>"Dear FTC, I have read and carefully considered the regulatory document regarding the proposed ban on non-compete policies. As a worker and a member of the public, I fully support this proposed rule change. Non-compete policies unfairly restrict workers from pursuing job opportunities and limit their ability to</p>

	advance their careers. These policies can also stifle innovation and competition by preventing workers from using their skills and knowledge to benefit multiple companies. Based on my own personal experiences and conversations with other workers, I believe that non-compete policies have a negative impact on job mobility and career advancement. Additionally, I have reviewed scientific studies that demonstrate the detrimental effects of non-compete agreements on workers wages and economic opportunities. While there may be some trade-offs associated with banning non-compete policies, such as the potential for increased employee turnover, these concerns are outweighed by the benefits of allowing workers to fully utilize their skills and pursue new job opportunities. I appreciate the opportunity to share my views with the FTC, and I hope that you will consider implementing this proposed rule change. Thank you for your time and attention to this important issue. Sincerely, Joshua Lawrence"
Stephen	"Idea is great, especially for larger businesses where enough employees are affected to actually affect the job market in a region. should have exemptions for certain size businesses"
Jennifer	"I strongly support the new rule banning non-compete clauses. My family has been directly impacted by these. My dad lost his job after his union failed to reach an agreement with his previous employer, but because the old contract had a non-compete clause he was unable to work around our home. As a result, he now drives 50 miles across the state border for his current job. I find these completely unacceptable and am glad the FTC is working on behalf of worker's rights to fight them."
Matthew	"My name is Matthew. I am an attorney that represents workers impacted by non-competes. Non-competes are anti-worker, un-American, and do enormous damage to the innovation and mobility of our workers."
Justin	"Make non competes illegal for all, including physicians!"
Michael	"Thank you, thank you, thank you for proposing this rule. Non-compete and non-solicit agreements are clearly anti-competitive, and anti-employee. NDA's protect trade secrets, we should be free to move employment."
Elizabeth	"Please abolish this rule. It allows corporations too much power over individual workers. I have a two years non-compete in my previous job, and now I have to travel out of state for work."
Asher	"Please ban non-compete clauses from all contracts. They are a detriment to employee rights and only further emphasis an unfair balance of power between employers and employees as well as reduce competition and the value of highly skilled workers. Do not make exceptions for any field."
Trixie	"Non competes should be outlawed. I'm a physician who had to move my entire family by a county to continue working as a physician after leaving a hospital to avoid violating my non compete. The expense with my family's sacrifice is so

	pointless. I'm contributing to the greater good so why make me give up my life to continue working as a physician?"
Kevin	"I wholeheartedly support the proposed rule. I am a management consultant and I signed an overly restrictive and broad non-compete at my previous employer that bars me from working for a competitor anywhere in North America and Europe for two years, which effectively prevents me from practicing my trade for that period. Recently I received an offer from a competitor, but when I tried to take the new offer my previous employer threatened to sue. Even though every lawyer I talked to said this overly broad non-compete would never stand up in court, the new employer rescinded the offer because of the threat, and my previous employer has now fired me because I was trying to negotiate an amendment to the non-compete. This has now left me jobless with few options. Leaving carveouts or loopholes in the rule will allow employers to draft abusive agreements because they won't be punished and the mere threat of a lawsuit or the potential cost of a lawsuit will stop employees from fighting back."
Kelvin	"YES PLEASE FOR THE SAKE OF US WORKERS DO AWAY WITH THIS WAGE DESTROYING CLAUSE!!!!"
Aaron	"I support this proposed rule. The existence of non-compete clauses stifles innovation, locks away good workers from being able to do good work, and lowers wages. Non-compete clauses were completely egregious and unfair for workers from the start, and a term which no person should be bound too. I hope that the committee will do the correct thing, and ban new non-compete clauses and void previous ones. In a free market, the best workers are the ones who deserve to be hired, not the best workers out of those who do not have a non-compete clause. While companies suggest that this rule would infringe on their intellectual properties, they fail to acknowledge that non-compete clauses also infringes on the worker's, since the worker is not allowed to use it. Please do the right thing for the American worker."
Toni	"I am a Director level executive in the rental car industry that spent the last 20 years moving across North America and making an impact everywhere I went. I am facing a noncompete that has placed restrictions on me and making my next step difficult. I support my family and am a minority woman, so finding a job is important and extremely hard. A non-compete in our industry may have made sense when companies were evolving, but now it's harmful to employees who have to move on. I can't verbally share my noncompete details, making it very hard to talk to prospective employers. I am so pleased to see that you are supporting a change. This change will be instrumental for individuals like me. To find and obtain gainful employment is already a hard transition, and to hinder an individual is just not right, particularly when the company is earning Billions, and I want to keep a roof over my daughter's head and not have to take her out of her school and away from her friends."
William	"Currently I am an Orthopedic Surgeon in Wisconsin. I spent the last 13 years in a small rural community developing a practice and taking care of patients."

	<p>Upon leaving a large multi specialty group I was forced to abandon my patients and move over an hour north. The patients in the area I vacated then did not have any specialty orthopedic care near their homes and are now forced to travel to see me or find another orthopedic surgeon over one hour away. The proposed ban by the FTC will allow patients to stay with their preferred medical providers if they choose a group change and will assist physicians by allowing them the opportunity to keep care local and to alleviate the need to uproot families or drive non sustainable distances"</p>
R	<p>"Industry secrets can remain protected under a NDA agreement/contract. Non-compete clauses can take someone with knowledge & expertise in any particular field & cause them to become locked into a single company. This slows growth, earnings & innovation for businesses across all fields, as well as lowering the employees potential lifetime earnings."</p>
T	<p>"My dental practice was acquired by a dental DSO which then sold it to another PE Finn within 6 months. The term of the contract changed and the restrictive/non-compete distance and time were changed to 35 miles. Nothing any of the does could do about the change because we were told we would be dragged into the new agreement. The only options for the dentists are to either quit dentistry for 3 years and let the covenant run out or move to another town halfway across the state. How is this fair? How can dentists be allowed to legally become indentured servants to corporations? These non-competes should be abolished and fair competition between dentists should be allowed."</p>
Ulunna	<p>"I oppose excluding physician from the non-complete clause/law."</p>
Joseph	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Joseph Maggio Batavia, IL 60510"</p>
Tara	<p>"As a female person of color and executive recruiter, my career and income were limited by non-competes from 2007 - 2021. Despite working in horrible, toxic and sometimes even discriminatory environments, I had to choose to either stay or be unable to work, and eam, to my full capacity for the following 12-18 months. My husband, a physical therapist, lost his job at a non-profit in 2020 and due to a non-compete had to leave the industry entirely. The job for which he was still paying off student loans, but couldn't earn an income for. I had to financially support our household by myself for that year. The bottom line is that non-competes should absolutely be banned so that peoples livelihoods and are not held hostage by their employers."</p>

Madhusudan	"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Patrick	"Support the FTC's ban on non-compete clause."
Madhavi	"Practicing medicine and caring for patients who trust and respect the care provided to them is often hindered by the non compete clause. It would benefit both patients and physicians if this clause was removed. It only benefits the hospitals and large organizations."
Peter	"I've been an independent contractor and a member of the television news media . Non-compete agreements put employees in a virtual stranglehold and essentially powerless against their employers. This has been going on for years. It's totally unfair to the employees."
Sean	"I believe this is just good policy. The fact that low-salary service industry workers are subject to boiler-plate non-compete clauses originally designed for corporate executives, simply to keep them in a job that pays less than they could get elsewhere is absolutely unfair and should be stopped as the illegal act that it is. And it's especially pernicious and despicable that many people who sign non-compete clauses aren't even legally bound by them, but stick around at their jobs because they fear legal action when only the wealthy can actually afford the time and cost of taking things to court. As Ms. Khan stated so clearly, these policies are clearly costing individuals and industries in talent and money and must be halted."
L	" I currently have 4 years remaining in my franchise agreement and cannot continue my business because the terms offered for renewal are drastically more one-sided than my current agreement. The new agreement has conflicting requirements of me, exorbitant new fees, late and insufficient funds penalties, and a new minimum \$100K penalty to me if I choose to terminate me, which per the agreement they have grounds to do at anytime. Also, they can audit me at anytime and bill me the amount of their choosing for it. It is a document that puts my family in a real financial risk. Also, when presented with this new agreement, I was also provided a financial disclosure document that was not accurate. Due to my franchisor's ability to make it impossible for me to continue my current operation and my current agreement has a non-compete, I am put in the situation where I simply just lose the equity I have spent years building. There is no consequence to my franchisor, who can split my territory and resell to make a substantial profit by my loss. There is no way for me to salvage my equity. They seem to have everything to gain by making it impossible for me to run my business in a meaningful way any longer and I have no recourse. Removing the non-compete restores a bit of power-balance so if my franchisor is not being fair and reasonable, I have an option to maintain the assets that are rightfully mine."

	I've worked hard to build a solid business and now I see just how unfair a non-compete can be in my situation."
Michael	"My restrictive covenant with my employers Hinders, my ability to make a competitive salary. I have no choice but to leave the Chicagoland area if I want to be paid fairly or to stay in a position that treats me unfairly. I have no real recourse. My present restrictive covenant is two years and 15 miles which encompasses essentially the entire Chicagoland area. There's a 30 mile diameter. This is clearly a restraint of trade And jeopardizes and harms the communities that I serve and treat due to the fact that if I were to leave, I would have to potentially leave the state to practice elsewhere. If a large percentage of surgeons did this, they would be a void in treating patients and caring for the emergency needs. By eliminating restrictive covenants, this will allow me to be competitive, and our employers, to be honest, compensation and have fairness, in how they treat their physicians."
Thomas	"The absolute audacity of this proposal cannot be understated and serves only to line the pockets of hospital administration while limiting physician opportunities and wages despite our years of training and dedication to serving the public. The proposition will do nothing to alleviate the troubles of rural hospitals or healthcare broadly and represents a continuing, troubling trend of reducing physician ability to practice and further increases the already considerable burnout within the profession. Should those arguments fall on deaf ears, at the very least the anti-capitalistic/free-market principles embodied within the proposal should be noted"
Clint	"I am a veterinarian in a rural setting and have had two non-compete clauses drastically impact my life in the 18 years I have in private practice. In rural areas, employers try to impose 20-50 mile radius bans on competition which deprives our local community of veterinary options. Likewise, these non-compete covenants restrict associate veterinarians to earning fair wages in other facilities and simply leave us stuck should our current employer begin poor practice models. I firmly support the ban on the practice of non-compete clauses and pray this is resolved soon."
Patrick	"I agree with the elimination of the non-compete rule. I have worked for many contracting agencies who put legal jargon that lay people cannot or do not understand. This contract often says you cannot work for any other company in IT for example, may only be represented by "X" contracting company, etc. It is ridiculous. I have spoken to attorneys about it who have said unless you are getting paid you are not bound by the contract. But my last contract that I signed said I could not work for another IT company for 2 years. Inthnnation Technology is my area of specialization. I cannot earn nearly as much as a Project Manager in manufacturing and even less in construction. It is critically important to me in this ever changing economy that I have options of who I can work for and when I can go work for another company. I appreciate the effort. Thank you, Patrick McDonnell"

Bonni	"I'm a freelancer . I support the change in the rule to eliminate non-compete agreements. We need the freedom to work!"
Clayton	"I support the FTC's proposed rule to eliminate non-compete provisions. I recently took a new job but was blindsided during the orientation by severe strict post-employment restrictions in the post-hire employment agreement. I had turned down other lucrative options to work in a field I found exciting, but I can not agree to abide by a contract that would essentially make my job experience their property. I am trying to come to a compromise with my new employer, but I am afraid that I may be back on the lookout for a job somewhere that respects my growth wherever it takes me. I would love if no one else needed to find themselves in a similar position."
Sana	"I wholeheartedly support the FTC's proposed ban on non-compete agreements. These agreements are often used to intimidate workers from leaving positions, asking for better wages or improved working conditions. I see this among my physicians colleagues. Often communities are left with limited physicians (in primary care and in subspecialties) because they have been forced to relocate rather than work at another hospital or start their own private practice. Large corporations now own a majority of "health care" facilities, and they can employ fleets of lawyers to intimidate and bully physicians with non-compete. Non-compete agreements are often written that extend well beyond a reasonable scope in both distance and duration or over-reach into job descriptions that were beyond the employees' role within the hospital. As a specialist my non-compete from Northwestern Medicine in Illinois stated I am not allowed to work in any scope of medicine within a 15 mile radius from an NM affiliated hospitals and outpatient clinics for 2 years. This would have forced me out of state if I didn't fight hard tbr it. I do not possess trade secrets. I am not privy to management meetings or corporate leadership discussions. The sole purpose of the non-compete is to bully physicians from leaving a corporation for a better opportunity, better work-life balance, or daring to start own practices. Non-competes are nothing but a modern-day shackles on physicians! They need to go as soon as possible."
Suwan	"I'm glad there is a movement to remove the non compete. This will help people gain experience and engage a healthy competitive spirit in many disciplines especially health care. Thank you to the federal government for taking this important initiative."
Laura	"I work as a physician and am against noncompete agreements. I take care of women with high-risk pregnancies in a semi-rural part of the Midwest. We need more providers not fewer. Yet physicians are forced to leave the region due to noncompete agreements if unhappy with an employer. It is an unfair choice for us and our families, limiting our ability to walk. Further, maternal mortality is a worsening problem in the US, including in rural areas. Worsening access to care through noncompete agreements only raises risk to women further."

Keith	<p>"Non-Competes are the most unethical things in the business world! My life was RUINED because of choices I made adhering to a Non-Compete back in 2012! Then, in 2021 a Non-Compete once again make my life a catastrophe!"</p>
Ann	<p>"As a journalist, I support a democracy, not a totalitarian state. Noncompete agreements run counter to our democratic form of government and the U.S. Constitution. Thank you to the Federal Trade Commission for opening up this issue for public comment. I agree with the arguments the FTC has made in explaining why it wants to prohibit noncompete agreements. Besides suppressing wages, hampering innovation and blocking new business development, in my experience noncompetes also run counter to our nation's historical support of freedom of speech. Noncompetes give businesses the upper hand because no one wants to be without a paycheck for a period of time, so employees at these businesses work in fear of losing their jobs. This leads to oppression and suppresses dialogue among workers who are afraid to rock the boat. It flies in the face of best management practices encouraging people to speak openly to help resolve issues, to hold others' accountable and to design a mousetrap better than the competition. In the profession I'm in, too often newsrooms are too silent. This leads to less cohesive news teams and lessens the enjoyment of working for a news organization. Regardless of the industry, people are less likely to take a risk by offering suggestions if they think management will use their comments as an excuse to get rid of them, triggering the noncompete. Companies requiring noncompetes often have a top-down management approach that leads to mediocrity instead of excellence. Employees operating under noncompetes tend to keep their heads down and do what they're told even if they know better. This is reminiscent of a fascist society. The First Amendment says no law shall abridge freedom of speech or of the press. A news organization that requires journalists to sign noncompete agreements prohibiting them (loin working for competition is not operating in the spirit of this law. To ban former employees from working for a competing news organization in effect prohibits journalists from exercising their First Amendment rights. Those who suggest journalists could write on their own without pay apparently have forgotten the United States doesn't allow slavery. In my opinion, no rationale supports a media company's right to require professional journalists to abandon their profession and accept a position in another industry instead of allowing them to work for a competitor. For the government to allow noncompete agreements at news organizations could be construed as censorship. If this is decided on a case by case basis, think of how politics might play a role and censor some people but not others. Too often the same companies that require noncompetes also resort to coercive tactics to get people to sign the agreements. After months of negotiations prior to my accepting a position as a staff writer at a newspaper owned by a national company, I arrived at the newsroom for my first day of work only to be told I must sign a noncompete agreement that hadn't been mentioned previously. It was so poorly worded that I wasn't certain what I was being asked to sign. The noncompete agreement the company has provided said, "Nothing herein will prevent me, after my employment terminates, from using skills and knowledge of a general nature gained while I am employed by the Company other than working with competition within a 50 mile radius." I had already moved from Illinois, which entailed putting</p>

	<p>my townhouse on the rental market, finding a tenant, emptying the townhouse, storing many belongings and signing a lease on an apartment near the newsroom. Did I really have a choice about whether to sign the agreement at this point? The editor replied I had to sign it to work there. I believe it is illegal to ask an employee to sign an agreement that even the editor said he didn't understand especially well after the terms of the job had been negotiated (See the Americans with Disabilities Act Amended Act coercion clause). Yet I signed the agreement because I saw no way around it. When I was let go a year later, shortly after a 25% headcount reduction was announced, this noncompete kept me from accepting an offer to work at another newspaper that covered the same territory. This was a financial hardship. I was unemployed for six months subsequently. How could such an agreement restricting First Amendment rights be legal? Management apparently decided the best way to resolve this was to say I quit, but this meant I wasn't eligible for unemployment benefits in my home state. At a minimum, the government should ban these agreements for journalists and declare null and void any existing noncompetes journalists may have signed so as not to restrict news coverage, which has suffered enormous blows from other forms of competition over the past 20 years. I'm in favor of banning noncompetes at all companies. Thank you for this opportunity to provide these comments. Ann Meyer Professional Journalist Evanston, IL"</p>
Olufenwa	<p>"I am a urologist in Chicagoland. I have a 15 mile radius non compete for 2 years from my previous employer, a very large multispecialty practice. Because I saw patients in multiple office locations (at one point up to 4 different locations across 3 different counties), I am currently restricted from 2 different geographic office locations that do not overlap. Essentially 30 miles of the Chicagoland area is prohibited. In a time when there is a growing doctor shortage, it is an incredible disservice to the public to continue to allow restrictive covenants of these kinds."</p>
George	<p>"It seems to me to be a "no brainer". Businesses can relocate to wherever and whenever they want so why should this basic concept be restricted to workers alone? If capital is free to move, so should labor."</p>
Alex	<p>"Non-Compete Clauses prevent innovation and freedom. They need to go. Power to the people!"</p>
gregory	<p>"Absolutely non-competes should become illegal. They were created because there is monetary value to industry experience, but the idea that a company can own your experience well after employing you is completely unethical. People work hard to build their careers, and being able to leverage your most valuable skills is required to make a decent living. I think this is coming up because of the revolution in employment we are seeing now that workers are simply not going to accept being treated unfairly anymore. Making this proposal a law is simply keeping up with the times. If we want our economy and workplace cultures to continue to improve this must be done."</p>
Maritka	<p>"Allowing businesses to use non-compete clauses with employees contributes to a decline in democracy."</p>

Ayezah	"This is a much needed change, doctors feel stuck in their jobs for decades due to the non compete, it leads to physician burn out and can lead to poor patient care outcomes. It gives health systems unnecessary powers that are abused."
Nureain	"Non compete clause should not implemented as it's a way to abuse doctors"
S	"Non-compete clauses are a disaster for physicians. As an ob-gyn , I'm required to live within 30 minutes of the hospital where I deliver babies. Most non-compete clauses in my area are 15 miles and since hospitals tend to be conveniently about 20 miles apart, that means if I leave my job I have to sell my house, move my entire family to a new community, and change my children's schools. The physician and patients who love their doctor are the losers; the winner is corporate medicine who can bait-and-switch doctors into terrible work situations, with no options without uprooting their entire family."
Sanjiv	"Support ban on non compete"
Julian	"Non competes stifle innovation limit the earning potential of employers in the free market. I strongly support the end of non competes."
Dana	"Agree with removal of non compete"
kevin	"I am dentist that has worked for 17 yrs in a medium sized community around Chicagoland. The company I work for was bought by a Dental Service Organization. Upon purchase, the company has decreased compensation, decreased benefits, increased restrictive covenant distance and time for noncompete. I have 3 children that go to the local schools in the town I work. The current noncompete is 3 yrs and 35 miles. This town is within 15 miles from Lake Michigan Lake front. The company has banned me from working essentially in all of Chicago, all the way to Indiana and almost up to the Wisconsin State line. This restrictive prevents me from treating millions of people. Unless I uproot my children from school and friends, or I drive 2 hr round trip for work, I am an "indentured servant." These large organizations say restrictive covenants are in place to protect the investment in staff training and trade secrets. I believe companies will lose employees whom have been trained and have learned specific ways a company does things, however these companies with hopefully acquire employees whom have been trained by other companies too. These restrictive covenants inhibit fair competition between companies. A better work environment, better pay, happier and more productive employees will be the result of striking down restrictive covenants. Please don't allow this forced labor to continue. Strike down restrictive covenants"
John	"It is not enough to consider non-competes, but also non-solicit contracts should be equally scrutinized. As a college graduate in an entry level role, signing a non-solicit did not mean much to me. When I changed firms 13 years later I was saddled with unscrupulous restrictions in how I would be able to contact my clientele. My clients and I were harassed, threatened, and victimized by the prior employer, but of course it is that employer who was able to sue claiming

	"irreparable" damages to a fortune 500 company from a single client facing employee. 2 years later, I am still threatened with arbitration and have absolutely no recourse unless a client chooses to submit an affidavit, likely souring my relationship. Non-competes and non- solicits may be appropriate for certain key employees, but the rank and file should not be subject to them. Please consider non- solicit contracts as well."
Mohammed	"I am a Physician and non compete clauses affect my individual liberty, ability to practice medicine and moreover are extremely difficult for someone like a Physician to move their entire life from a geographic area to a different one. Therefore I support this bill to end the non compete clause."
Jennifer	"Passing this non-compete clause rule is good for workers. The downside for business is they would have to pay more and treat their workers better to keep talented people."
M	"As a veterinarian , I work in an area with many veterinary hospitals. The current restrictive covenant (non compete) that I can not escape from is 15 miles. This greatly reduces my ability to find a place to work closer to my home as I have my husband with early onset dementia to care for. It would mean a pick up and move which would not be a good decision for him. These non competes are an outdated concept that no longer apply to today's situations. With the advent of the auto industry clients can drive wherever they truly want to. Rarely will clients leave a business where they have established accounts and are familiar with. If a client leaves it is because they are unhappy with the business as a whole, not to follow a single person leaving. This policy should be outlawed, on a national level. It is unfair business practice and traps people in a position that can become unacceptable."
Joseph	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! In wake of the global pandemic and continuing economic uncertainty, we need common sense policy that supports workers and ensures we are able to pursue a living wage without fear of retaliation."
Amol	"I strongly support the FTC's proposed rule. Moreover, I think it is important to explicitly include language to ensure this rule covers employees at non- profits (at least within the healthcare field). As background, I am a Family Medicine physician practicing in Central Illinois. I also work as a faculty member with a residency program and teach medical students. I chose a career in primary care medicine and medical education because I believe strongly in the importance of primary care as the backbone of the healthcare system and take my responsibility to train future physicians very seriously. I try to work as hard as I can for the well being of my patients every day. Many (if not most) physicians I know are governed by a non-compete agreement. These agreements restrict our ability to negotiate and advocate for better working conditions for ourselves and better care of our patients. Moreover, if we wish to leave our current position, we

	<p>often have to travel many miles away (i.e., 50 miles) to continue practicing medicine. This is not only an undue burden on the physician and their family but also robs our patients of continuity with the doctor who they know and trust and has cared for them for years or even decades. I know there is some debate about if and how this rule would apply to non-profit health systems. I unequivocally think it should apply to non-profit health systems, clinics and hospitals. All of the issues I detailed above apply whether or not the institution is nominally a non-profit or a for-profit entity. Also, many non-profit health systems employ similar strategies as for-profit businesses and these non-compete agreements are an example of this. Ultimately, I think the FTC's proposed rule has transformative power in the healthcare system - it would allow physicians and other providers more negotiating power for ourselves (thus combatting physician burnout) and more importantly for our patients who have suffered in many ways under the current system. I am happy to discuss this further if it would be helpful."</p>
Dhara	<p>"If any other profession is able to shift jobs and locations without these types of regulations, why aren't physicians? My patients Google me and found my new location. They are traveling over 50 miles to continue seeing me as their physician. That is their right."</p>
Harry	<p>"I strongly believe this non-compete clause will help workers tremendously in improving their careers quicker or being able to start new businesses and help the economy. As someone who is experiencing issues with their former employer and their non-compete agreement, this clause would help me start my own business and further my career for the betterment of my life and family. Non-compete agreements are anti-competition and encourage big businesses to scare their employees into signing non-compete agreements Banning non-compete agreements would give workers more control over their career and allow them to not be taken advantages of by their employers."</p>
Mark	<p>"As a doctor, non compete clauses harm both myself and patients. In Illinois, my contract has typically had such a large non compete are that it requires a move or a lengthy commute in order to change jobs. Patients loose access to a doctor in their area because the employment contract forbids the doctor from working in the same area after employment ends."</p>
Jennifer	<p>"I fully support banning non-competes, especially when there is no proprietary information to protect. My employer made me sign a noncompete when I was hired for a customer service position, banning me from working with a competitor in our industry who sells the same equipment for 2 years after I leave. I moved to sales after a few years within the company, the company was sold, they've changed the organization in many ways and there is nothing proprietary that I have access to. Our employer uses the original non-compete now to scare us into staying while promising better benefits, new positions, etc. and never delivering on these promises. If non-competes were only allowed sparingly, or not at all, then employers would be forced to treat their employees like humans and create a culture of respect, rather than use threats of legal action to keep them in their place."</p>

T Michael	<p>"How is it that corporations are allowed to compete almost without limits yet employees are not? Noncompete agreements are simply anti-capitalistic."</p>
Gilad	<p>"Dear Sir/Madam. I support your new proposed rule wholeheartedly and in fact, was a victim of a non-compete clause enforcement in the summer of 2022. I worked for my previous employer, a large global market research company, for nearly 10 years, and after exhausting all avenues of career growth within, decided to look for opportunities elsewhere. I was a top performing employee and communicated my intention to my employer months in advance, also advising them of my wish to stay, if an appropriate opportunity will arise. After finding a new opportunity with a different company and advising my employer, I was shocked to find out they wish to exercise the non-compete clause against me. This practice was very rarely used in this company and only reserved for when very senior executives departed. This was not my case. Conversations with colleagues and other people revealed that this was a case of retribution and deterrence. My boss simply couldn't stomach the fact that his top employee left and likely wanted to deter others from doing that. I had gone out of my way to provide ample evidence to our legal team to show that there is no direct conflict of interest. The CEO of my new company did everything he could to open a channel of communication and was willing to give my previous employer any assurance they would want to have me start. After more than two months of fruitless communications through the attorneys of both sides, it became clear this was not about a legitimate business concern but rather a vengeful act. Besides the obvious stress and anxiety (I was not sure if the new employer would hold my position or if I would have to look for a new job, again), this had cost me financially, as I had to pay for my benefits out of pocket and (which were a 1/3 of my salary) and of course, lost the higher salary and better benefits with the new employer. To be honest, I didn't even realize this clause was included when signing my employment agreement with my previous employer in 2013. I learned that in most modern countries and economies, such a contract is not allowed. I did a lot of reading on the matter and came to the conclusion that with the potential exception of very rare cases (like very senior executives with inside knowledge of a company's strategy, etc.), this clause gives employers unreasonable power and could, as in my case, be used to punish employees that leave and use as deterrence against others. BTW, all our attempts to remind my previous employer that I am bound by the non-solicitation and confidentiality clauses in my employment contract and thus there is really no need for the non-compete were to no avail. For the sake of many other employees everywhere and for the health of our free economy, I very much hope you will be successful in passing and enforcing this new regulation. Good luck and thank you for your efforts to protect employees and their rights! Gil Niv"</p>
Carlos	<p>"I hereby submit this comment in full support of the proposed Non-Compete Clause Rule, which would ban non-compete agreements nationwide. There is mounting evidence that non-compete agreements have adverse effects on both workers and the economy, while their benefits to employers are often overstated. Firstly, non-compete agreements limit employees' career mobility and bargaining power, resulting in reduced job satisfaction and lower wages. By preventing</p>

	<p>workers from accepting job offers that would advance their careers and increase their income, these agreements cause financial harm to employees and the economy as a whole. Non-compete clauses also lower wages for both workers who are subject to them as well as those who are not. Secondly, non-compete agreements impede entrepreneurship and innovation, which are both critical drivers of economic growth. Innovation thrives when workers can freely execute their ideas. By preventing employees from leaving their jobs to start competing or similar businesses using their own ideas, non-compete clauses obstruct innovation and entrepreneurship in America. Thirdly, non-compete agreements for healthcare workers and doctors limit access to quality healthcare, particularly in underserved and rural areas. Additionally, non-compete agreements can hinder patient choice and continuity of care. When doctors are restricted from practicing in a particular geographic area, patients may need to travel long distances or switch to a new doctor, which can damage the doctor-patient relationship and harm patient outcomes. Non-compete agreements can result in a decline in patient choice and healthcare quality. Therefore, a nationwide ban on non-compete agreements would benefit employees and the economy as a whole. In healthcare, it would improve patient outcomes, continuity of care, and healthcare quality. A ban on non-compete agreements would promote fair competition, encourage innovation and entrepreneurship, and enhance worker mobility and bargaining power, ultimately leading to higher wages, better working conditions, and more robust job markets. In conclusion, the available data supports a nationwide ban on non-compete agreements. Such a ban would promote innovation, economic growth, and access to quality healthcare, and its benefits would extend to employees and the economy as a whole."</p>
Jeff	<p>"I have been working with the same company in the manufacturing sales field for nearly 10 years. To accept my role to get a job out of college, I had to sign a non compete agreement with very vague knowledge from the company about what I was signing. I never knew how much of a handcuff this would be on my life. Currently I am in a toxic workplace where there is no advancement in salary after trying for years with effort and actual sales success. Due to this, I am forced to take a job outside of the field that I not only love but all my skills pertain to at least for one year because of this contract. My family also feels scared that even after one year, what is stopping the company from suing us or giving us a hard time if I were to work for competitor? My family and I feel trapped by this because all we want is a fresh start and still maintaining a great relationship with the company. With limited jobs available, we may be forced to sell our house, relocate for a year, and take a major hit in salary having a job that is not what I am best at. This has been a major road block for my career to grow. Being able to have the freedom to be happy and contribute in the most effective way with your skills for our country should be the goal for us as a nation to advance. In my opinion, this would greatly strengthen our economy and job growth exponentially while spreading the wealth to middle class blue collar workers."</p>
Kimberly	<p>"Commenting in support of banning noncompete clauses. These are financially punitive to employees and subject them to undue hardship."</p>

Sara	<p>"Competition is one of the basic building blocks of the American government (you could go back to Locke or even Hobbes to see the ideological basis of this). Our economy, our national identity, and our success depends about remaining competitive. Non-Compete Clauses (NCC) perhaps do have a time and place when we are talking about power, regulations, and cultural institutions. I'm willing to hold space for that. However, the ubiquity of NCC in order to get a job or receive severance is unAmerican. It is natural to not want competitors, so I understand why companies do this. But it is absolutely the government's job to foster competition between businesses and restrain them from hampering progression and evolution by stagnating the job market. By keeping qualified people out of jobs because they know too much about your company, we are creating a labor shortage and not providing any incentive to keep good, hard working employees. NCCs make sense from the business's proving of view. They are destructive to the employee and future applicant. They are destructive to a robust economy. They are destructive of America's resources (our citizens) to provide excellence. Getting rid of NCCs will help re-establish America as a world superpower with immense economic power. We've been putting choke collars on our citizens which hasn't only hurt their individual prospects. It hurts America's national identity, our power, and our economy. America fosters competition; it doesn't eliminate it."</p>
Stephanie	<p>"Please eliminate non compete for physicians. We shouldn't be penalized for sacrificing our youth and having extensive training I think we have sacrificed enough with Covid."</p>
Katherine	<p>"I am in support of a non-compete clause ban. Noncompete clauses significantly impact healthcare provider's ability to work where they are needed at a time when healthcare is short on staff. As a nurse anesthetist, I am directly impacted. I have found that I am not able to practice where I would like to at times, and I cannot always go where I am desperately needed to provide care during surgeries due to noncompetes. Healthcare providers work hard everyday to take care of others and should not have to deal with the additional burden of a company or agency owning and controlling them though noncompetes."</p>
Michael	<p>"My father stayed in a job that never appreciated him and kept taking advantage of his talents due to the fact he knew he couldn't support our family with the work he could do outside his non-compete. He could have done so much more good making engineering innovations if it wasn't for that toxic clause."</p>
Carmen	<p>"I fully support a nationwide ban on non-compete agreements for Child and Adolescent Psychiatrists. There is a significant shortage of such specialists in the United States, and non-compete agreements exacerbate this shortage by limiting access to care and impeding the flow of physicians to areas where they are most needed. According to reports from the National Institute of Mental Health, only around 17% of children and adolescents with mental health disorders received treatment from a mental health professional. Furthermore, there are only approximately 8,300 practicing child and adolescent psychiatrists in the U.S., meaning that each one is responsible for the mental health care of</p>

	<p>around 6,000 to 9,500 children and adolescents. This shortage of specialists has been linked to negative outcomes for patients, including increased hospitalizations and higher mortality rates. Non-compete agreements exacerbate this problem by restricting psychiatrists from moving to underserved areas or opening their own practices, thereby limiting patient access to care. A nationwide ban on non-compete agreements would encourage Child and Adolescent Psychiatrists to practice in areas where they are most needed, increase access to care, and reduce the negative consequences of the current shortage of specialists. Furthermore, a ban on non-compete agreements can improve patient outcomes by allowing for continuity of care. When patients are unable to continue seeing their preferred psychiatrist due to a non-compete agreement, they may have to switch to a new provider, which can disrupt the therapeutic relationship and negatively impact treatment outcomes. By removing the barriers to care caused by non-compete agreements, patients can continue to receive care from the provider who is best suited to their needs, resulting in improved outcomes and higher quality care. In conclusion, a nationwide ban on non-compete agreements for Child and Adolescent Psychiatrists is necessary to address the shortage of specialists in this field, increase access to care, and improve patient outcomes. The available data indicates that non-compete agreements are contributing to the shortage of specialists and limiting patient access to care. Therefore, I urge the FTC and policymakers to support and implement this ban and take action to improve mental health care for children and adolescents in the United States."</p>
Ronen	<p>"I work as a Clinical Research Associate for a large Sponsor for Medical Devices. It is commonplace in our field to explore other therapeutic areas and move from one sponsor to another or another clinical research contracting organization that supports multiple sponsors. Non-Competes automatically diminishes our ability to find employment in all situations whether its leaving the company or being let go by said company. It is unjust."</p>
Sarah	<p>"I am a physician and mother who worked 15 years at an academic center in a rural state. My non-compete was 50 miles. When I was ready to leave the university, I had to leave the state because of the non-compete!!! Our family left an entire support system that took years to build. Non-compete clauses can hurt parents especially, as we rely on our communities (family, services, neighbors, schools, colleagues) as we raise our children. Many physicians will stay in unfavorable work situations to avoid the toll of a move on their families and themselves. They end up accepting lower than market value salaries and poorer working environments because of this!"</p>
Carolyn	<p>"Medicine has changed over the last 40 years I have been a RN. In the past, doctors were able to practice with the patients best interests at heart. That is no longer true. Hospitals and insurers oftentimes decide what they feel is best. From the hospital perspective: 1. Hospitalists are now employees of the healthcare system. Patients no longer see their PCP's. Hospitalists typically work 12 hour shifts so patients may see multiple different hospitalists during their stay. Hospitalists are trained in "best practices" i.e. how to treat the patient as quickly</p>

	<p>and least expensively as possible. This increases patient risk of falling through the cracks. 2. Healthcare systems are now a business, more often the CEO is NOT a medical professional. Revenue is first and foremost. They are beholden to the share holders. 3. Physicians have very little say in how they practice. Speaking from experience, healthcare systems set appointment limits. Typically 15 minutes for a problem focused visit and 30 minutes for a new patient or complete physical exam. A new Medicare patient taking 10 medications requires minimally 45 minutes for a safe, thorough exam. With set scheduling typically done at a scheduling center, an extended appointment is not an option. 4. When a physician's hands are continually tied fighting for what is best for their patient, the non compete clause is a noose around their neck. They have no options unless they want to relocate, uproot their families, essentially start over. There is no recourse against the healthcare system. Physicians are trapped in a place that does not allow them to practice as they see fit. 5. According to the AMA, recent studies have shown a national burnout rate of more than 50%. This has been increasing over time. Coincidence? I think not since physicians no longer manage their practices. 6. The rationale that a physician takes patients with him if he changes practice is not a valid reason to have a noncompete. All it takes is an internet search and the patient can easily find where the MD has relocated to. 7. The pressure on physicians has been mounting with the changes in healthcare. The list is too long but includes scheduling of patients, increased challenges with ICD coding, prior authorizations for everything from prescriptions to testing, pressure to increase IZVU's, etc. 8. And lastly, the liability these physicians face daily. With the pressure to increase patient load, EMR necessary documentation, supervision of mid level providers, etc. 1 have worked as a medical legal consultant for 25 years. I never cease to be amazed at the number and type of medical malpractice cases. For example, a PCP is allegedly negligent if he does not see the incidental findings of a questionable mass on a heart scan the cardiologist ordered. The PCP is expected to review every test and lab any other specialist orders. Does he get reimbursed for that time? No, the healthcare system typically gives him 4 hours per week to review all tests, imaging, consult with specialists, call patients, etc. And now we want to force these physicians to stay in a practice that exposes him to increased liability? Or work many extra non paid hours and get burned out or worse, make a mistake? It is time to move past this antiquated system of non compete clauses. As these healthcare systems grow, the physicians get backed further and further into a corner. They need the escape hatch of removing the non compete clause. Carolyn Palash, BSN, RN"</p>
<p>Kate</p>	<p>"Support the ban on non-complete clauses in employment. All this does is keep workers hostage to a work environment that no longer suits them, or is dangerous or injurious to them in some way. It keeps the economy down by forcing workers to stay in low-wage jobs, or unemployed when they have to quit a job and can't get another because of a non-compete clause. It's a violation of a employee's privacy and freedom. A person's employer has no right to dictate what an employee can and cannot do in seeking employment if they no longer wish to stay in their current employment."</p>

Alexander	"I strongly support banning the non-compete clause. As a worker limited by this clause it has significantly hampered my potential earnings, as well as, my mobility."
Alexander	"To whom it may concern, As a resident physician I cannot emphasize enough how strongly this change would empower the working class specifically those who work in Healthcare. The AHA will have you believe that this rule change would be detrimental to patients, but the truth is they are against this change because it gives workers power to seek better employment. Right now hospitals use this rule to artificially suppress wages and benefits. The removal of this rule would promote a true free market which would allow labor to flow to the best systems encouraging hospitals to follow in suite. I am 100% in favor of this change."
Vevek	"Non-competes should be illegal"
Michael	"I am a surgeon in the Chicago area and I am in favor of the ban on non-compete clauses. I feel that these clauses are another way that physicians are stripped of bargaining power. When we lose the ability to move from places of employment with poor or even abusive practices without moving our families we are coerced into continuing in negative work environments. These clauses have directly hurt my colleagues and their families."
Susan	"Workers are, and should never be, slaves. They need to maintain the individual right to leave an abusive employer, or move to a better job. In narrow cases, they may need to agree to protect certain trade secrets. But non-compete agreements should be illegal."
Adarsh	"As a physician , hospital corporations should not be able to impose non competes extending beyond the facility. The use of radius from facility effectively blocks a provider from choosing another location near their primary household. The hospital essentially locks a provider out from working in the same county and continue to suppress compensation because there are no viable options due to the non compete."
Atul	"1) For all small businesses, (less than 25 employees), their staff and employees are their key asset!!! All small businesses with less than 25 employees, should be EXEMPT from the ruling. Innovation happens with small businesses. Their intellectual property — trade secrets - are their only real assets. 2) Make it mandatory that all Non-Competes (if allowed) should be very specific, a dollar figure must be attached to the breaking of this non-compete, and explicit compensation as a percentage of the dollar figure be given at the time of signing so that both parties acknowledge the contract. 3) Remove all existing NON-Compete for EVERYONE I t This gives ONE-time opportunity for everyone to re-negotiate."
Kimberly	"As an agency recruiter with a focus largely on senior and executive-level roles, and also as a partner in my own agency I have seen non-compete clauses

	negatively impact many individuals in their job search efforts, causing financial burdens on the individuals and their families. This would also increase the amount of available talent in the market, and there have been several time periods where the demand for specialized skills exceeds the availability of talent."
Mehul	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Mehul Patel West Chicago, IL"
Mit	"Employees should not be restricted by Non Compete clauses and be free to take their talent to any company in the job market."
Neel	"Noncompetes are absurd. They limit the opportunity for work and growth and give employers unfair leverage."
Sean	"Non competes should be gone forever it's unfair. I'm recently being sued from a former employer and was terminated from my new employer because they didn't want to spend the money on a lawyer.I left my former employer because I only made \$20,000 that year and they hired 2 reps in my area to compete against me"
K	"This is a good and necessary rule! Employment mobility should be a right of the worker and no employer should be able to dictate or prohibit in anyway an employees freedom of choice over who they are employed by. This rule would have saved me a lot of time effort and headache in returning to my work as a bedside nurse as full time staff at a hospital I was previously working at as agency temp staff. I had to leave the bedside for over a year to break my non compete with the staffing agency."
Anitha	"It is anti free market to have non competes. Almost indentured servitude. Do away with it please."
Julie	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I have seen first hand how these noncompete contracts have negatively impacted college graduates in their careers. This has restricted their ability to gain further experience in the industry they are in. That harms that industry as well as the small businesses competing in that industry. Our economy and society will do better if we encourage entrepreneurship rather than restrict these talented employees. I just recently became aware that some fast food workers have had to sign noncompete contracts. That is wrong. This hurts these

	workers from making a living. Workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Julie Perzopane Wood Dale, IL"
David	"Non-compete and non-solicitation agreements are bad for consumers and limit competition. Companies hold all the power and use them to intimidate employees, and keep them from leaving to either work for a competitor or start a competing business. They are fundamentally anti-capitalistic. The case could be made to allow them for very small businesses that may need protection until they become viable, but if they are allowed at all, they should be very limited and once a company reaches a certain level of size, they should not be allowed."
Charles	"I strongly support a ban on non-compete agreements. These agreements in the software industry are extremely broad and can easily be abused by companies to prevent individuals from working in across large swaths of the industry just under the threat of legal fees. Companies abuse these agreements to prevent employees from seeking employment at a competitor and starting new businesses and serve as a means to deny someone their livelihood. They also harm companies hying to bring on new talent due to non-compete clauses giving companies and hiring managers hesitation to bring on legal challenges to their company. Banning non-compete agreements would be a positive move towards creating a fairer and more competitive job market that benefits both workers and employers."
Max	"Please go ahead with the new rule to ban non-compete clauses from labor contracts. It will help millions of workers and our economy overall."
Raymond	"I am a practicing physician in Northern Illinois. I have a very narrow specialty of wound care in nursing homes. I have been working with one company (Vohra Wound Physicians) for the past 13 years who has a very strict non-compete clause in their contract for my employment. The nature of this contract makes it nearly impossible for me to find employment in the same field anywhere else in the country due to their presence in most states and populated areas as they have a 25-mile radius clause where I cannot practice in the same setting within 25 miles of any building that they currently are in. Being that they are in over 3,000 buildings nationally, this makes it very difficult. Since they know this, they have continued to reduce my compensation as well as benefits. They claim that the non-compete clause is to prevent any of their employees from starting a company with a similar or identical business model. The fact is that there are dozens of companies that have done exactly that, but I cannot even apply to them due to the non-compete clause. I am far from alone as there are dozens of physicians in the company who feel the same way. We have watched over the years as our incomes have steadily dropped, while the privately owned company profits continue to go up. Personally my income has dropped 40% over the past 6 years while the corporate profits have increased every year! It is basically indentured servitude as our only choices are to go unemployed for two years,

	<p>move to an area where there is not enough population to support our specialty, or go back and do a one to two year fellowship training in another medical field. By eliminating the non-compete clause, this would provide more job opportunities, can provide qualified medical care in buildings that currently do not have it, and will create competition for this highly skilled and specialized class of physician. Overall the entire field will improve. They have plenty of laws that protect their proprietary medical records and billing system as well as their trademarks.</p> <p>PLEASE, I beg of you to take action and make non-compete clauses a thing of the past! This will create better paying jobs, provide better medical care to areas where it is lacking, and create competition for more qualified candidates to fill this specialty. Thank you"</p>
Srinivas	"This should be banned. It's mainly for corporate world to keep feared employees"
Srinivas	"No compete is just a corporate oppression of physicians . This needs banned"
Mark	"I enthusiastically support an end to non-compete clauses. They are anti-competitive and far in excess of any legitimate need by employers."
Talha	"Non-competes should be removed from contracts. It goes against free markets. It is dangerous and allows big health systems to become stronger eventually becoming a monopoly in a region."
Shiraz	<p>"I wholeheartedly support FTCs decision to ban non-compete clauses in contracts for all professions. I can tell you that these clauses have caused irreparable hams in my area - I am a physician in Illinois and involved in hiring doctors to my area. Because of noncompete clauses I have had significant struggles recruiting doctors to our hospital as the No competes clauses three doctors to move out of the state if they end wanting to switch jobs and causes them to not pursue jobs in the first place with these clauses. This has contributed to a shortage of doctors across our system and made it impossible to recruit new doctors to our area. Additionally when we have doctors wanting to join many times their patients follow them, but when doctors move out of state because of these noncompetes they must travel very long distances and have significant delays or drops in their care. More times than I can count this has resulted in patients not following up or finding another replacement doctor and then arriving in an emergency room with problems that could have been avoided in a much cheaper way earlier if they had not lost access to their preferred doctors.</p> <p>Removing these clauses would be a positive step toward improving patient access and care across the nation. This would also significantly reduce cost of care by allowing increased competition among healthcare centers to retain good doctors and nurses and address ongoing healthcare provider shortages and burnout."</p>
Mohammad	"As a software engineer, I am deeply concerned about the impact that Non-Disclosure Agreements (NDAs) can have on both employees and consumers. Many companies require employees to sign NDAs that can make it nearly

	impossible to find new jobs, limit innovation, and ultimately harm the economy as a whole. As someone who works in the tech industry , I have seen firsthand how NDAs can be used to prevent employees from sharing their knowledge and expertise with potential employers, limiting job opportunities and stifling innovation. This not only banns employees, but it also harms constuners who rely on new and innovative products and services to meet their needs. Moreover, NDAs can be used to prevent employees from speaking out about illegal or unethical practices. This allows companies to continue engaging in harmful practices without fear of being exposed, which can ultimately harm both employees and consumers. Finally, NDAs can be used to stifle competition by preventing employees from working for competing companies or sharing their knowledge and expertise with others in their field. This can reduce innovation, limit constuner choice, and ultimately harm the economy as a whole. In light of these issues, I urge you to consider the negative impact that NDAs can have on both employees and consumers"
Sheetal	"Most importantly, noncompete clauses are unethical and bad for patient care because of loss of continuity. It takes years to develop a relationship with a patient. Especially when people have illness and complicated histories. It is harmful to their care to make them part with their physician Making physicians Drive additional mileage to do their job is bad for the environment. Which is, In turn, bad for health due to additional fossil fuel pollution. In addition, Physicians pay hundreds of thousands of dollars and years of life to earn our education it is unethical to Rob them of the relationships they have built and their vocation. It contributes to physician burn out, which is a large strain on the already burdened, healthcare system."
Robert	""Non-Compete" agreements are an affront to our freedom and our economy!!"
Brian	"Having more workforce fluidity by disabling non-competes increases competition, spreads innovation faster, and better for the health of the economy"
Eric	"Noncompete should be outlawed. Competition is a good thing and will lead to better conditions for workers and likely better pay. It is not reasonable that someone should have to move dozens or hundreds of miles away just to change jobs. There should be NO income exceptions either. Everyone should be eligible."
Ron	"Non compete clause is keeping me from working in the industry I worked in for 30 years. It only protects the corporation non and hurts the employee"
Gregory	"I am fully in favor of banning non-compete agreements!"
David	"I am strongly in favor of the proposal that bans non-compete clauses in the course of business. I am an anesthesiologist and use agencies to arrange work assignments for my practice. The contracts that include non compete clauses, hinder my ability to explore work options and also forbids other local hospitals and Surgicenters from using my services, which is totally unfair"

Will	"For families this is very important that their parents can change job's without having to move."
Danielle	"I fully support the rule to ban non-compete contracts, as I have had to turn down jobs before due to non-compete. In my experience, terrible employers regularly use this to threaten workers, and limit their options for employment. It is great to see the FTC do something that directly challenges corporate power and I hope you will follow through and officially adopt and enforce this rule."
T	"Yes please. Working in certain fields, agreements such as these make it very hard to find other jobs, especially in small towns."
Yasser	"Non compete clauses are damaging Most of us physicians don't receive a lot of business training, there's too much to learn to be a doctor. I remember signing my first non compete and then talking to a lawyer about a business idea I had. The lawyer read my contract and told me that even if I bought a restaurant, technically my medical group could come after me for it. Non competes are also weaponized and are one of the bluntest tools in an employers bag of tricks. One of my colleagues sent me her contract for review, she was taking a job in Nebraska. The non compete made it so that she couldn't work for the only major competitor if she quit her job, who was 200 miles away. So in this she was a pawn between a chess game between those two health systems. Of course the patients are the most affected by this. There are many other experiences I've had with these. The healthcare systems will try and say it is better for patients somehow but that is quite demonstrably, and obviously, false."
Jayaraj	"This Rule is long over due, especially for medical community. Like myself who practice in small cities and serving rural area's. Where it is extremely hard to recruit talent and good doctors. Hospitals and Corporates with their deep pocket entice Physician who have been in the community for more than Decade or two establishing their practices to join them. When the contract ends they enforce these non compete rules, which is forcing established physicians to uproot the family and work or sometime quit all together practicing, which creates shortage of physician workforce in the community. Please please enact this law ASAP. Protect the physician community with unfair labor practices. Abolish Non-compete all together."
JOHN	"Please level the playing field for American workers! These NCA's serve no legitimate purpose 99% of the time - except to put pressure on employees to stay put at their current jobs. THANKS!"
Faisal	"Please do NOT exclude Physicians from non-compete rules. Physicians need the ability just like other professionals to work freely without restrictions. Recent efforts by the American Hospital Association to get Physicians excluded from the non-compete provisions are examples of profits over patients. Please do not fall for it. Thank you"

Jose	<p>"My name is Jose Sanchez. As a constituent, I am for abolishing non-compete agreements. Because of a non-compete agreements, I wasn't able to provide an essential service to the people in my community. Since Illinois recently updated their non-compete laws, I finally have been able to start the process of building my own business that our community desperately needs. I've been hying to change the way the industry I'm in is viewed, perceived, and used by the public. The last 5 years alone, I've proven that I'm the only one in my city with the skill-set to take my industry to the next level. Yet, I've been strong-armed into thinking that I would be breaking my non- compete if I where to ever do so. Now that I have the opportunity to do it, I can't wait to show the world my plans to propel my industry forwards. This is the hope and opportunity that is created when non-competes don't exist. I hope that no one has to feel like their "stuck" working for a company when they have dreams on starting their own. I hope we as a people realize that it's that same hope that build this great country in the first place. A hope for a better life. Thank you for your time, and I hope that this proposal passes for the sake of every American that has hopes of starting a business one day."</p>
Sarah	<p>"Despite collusion to suppress wages being illegal, hospitals of ALL sorts routinely do this by doing 'market assessments' by severely limiting their search area. Non-compete clauses then prevent employees from taking a better paying job in that area (often a 50mi radius). They also then add in 'within 50mi radius of any health system care center'... that can take out most of a state."</p>
Hannah	<p>"I would like to respectfully submit this comment in support of the proposed Non-compete Clause Rule. Non-compete clauses aren't necessary for a business to maintain security over it's assets, and serve only to allow businesses to exert undue control over their workers even after the professional relationship between them has ended. They are anti-competitive and do not serve or support the workers and communities that they impact."</p>
Maliha	<p>"Dear Federal Trade Commission, As a medical professional, I am writing to express my support for the abolition of noncompete clauses for doctors. These clauses restrict the mobility and freedom of doctors, and often serve to protect the interests of employers rather than promoting fair competition. Noncompete clauses can be particularly harmful to doctors, who may have limited negotiating power and are often required to sign these clauses as a condition of their employment. These doctors may be unable to take advantage of better job opportunities due to the restrictions imposed by noncompete clauses, leading to stagnation in their careers and reduced economic mobility. In addition, noncompete clauses can limit the availability of medical care in certain areas. When doctors are bound by noncompete clauses, they may be unable to practice in certain geographic locations, leading to a shortage of doctors in those areas and potentially compromising the quality of care for patients. I believe that noncompete clauses are fundamentally unfair and do more harm than good, particularly in the medical field. I urge the FTC to take action to abolish these</p>

	<p>clauses and promote greater competition and access to medical care for patients. Sincerely, Maliha Sayla MD"</p>
William	<p>"I believe this is a very smart thing to do. I am not an economist, but what I have read about the dampening effect of noncompetes on the economies of states that allow them leads me to agree with the economic argument in favor of banning them. Additionally, as a software developer, I have had the experience of working for a small consulting firm whose contract included a noncompete restricting me from taking subsequent employment with any similar firm within my geographic area for a period of at least a year (I do not recall the specific time period), and I recall feeling distinctly limited by that provision. It dampened my sense that I could strike out and use my skills in relevantly similar employment, and I believe it also allowed my then-employer to simply muddle along without really feeling they had to compete to retain my talents. Overall, it left a bad taste in my mouth. I no longer am subject to a noncompete clause in my current job, but I think for anyone who does your proposed rule change would come as a boon. I also think it is ridiculous that such noncompete clauses are embedded in contracts of lower-paying, lower-skill jobs. Those employers should definitely have to compete to retain their workers, not simply corral them as if they were indentured servants. Trade secrets and intellectual property are important of course, but at/larding individuals the ability to participate in the economy with full freedom and maximal leverage does nothing to undermine those. In short, I fully support this rule change and hope to see it implemented nationwide as soon as possible."</p>
Julie	<p>"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Continuity of care and maintenance of the doctor patient relationship is central to developing trust. Patients are more likely to participate in care when they have a physician they trust. Physicians need to be able to remain in an area over time for their patients, regardless of the politics or changing ownership of the hospital systems. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, Dr.Schroeder"</p>

Benedict	"Obviously, a Non-Compete clause prevents competition by... preventing competition. It prioritizes the interests of the corporation at the direct expense of the employee. If you leave a job you are specially trained to do, are you just supposed to not work for two years or whatever is the length of the contract? It allows companies to get rid of employees with impunity, leaving them nothing to lose, while an employee has no power and has their livelihood to lose."
Theresa	"All of you reading my comment if you cannot think about the people you serve, then think about your family and/or think about yourself The private practice of medication by large corporations is 100% killing healthcare in the United States. Please read the words of one of my esteemed associates: Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physicians at risk of being strong, armed into practicing unethical medicine, and putting their employers over their patients. The physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine. Will someone with some sense please put physicians back in charge of taking care of patients? This cannot be done when we are treated like commodities and purchased by the lowest bidder. Please understand, we are all likely to be a patient. Who do you want next to your hospital bed making decisions?"
Alex	"I am the Village Planner for the Village of Hanover Park, although I am providing comment on behalf of myself. Many of our small businesses are struggling to attract workers. Non-compete agreements give a significant advantage to the larger chains who may be better able to attract workers in the first place. With these agreements in place, our small businesses struggle to compete and attract workers. While we have several chain restaurants/stores, the backbone of our local economy is small businesses. Ending non-compete agreements would strengthen our local economy and support small businesses."
William	"Non-compete clause rules also know within my industry (Medical Healthcare Complex) as "restrictive covenants" has been nothing but corrosive and detrimental to the overall good of society and individuals who need healthcare resources. The healthcare industry takes great advantage of such contracts by preventing doctors and other professionals, who are employed or contacted physicians, from using their skills and knowledge to help other populations in nearby communities where the need exist. In rural areas, non-compete contracts can go out to 50-mile radius (such as in my case) which means one has to move away from the communities where their family go to church and children go to school. This is a great hardship for such professionals. In the era of healthcare resource scarcity and shortages of physicians, especially in rural regions of America, doctors are often locked out by local medical centers or large medical group practices from working in these communities once they leave their

	<p>employer. This type of corporate healthcare protectionism keeps competition away and artificially increases demand for high-cost services. These medical corporations' benefit at the detriment to sociality and the individual doctor who cannot fight the legal costs to have the right to work and provide care in their local community. Excuses such as the cost of training doctors or recruiting and thus loss of profits in this high profit business are weak and lopsided compared to the damage imparted to the local community and society at large not to mention the individual professional who has to leave."</p>
Anne	<p>"The non compete clause needs to be eliminated now! It is a tool of the wealthy to enforce poverty wages on workers at the lowest rung of the working class."</p>
Pamela	<p>"Non-compete clauses harm American workers and innovators. The FTC should ban these practices."</p>
Chirag	<p>"Most hospitals are not for profits. Are they really though? The business administration folk are getting billions while the nurses and doctors are getting short changed. We provide the care. There should not be a non compete for us."</p>
Love	<p>"I would highly support this rule. As a future attending and practicing physician, I see absolutely no utility to have noncompete clauses for physicians, who are usually trained and funded by public institutions and money. For example, resident physician stipend come from the Centers for Medicare/Medicaid Services (CMS) and hospitals and communities benefit greatly from our training. Also, most physicians don't operate with exclusive information or are given extensive on the job training by their employer. They should be free to move jobs as they wish"</p>
Neil	<p>"I hope that non competes will be removed for everyone including doctors. I am a retina surgeon who was providing very valuable care to the local population. Because of the extensive non-compete, I was forced to leave an underserved area in Kansas and move to a different state. I would have never moved but was forced to due to my non-compete. It has taken a serious toll on me and my family. I had to leave a lot of friends and family to move to this position and it also cost a lot of money and time. I think this would be a true gift to the American people if we are able to change this."</p>
Nasir	<p>"Very well awaited regulation. This will allow employees not to consider themselves enslaved by their employers because they have invested in their houses and children schools and non compete clause is like a shackle. Also this will allow businesses to excel in terms of employee's care and will compete against other businesses for better employment opportunities."</p>
Sameena	<p>"We really should remove Noncompete clauses as it is a way to solve the physician shortage and provide health care to all. Physicians should be allowed to practice and provide healthcare to the needy."</p>

Robert	"I have a non-compete and it makes me feel like a slave. There is no end to the term of the contract either. So basically...I am not allowed to leave"
ismael	"non-compete clauses for physicians have significant negative effects on both the healthcare industry and patients. By limiting physicians' mobility, patients' freedom of choice, and healthcare innovation, these clauses can ultimately harm patient outcomes. Therefore, it is essential to consider ending non-compete clauses for physicians to ensure that patients have access to quality healthcare services and that the healthcare industry can continue to progress and innovate."
Harry	"I fully support dropping non-compete clauses from all contracts. Most physicians are currently employed and not in partnerships like in the past."
Nadia	"Non compete should not be allowed. It basically hurts the patients. They choose organizations according to where their physician is and their provider has to move outside radius due to a contract then patients feel abandoned and not felt like there need was important. Non compete should be removed and providers be able to work in their proximity thus patients will not be affected."
John	"I strongly support the FTC's efforts to ban noncompete agreements"
Rick	"I support the FTC's ban on non-compete agreements. As a software developer I have understood them to be used to protect a company's trade secrets, so I was shocked to learn that they're also used for employees of fast food and retail businesses, where employees have no trade secrets. In such cases non-compete clauses don't protect business secrets - they merely keep employees hostage to a work situation that might be improved by taking a different job. Banning non-compete clauses will make it easier for workers to earn what they're worth on an open market."
Marc	"Just like any other worker, physicians must be allowed to work and travel wherever is most suited for them. Non-compete clauses violate the very underpinnings of our free market system and benefit the ultra-wealthy at the expense of those working to care for patients. Non-compete clauses prevent continuity of care and promote the abuse of workers by trapping them in situations which they can not easily leave. Patients and providers alike suffer greatly under this policy and I firmly support the removal of any and all non-compete barriers on physicians and any other healthcare workers. When physicians are empowered, patients will benefit greatly. Please do what is right and allow physicians and providers of all types to make free and fair decisions about their work environment, their patient resources, and their futures."
David	"I have been an Emergency Physician for more than 30 years. On multiple occasions I have been forced out of a hospital where I had good relationships with patients, staff and administration, because the contractor who was employing me lost the contract, and the hospital could not afford to buy me out of the mandatory non-compete clause between myself and the contract group. This has resulted in disruption and down-time in my practice, lost income, and

	<p>increased administrative work involved in my job involuntary search for a new job and credentialing at a different hospital. It also has resulted in increased cost to the hospital, who must credential and on-board a new list of physicians, as well as exposing patients to new physicians who require time to work smoothly in the therapeutic team, and may turn out to be unsuited to that particular facility. These costs to the physicians and hospitals involved are precisely the purpose of the non-compete clauses, constituting a barrier to physicians attempting to obtain fair compensation, a barrier to hospitals attempting to obtain quality Emergency Department services, and increased risk to patients who seek quality care. The only entity that benefits is the contract company, whose financial incentives may actually be antithetical to patient care."</p>
John	<p>"Non-compete contracts should be banned immediately. A company should not have total control over an employees rights and ability to find their next job. Being an employee at-will gives workers zero rights as they can be terminate with no cause. Please support the amendments to ban noncompete agreements."</p>
Josh	<p>"I signed a non-compete with a Physical Therapy company and when I tried to find work while furloughed in 2020 they threatened to enforce it. Most employees feel pressured into signing them and do not have the resources to fight back against them. Please ban non-compete clauses."</p>
Francis	<p>"I think this rule is fantastic. As an executive in a specialized field, my options and salary are greatly eliminated because of my companies noncompete. In addition, the noncompete is tied to long term incentives, so I can only benefit if I sign the noncompete. Lastly, if the company terminates me with no cause, the noncompete still applies. Please pass this rule. I'm happy to sign a no disclosure if the company is worried about IP but they shouldn't be able to stop me from getting a job in a similar field at similar or better pay."</p>
Zack	<p>"As a physician, I strongly support the proposed FTC Non-Compete Clause Rule to ban non-compete clauses in employment contracts. In the healthcare industry, non-compete clauses have become all too common and have had a significant impact on our ability to practice medicine freely and effectively. Non-compete clauses restrict our ability to seek better opportunities and pursue advancements in our careers, leading to stagnation in the industry. This can be particularly harmful for physicians who want to relocate to a new area or join a different practice, as they are often forced to choose between staying in a suboptimal position or leaving the profession altogether. Furthermore, non-compete clauses limit patients' access to care by reducing the number of physicians available in a given area. This can create a monopoly on healthcare services and limit the options available to patients. As healthcare providers, our top priority is always our patients, and non-compete clauses directly contradict that priority. By banning non-compete clauses, the proposed rule will help promote competition in the healthcare industry and improve the quality of care available to patients. It will also provide physicians with the freedom and flexibility to pursue career opportunities that are in line with their professional goals and best serve their patients. In conclusion, I urge the FTC to move forward with the</p>

	<p>proposed Non-Compete Clause Rule, as it will help to ensure a more competitive and patient- centered healthcare industry, while also providing physicians with the freedom and flexibility to advance their careers and provide the best possible care to their patients."</p>
Nitin	<p>"noncompete clauses and contracts shackle physicians to their jobs, and do not allow them to look for better paying positions or better work conditions. Because of noncompete, employers do not have any incentive to keep their doctors happy and provide them with ancillary services they need to do their job well. this country is founded on competition with your neighboring competition, not remote and irrelevant competition. Please pass a rule or law that bans non-competes. They give employers an . unfair advantage."</p>
Jeremy	<p>"Given that the only beneficiaries of these non-compete clauses are companies, rather than the people who labor for their benefit, I wholeheartedly support banning such restrictions on employees. I encourage the FTC to approve its proposed rule."</p>
William	<p>"It's incredibly baffling that this is still A THING in the U.S. The FTC's proposed rule to ban non-compete agreements would be a major step in leveling the playing field for workers. It should also have a significant impact on improving worker wages, yet make it easier for employers to fill open positions. The fact that the public comment period was extended into April is insane. This is a bipartisan bill that should be expedited into law-especially given the current economic climate. The announcement by the FTC to extend the public comment period is baffling Within the statement it was acknowledged that this would modify precedent that has been in place for "hundreds of years". A mind-boggling admission of policy working against the U.S. workforce. Enough is enough. It's time to move this forward. Three in five Americans support this legislation. Let's go."</p>
William	<p>"My wife is currently exploring legal options to fight a non-compete agreement she signed when initially starting her most recent job. Now, because her former manager wanted to take over her book of business to make more money via commission, she is unemployed and unable to work for a competitor for 12 months. All this after less than two years on the job. "Things didn't work out, so we have to let you go, but also, we're scared of you and know you'll be successful with a competitor, so you can't do that." This ban on non-compete agreements can't come soon enough. It's long overdue and will positively impact millions of Americans. For executives and CEOs? Sure. For everyone else? No way. It's not saving your business, it's potentially ruining lives."</p>
Anand	<p>"I am in full support of the proposed rule. As an employed physician in a large city, I have seen the continued entry of private equity and the consolidation of healthcare organizations over the last 12 years in practice. I have a restrictive covenant which does not allow me to practice in a certain geographic area should I leave my employer. Of course, this places an undue burden on the employee to find a position outside a certain area and there are associated costs. The</p>

	<p>organizations (employers) would argue that an employee leaving would be a threat to the organization should they violate their non-compete, but the David vs Goliath dynamic that exists makes this argument invalid. In a true competitive environment, the employer should rely on their business and employment models to retain employees, and not rely on the threat of legal action. I would argue that those who want a less regulated business environment should also be in favor of the proposed rule in that the elimination of non-competes leads to a true competitive environment, Finally, the success of our country in the past has relied on the small individual-owned business and the local community, and not on large corporations. If an employee has put in sufficient work investing and fostering their local community, they should be able to stay in that local community (whether with another employer or starting their own small business) without prohibitive action from large institutions. I appreciate your time reading my comment."</p>
Line	<p>"Please get rid of non-compete . It makes it hard for people live close to work if switching jobs, which is loss of time, cost in gas and travel, and prevents people from getting the jobs they desire to become effective participants in our economy . In my case as a physician, I would have to uproot my kids to get a new job and work close to home . 2 hour per Day extra commute is loss of time, money, and productivity ."</p>
Robert	<p>"eliminate not-compete clause rule....the people worked hard for those skills, and fyi the company didn't pay for that with the time, the energy ,and the money...so they have no place in our world!"</p>
Brad	<p>"I got studied to become licensed for multiple professional exams. I am currently subject to a non-compete in my employment agreement. I have a two year old daughter. If i leave my job, i am not allowed to find work in my professional field with a different company? this is not fair. I am not competing with a big company, i am just wanting to be able to do my job that i have studied and trained for literally for years. Companies should not have this level of power over employees. I also had to deal with a few years of uncertainty/insecurity when i was growing up when my dad left a job that he was subject to a non- compete for! He was unable to work for 2 years when i was in fifth/sixth grade. The field is investment advisor/tax attorney."</p>
Kyle	<p>"Non competes stifle workers rights as well as making it harder for companies to acquire top talent. Given a choice a worker will go to a company without a non compete. For those of us that work for companies that have non competes for new hires, it makes it extremely hard to go out and find help. I know I could try to drive change from within but I'd much rather it just be against the law."</p>
angelo	<p>"Any opportunity for free market enterprise is vital to both our nation and the globe. With the advent of technology on our door step, that has uprooted millions of entry level jobs, non complete cause rule is an important first step"</p>

Eric	<p>"As a family physician who recently completed my training and is now employed in Chicago, I have a very real concern about the non-compete clause in my contract. While I'm happy in my current role, if that were ever to change I would be limited from continuing to practice in nearly the entire city of Chicago for a period of two years. Given that my wife works downtown and I have a young child in daycare, moving or commuting out of the city would be a huge financial and emotional burden for my whole family. Given that I am one of well over a 1000 physicians employed by my health care system there is very little practical impact that I could have on them if I were to leave for either solo practice or to another major academic medical center. I also explicitly asked to negotiate the terms of the non compete during my hiring and was given no latitude to do so. Eliminating these harmful provisions that only serve to restrict job mobility and reduce competition for wages and talent would be a huge benefit to young physicians like myself. I encourage you in the strongest possible terms to complete this rule without carve outs. Thank you for your consideration"</p>
Alex	<p>"I write today to express my strong support for the FTC's proposed ban on non-compete clauses. Here is a real-life example of the non-compete clause's detrimental effect on our city of eighty thousand residents served by two community hospitals in central Illinois. One of the hospitals was recently acquired by a large healthcare corporation. The executives of the corporation forced a major salary cut on physicians when they took over control of the hospital. Half of the physicians decided to leave the hospital, but they could not transfer their practices to the other hospital in town due to non-compete clauses. Most of these physicians ended up leaving the state, including the only interventional cardiology practice in town. As a result, when someone in our city suffers a heart attack, they have to be transferred one hour away to the nearest hospital with interventional cardiology services. Several patients died before they could reach the other hospital. Our community is already medically under-served, because it is not a very desirable area to attract new physicians. This mass exodus of physicians was devastating to our community. If it weren't for the non-compete clauses, most of these physicians would have stayed in our community, because they had deep ties here. Non-compete clauses do not just affect the workers who are forced to sign them. They affect entire communities, who suffer the consequence of reduced access to necessary medical care as a result. I strongly urge you to enact the ban on non-compete clauses. Thank you for your time."</p>
Bryan	<p>"I am writing in support of banning Non-compete clauses. I am an OB/Gyn physician in a very large medical system. My group has dissolved due to my partners either leaving for out of state or retiring. The medical system now wants to move me to a hospital that is 40 miles away. As an OB I have to be within 30 minutes of the hospital in order to be compliant with hospital by laws. Since I live 40 miles away from the proposed new hospital I would have to stay in the hospital every time I am on call which will prevent me from spending time with my wife and children. I have informed my employer that I will be resigning due to the extreme circumstances surrounding maintaining my employment. I have been informed that my employer will be enforcing my current 10 mile restrictive covenant. Not only does this impact me and my family, but it puts patient safety</p>

	care at risk as my current patients will have a difficult time establishing with a new OB as there is already a shortage of OBs in my area. If these non compete rules were lifted, I would be able to join a practice in my current area that would allow for the continued safe care of the OB patients in my area. I hope the FTC places a high priority on patient safety as a reason to eliminate non compete clauses."
Gail	"As a group, businesses happy to redefine the free market to suit their interests, are once again showing their true colors. The ban on non-compete agreements is necessary for the "free market" to function in our "free" society. So, I say to the Chamber of Commerce, and all others, who are putting large dollars into battling against this to stop. Save your money and do not be afraid of allowing this to occur. Ban the non-compete agreements."
Matthew	"Non-compete clauses are bad for workers. Too often, businesses use them to restrict low level employees under the guise of "protecting trade secrets". Non-competes have been documented to have been used by employers of hairdressers, sandwich makers, and researchers. These are absurd and abusive overreaches of the use of non-competes. There are far more documented examples of non-compete abuses in current media. Individuals' livelihoods have been destroyed by non-competes. I urge the policymakers to ban them."
Rick	"Please move forward with this proposal. It is so unfortunate as an employee to not be able to take another job and source of income because it competes with another employer. Biggest example is a fitness trainer or instructor has difficulty teaching a class a various locations and employers because one or more have a non-compete clause and now I as the employee am now dependent on one employer to give me a living wage, which is highly unlikely. You might get one or two permanent classes per week which could be between \$50- 120/week. Not a living wage."
Jennifer	"Non competes should be banned. their utility has always been heavily weighted in favor of the employer, and their practical application actually hinders both corporations and individuals. In many industries, non competes hinder the ability of individuals to obtain new work, as would-be employers are reluctant to hire individuals who have opaque limitations on their ability to contribute to their organization. Ironically, the same risk that is encouraged for individuals in taking on a project is seen as a liability, and hiring managers are encouraged to overlook some more qualified individuals to minimize the potential risk. For individuals, non competes eliminate the natural build on their knowledge and expertise, and many are forced to seek work not aligned to their experiences. This career limiting behavior is detrimental to individuals and their ability to meaningfully contribute to the economy and their careers."
Ken	"I am in support of this ban of non-compete clauses. A non-compete clause is detrimental to a competitive free-market system and it is also anti-labor. The federal government should be supporting and ensuring that American citizens have the right to work where they want when they want. A company should not

	have the power to restrict my employment. Any argument a company or the Chamber of Commerce would make to keep non-compete clauses would be for the sole purpose of keeping wages low and restricting competition from growing. If the FTC does not have the power to execute this order than Congress should enact a law to eliminate non-compete clauses."
Abe	"I wholeheartedly support the banning of non-compete agreements. It is incredibly evil for companies to stop an employee from continuing in their line of work or career under the guise of protecting trade secrets or whatever excuse. Non-competes only ever benefit companies and harm workers. Companies can protect their "trade secrets" by making it worthwhile for employees to stay."
Shilpa	" Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities."
Daniel	"I support the ban of noncompetes"
Mohammad	"No compete in medicine creates lack of services and fills the pockets of venture capitalist and hospital owners"
Mehul	"It helps patients get better care, if there is no Non-Compete clause. It's a tool by non- physician administrators to tell MDs how to manage patients, instead of MD doing what is right. If there is non-compete clause, the MD feels obligated to do what non- physician MD tells him to Do, or leave the area he worked for years and took care of patients."
Mike	"Non compete agreement is completely unfair & needs to end. I'm one of million employees whose trapped by this agreement in mid size tech company . Please abolish it ASAP. Thanks!"

Kenneth	<p>"Thank goodness,, I've been locked into a non-compete for years.. all it really means is I can't get another job in sales I cannot go out and get a sales job in anything I ever sold at my current company Pittsburgh Pipe.. extremely unreasonable. Basically we've sold everything under the sun... They're able to push their employees around, but only behind their backs by falsifying cost on products etc... They have a nasty way of doing business and I've been wanting to get out of this for years , and it keeps me from teaching disadvantage business enterprises on how to do sales . Basically then I compete should be near illegal but it's not.. 618-917-155 let me know if you need any spokespersons in the St Louis area I've been in industry for 24 years and I've been an advocate for new business, which isn't going to happen around here due to these non-complete disclosures thank you Kenny Waggoner... A resident living in Illinois bound by non-compete from people in St Louis Missouri..."</p>
Kenni	<p>"I work for a company out of St Louis that's mostly in the steel industry. I assisted for decades expanding the plastic industry for a steel company since they were distributor. My plan was to get more involved with Infrastructure and with Federal funding, it must include disadvantage business enterprises. My hope was to retire from my employer, and teach wbe's MBE and others, on how to enter the industry for which I learned on my own. it's about Fair practice and allowing minorities to participate. The question is how do they participate without anybody showing them how to enter the industry. Not only does a non-compete limit a person like me from regaining employment for 18 months, it keeps others such as the NBA's from learning from somebody like me for 18 months. In this regard, the non-compete seems like it keeps minorities from entering the industry, almost like civil Right discrimination, not against me but for those who want to learn from people like me."</p>
Jason	<p>"Since non compete clauses are ubiquitous in medical practices they often prevent patients from maintaining a patient physician relationship if their physician leaves a practice. Furthermore, non competes are signed by physicians directly out of training and often benefit hospitals or large group practices that are far more powerful than an individual physician. Non compete clauses are anti capitalist and have proliferated to become so widespread that they are now primarily used to trap or penalize employees who sign them rather than shield an employer from risk"</p>
Hussain	<p>"I am a father part of a family of four living in a large city. Raising children in america is extremely expensive and these non-competes impede my ability to demand a market wage from my boss. I work in real estate finance and crucial to the business we do. However, my ability to go out and secure a market wage is hampered by these non-competes in our industry. Please please outlaw this practice and allow us to earn the fair wages we deserve and start new businesses and support the ones we use on a regular basis through our spending. thank you!"</p>

Amanda	"I am a physician and would like to see non-competes eliminated I had to move my family of 6 to a new state due to a non-compete agreement. Disrupting to any family would be an understatement."
Kenneth	"Dear Chair Lina Khan, The idea that non-competes effect low income workers but congress people exploit their learned knowledge after their work is done. The best way to understand how this would change the way congress runs is no congress person would be allowed to work for or with any company or business that had any business or issues related to their enterprise before the congress person's time in office. Until you are willing to vote to allow non-competes to exist, you need to be willing to ban all congress people, staff and clerks from working for lobbyists and companies that sell product or provide services to the governments local, state or federal. Thank you for your work, and please issue a final rule that bans non-compete agreements. Sincerely, Kenneth Wennemar Dekalb, IL"
Eric	"I agree with the FTC's interpretation that non-compete employee contracts should be banished. The use of these contracts impedes the majority of employees covered by these contracts from leveraging their marketability. The use of these contracts heavily favors employers at the expense of the employee's market flexibility. A suitable vehicle to protect an employer's intellectual property would be a non-disclosure agreement."
Martha	"Non-compete laws are WRONG! Being an employee means trading your expertise & experience for pay. That does not mean that the employer OWNS their workers. Everyone has free will to take a job ANYWHERE if it benefits the worker. Employers have NO RIGHT to stop an employee from taking a job with a competitor. As an employee, I have the RIGHT and DUTY to find the best job that suits me. You cannot allow employers' OWNERSHIP of an employee. Employers have gone too far, they are NOT the almighty. Employers have an obligation to their employees, not the other way around. The "non-compete" is SLAVERY!! If employers want to keep their employees, they must treat them with respect, safety, and better pay. Employers NEED employees more than an employee needs their employer."
Alisha	"A non-compete clause as a physician made me less attractive as a candidate to other employers. This is a big problem when a few hospital systems employ nearly all physicians."
Andrew	"This is great! I love that the federal government is trying to protect the working class from greedy corporations!"
Sherie	"Noncompete clauses should be banned. It's just another way that businesses make life more difficult for workers. They keep workers from switching to better jobs. The government has allowed too many monopolies to exist. Noncompete clauses are just another way for companies to decrease competition."

Kathleen	"People are having a hard enough time providing for themselves and/or their families. There is no justifiable reason to prohibit or severely curtail a person's ability to remain homed by preventing them from freely seeking employment in the same field for better pay or working conditions. If a person has proprietary information, curtail their use of that. Do not prevent them from seeking employment to better themselves out remove themselves from a problematic workplace."
Kirk	"I have on many occasions over the years signed these agreements. There have been times where employers have asked for these after year's of employment. I even had one employer threaten to try and enforce one after letting me go. This was a company that I worked at for over ten years. Thankfully they misplaced their copy of the agreement. If they hadn't, it would have made it difficult to get a job and another person I worked with was not as fortunate. They are oppressive and basically create an endured servant relationship, especially for individuals like me that are creative and tend to be critical to creating and managing systems that create an environment for organizational growth. Another point is that organizations tend to believe they own everything some e to working for them creates, even business processes and management strategies. This thinking takes away from the years of work an individual invests in oneself• this includes education. And certifications that most companies do not pay for. In all, this structure is a power and control function that limits and traps people in situations that limit their ability to grow beyond roles. It also allows these businesses to treat employees poorly."
Gregory	"I fully support the abolishing of non-compete clauses. Employers have been unfairly utilizing these practices for years. Corporations know that workers will not be able to tight this unfair practice in court, where employees would accumulate a mass of legal fees in order to do so. I agree that this practice discourages competition and promotes unfair work practices. Please take my comments into consideration to abolish this unfair practice."
Robert	"Hello. My name is Bob Woodrick. I'm a physician working in an academic medical center in chicago. The proposed ban on non-compete clauses is rational and just. Large corporate healthcare systems now have outsized leverage. We lost one excellent candidate for our group in the past year due to a restrictive non-compete. Clearly competition and the ability to work freely is being impeded."
M	"I'm in total agreement to stop non compete clauses. My husband started his own insurance consulting business and the large Insurance Broker lie had worked for threatened him with legal action if he contacted any of his clients from his prior employer. I never understood why the client can not decide whom he wants to buy insurance? The large Broker doesn't own the clients. In instances with proprietary information or trade secrets I'm in agreement with limitations on future competition"

Emily	<p>"I was made to sign a noncompete with my offer letter when starting an entry-level role right out of college with a medical supply company. Noncompete laws have allowed companies to take significant liberties beyond the original intent, which was only to restrict high-level employees from sharing sensitive information with competitors. Now, myself and fellow employees have to concerns ourselves with figuring out if other potential employers violate our noncompete or not, given the wording is wide-sweeping and vague. Additionally, I had to sign my non-compete in an internal 1-1112 portal, meaning I never received a paper copy and would need to ask HR for a full copy - most likely labeling myself as a flight risk. Now I know better, but my 22 year old self was taken advantage of. Noncompete agreements should not exist given the lack of appropriate guardrails and unnecessary consequences on workers."</p>
Jiajia	<p>"I have been sitting out a non-competitive agreement at my last job during covid. I was significantly under paid to support my family yet not able to join next work due to the unfair agreement I signed at 8 years ago when I was at a much different situation of employment and need a job desperately. The employer did not even bother to raise the non-competition pay to account for inflation."</p>
Andrew	<p>"I strongly support the efforts by the FTC to end the practice of non-compete clauses in employment contracts. While I am not currently under this burden, I have co-workers who are, and the reality is that this creates an unfair imbalance of power in the favor of the employer. Employees are prevented from earning market value for their wages due because they cannot find a job at another company, nor can they create jobs and value by opening their own business in a similar industry. In the case of my coworkers, they are prevented from working for a competitor regardless of why their current employment is terminated. So if they are laid off due to economic conditions, they cannot use their transferrable skills to work for a similar company. This is not only unjust, is also unfair practice in a society that claims to value the principles of free market capitalism."</p>
Mica	<p>"I applaud and fully support this groundbreaking proposal to abolish non-compete clauses. At a minimum, they are an obstacle to free markets in labor while at worst they severely restrict workers from earning a living, potentially diminishing GDP or setting our citizens up for modern indentured servitude due to a litany of economic hardships compounded by this unethical but common labor practice. As an anecdote, in our household we have professionals in food & beverage (cooking instruction) and biotech (sales), both of which have had to negotiate out of non-competes. In both instances, non-competes were written in such a way as to eliminate labor potential for a minimum of 2 years, rendering our specific skills, training, and education inapplicable to the workforce. We were fortunate employers accepted our negotiations, though our colleagues haven't had the knowledge or confidence to have those conversations. As such, they become bound to their employers in a way that limits their mobility and depresses wages, as their labor no longer has free market access - a hallmark of our modern capitalist economy."</p>

Drew	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge the FTC to reject the MIA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."
Benjamin	"I highly support a ban or the very least restriction on non-compete agreements. They give an employer too much leverage over an employee and result in lower wages, worse working conditions, and so on. They also disrupt the free market for labor Banning Non-competes would be highly beneficial to workers nationwide."
Colin	"I support the proposed rule eliminating the existence of non-compete clauses. Non compete clauses are an anti-worker tool used largely by anti- competitive employers to exploit and threaten their workers. The American workforce would only benefit from being more free to choose their place of work."
Elizabeth	"I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."
Rachel	"Non compete clauses hurt doctors and patients. They prevent good patient care and autonomy of physicians to practice where they are needed and wanted. These clauses should be banned and never allowed in the field of medicine."
Christina	"I've actually been going back and forth on a contract about this precise issue. I'm in a strange position where my company was incorporating in my state when I first signed on, so I was a 1099. Now that they're registered, I can become a W2, which is advantageous for tax purposes and accurately represents my type of employment per the IRS's definition of a W2 Employee. Now that I am faced with signing this contract, there are a ton of noncompete clauses. Namely, some that would not allow me to work in my industry for 6 months on top of a 6 week notice. The contract even has a line how I agree that it wouldn't effect my livelihood. I haven't signed yet over this exact issue. I enjoy my job and the company I work for, but the entire issue over the contract has been off-putting to say the least. I would hope that a company would want to keep me and other talent through benefits, compensation, and culture, not pigeonhole us into a position with ridiculous stipulations. I am shocked that non-competes can be so invasion to an

	<p>individual's career. To me, it minimizes the responsibility of the business to the employee in terms of what they might offer with benefits, compensation, growth, etc. If they can't go anywhere without sacrificing 6 months of pay, or whatever someone's situation might be, then the companies are less inclined to offer more perks to retain talent which could effect the overall work culture and compensation to employees. It harms employees by not allowing them agency in their career. If an employee does have a better opportunity they should be allowed to pursue it; that is what drives the market, competition, and innovation. I can see the trickle effects of this within various industries, quality of work, offerings to consumers, economic health, etc. I'm glad to see that the FTC is taking this matter seriously and I hope that something is implemented to prohibit or severely limit non-compete clauses."</p>
Jon	<p>"Thank you for the opportunity to provide a comment on the Notice of Proposed Rulemaking for the Non-Compete Clause Rule. I have been a practicing attorney in Illinois for over 40 years, and I have seen many non-compete clauses in business contracts. (They have been banned for attorneys in Illinois for several years by the Illinois Rules of Professional Conduct). Typically these agreements restrict an employee from working in another competing business for a certain period of time, usually about two years. I have advised employees who have been presented by their employers with non-compete agreements to try to negotiate the terms of these agreements. I typically advise employees that if the employer insists on a non-compete agreement, then the employer should correspondingly be required to continue paying the employee's salary or wages for the entire period that the non-competition clause remains in effect. Such a requirement would strike a fair balance between the employer's perceived business necessity and the employee's need to make a living. Such a requirement also requires the employer to more closely examine whether a non-compete clause is truly a business necessity. There are times when non-compete agreements make business sense, such as when the employee have access to highly confidential business information during the course of their employment. Accordingly, I suggest that, rather than ban non-compete clauses entirely, the FTC should consider allowing them where legitimate business needs require them, but also require that any employee who is restricted by a non-compete clause must continue to be paid their full salary by the employer throughout the time when the employee is subject to the restrictions of the non-compete clause. Regarding the impact of the Proposed Rule on existing contracts, I also suggest that the FTC should consider whether the Contracts Clause of the Constitution of the United States (Art. 1, Sec. 10, Clause 1) may restrict the application Proposed Rule on existing contracts and may require the Proposed Rule to apply prospectively only."</p>
Jonathan	<p>"I'm a low ranking engineer at a company within Danaher Corp., and I have a noncompete clause. It is very frustrating to me, because I write fiction in my free time, and sometimes I write near future works with imaginary technology that is based on my engineering experience, and I worry that something I write could be considered a violation of my contract. It is very frustrating how openly worded my contract is. Noncompete clauses go against the principles of the free market. I</p>

	<p>can see how, in rare cases with very high level executives, they can preserve a company's trade secrets, but allowing them for non-C suite employees makes no sense. I feel like it's just there so people can't threaten their bosses with leaving. Also, to make matters worse, I'm only 90% sure I have a noncompete. I looked for a long time to find my employment contract but couldn't. I found a copy of a Danaher noncompete on the SEC's website, and I remember the writing worries when I read my initial contract, so I'm pretty sure it's there. But I can't find my contract to Enid the exact language."</p>
Joseph	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 One question, for those who have already suffered in their career due to non-compete litigation, can these historical rulings and litigations be lifted or some sort of compensation be reached for harm to the ex-employee's career?"</p>
Jeff	<p>"A distinction needs to be made between Non-Compete and Non-Solicit contracts. Non-Competes should be eliminated while Non-Solicits should be allowed. The Non-Compete prevents an employee from seeking work in an industry that has trained him, complete prevention of work in that field. A Non-Solicit contract would allow an employee to seek a job in their field of training but NOT with a direct competitor. The concern is that the "trade- secrets", which might include customer lists, would be taken and used against the initial employer. If, as an example, the hairdresser leaves one salon for another they can not reach out to their clients to "come with them". If the food delivery driver wishes to change jobs they may not use route knowledge and customers from the initial job at their new job. hi both these cases it benefits the new hire. If they job seeker has a Non-Solicit contract and the new company knows this and still wishes to make the hire it means they want the prospective job seeker because of their skill not because they wish to "steal" a competitor's "trade secrets" even if the trade secrets are only customers, stops on a route. Non-Solicit contracts would set a narrow limit on both knowledge learned at a previous job, something that has to be shared to make the employee efficient, while recognizing that this knowledge is education and something that may well be lost if the employee leaves. What should be safe are the files of customers. Those would not have been known unless the employer shared them with the employee. The employee isn't entitled to "take" those files but they are entitled to "take" their training If you eliminate Non- Compete contracts completely this measure is more likely to fail. If, however, you offer a Non-Solicit contract you increase the likelihood of success because you have allowed some protection to the employer about to lose a trained employee. There are ways to protect the initial training company from customer / business loses while allowing continued utilization of skills by a worker wishing to change jobs without changing professions. My sources are from a Harvard Business Review article I read at Kellogg Business School in the mid 1970's. It was valuable then though not completely appreciated and it should be the basis for this discussion."</p>
Aimee	<p>"I am adamantly against non-compete clauses. I am a Healthcare Provider in Illinois. There are 2 large healthcare corporations that manage 90% of the healthcare facilities in the area. Having a non-compete clause causes people to</p>

have to continue to work in a toxic work environment. Working long hours and seeing hundreds of patients can cause healthcare workers to burnout. The big corporations put the small offices out of business. There is no choice for patients. These contracts usually are for 20-30 mile radius and 1-2 year time limit after leaving. I have looked at the radius around my work and 20 mile radius can take up to 45-60 minutes to drive. I am unable to relocate for 1-2 years. People would have to sell homes, move schools. These clauses cause healthcare staff that inability to find a job close to their home. This leads to more travel time. Patients also do not have the choice to choose who they feel comfortable with. Unfortunately, for myself, who have ailing parents, children, and grandchildren around, I would have to continue to work in a toxic environment because of these clauses. Healthcare providers from housekeeping, nurse assistants, nurses, nurse practitioners, physician assistants to doctors, do not have trade secrets from one medical facility to another. The mere few hundred of patients that may leave and follow a provider are such a minute amount of the millions of patients that these corporations have. Again, comes to the point that patients do not have a choice who they can see and healthcare workers do not have a choice to change jobs, if needed to get out of a difficult situation and that puts more risk of accidents when caring for patients. I do not think noncompete clauses have any positive reasoning to be involved with healthcare. Having to take a position outside the radius for a particular amount of time, will lead to long drives, increase financial strain on finances, and more time spent away from family. State of Illinois now has laws that if you make less than 75,000, can not have a noncompete. Most healthcare providers do not qualify. It is difficult finding healthcare workers and sometimes just because you offer more money, does not mean that you will get a better healthcare worker. Travel healthcare companies are paying 2-4 times normal wages to travel personnel, rather than treat the local employees well. If the way more competition, corporate healthcare might suffer and healthcare itself will improve. As long as the cost of paying healthcare workers continue to increase, the insurance companies and customers will have higher bills to pay. If there was competition, healthcare employers would need to treat the employees better and not like a number, which in turn wants us to treat patients like a number. When you are at work and feel like you are in shackles, how beneficial and productive are you? How beneficial is that for patients if they have a provider, who leaves and has to practice 30-60 miles away because of the 20 miles radius and the patient feels a connection with that provider and now has to drive that same distance to see them. Patients do not have the opportunity to choose their own healthcare. I understand some businesses especially those that invent things may need safeguards but healthcare is one of the last areas where non-compete clauses should be, not only for the employees but for patients and their choices. I request that the FTC and government work against these big corporations who make employees feel like they are in shackles and do not have a choice but continue to work in a toxic environment. As far as my current situation, I am trying to take a position in a rural, underserved community but since the city is just under 20 miles, I am unable to take position. Shame on the big healthcare corporations. We are to do no harm, I do not see that as an attitude with healthcare corporations. Please continue to fight for not only the

	healthcare providers that are subject to non compete clauses but fight for the right of patients to be able to make choices."
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Constituent Support for the FTC's Noncompete Rule



Indiana | Statewide Impact

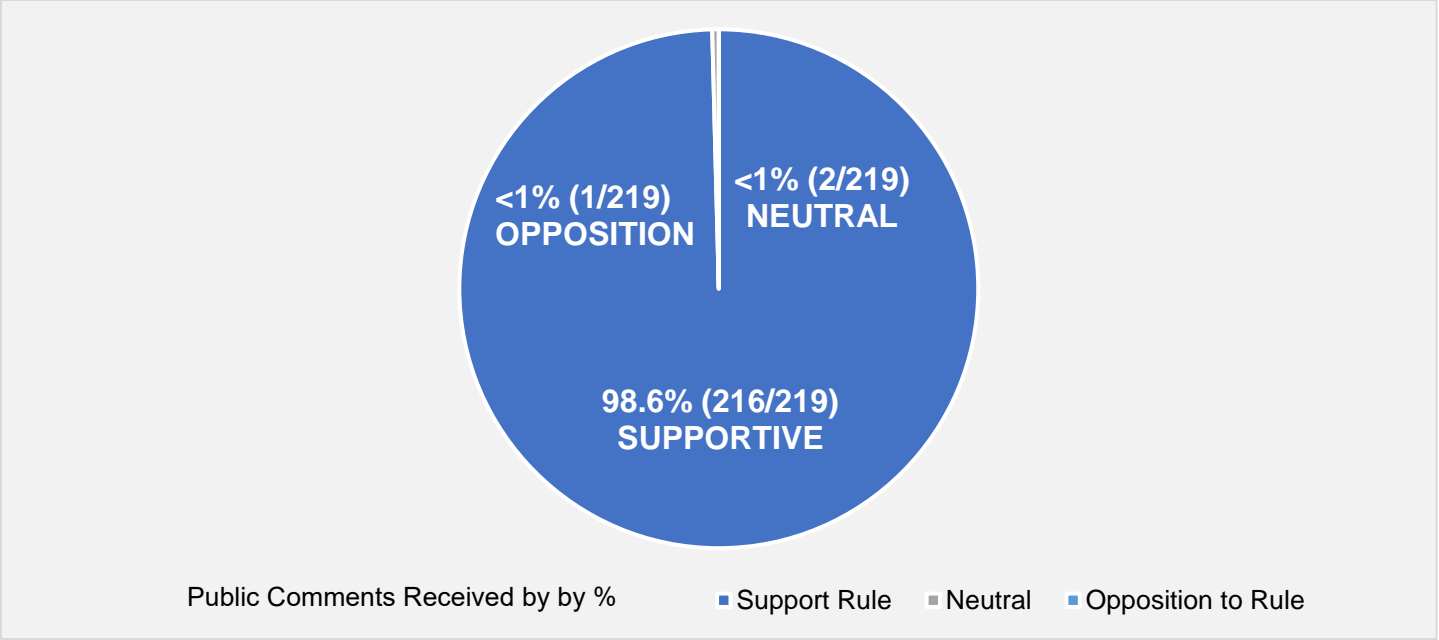


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 in increased wages** over the next decade, including for **Indiana**:

Indiana Covered Workers	Increase in Total Annual IN Worker Earnings	Increase in Average Annual IN Worker Earnings
2,490,735	\$1,280,797,352	\$514

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))



Notice of Proposed Rulemaking: 216 of 219 IN Commenters Support



Support Across Sectors of the Hoosier Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I have been working wider a non-compete for 28 years with my company along with every service technician we've employed in the 35 states we cover. NC prevent everyone of us from advancing in our careers outside of the company we work for currently. Getting rid of non-compete clauses would allow every single one of us to be able to find better paying jobs and allow us to grow in our careers. The company I work for is involved in several shady business practices. If I would like to use my 28 years of experience in this field, I can only work for my current company without being sued. They have sued several people who have quit in the past. I have been in this field since I graduated tech school at 20 years old in 1995 and worked for my current employer since 1999. Unless someone dies or retires I'm currently at the top of my career. Even after I would have to move to Minnesota and there is only my boss and the CEO over me."</p> <p style="text-align: right;">-Robert</p>
	<p>"I am a family physician with 3000 patients practicing in Indiana. I want my voice heard that I strongly support the ban on non-compete clauses! The corporatization of medicine is growing at a fever pitch since the pandemic began, where the goal is profit by corporate bureaucrats and shareholders. Not patient care or improving health. Not supporting physicians. Noncompetes serve to hogtie physicians in an indentured servitude and, if they leave, are forced to go far enough away that their patients can't access them. Patients lose out at a time when access is becoming harder and harder, especially in primary care. If I want to change employment because I believe it will be better for my professional well-being, my patients should have the right to follow me."</p> <p style="text-align: right;">-Sara</p>
	<p>"I am a Physician Assistant that currently works in critical care for almost 5 years. I was intubating patients and rounding on some of our sickest individuals at the height of multiple COVID outbreaks. I did not have a non-compete with my primary job when I started. I still work at my first job, even without one, and recently took a second part time job to broaden my experience and bring back knowledge to my primary role. The absence of a non-compete clause did not cause me to flee my employer when times were tough, nor did it cause me to get 'poached' by any of the other major systems in the area. If a healthcare system treats its workers fairly and with respect, employers will have no need to use a non-compete clause to coerce loyalty. Many aspects of employment already bias the employer such as asymmetric knowledge regarding salary and benefits packages, a much larger resource of in house legal support, and the perceived pressure of 'replaceability' that too many of our techs, nurses, providers and other staff already experience. A non-compete clause makes an employer's dominance</p>

	<p>over an employee iron-clad. It uses inherent social pressures such as a stable family life and education for their children as leverage points to make seeking other opportunities as painful as possible."</p> <p>-Christopher</p>
	<p>"Employers often exaggerate the scope of the restrictive covenants to influence an employee's decisions about leaving the company. What I have learned is that it does not matter whether the employer's contract does not meet the criteria prescribed by the state to be enforceable. The mere existence of a restrictive covenant can lead to litigation and legal expenses, even when the former employee has carefully strived to abide by the former employer's demands and threats. I had my restrictive covenant reviewed by an attorney in the state where it would be adjudicated and by my own attorney in my home state at minimal expense. I was very careful to be certain that my new endeavors would not be in violation of any restrictive covenants, yet I just spent almost \$55,000 for a retainer for an attorney because my former employer had her attorney send me a letter informing me of my "violations." As my attorney told me, "Anyone with \$182.50 can file a suit against anybody," but these restrictive covenants provide a vindictive or ignorant employer with fodder for bullying a former employee with threats of litigation. The rule should provide for significant monetary penalties for employers who are found to have misused restrictive covenants to cause hardships to former employees. At the minimum, when I am vindicated, my former employer should be responsible for my legal expenses without additional costly litigation. A rule without a penalty that the common person can obtain is a suggestion, not a rule."</p> <p>-Cheryl</p>
	<p>"As a financial advisor working for a bank, I have personally built my client base from the ground up, with 90+% coming from my efforts and personal relationships. I do not rely on banking referrals. I also was given a non compete to sign when I otherwise had no other choices as a young person, starting a family. Now as my kids discuss future occupations, the idea of starting a family business and working together is not a choice as my non compete states that even family members cannot follow me to a new place of employment. Many are basically forced into signing these documents as a young professional with little experience or little idea of how their career journey will be formed. Not to mention how non competes even work with the terminology being used or little money to consider hiring a contract attorney to review this. Language should be simple and easy to understand, but in reality, this is a free country and we should be able to work as such, not a slave to the job or employer. They should instead reward and build equity through die relationship to maintain the employee if they are that concerned with losing them."</p> <p>-Jarrod</p>

Additional Support from the Hoosier State

*Some comments condensed due to length.

First Name	Comment Highlights
Noemi	"I support the rule to ban non-competes. For physicians, non/compete clauses lead to physician shortages that harm patients"
Y	"I feel that non compete clause should be abolished for every profession. It gives undue leverage to employers during contract negotiations. Especially for physicians that are tied to their employers and have to move out of area to satisfy this requirement. They can instead continue to serve in the community without restrictions. It is not easy for well established physicians to pack up and leave. This move would also make employers more competitive who would strive to keep talent with in their own pool."
Michael	"I believe that non-compete clauses for physicians should be eliminated. This will assure that employers who employ physicians will provide the physician what is needed to care for patients. Currently, there are times when physicians become "stuck" in bad contracts due to external forces, such as COVID. When the physicians are told to accept a change or leave, then the non-compete makes it impossible to live and work in the same area."
Hassan	"To Whom it May concern, As a physician and American citizen, it is important to note noncompetes exacerbate shortages and access to care, it helps employers evade market forces that would necessitate change and take leverage away from clinicians, and current ruling needs to be modified to apply to all hospital systems including not-for-profit. Given most hospitals are nonprofit, this current ruling will fail to eliminate noncompetes for most physicians who currently have them otherwise."
Amna	"Non compete in health care as it applies to Physicians: There are many health systems that impose non compete clauses when an employment terminates either due to employee or employer. Employment contracts even impose non compete when terminates employees with out cause. This is unfair decision driven by money and inflicts hard ship on the employee. The employee has relocate either temporarily or permanently based on this clause. Many people have to physically move uprooting family and affecting significant others and children. The non compete practice by health systems needs to stop as it is an unfair and unjust practice."
Shahid	"I am a practicing pulmonary physician. Physician restrictive covenant is unfair. At least two physicians being abused, but it also leads to larger enterprises, controlling quality of care that Physician can provide independently and a cheaper rate."

Alex	<p>"I am a physician, now retired from the practice of medicine. When I worked as a physician, I was covered by a non-compete clause. I applaud the FTC's proposal to ban the use of most non-compete clauses in employment contracts. I believe the ban should be as broad as possible, and that a ban should include the large majority of physicians and health care workers. Today, many, probably the majority of physicians are employees of large healthcare groups or corporations, such as hospitals and hospital networks. In most locations, it is increasingly difficult for a doctor to find employment that does not require agreeing to a strong non-compete clause. These clauses effectively make it difficult or impossible for a physician to change jobs without uprooting his/her family and moving to a different city, or often a different state. The business models of most employers in the medical domain do not need physician non-competes. Rather, the clauses give employers substantial control over the professional environment of physicians, more control than is desirable for both the physicians and the public at large. Though it is hard to document, it is sometimes becoming more difficult for a physician to raise reasonable concerns about issues that may impact patient safety and the quality of care. I urge the FTC not to "water-down" their proposed regulation of non-compete clauses. There are a few niche circumstances for which such clauses are appropriate, but in the large majority of cases other, less onerous, mechanisms are available to protect legitimate employer business interests. These include non-disclosure clauses and various forms of deferred compensation that encourage long-term employment without forbidding switching jobs. Thank you for your considerations of these comments."</p>
Rukeme	<p>"I support this bill as it severely limits access to care for patients. It also penalizes physicians and their family and in most states uproots them from the home if they are not happy at their place of work and need to move to another place ."</p>
Mazen	<p>"Non-compete clauses are particularly harmful to physicians and hospitals because they can prevent physicians from working with the patients they have come to know and love, and they can also prevent hospitals from hiring the best physicians available. This can have a devastating impact on patients, as it can reduce their access to quality care. Non-compete clauses can also stifle innovation in the healthcare industry. When physicians are unable to compete with their former employers, they are less likely to develop new treatments and procedures. This can harm patients, as it can limit their access to the latest medical advances. Finally, non-compete clauses can be used to exploit physicians. Some employers require physicians to sign non-compete clauses as a condition of employment, even when there is no legitimate reason for doing so. This can give employers an unfair advantage over their physicians and make it difficult for physicians to find new jobs. For these reasons, non-compete clauses should be banned for physicians and hospitals. They stifle innovation, exploit physicians, and harm patients. In addition to the harm that non-compete clauses cause to patients and the healthcare industry, they also have a number of other negative consequences. For example, non-compete clauses can make it difficult for physicians to start their own practices, as they may not be able to compete with their former employers. This can reduce competition in the healthcare market and lead to higher prices for patients. Non-compete clauses can also make it difficult for physicians to attract new patients, as patients may be reluctant</p>

	to see a doctor who is not affiliated with their current hospital or practice. This can lead to a shortage of physicians in certain areas, which can make it difficult for patients to get the care they need. For all of these reasons, non-compete clauses should be banned for physicians and hospitals. They stifle innovation, exploit physicians, harm patients, and have a number of other negative consequences"
Devona	"The 25 mile radius non compete clause opposed upon me in 2015 prevented me from working in my small town. Iain well know there and there was and still is a shortage of primary care physicians in my area. I can't see any way non compete clauses help at all. with our country's health crisis. Please make them go away!"
Cody	"As a software developer who often works under contracts containing sections stipulating non-compete agreements, I have observed first hand how they can harm the economy by bolstering monopolies, such as in sectors where clientele only have a single choice for meeting their engineering needs. Often, these clients have no other options and are forced to meet whatever arbitrary price point is set by the leading (sole) company, and that company may in turn operate howsoever they choose without feeling the need to adopt reasonable business practices that might exist were there competition. It also means the workers in those areas, who may develop very particular specialties, have no other option than to accept the working conditions of the sole company present in the sector. Without competing businesses there to serve as a safety net, together with the ability to sever one contract in lieu of another (i.e., the nullification of non-compete clauses), such contracted individuals have little freedom and no leverage to use to negotiate for greater rights such as official employment, unionization, benefits, etc. Banning non-compete clauses would only stand to benefit workers and the US economy in general."
Victoria	"Exempting nonprofits doesn't make sense. Their functions may be charitable, but their employment procedures are identical to for-profit organizations and companies, and their employees deserve the same protections as those in other industries, particularly considering that they are generally paid less than workers in identical positions in fur-profit companies."
Tal	"I'm an equine veterinarian. When I left a clinic I had been a part owner in I was forced to have a 9 month non compete in the county the practice had been located and the 4 adjacent counties. This was a terrible hardship and I was forced to work a different job. This slowed the growth of my new business and put considerable strain on our family. I feel that noncompete clauses should not exist in a free market."
Adam	"Non-competes hurt workers and the communities they live in"
William	"I am a physician and health care system employee in a city. Allowing hospitals and health care workers (physicians) to be exempt from a ban on non- complete clauses would be restricting our fair trade and unethical. Please do not bend to the hospital

	association pressure on this issue. They are seeking to advance their agenda, not that of employees."
Rachel	"I agree that this rule should be put in place, that non-compete rules are unfair and should be done away with."
Leo	"it is essential to remove non competes for physicians. It undermines fair care for patients, especially in smaller hospitals. It's a no brainer for all of healthcare"
Jennifer	"I have no issue with a Non-Solicit, completely fair to ask me to stay away from customers and employees for a certain amount of time... but Non- Competes are completely unfair. If employers want employees to stay and not go to competitors or someone else in their industry, they need to start treating their employees so well that they don't want to."
Lourdes	"By All Means, Please get rid of Non Compete clauses... PLEASE."
Gabriel	"This rule is well-intentioned and well-written. It is a needed change in the United States. One profession that suffers greatly from noncompete clauses is medicine- most physicians in the United States are health system employees, and many. health systems employ physicians under very strict noncompete clauses. For example, my. noncompete does not allow me to obtain a job practicing Pulmonary and Critical Care Medicine anywhere within 20 miles of my current employment for a period of 2 years. Which means that if I become disenchanted with my employer, I would have to uproot my wife and 4 kids and move to another city in order to continue to practice medicine. This rule appears to exempt nonprofit organizations per Section 901.1(b), page 111-112, which states "Some entities that would otherwise be employers may not be subject to the Rule to the extent they are exempted from coverage under die FTC Act...as well as an entity that is not "organized to carry on business for its own profit or that of its members." Fully 60% of hospitals in the United States, including many of the largest healthcare organizations (and employers) operate under 501c3 status. I would encourage the FTC to not eliminate nonprofits from this rule; if there are compelling reasons to exclude 501c3 nonprofits from this rule, I would encourage the FTC to include a carveout for healthcare systems and nonprofit physician employers in order to include them in the purview of this rule."
Beth	"Non-compete clauses are devastating to physician patient relationships. Several of my medical colleagues have been downsized recently and have been forced to break their relationships with their patients. Some have had to leave medicine all together in order to keep their families in place. We have a crisis in medicine with too few physicians and non-competes are compounding this problem."
Vicki	"Non-compete clauses make it difficult for some to find jobs if they work in a specialized sector of the workforce. I believe non-competes should be banned."

Apryl	"I turned down good job offer for a mental health facility as a psych NP because they had a noncompete that covered 11 counties and 70 Miles. This was a nonprofit community mental health facility with a 9 month wait for appointments with child providers. Morally and ethically it was wrong. Access to mental health care is too important."
Jason	"I am currently a first year gastroenterology fellow and I think non- compete clauses are extremely harmful both to physicians and most importantly patient care. Non- compete affects patient care in many ways, for example, large health systems can use there power and influence to control doctors. They can increase the number of patients a doctor have to see without increasing compensations. This decrease the quality of care for patients, this limits the quality improvements ambitions of physicians. Physicians are stuck in these situations because of non-compete clauses. Enacting this rule would allow physicians to move to other institutions and take their patients insuring the best patient care possible. Physicians are very important to the overall economy and should not be limited, they should be able to stay in the same area and continue to take care of patients. Physicians are often forced to leave their town, city, or state due to non-compete which also significantly affects patient care in a negative way. Thank You"
Rudolph	"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Koriander	"An end to the non-compete clause in most contracts would be a life-saver if implemented in the world of professional wrestling. Right now, major companies like the WIVE and AEW implement non-compete clauses into the contracts of their employees, barring them from gaining employment in the field they have been trained in for 90 days or more should talent be fired or quit. This means that for 90 or more days, athletes and other personnel are not allowed to earn an income in their field, leaving most in a financial free fall. Non-compete clauses are irresponsible, unnecessary and a shameful financial burden on those making less than six figures. It is immoral and poor business to hold someone to a contract without pay."
Neil	"I fully support ban non-competes altogether. They are arbitrary and very restrictive to employees. They keep employees from being able to utilize their talents and make decisions that best support themselves and their families They are hurting individuals and unduly slanted in the corporations favor. They are an unhealthy business practice and need to be abolished. Thank you for your consideration in this important matter. An affected employee."

J	"Competition is the American way and the mainstay of capitalism. It will make America stronger eliminate the non-compete clauses!"
Michael	"I was required to sign a non-compete agreement with my former employer, Hill-Rom, starting in 2012 and it remained in place until I ended my employment with them at the end of 2018. I strongly oppose non-compete agreements. The restrict employee freedom and compensation. My employment was also terminated when I returned from an overseas assignment in Sweden. My employer did not honor my expat agreement but frankly it would have cost me a lot of money to contest it. Money I could not afford to lose. I favor legislation which strengthens employee rights. Thank you for your consideration. Respectfully,"
Paula	"I support limiting the use of non-compete agreements. I'm a lawyer. They are unethical in the field of legal services. They should also be prohibited elsewhere."
Jennifer	"Non compete clauses hurt patients, doctors, and their families."
Greg	"Right now I am being held back by a NCC. I have been offered better paying jobs that would have doubled my salary and have better Benefits. Would help greatly due to medical bills from a chronic illnesses my wife has."
Fraaz	"Hospital system lobbies are speaking on their own behalf, and not that of their employed physicians. noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without retribution or the inability to provide for themselves and their families."
Michael	"Non-Compete clauses are extremely harmful to the workforce as well as the communities of their employers. When every employer has this as a standard, it is impossible to find a job without this in the contract. These clauses remove motivation for the employer to provide their employees with an optimal work environment and if employers don't want their workers to go to their competitors, they should keep their employees content with their work place. Removing this clause puts the onus for employee retention back on the employer where it belongs rather than trapping employees. Working in healthcare in central IN surrounded by small communities, I've seen large health care organizations move in and buy out smaller systems, then significantly reduce the services and resources provided to those communities, and forcing the local population to drive long distances to get the healthcare they need. Local providers can not fill this void, in part due to noncompetes. Furthermore, providers that work for a healthcare system in a densely populated area and disagree

	<p>with the logistics and fees put on patients cannot leave that system to work for a competitor or set up private practice within that same community because the reach of these noncompete clauses is so broad. Health care is a community necessity and should not be run like any other business corporation. It is well past time to do away with these harmful clauses."</p>
TYLER	<p>" I would like to submit a comment in support of the new rulemaking regarding non-compete clauses as an everyday citizen in the workforce market and as a small business owner. First, let me explain that my comments arc about what it's like to be someone looking for employment as a bartender in the service industry while owning a small business that offers live special event entertainment services within that same industry and also what it's like to be a small business owner attempting to get bookings with partners who are either currently receiving competitor services or have recently left a contract with a competitor. When reading through the proposal I found myself empathizing with the sections speaking specifically about the low wage and hourly workers who were locked into these clauses. I have worked in the food service industry for the past 17 years and as a bartender for 13 of those. Many times in the industry hourly workers will work for multiple establishments at the same time due to relatively short shifts and the tipped hourly wage rate being so low. It has only been within the past 5-10 years, however, that I have started to notice more and more companies - small and large - that are requiring all employees to sign and adhere to a contractual agreement that includes a non-compete clause. The clauses for the most part stick to only being for the duration of your employment with the company, but forcing an employee to sign a contract that inhibits them from working at another establishment in the industry in an industry that operates, survives, and thrives off of paying tipped employees \$2.13 an hour and oftentimes has very little room for upward movement in wages or position is adding insult to injury on its best day. As someone that also owns a small business that offers services to other businesses within the service industry but still oftentimes holds down a job in the industry running into these clauses with potential employers has been doubly frustrating and creates an interesting situation that ends up cutting out competition within their industry and mine and stifling my ability to make a better living for myself in two different chosen career paths simultaneously. On many occasions in the last few years I have applied and been hired for bartender positions in the service industry only to then have to turn down the job offer due to clauses in the handbook or employment contract that would not have allowed me to operate my own small business due to the language in the non-compete clause - sometimes wildly over reaching. Starting and operating my small business has been affected by non-compete clauses of my competitors time and time again, as well."</p>
Christopher	<p>"I support the proposed rule that would significantly limit or eliminate non-compete agreements. They are widespread in health care and are detrimental to our health care work force. In a time when we are seeing unprecedented difficulties with staffing, these should not be permitted. If nurses/physicians/techs/etc are kept under non-compete agreements, it can suppress wages, decrease their ability to speak out against unsafe patient care (staffing ratios, availability of necessary services, etc), and force employees to make a decision to stay at an employer that is not ideal for their situation or have to relocate their families I am a physician, but lam not a member of</p>

	the AMA, in no small part because they do not support this measure. I would ask the FTC to recognize that the AMA represents a minority of physicians."
Brent	"I am an industrial aluminum salesperson that spent 21 years at the same company. I was required to sign a two year non-compete to receive my quarterly bonus payment in 2016. In 2022 I left the company at my will. I have been working in another field at an acceptable income HOWEVER the agreement I was forced to sign severely limits me from pursuing my preferred employment that would be most fulfilling, while also delaying my expertise to be used to help the industry I was employed in. I believe there may be times when a non-compete is warranted - such as an officer of a company where large salaries and golden parachutes exist. But many people are burdened (financially and emotionally) by the threat of a non-compete negatively impacting their opportunity to lean and live to their potential. At the very least, their should be a time limit on how long a non-compete can be and it definitely should be voided if the employer chooses to part ways with the employee. For someone to unwillingly lose their job and be saddled with a non-compete is terribly wrong."
Cherrish	"I am in full support of this. It is a barrier to me as an employee who is still within the timeframe of my 2 year non-compete. I am not able to transfer my skillsets to a job with another company even though I have no intent to poach staff, customers, or trade secret. It serves to do nothing but keep me trapped in a position or change careers entirely."
Christopher	"I support the FTC's proposal to void existing non-compete clauses and prohibit them in future employment contracts. If you can't completely do away with them, at least create a salary threshold (maybe 10 times the local median wage) that a position has to meet before a non-compete provision can be included."
Daniel	"I have taught generations of emergency medicine residents that Restrictive Covenants in medicine are, as the AMA has affirmed, unethical and not in the public's best interest. Please pursue this."
Kenneth G.	"I write to support the proposed rule. I have studied the legal and economic problems of employee noncompetes as outlined in my attached articles. The growing evidence of employer labor market power has led to increased efforts to use the antitrust laws to curb that power. Historically, the antitrust laws have been applied largely to product markets because instances and evidence of anticompetitive behavior were apparent there. However, agreements among employers to fix wages, or not to "poach" each other's employees, are clear violations of the antitrust laws of the United States because they are horizontal agreements with no apparent pro-competitive justification. Beyond such clear violations, there has also been growing interest in the consideration of labor market effects in the approval process for mergers."

Anthony	"Remove the ability for companies to have non compete clauses! it goes against everything in a capitalistic society and adds another barrier to the free movement of employees to work for any company they choose."
Kathryn	"As a Veterinarian my previous employer's non-compete resulted in abandonment of all of my patients without an alternative solution. I was a solo practitioner and when I turned in my notice I was not able to provide my clients with recommendations and the company was not able to find a replacement. This resulted in not just a loss of continuity of care but loss of ALL care within 6 months as the clinic ended up closing. I strongly believe that the use of a Non-Compete Clause hurts not only the employees but in medicine has a significant negative impact on patients. Please fight against these clauses in for ALL employees!"
Noel	"Working as a Neonatal Nurse Practitioner, noncompete clauses directly affect my ability to continue to work in my local community, should I choose to part with my current employer. I would have to drive 2-3 hrs just to gain employment to work in another NICU. Recently the hospital I work for had to reconfigure the number of NNPs needed due to changing one of our NICUs level of care. One of the NNPs was let go and the hospital would not release her from her NC. She now drives 2hrs to work in a NICU. There is another local NICU that would have been happy to hire her, but due to the NC, she could not even consider applying for fear of ramifications of the NC. It can also harm the community by preventing good providers from staying locally should medical groups contract run out with hospitals. Which also happened with our pediatric cardiology group. The hospital made a unilateral decision that their services were not needed (without consulting the NICU) and those Cardiologists who have been practicing in our community for more than a decade cannot practice in the community for 12 months. NC are unfair, not only to providers, but to the community. It prevents good providers from staying with patients that they have established care with."
Candace	"I am in favor of eliminating non-compete clauses in employment contracts. As a medical provider I feel held hostage by my employment contract, especially in regards to the non-compete component."
Maria	"I'm an internal medicine physician, and noncompete clauses have troubled me throughout my career. Medical groups and hospitals use them to prevent physicians from leaving malignant work environments (decreasing pay, increasing patient load, reducing office support staff, etc). It can leave you miserable, overworked, and hopeless without the ability to seek new employment elsewhere. It also promotes physicians working farther away from their communities, because they don't want to risk being restricted from working close to home for a future opportunity. I personally work 45 minutes/30 miles away from my hometown in rural Indiana, because I don't want to risk a local noncompete clause preventing me from pursuing future endeavors. This is a perfect example of how noncompete clauses prevent physicians from working in communities that need their expertise and skill. I believe that eliminating noncompete clauses would promote businesses to value their employees' unique

	<p>expertise in their fields, and encourage a healthier work environment for their workers. Businesses would compete for the best talent. I want to express my deep gratitude to the FTC for proposing this rule to eliminate noncompete clauses. You have the opportunity to make a difference in so many hard-working professionals' lives by giving them the opportunity to choose where and for whom they work, unrestricted by covenants imposed by big corporations. Thank you for all that you are doing!"</p>
Amanda	<p>"Please ban noncompete clauses. They are unfair and contributing to brain drain for the state of Indiana. A professional should have the opportunity to change workplaces without moving their whole family away from their community, schools and friends."</p>
Daniel	<p>"As a professional that's been in the IT reseller industry for over 30 years, I fully support this change. There are three main reasons I support this change. 1 : Forcing employees to sign a non-compete assumes those employees will conduct themselves in an unethical manner if they change companies. This is damaging to the employees' moral and is bad for the company moral overall. This is an un-American way of doing business. 2: I have been in companies that initially did not have non-compete agreements and after forcing employees to sign non-compete agreements, began to treat their employees poorly. Examples of this would be changing sales teams' compensation plans to negatively impact all sales related positions. Other examples would be a general change in attitude of management towards employees to the negative. I attribute this to the knowledge that their employees have far fewer options to move to other companies. In all cases it was clear that it was used as leverage AGAINST and not for the employees' benefit. 3: In all cases, these have been mandated by HR departments and NOT by upper management. This tells me that these non-compete agreements are NOT something the leadership thinks are a good idea. Rather, these are implemented by people that are obsessed with controlling the actions of individual employees and I can't say that's particularly healthy for anyone. To be clear we have good laws that govern bad behavior and those should stay in place. What I strenuously disagree with is forcing employees to sign documents that effectively make it impossible to move companies within an industry. Its anti-competitive and bad for all employees. I would also submit that its ultimately unhealthy for corporations as well."</p>
Timothy	<p>"I worked for a major player in the rental car industry and signed a NC as part of my hiring/on boarding. Fast forward about 8 months in and after multiple interviews a rival company offered me a branch management position. When I informed my boss and area manager I was told they'd have to check on it since I had a NC. I got a stern letter from the company stating that accepting the job would be considered breach of the NC and I could be sued. I had no special insider knowledge that would have given the next job an edge, I was just trying to get a raise. I ended up declining the offer and then eventually took an internal management position (an hour away and for less pay) because the branch I worked at had an established manager that wasn't leaving anytime soon. I did everything right. I worked hard, showed up on time, went above and beyond for our customers. In the end, when I tried to leverage that into a better job I was denied. I was an at-will employee who couldn't leave my job at-will without</p>

	threats of a lawsuit. Meanwhile, my employer could fire and replace me without any repercussions."
Anna	"non-compete clauses are harmful and oppressive"
Linda	"I support the FTC's plan to prevent non-compete clauses. My experience with them is that good people sometimes in very unfair and even dangerous employment situations have to buy themselves out or wait out the stated time. A non-compete clause seems most advantageous to employers. Ban them!"
D	"The proposed rule makes logical and business sense, and it fits well with the idea of building our country's economic systems back to strength by supporting the middle class and individuals over corporations and the top 1%. It will also have the effect of supporting smaller towns and specialized needs by removing a barrier to providing services (for example, a town that has unmet animal care needs because there are only two veterinarians there and one can't practice because of a noncompete). I would urge the commission to be very careful with any proposed exceptions. For instance, non-profit designation should have no bearing on the situation. Bureaucracy has shown us time and time again that exceptions are a slippery slope that can render a useful rule meaningless Perhaps the business community who are concerned with this proposed rule could be placated by work to strengthen rules and laws surrounding intellectual property and trade secrets. If the penalties for stealing/sharing the above are made truly meaningful, the noncompete becomes meaningless anyway, except for those who would use it to exert power over workers, and that is categorically bad leadership and should not be indulged."
Joseph	"I do not feel that it should be allowed to restrict the movement of an individual, even in cases where competitive balance may be affected. I feel there are other vehicles to address IP or sensitive information being shared (NDA is ideally suited for this purpose) without restricting an individual for attempting to make a better life for themself."
Jeremy	"As a physician, I have been under a non-compete agreement for my entire career. I have personally experienced how this unfairly limits the free market. I have many colleagues that have been impacted, which has lead some to stay in employment with an employer they don't care for, lead others to seek employment at a position with a much longer commute, or otherwise negatively impacted their free market options for employment. If the proposed rule is finalized as proposed, it will have an immediate positive effect for the vast number of employees affected negatively affected by non-compete agreements."
Matt	"In the engineering territory sales industry, non-compete clauses absolutely limit both competition and an employee's ability to switch employers. Because our company covers 7 states in the Midwest, any employee seeking a new job in the same industry would be forced to move 2 states away to get out of territory. Our company requires

	everyone in sales to sign a non-compete and actively pursues legal action if someone tries to go to a perceived competitor."
Ken	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes ultimately building a stronger economy for everyone."
Kurt	"I fully support the ban on employees being subjected to non-compete clauses. My current non-compete with my employer restricts my ability to utilize my knowledge and experience within my industry to start up a business myself within the same industry or to seek employment with one of our competitors within this industry or an adjacent industry. Give the employees the FREEDOM to be afforded the same opportunities our employers are currently taking advantage of with our workforce!"
Tenzin	"This would be a great rule for the American work force, and should absolutely get put in to place."
Josmon	"I have been an independent consultant for 26 years and due to the Non Compete Clause, I could no grow my company and had always been forced to work through 3rd party agencies. In some cases these agencies take 50% of my compensation. I have my own company and when we place consultants, we limit our compensation to a max of 12%, which accounts for our expenses for insurance, accounting , Marketing, FIR etc. Anything above 20% is greed and the Non-Compete clause help those greedy 3rd party agencies to take undue advantage."
Sheila	"I support banning non-compete clauses. I had a friend who couldn't work in her profession for a year and that made life very difficult"
William	"No completes stifle competition and may lead to higher cost and reduced quality in healthcare and other industries by decreasing innovation and limiting learning in new environments close to your home. In order for me to engage in a new job with new colleagues and work environment (which could invigorate and inspire innovation), I have to travel at least 30 miles away from my current job location which is not desirable and in many cases doable. To acquire a new position similar to my own, I'd have to uproot my family and move - this is just not going to happen. In the absence of a non-compete, I'd easily find new positions to practice cardiovascular medicine in my current hometown maintaining a similar level of compensation and invigorating me to work smarter. As 'burnout' in medicine has take a major toll on healthcare workers everywhere, non-compete clauses have further burdened those shackled by them. I suspect many physicians and others in healthcare would stay in the workforce and suffer less mental health complaints if they felt they had the hope of changing jobs even once in a lifetime while still living in their hometowns. This is currently not

	possible for cardiovascular medicine specialists where I live in Indiana. It is impossible to compete with the healthcare organizations here as a private practice physician and all the healthcare organizations mandate non- compete clauses in their contracts...because they can. This obviously stifles competition leading to higher prices healthcare. I strongly oppose non-compete clauses in contracts and feel them to be burdensome to the physicians in healthcare as well as to the patients they serve. For me to leave my place of employment, I have to effectively abandon my patients (>2000). This is a very real burden to me to consider."
Terry	"I WORKED FOR LKQ CORP FOR 16 YEARS THEY FIRED ME THEN THEY KEPT ME FROM WORING IN THE AUTO PARTS INDUSTRY FOR OVER A YEAR . THEY WENT AS FAR AS TO CALL A COMPANY AND I WAS LET GO BECAUSE THEY TOLD THEM THEY WOULD SUE BECAUSE THEY HAD A 12 MONTH NON COMPETE I DONT THINK ANY COMPANY SHOULD KEEP YOU FROM WORKING IN THE INDUSTRY YOU KNOW"
Joshua	"Physicians must be included on this ruling"
Jacob	"As someone who has been required to sign non-competes with every job I've had professionally, I agree with this regulation. Non-competes are unfair practice."
Amy	"I strongly support this ban. As a physician I should not have to choose between continuing in a toxic work environment and uprooting my family in order to practice medicine."
Richard	"I believe this is a fantastic amendment. Non-Compete clauses have kept people in jobs that they are no longer wanting to have for less income than they could get on the open market."
A	"I am concerned that these non-complete agreements are overreaching I work for a large multinational corporation that is in many business sectors. If my employment ended with them, I would be shut out of a large portion of employment opportunities."
Taylor	"Please approve there being no more non compete clause"
Mary	"In 40-odd years of law practice, I was retained to both enforce and defend against alleged violations of noncompete clauses. I rejoiced when it was my job to defend the employee. I often spoke to employees who were aghast and incredulous that American law allowed such clauses to be imposed on them. Employers routinely used the burden of litigation to intimidate employees, or seek revenge for the employee's perceived personal disloyalty, rather than to protect any legitimate employer interest. In retirement, I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."

Sean	"I am a physician and I strongly support the banning of non-compete clauses. In healthcare they are bad for patients by frequently removing access to providers in small communities. They are also very disruptive for healthcare workers and frequently obligate them to uproot their families to move elsewhere for work, even in situations like termination without cause. That said, it is important to not exempt non-profit organizations, as many if not most hospitals are legally non-profits and are frequently among the largest offenders in this area."
Sarah	"As a physician, I have been personally subject to non compete clauses. These are nearly the rule in medicine and only serve to protect corporate organizations - which hold the power anyway. As an individual professional I would expect to have equal and fair ability to practice medicine within proximity to my chosen residence. Non-complete clauses frequently make it impossible to practice within 50-100 miles of your previous residence. In some states - such as indiana - that makes the viable practice of your profession impossible within your state- as many subspecialties are located near the primary city in the state - Indianapolis. As the corporatization of medicine becomes larger and larger, individuals are tied to their employer. Even if the employer chooses to not renew the physicians contract they may still have a non-compete clause that prevents their practice of medicine. For many years it has been known that non-compete clauses are not upheld in court but the time and money to fight them are an onerous barrier and so many choose not to. Removal of this unfair limitation for all, would provide a clear transparent and fair work environment."
Catherine	"Yes! Please include physicians too."
Patel	"There should not be a noncompete clause Employers exploit hired physicians"
Bryan	"Non compete clauses are anti capitalistic and create a form of unhinged regulation that removes control from the people to the hands of corporations and other businesses who do not have their best interests in mind. A block across the board for all non compete clauses would improve upward and lateral mobility in job acquisition for all Americans! This is a no brainer, help the American people out and stop companies from ruining lives of the people because they don't want to competitively aquire talent in a fair market system."
Bryrony	"I am an Ob/Gyn physician. I have four young children. My practice became hospital employed 6 years ago. The hospital has since made one change after another to their benefit and to the detriment of the physicians. I love my patients and my partners. I dislike the large hospital system. Yet I cannot change jobs without moving my entire family due to a non-compete. Moving my family is not feasible. I am stuck. I am not happy. Who do hospitals not focus on physician satisfaction?"
John	"I think the elimination of non-compete is a excellent proposal as it is used beyond executive or trade secret level. To often normal employees subject to these strict rules, and may need to move out of state to be closer to family though cannot get a

	new job in that state even though there employer has not foot print there. Companies can still use Non Disclosure Agreements to protect any insider information or trade secrets."
Jonas	"RE Sales and Banking Non-compete Agreements: I agree that a rule should be enforced due to the unfair effects forced on many employees with no recourse. In my experience most agreements are entered into by the employee through coercion with the threat of job loss of not agreed to. In addition, the risks posed to a company by losing a sales or management employee to a competitor can be enforced with more specific non-disclosure, non-solicit, and non-recruit agreements. A non-compete allows an employer to keep wages artificially low as an employee has no. Negotiating power when requesting raises and the ability of the employee to accept higher wages at another employer are removed with the non-compete."
Joe	"Dear FTC, As a physician I have been significantly harmed by non compete clauses that were non-negotiable in my contract. 2 years ago, I got a great job offer from a competing hospital, but since the job was within my non compete radius, I could not take the position and could not leave my system. That same health care system I stayed with, recently laid me off, to no fault of my own, in order to save money. They had hired too many doctors and now didn't have enough patients. One day out of the blue, they told me my contract was not being renewed. This happened 8 months ago on Good Friday of all days. They gave me three months notice. This is not enough time to even get credentialed at a new job somewhere else, even if I had found a new job the next day. When I was let go, there was no severance, no benefits. In addition, my non compete was enforced even though they unilaterally decided to let me go. For months I worked on getting a new job. Finally, I was offered another job, again with a non negotiable non compete clause. This non compete would prevent me from working within a 2 hour drive of where I live, for 2 years. Since there is not another large metropolitan area nearby, it would have forced my family to move out of the state where we currently reside if something would have gone awry at this new job. Its one thing to tell someone take it or leave it. Its a whole other issue if it is take it or leave it, and if you do leave it, you have to move out of the state. Since we bought before the pandemic, we couldn't even afford our own house now if we tried to buy it again. The argument could be held that my job is something that is good for the community and thus the non compete can be broken. However, the field of hospital administration is similar to college football coaching. There is a constant carousel of movement and none of the administrators want to step on each others toes for fear of stepping on their future boss. I am now currently working in a field that is outside what I specialized in. I travel far distances and have taken a 30% pay cut because I can not work in the field I specialized in. The skillset I possessed was unique and now my former patients no longer have access to me. I continue to search for employment and am trying desperately to not disrupt the lives of my wife and 3 school aged children. Unfortunately the current job is not sustainable for me in the long term. I pray that something helps me find a better situation for me and my family. Non competes are unfair to the vast majority of physicians. The only physicians who would be against getting rid of non competes are millionaire doctors who started private practices that would like other physicians to further their riches while paying them much less than they are worth. I do not fault the hospital administrators for laying me off. They made

	<p>the right business decision for them. However, hospitals are significantly unfairly advantaged compared to physicians in employment disputes. The non compete I have been under has prevented me from finding adequate employment for which I am qualified for. I am now in purgatory until my non compete expires or I uproot my family which would be devastating for my children. Non competes are designed to oppress people. When they are applied to physicians, they harm the physicians, their families, the communities they serve and the patients they are dedicated to helping. Please, please, please, get rid of this."</p>
John	<p>"I am an attorney who primarily represents employees in labor and employment matters, including discrimination wage cases. I also advise employees of their rights in the workplace, including the enforceability of restrictive covenants (non-compete, non-solicitation, etc.) they are often required to sign as a condition of employment. The FTC supports its proposed Rule with findings regarding effects on competition and the suppression of wages. I agree with and wholeheartedly support the proposed Rule based on the economic findings. However, I also wish to state my support for the Rule based on grounds that are not so easily quantified. Specifically, in my counseling of clients, I have found restrictive covenants do more than keep employees from looking for higher paying jobs -- they often keep employees trapped in hostile and toxic workplaces. When an employee is contractually barred from obtaining alternate employment in their chosen field, it allows employers to mistreat and exploit workers (in ways both legal and illegal) without realistic fear of repercussions. Employees facing discrimination, harassment, and wage theft are often reluctant to assert legal claims when they are subject to restrictive covenants. Although their employer could be subject to additional liability for retaliation if they fire an individual who asserts a legal claim, the employee is not released from restrictive covenants based on the reason for separation. The possibility of a legal settlement or judgment months or years down the line does little to ameliorate the fears of an employee who fears retaliation and could be prohibited from practicing their trade for a year or more if they are fired. The oppressive effect of restrictive covenants is compounded by the fact that employers often overreach in drafting them, which can be intentional. It is common practice in the legal profession (especially in states where courts are empowered to re-form restrictive covenants) to advise employer clients to craft extraordinarily broad restrictive covenants and, in the event of litigation, to allow the courts to reform the agreements or carve away offensive language to hind employees to the maximum extent possible. Employees can challenge overly broad covenants and win, but still be left bound and practically restrained by narrower provisions while employers suffer no consequences for overreaching. The potential cost and uncertainty of challenging restrictive covenants has a chilling effect, effectively allowing employers to impose restrictions greater than those ostensibly allowed under the laws of the various states. I would be personally harmed and would lose income if the proposed Rule were adopted -- it would likely eliminate the part of my practice that involves reviewing and advising employees regarding restrictive covenants. I support the proposed Rule nevertheless."</p>
Michael	<p>"If employers pay their employees competitively, treat them with respect, and give them advancement opportunities, they should have no problem retaining them. If they don't do these things then employees should be free to leave, go to a competitor or</p>

	start a competing business. Non-competes are nothing more than another form of monopoly or employment slavery that stifles innovation and personal achievement. Do away with non-compete contracts!"
Baron	"I fully support the elimination of non-compete clauses."
Richard	"Non compete clauses are outlandish for any position that makes less than 200k a year. I should not be pigeonholed because my boss doesn't want me to take my expertise to their direct competitor. While non-competes can be excused in very specific circumstances, as it has expanded into yet another way for business owners to exert undue pressure on their workforce. Because of this misuse, they should be disallowed in all circumstances. This has an aggregate effect across entire industries of depressing worker wages. Instead of trying to compete against other similar businesses on things such as benefits, wages, hours, or flexibility, a hypothetical business would rather try to prevent their workers from being legally allowed to change jobs within their area of expertise."
Michael	"I personally have been adversely affected by a non-compete clause Banning the clauses would have significantly improved job prospects, and overall happiness for my family. I fully support the proposed rule making and believe the rights of workers would be further strengthened by its' passage."
J	"FTC must ban non-compete clauses. These clauses harm individual workers rights to seek better wages or work conditions. This change in policy will be for the human person and will be fought by corporate identities to allow them to continue to restrict workers from seeking their liberties associated with employment opportunities."
Nichelle	"Ins glad to hear this. After 7 years, I was fired from HMC insurance agency where I was made to sign a non compete by a new vice president who came in after I had already been there 3 years without one. I got no severance pay, and cannot work in my field from one year. I have struggled to find work because I am being held back by the NDA. It has created a hardship for me and I didn't get unemployment"
Lisa	"Non-Compete Clause unfairly prevents people from being employed."
Brooke	"I am in full support of the banning of a noncompete. I work with dentists, and they affect many of my candidates and clients. They take away opportunity, growth, and the ability to practice in an area the professional could potentially thrive in amongst many other factors."
Matthew	"I am a physician practicing in the state of Indiana, and have been subject to restrictive noncompete agreements throughout my career. These restrictive covenants have suppressed my ability to seek competitive contracts in my geographic area. These agreements suppress worker mobility and create a dysfunctional market. I strongly support this ban."

Matthew	"Please put an end to non-compete clauses in labor contracts. When an employer chooses to make a job difficult, when they bypass unenforced labor laws or make demands that are unreasonable, an employee cannot simply choose to work a better employer due these clauses. They unfairly limit a worker's freedom to seek work elsewhere, and in doing so, limit competition between businesses by tying up the labor market."
AJ	"Non-profit organizations should NOT be exempt from this rule. In healthcare, these non-competes drive up the price of care and hurt our beloved physicians. They are the biggest offenders of abusing this rule. Please do not let them off the hook this easily. They are already evading taxes, do not let them lock up physicians any longer."
Rev. Paul	"The New York Times exposed a serious problem with the do-not-compete requirement. People who are no threat to the businesses or trades where they work are not allowed to work anywhere else within often ridiculously great distances. The DNC could be modified to allow them to work. They are caught in an overly broad system that included them in the group who could take trade secrets or proprietary information to the employer's detriment. This traps nurses, hairdressers, etc. who are then unable to work within a certain area, often prohibitively large, and cannot support their families. There should be a way for employees who are not a threat to their previous employer to keep working where they live. Employers abuse this law to keep wages low. Please consider modifying this law to correct this flaw. Thank you!"
Kaitlin	"As a resident of Indiana who is close to many people who are stuck under the weight of non compete contracts, I fully support a ban on them. My partner has worked as a tint and graphics installation technician for 6 years under a small business. He is an expert in this trade and is not part of any union. His boss pays him only \$23 / hr, only 2 weeks per year, NO HEALTH insurance and that's it. No other benefits. He doesn't make enough to buy health insurance let alone take care of his teeth or eyes. His non compete clause, which he signed at 19 years old without understanding what impact it would have on him later says he can't work in Tint/Graphics or any other related work within 5 years AND 50 MILES! That is INSANE. The business operates within one county for 90+% of their work which is roughly 20 miles. So at most 20 miles could make sense but 50 is absurd. My partner has spent 6 years becoming an expert in this field and is not allowed to work anywhere near where we live. We own our home. ...Why would a non compete even be legal in a business where the work being done is NOT A TRADE SECRET. It's the same as telling a dog walker they can't walk dogs within 5 years or 50 miles of another dog walking business? These non compete bans are allowing monopolies to flourish and ruining any hope of competition providing better quality work for the most affordable rates."
Keller	"Non compete clauses should be illegal. They allow businesses to establish monopolies, often with the distance in the clause much farther than the business even covers. This leaves people without this service or forced to drive long distances. These businesses also are the ones who don't have benefits or a decent wage. These clauses are not protecting intellectual property, they are keeping young people stuck

	at a job they may have started right out of high school. They learned how to do the job well, but they can't do this job for anyone else."
Danielle	"I am writing to express concern over objection to the proposed non compete ban. As a new physician, I have seen first hand the effects of prohibitive non- compete clauses. I have been forced to work in environments where I do not have any clinical staff for weeks at a time, essentially being forced to do the job of an MA in additional to the job I was hired to do. Had there not been a non-compete, I could have much easily bargained for a better job within my organization. But these standard non-compete clauses force us to work in unsafe environments where patients are routinely at risk because it is more profitable for the organizations to strip our support than to provide the basic needs to effectively and safely do our jobs. I hope you are not swayed by the numerous comments by large hospital corporations claiming to represent their physicians who predictable advocate against banning non-compete clauses knowing that they will then be forced to provide better working environments for their employees. The non-compete clause ban is fully supported by many of us physicians and ultimately lead to improved patient care and outcomes."
Ahmed	"I am a Gastroenterologist, working for a private group in Indiana. I am an employed physician and not a business partner. I want to join a Veterans Affairs Hospital which is within the geographic no compete area. Despite telling my employer that I am not competing with them by joining the VA they are threatening to take me to court. Strongly support doing away with no compete. Or have them applied with extremely narrow focus."
Farah	"I support a federal ban on noncompetes. As a physician I have directly felt their impact and saw how it impacted the patients I was no longer able to serve since I had to leave the community in order to leave my job. I have had to move 3 states in 10 years due to this archaic Practice."
Lori	"I am writing for you to respectfully remove the language that physicians working for any corporation including not-for-profit organizations are an exception to noncompete clauses. Noncompetes hold employees hostage and undercut the free market. Physicians should have the ability to follow any opportunity that provides increased value no matter the location. Noncompetes are geared towards saving corporations money and are not in the best interest of patient care. Especially in suburban or rural areas, a physician would have to leave the community entirely in order to work at another job. This further marginalizes patients and makes it harder to provide continuing care. Why should physicians be held to such strict limitations within noncompetes when we have dedicated years study, time away from friends and family, and countless hours caring for patients to improving the health of our communities? At a minimum, physicians should be free to participate in the free market and not be handcuffed to noncompete agreements."
Carissa	"While I acknowledge noncompetes are complex, I fully believe on a whole they are a hindrance not only to the employee but to the people they serve. I left my position after

	<p>6 years as a vitreoretinal surgeon in a semi rural community, accepting many insurance plans no other doctor in the state would, after the practice was sold to a private equity. Incompetent practice management and mandates to provide unsafe and substandard care led me to leave that practice. Due to the demographic and corporate owned facility, I knew they would not be able to recruit another surgical sub specialist. They could not and began advertising a general ophthalmologist as a retina specialist. My former patients now need to travel 1-2 hours to see a true retina specialist or receive any retina surgical care. While my county wide noncompete may or may not be enforceable, the time and cost of battling a multibillion dollar private equity puts me at a unique disadvantage and detracts from what I love to do, taking care of patients. These patients now do not have a choice. Their access to care is limited and an unnecessary burden has been placed on these individuals and their families. Permanent vision loss and a diminished quality of life are the result."</p>
Dave	<p>"Noncompete agreements completely go against the American spirit and the freedom our forefathers fought to provide. Employers hide behind them so they can keep their thumb on their employees and treat them however they want knowing that their employees have limited options for other employment. The elimination of noncompete clauses would force better work conditions for employees and ensure employees are considered in their decision making processes. It is egregious that they still exist and can actually be enforced in today's world."</p>
Tomasz	<p>"Please do not allow lobbyist for large corporations to limit people's freedom to work for whomever they want. Banning non-compete clauses from employment contracts is comparable to abolition of slavery. Never ever corporations agree in negotiations to strike them out of contracts, and it limits our freedoms. Hospital corporations run us out of town in case of job termination and prevent us for bettering ourselves and our families. We cannot quit abusive jobs, because it would leave us with no option to work in our trade often within 50 miles of our homes."</p>
Melanie	<p>"I am writing to indicate my support for the FTC's ban on non-compete clauses. I view these clauses as unfair to workers and a contributor to wages being held down. They also stifle innovation. A ban on them will make it easier for workers to earn what they're worth!"</p>
Leo	<p>"I was asked to sign a non- compete agreement during my employment as an installation technician for an accessibility equipment home modification company. I did not have access to any trade secrets or propriety information. We installed other companies' equipment so that physically challenged people could get into and move around the rooms in their homes. Most of what I did for my job was available online for free. Had I left the company, I would not have been able to legally take another job at a home modification company that installed accessibility equipment, effectively keeping me from making a living at that type of work. I think that most non-compete agreements are blatantly anti-competitive. I agree with the Federal Trade Commission's proposal to make non- compete agreements illegal, except for cases of</p>

	propriety information or trade secrets. I encourage the FTC to implement their ban on the vast majority of non-compete agreements."
Sarah	"In May, I will be graduating as a Doctor of Audiology. I currently live in Indianapolis. 2 practices have multiple locations around the entire metro Indy area. If I am to work for either of those practices and choose to leave, I would have to fully move out of the area in order to be far enough away from any of their practices under non-compete. This significantly hinders individuals from pursuing better fitting careers."
Liece	"I agree with banning non compete clause. I think it limits workers' ability to find better employer in the same industry"
Mark	"Abolish Non-competes!!"
Anthony	"The Federal Trade Commission has just begun collecting comments in support of its new rule to ban non-compete clauses in labor agreements. This sounds technical, but it's pretty simple: Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year. This isn't a done deal -- rules like this go through an official comment period, during which members of the public can make their voices heard. This process isn't easy, but simple step-by-step instructions are being provided to help. STOP NON-COMPETE CLAUSES! STOP THEM NOW BEFORE OUR ECONOMY AND SOCIETY ARE BOTH CRUSHED EVEN FURTHER."
Karla	"Please remove the non compete burden on physicians I know two who have died by suicide because of these clauses keeping them in a practice situation as well as patients that miss out in great care when physicians are forced to work outside of an area ! I myself had a nearly fatal car accident coming home from 1.5 hours away pier call as I had to work that far from home for non compete !"
Garret	"Non-compete clauses are harmful to citizens and legitimate businesses alike. They benefit only harmful entities whose focus is on turning the most profit regardless of the societal cost."
Caitlyn	"I support non compete clauses to no longer be in effect"
Sumiya	"Non compete clauses are ruining the lives of physicians. Please stop allowing corporations to hold us hostages regardless of why we choose to leave a job."
Rama	"Non compete agreements are not good for physicians or patients. Non Compete hurts patients and physicians. It disrupts the life of physicians and their families, makes them feel stuck, can cause psychological distress. Restrictive covenants don't

	align with the principal goal of caring for the patients and give best care possible to the patients. I strongly oppose restrictive covenants."
Erin	<p>"Hello, I am a family medicine physician. Non competes have been paralyzing to physicians, and have prevented innovation in the workplace and patient care. Currently, due to extremely broad non-competes, most physicians are unable to change jobs without uprooting their lives and families In fact, my last non compete said that I could not deliver any family medicine services within 20 miles for 2 years! Large health care systems are dominating healthcare, to the detriment of physicians and patients. Large health care systems are profit driven, and are making decisions not to improve primary care or patient care, but for their own bottom line. Due to non competes, employed physicians are unable to leave and set up their own private practice in the area where they can deliver the type of medical care that is best for patients. Large healthcare systems are also increasingly driven by "metrics" and insurance contracts, which means that doctors are being forced to see more and more patients in less time. If doctors were not under non-competes, they would be able to set up their own local practices in novel models such as direct primary care. Corporations in America have gotten larger and larger. They now dominate many aspects of modern life, including health care. Unfortunately, when businesses get really big (think Amazon, Ascension, Optum, etc), the people making decisions at the top are very disconnected from the people performing the day to day tasks and taking care of the patient or customer. This has resulted in corporations who are not invested in the health and well being of their employees and the people they "serve". However, many employees have been unable to leave and seek better employment, compensation, or benefits due to the constraints of non competes. This further increases the power of these large corporations and stifles the ability of the "little guy" to further his own career or create innovative businesses. Non competes eliminate any pressure for businesses to treat their employees well, because employees are essentially trapped in an unwinnable position - keep working in a had job, or uproot their lives and move to another geographic area. Eliminating non competes would be one of the biggest wins for the working person; it would give each individual the opportunity to freely find better employment opportunities or to create novel businesses. Thank you for your time and consideration."</p>
Jakeb	<p>"I support the installation of this new rule as it would give the labor force more direct say in their employment status. By utilizing non-competes and other means, Corporations have limited the individual freedoms of the American Workforce. It should be the right of any person capable of participating in the American Labor Force to have the freedom to choose and manage their own work environment. I feel that the current system has, in effect, created a large inequality for the average person that has resulted in Corporations having near tyrannical powers when it comes to employees rights and prospective employment opportunities."</p>
Megan	<p>"This new rule would be very helpful if also extending to professionals with graduate degrees, particularly in medicine. With lower wages and higher costs of education, workers need to have opportunities to find careers that suit them and their families most appropriately. Fighting strict noncompete clauses in court costs time and money</p>

	<p>better spent working to pay off loan debt. Flexibility to change jobs gives workers freedom to make the best choices for themselves and the financial securities of their families"</p>
Joe	<p>"I whole heartedly agree with the position of the FTC to ban non-competes. In the engineering consulting business, non-competes are installed to limit flexibility and salary / ownership potential for employees in turn unfairly tipping the scales to owners. Please see attached document for further comment about cooperate serfdom. Attachments Non-Compete Clause Rulemaking P201200_April Comment"</p>
Ralph	<p>"The AHA does not represent practicing physicians but rather their strangle hold on the contracts they have on the employed physicians. All providers should not be subject to a NPRM. I live in Indiana and in this state it is illegal for an attorney to have a non compete, yet we have them for physicians! Guess who writes the rules at the state house? Attorneys. Stop this silliness."</p>
Carl	<p>"I am a member of a television news organization in a mid-sized city in an off-air role. In order to be employed for my off-air role, I had to sign a non-compete clause. I am fortunate to work in a television market near the rest of my family. But, if I were wanting to change stations for whatever reason, I'll be forced to abandon my loved ones. This includes the desire for a more livable wage. The television industry is known for low wages, despite the illusion of working for a glamorous job. My first television job, I made \$9.50 per hour, with a bachelor's degree, in a small market. This was below the living wage for the area. In order to obtain a better wage, I had to move 300 miles from my family, because of the non-compete clause, and leave a position I was relatively happy with. Seven years later, I'm facing a similar situation. It's not a secret that the cost of living is rapidly increasing. But, wages in the television industry are stagnant. Those of us who are forced under non- competes are forced to take one or two percent pay raises. Over the summer, I was faced with the difficult decision to turn down a 23% pay raise. The reason? I didn't want to leave my family. I strongly believe without a non-compete, I would have found a similar position at another station in town, that would pay me the increased rate. Instead settled for a hard-fought 3%. While pay rates and leaving your abandoning your family are both important topics. The other issue with non-compete clauses is that the employees who oversee the station's product, do not have non-compete clauses. For example, my news director, assistant news director and general manager do not have non-compete clauses. Yet, as employees are told we are the station's product, and allowing us work elsewhere in the market would be harmful to our current employer. I'm aware of several states that have individually banned non-compete clauses. The majority of local television companies cast wide nets. The absence of non-compete clauses shouldn't impact their business model. In my opinion, die changes would be beneficial for the business, and retaining talent."</p>
Mohannad	<p>"I strongly support the ban on non-compete clauses. I am a neonatologist, all of my work is inpatient, i do not have a clinic, and there is no way for me to transfer patients with me if i decide to leave my current practice to another in town! Yet, if i am not happy with my current job, i need to think of moving out of my city, with all the struggle</p>

	that comes with that! Selling and buying homes, change if my kids schools to new ones, new community, new friends! Basically i need to start my life from scratch and this is not fair at all.. Non-compete is a modern form of work slavery and it has to come to an end! Thank you"
Mohannad	"This is a long waiting dream hopefully comes true, i always looked and understood this unfair non-negotiable term as a form of modern slavery in USA! I fully support this bill.."
John	"I'm an engineer working for a large company on battery electric vehicles. Non-compete clauses are sometimes used in my industry to prevent highly motivated employees from pursuing better opportunities at other companies because they wouldn't be able to use their primary skill set even though they put in serious time and effort to become experts in their fields. Non-compete clauses unfairly benefit employers and punish employees."
Alexander	"As a worker who has an absolutely insane 10 non-compete clause in the tech industry, please and thank you."
Charles	"I have been personally negatively affected by non competes in my field as a hospital technician in surgery. I am now currently having to drive 6 hours to work at hospitals that are in another state, since available opportunities in my field are limited. My old company was able to take advantage of my situation 6 years ago and got me to sign a non compete. I proceeded to get them business in multiple hospitals and surgery centers. Over the years they became more and more corporate and made very questionable business decisions. I tried to get a raise after three years since my previous one and they declined. I knew the competition would easily pay me more so I was able to find a travel situation doing the same occupation. Unfortunately the surgeons and surgical teams that I had worked with are now deprived of having a trusted and experienced technician in their operating rooms. The level of service they are getting now has decreased and their patients have to suffer the consequences. If there wasn't a non compete in place, I would have been able to return to those surgeons and ORs with a company that actually cares about their employees and patients, and not treat them like numbers. Also, if these non competes were to be banned, I would be able to free my old coworker technicians from that company. They unfortunately do not have the opportunity to move on to a better overall situation due to their non compete restrictions and personal situations. As you can see these non competes have stifled competition in my career field. These have further reaching consequences that negatively affect not only the employees in the field but also the patients, surgical teams, and the families of these employees. These companies in my field are taking full advantage of these non competes and giving themselves unfair leverage over the competition due to people needing work to support themselves financially. If these companies provided a better situation for their employees then they wouldn't need them to sign a non compete agreement in the first place. This business practice of non competes needs to end, and I support all of the tic and other

	<p>peoples' efforts to put a stop to it. Thank you for taking the time to read this post. Sincerely, Charles"</p>
Charles	<p>"I have been personally negatively affected by non competes in my field as a hospital technician in surgery. I am now currently having to drive 6 hours to work at hospitals that are in another state, since available opportunities in my field are limited. My old company was able to take advantage of my situation 6 years ago and got me to sign a non compete. I proceeded to get them business in multiple hospitals and surgery centers. Over the years they became more and more corporate and made very questionable business decisions. I tried to get a raise after three years since my previous one and they declined. I knew the competition would easily pay me more so I was able to find a travel situation doing the same occupation. Unfortunately the surgeons and surgical teams that I had worked with are now deprived of having a trusted and experienced technician in their operating rooms. The level of service they are getting now has decreased and their patients have to suffer the consequences. If there wasn't a non compete in place, I would have been able to return to those surgeons and ORs with a company that actually cares about their employees and patients, and not treat them like numbers. Also, if these non competes were to be banned, I would be able to free my old coworker technicians from that company. They unfortunately do not have the opportunity to move on to a better overall situation due to their non compete restrictions and personal situations. As you can see these non competes have stifled competition in my career field. These have further reaching consequences that negatively affect not only the employees in the field but also the patients, surgical teams, and the families of these employees. These companies in my field are taking full advantage of these non competes and giving themselves unfair leverage over the competition due to people needing work to support themselves financially. If these companies provided a better situation for their employees then they wouldn't need them to sign a non compete agreement in the first place. This business practice of non competes needs to end, and I support all of the tic and other peoples' efforts to put a stop to it. Thank you for taking the time to read this post. Sincerely, Charles"</p>
Pradeep	<p>"I am glad FTC is looking into this matter seriously, I have seen so many physician families getting uprooted, pushed to different cities and sometimes different states due to predatory nature of non compete clause enforcement by big read mammoth hospital system employer. Also seen physician put under lot of pressure to continue to work as they do not want to leave the city. Lets push for this rule change, hope all physicians get actively involved and talk to their local representatives to approve this rule. Thanks FTC for taking up this rule. It will definitely help reduce physician burden."</p>
Harsha	<p>"I am a practicing physician and I have seen with my own eyes how businesses press upon qualified physicians both specialists and non Specialist by imposing non compete clauses. Getting rid of non compete clauses will specially help rural and medically undeserved communities get care they so desperately need. Please make sure physicians are included in this ban of non compete. Thank you."</p>

Subba	"Non compete clause should be eliminated in physician contracts"
Rachel	"Non-compete clauses place undue influence on an individual and inhibit the ability of hardworking Americans to obtain gainful employment in their chosen fields. With layoffs and inflation, it is of the utmost importance that large corporations do not have the ability to take more from the American worker by tying them in indentured servitude."
Kristi	"Noncompetes keep people from having continuity of care with their physicians who know them and their medical history well- this is a major patient safety issue! Noncompetes allow hospitals to mistreat and completely burnout their physicians because they are trapped! Why is our country allowing this to happen to a group of professionals that is vital for all of society?! Noncompetes are for the hospitals and against patients and physicians! Aren't you a patient too?"
Jeremy	"I was laid off by my consultant employer, and even though the client I'd been working with for years was ready to hire me full time, they could not because my previous employer would not release the non-compete. Total lose-lose situation, I was forced to go somewhere wise, and the client had to make do with a new consultant with no experience."
Jeremy	"Non compete clauses trapped me in a dead end job for years, because I could no longer work in any part of that industry if I left. After burning out and being laid off I am starting to recover now, but I have had to start over in my career."
Andrew	"Noncompetes are highly disruptive to healthcare workers. They prevent us from leaving unhealthy work environments unless we leave often a significant geographic area. They further restrict the workforce in already underserved areas if a particular employee does not support a healthy work environment."
Rachel	"I am a healthcare provider and a non-compete has prevented me from taking a better opportunity within my field and forced me to travel a long distance to switch jobs. I really have never wanted to sign any non-compete at all, but have been required to as a provision of employment for every position I've ever been offered. I'm specialized in my field and by not being able to work in a certain area due to a non-compete, patients are limited access to their health care provider of choice. They are extremely unfair to the employee and only serve to protect the interest of the employer to prevent you from having the opportunity to work elsewhere when a better opportunity may be available. I am highly in favor of the proposed ban on non- competes. State laws are so confusing to interpret and ambiguous that even if it seems the non-compete would be considered unreasonable, the fear of litigation intimidates the employee into following them. This ban would make a significant positive impact on my future career and be highly beneficial to the public."

Christine	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people"
Derek	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt employees. Noncompetes are a monopolistic oligopolistic tool wielded by companies against their employees. Thank you for your work, and please issue a formal rule that bans noncompete agreements."
Stephanie	"This is a fantastic proposal, and extremely necessary. Workers need to have more control over who they work for. If you can't afford to leave your job because you wouldn't be able to get a new one in your field (and thus not in your area of experience and training, and probably at less pay), then you have no choice but to remain with an employer, regardless of the harm you are experiencing at that company. Thank you the this proposal. I support it wholeheartedly."
Robert	"I am Robert Paden and have worked for the past 35-years as a leader in manufacturing companies in a variety of industries. There are two very effective safeguards for companies to protect their intellectual property. Patents and non-disclosure agreements are safeguards that are used extensively and are recognized universally to protect the investment in business and product innovation. There is no reason a former employee should not be held accountable for adhering to these legally recognized information protections. However, the use of non-compete employment clause are anathema to the principles of a market driven economy. I believe it is an abhorrent and unconscionable practice that needs to be stopped. If we as a constitutional republic are to thrive as a nation we need to support each individual's right to choose and pursue the career and job situation of their choosing. Non-compete clauses are absolutely in conflict with this objective and only benefit company ownership to the detriment of the individual employees."
Steve	"This clearly needs to be done. There may be rare circumstances that this makes sense but at least in healthcare it is clearly being used to hold employees captive to prevent them from being able to change jobs."
Douglas	"Non-compete agreements should either be prohibited or greatly modified."
Douglas	"Please support banning exploitive non-compete provisions."
Padmini	"I am a physician and a rheumatologist. I work in a rural area in the Midwest. Rheumatologists are specialists who treat autoimmune diseases like lupus and

	<p>rheumatoid arthritis and spondyloarthropathies, and very rare conditions. There is a cap on how many rheumatologists graduate per year as this is limited by the number of training positions available. There is a need for rheumatologists in rural areas that far exceeds the number of us available. Hospital systems and private practices currently use a noncompete clause that can be quite restrictive and not allow the practice of Rheumatology within 50 miles of any clinic sites or hospital sites one is currently employed at. Often these clauses basically force a rheumatologist to have to move to an entirely different city or state in order to be compliant with the noncompete clause. This causes significant hardships to the rheumatologist but also to the patients they provide care for since if the rheumatologist moves and there is no other local one to replace them the patient has to also drive to seek care in a different city. Noncompete clauses in general also limit competition between Hospital systems to hire the best candidates. They often are able to keep physicians under their employ if moving is just not feasible for the physician. Physicians can be forced to accept work environments or salaries that are not competitive if they cannot leave to a new city (examples of such physicians are those who have bought homes or have children well settled and cannot move for those reasons). I urge you to ban Noncompetes for this reason to encourage competition between hiring physicians and take out issues that plague rural areas already like access to a specialist."</p>
Alexander	<p>"Hello! I'm a chemist in the paint and coatings field. I was required to sign a non-complete clause as part of my employment. It states I cannot work for a competitor in a similar field for three years in the contiguous United States. This is insane that I can "lose" my right to use skills that I have dedicated ten years of my life because companies want to keep my skills under their lock and key. In the document, I also have no provisions if my employment is ended by their choice. I still have to abide by their rules. When I asked about it, they said "They would be nice." I do not expect them to "be nice." Please ban all non-compete agreements as they are incredibly unfriendly to skilled workers like myself. I now have to fear for my future that I will find an employer who is willing to front my legal bills, or save enough to defend myself from my current company using the non-compete agreement as a bully stick to keep me from being employed."</p>
MIGUEL	<p>"The banning of non-compete clauses would be beneficial to the general public. While many businesses would claim that they are important to protect intellectual property, they seem to be used more as a way to punish people seeking new employment. I also feel that these along with arbitration agreements give too much power to employers over their employees and too much control over wages."</p>
Joseph	<p>"I have observed first hand how non-competes have worsened the Veterinarian shortage currently affecting the United States, in particular rural areas. In large animal and mixed practices the geographical range in a non-compete can be very large meaning that in the event that a veterinarian wishes to seek other employment or go out on their own is forced to move far away, or more likely, just not compete. One veterinarian I know went from full-time to part time work because they had to commute so far from their home to be able to avoid the non-compete geographic restrictions. Another decided it was enough burden to leave the field entirely and become a stay-</p>

	<p>at-home parent occasionally working as a relief veterinarian. My own spouse, a Veterinarian, can't convince her clinic to bring on more large animal clients to the mixed practice as the focus of the business is small animal work that pays more. This deprives the rural county we're in of 75% of the time of one of two large animal vets in the area. My spouse has a non- compete that would force her to not work in our county or the surrounding counties and not work with any current clients for 2 years, effectively depriving the county of more large animal veterinary resources or if my spouse did strike out on her own, depriving the entire area of one of the two large animal veterinarians. I'm lucky in my own industry, software engineering, to not have been subject to a non-compete. This has given me great flexibility in finding jobs and even moving jobs to improve my own pay and benefits. Non-competes suppress wages and benefits because the company knows that few will be able to support themselves during the term of a non-compete unless they are moving away. I am in full support of ruling that non-competes are anti-competitive and be banned outright."</p>
Joseph	<p>"As a worker who has been negatively impacted by such non-compete clauses in prior employment on several occasions I would be greatly in favor of this change to eliminate such clauses. A non-disclosure agreement would be more than sufficient to protect the interests of the employer's intellectual property and proprietary processes from "bad actors". Non-compete clauses are entirely too broad and prevent employees who have a novel idea or process from striking out on their own or changing positions to work for an organization where they feel that their new approach would be more effectively executed."</p>
Christine	<p>"My non compete prevents me from getting another job or opening my own practice. I'm a specialist in the medical industry. I am in favor of this proposal."</p>
William	<p>"I strongly support the federal ban on non-compete contracts. This affects me, not as a worker as I am soon to retire, but as a citizen and consumer who wants the best workers and services. As a physician, I have sadly seen the loss of excellent physicians from our community because they ended their employment with a large predatory health care system. I have seen that same system prevent the departing physician from treating indigent patients for free at the public clinic."</p>
Richard	<p>"I am currently working as a contractor with a non- compete. I am basically an employee for the customer. I use their computers, sit in their office, and complete work that the employees of the customer does as well. The manager wants to hire me but can't because of my non-compete. So I am stuck being a 'customer employee' with out the customers benefits. It sucks, if my non-compete is lifted then I can get benefits and start my family."</p>
Sofia	<p>"I would like to voice my choice to NOT have a non-compete clause! It is not only detrimental for me as a physician, but also doesn't allow the flexibility to serve my patients. It affect people of all socioeconomic background! Don't limit physicians with silly clauses, we practice medicine because we want to help people, we don't want to pretend to also be lawyers and contract writers."</p>

Michael	"I fully support a ban on non-compete agreements, and support the FTC proposed Non-Compete Clause Rule (NPRM). Please read my attached authored comment. I request that the FTC take this into consideration. Attachments FTC comment 2023 PDF"
Erika	"I am writing to support the FTC roulette change that would ban non competes. They are anti competitive, impinge on personal freedom and unAmerican. Ironically, in my state, non competes are in fact illegal for the lawyers who work so hard to write them and enforce them on the rest of us. As a physician who has been in practice for 20 years, I think it is insane that my current employer can limit my practice. They didn't put me through medical school— I paid for that. They didn't support me during residency training — the US taxpayers did that. And they shouldn't be allowed to impinge on my right to earn a living now."
Harsha	"My name is Harsha N. I am and MD who have previous several years of my time to practice in a rural set up. I was held against my will by the hospital with minimal pay and was abuse by the hospital system citing non compete clauses. I was not allowed to care for rural patients who needed my specialist care and would've benefit-red from my care. I was disgusted at how a non profit hospital was benefitting by subjugating the competition in the area and all the while paying a paltry low pay for physicians and nurses. Non compete clauses is equivalent to slave trade. It is as bad as apartheid. It is shameful that these non profit hospitals and clinics utilizing the existing discriminatory law and threaten and bully doctors and nurses. Please do away this for even the non profit organization as well. If the organization is not for profit then why should they care about profiteering from paying Healthcare professional so low and not allowing them to help rural and for to reach population?. Thank you."
Jane	"Ending the non-compete tile is essential to protecting individuals who have become invested in their community, but then are exploited by corporations who hold down wages and require longer working hours and more dangerous working conditions. This will help protect communities against the 'company town' corporations, including hospitals, manufacture around their work sites, and is essential for healthy communities, families and individuals."
Andrew	"I agree with the proposed rule change to severely limit or eliminate the use of non-compete clauses. These clauses only serve to limit the ability of workers to offer their skills in the open market, lowering the wages they could rightfully command. If these companies were subjected to the similar restrictions they would scream from the rooftops that it was anti-competitive. (For example: If you have sold your product at Target, you may not sell your product at Walmart for a period of at least one year.) I hope you go even further and severely restrict the use of non-solicitation and non-recruit clauses as well. A market only works to bring public good when it is open and fair."
Mary	"This would be a sea weather change for thousands of physicians. We prohibit non compete clauses for attorneys because of the attorney client privilege. What about the

	<p>patient physician relationship? The non compete benefits huge hospital systems and huge private equity owned corporate medical practices. Even so-called nonprofit hospital groups (cough Ascension) are usually more like private equity than they are service organizations. It's all about their bottom line and controlling physicians is a large part of that."</p>
Gregory	<p>"Without getting into too much detail, back 2018-2019, I was just generally not happy concerning my job as a Neonatal Nurse Practitioner at a non-for- profit hospital ('NFPH'). I asked for a waiver of my non-compete to work at the hospital I wanted to work at. I was denied my waiver. My argument was I felt there was no legitimate business interest for NFPH to enforce it. I had no trade secrets, no valuable confidential information, no customer lists. and I had received no specialized training from NFPH in regards to my profession. I had no substantial relationships with specific perspective or existing clients, customers, or patients. I received zero referrals, and the only referrals I made were to pre-established physicians, who were for the most part already NFPH physicians in different pediatric specialties. And I only made referrals because I worked in the NICU. If I didn't work in the NICU at NFPH, the exact same referrals would have been made by another provider at NFPII to a pediatric NFPII provider. I took care of infants in the neonatal intensive care unit and after they were discharged the relationship ends. I took care of zero patients in the outpatient setting. I brought no business into NFPH. I brought in zero dollars to NFPH every year. If I stayed or if I went, NFPH would not suffer any loss of revenue. The Neonatologists are in-house 24/7 anyways. Before I started, they covered the hole left from the off days for the other 4 neonatal nurse practitioners. NFPH would save money in the short-term if I leave. No infant would follow me to another NICU. No parents would deliver their future child at another hospital when I left, they followed their OBs. No referral to NFPH was lost to NFPH when I worked elsewhere. No Good will to NFPH was lost. The OBs brought in the mothers and the infants go to the NICU they are born at. Babies born at NFPH stay at NFPI I, babies born at hospital I want to go to stay at the hospital I want to go to. The non-compete covenant of my employment served no purpose other than to keep me from working in my home town outside of NFPH. I believed in my case it was merely a standard procedure for all employees. My nurse practitioner degree is very different from other nurse practitioner degrees. I am a neonatal nurse practitioner. We work with infants in NICUs which only exist in hospital settings. The next closest NICU outside my home town is a 90- minute drive. This is a little far to drive for full time employment. If I drive 5 minutes from NFPII or 3 hours from NFPI I, there will be no impact on NFPH. I thought a covenant not to compete is supposed to be reasonable with respect to the legitimate interests of the business. NFPH cannot show that I have gained some sort of unique competitive advantage or ability to ban NFPH. NFPH will not be providing neonatology services at any of the hospitals I could potentially be working at, and NFPI .1 will not lose any patients if I choose to work at another hospital. Infants do not get to make a choice about medical care on the basis of a Neonatal Nurse Practitioner. The only loss NFP11 incurs is the loss of my continued employment and the use of my knowledge & skills, but that belongs solely to me. NFPH paid no money in regard to any of my education or skills. I would compare me to a sandwich artist at a Jimmy John's who wants to go to Jersey Mike's. People who eat at Jimmy John's will continue to eat there. Vendors & suppliers will not change. People won't follow me to Jersey Mike's to</p>

	get their subs. Neither restaurant will gain/lose money in their business other than training a new employee. Employers cannot be trusted to only use non-competes when they have legitimate business reasons."
Philip	"My personal experience with a non-compete clause was very discouraging. I would liken it to a vestige of slavery. I was made to believe that the employer "owned" me and I could not do anything about it. I was sued because I tried to leave the situation that I was in. After paying about 50% equivalent of my salary, I was able to be free to pursue another opportunity. I still have hard feelings about what my family and I went through."
Laura	"I am against non compete clauses. As a medical provider, I have specific craft and should not have to drive 2 hours to find work or move my family to be able to support them."
Jason	"Excluding non-profits does not make sense and handcuffs many health care workers to the greedy hospital systems. It might seem unrelated but if you want to help fight burnout in healthcare then allow healthcare workers the ability to change jobs for a better situation."
Aaron	"I agree with the statement. Non compete clauses are bad for the field of medicine in general. They take away from the doctor patient relationship and limit competition."
Ahmad	"As a physician I fully support banning noncompete clauses"
Rachel	"This is absolutely necessary for a true open market. I urge you to do this for the people. The only ones who benefit are the ones that lobby for it due to concerns for having to fighter harder to keep talent."
Rachel	"Physician non competes are ludicrous. Limits their ability to stay in the city the love, if their current employer is horrible. They completely destroy a free market. It seems the free market only exists if it benefits organizations, not people."
Maria	"What was intended as a way to keep company secrets, secret and to prevent corporate espionage has ballooned to effect employees not important enough to know those secrets, or who's departure would be of no real consequence to the employer. It gives power over every aspect of an employees life to the company they work for. I support this action and it would do so much good for so many people. Personally, my parents in law are both doctors and both have been negatively impacted by non-compete clauses. One had to suffer multi hour commutes so that he could work and so his kids would not be uprooted from their community. The other is now stuck in a horribly abusive working environment where her boss actively sabotages her professional career in the hospital system she works in. And she cannot leave for a competitor that might treat her better. She has no special secrets or information that would give a competitor an unfair advantage, she's simply a valuable employee. And

	instead of competing for her in a free job market by paying her well and respecting her, her company can hold her hostage and treat her poorly with a few lines in an employment contract. Free competition is part of the American spirit and that includes free competition for workers!"
Jacob	"Non-Competes are difficult to enforce because they hinder an individuals ability to make a living but even so, larger corporations tend to weaponize them to reduce competition in what should otherwise be a free market. The FTC should strongly consider eliminating not competes. it's what Thomas Jefferson would do right away."
Austin	"Hello, I support this action by the FTC. Thank you."
J	"I support a ban on non compete clauses which limit workers mobility in the workforce and stifle competition between companies."
Dan	"DO NOT allow the exclusion of physicians and other healthcare providers from this rule. I am an emergency physician and have seen firsthand how non- competes are absolutely ruining healthcare. Physicians are forced to pay a bounty or uproot their families and leave their patients in the name of hospital system greed. If hospitals want to retain physicians, let the market decide and they can improve pay and working conditions to retain them."
Laura	"Please ban all non arbitrary compete clauses."
Todd	"I strongly support the abolishment of non-compete clauses in the healthcare sector. The non-compete clauses restrict providers from moving freely in an open market. The clauses promote non-competitive wages and hours. Very few, if any, healthcare providers possess proprietary knowledge or information that would negatively affect the entity enforcing a non-compete agreement."
Oscar	"Non complete is about controlling profits under the guides of protection of "trade secrets". It purposely stifle innovation by locking in employees to a company and their goals, locking out former employees from working sectors, and emboldened the employers audacity to mistreat their employees."
Ranbir	"Non compete clause prevents entrepreneurship and reduces compensation by providing employers a tool that violates basic right to work and earn where one wants to. It should be up to recipients of services to decide who they want to receive their service from. If organization is good recipients of services will stick with those organizations and if service provider is good, recipients should have the ability to stick with the service provider. Non compete rules makes it impossible."
Sally	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for

	workers to earn what they're worth. And with all the recent layoff find, banning non-compete clauses will make it easier for laid off workers to find new jobs."
Ryan	"I believe non compete agreements should be illegal, they absolutely harm competition for employees and competitive wages paid to the employees. The non compete agreement I was forced to sign caused a competitors employment offer to be revoked and the offered 200% raise in my wage for a similar, but higher responsibility job description at the new employer to be lost. I don't even have proprietary information which would be protected in other documents, I am only a skilled white collar worker."
Jon	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements from multiple industries and corporations have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Why has this been happening in this country? Banning noncompete agreements will lead to higher wages and better opportunities for American workers. You remember us right? The American WORKER. We are part of the reason corporations are making record profits yet we are not being compensated and treated fairly and justly. This would be a critical step toward strengthening the middle and working classes --- ultimately building a stronger economy for everyone."
Jon	"Non compete clauses should be eliminated in order for working people to get paid what they are worth. These clauses hold workers' wages down, stifle innovation, and harm working people. Do the right thing for ALL working people in the United States."
Robert	"Strongly encourage the banning of non-compete clauses in employment agreements. As a physician it prevents access to care to our patients and leads to uprooting of families from community they are established in when a change in employment locally is possible. Often these agreements can extend as far as 60 miles."
Nitie	"Please ban non competes for physicians. I am a physician. I worked for a large corporate hospital in my home town. The hospital system shut my practice down due their COVID financial losses and told me I still had to follow my non compete. I literally had no voice or choice but to move during the pandemic away from my aging parents who needed help. Eventually, I was thankfully able to come hack but it took years and loss of income. Non competes for physicians are awful. The patients suffer. The community suffers be they have less doctors to treat patients. The only people that win are corporations who don't value or care for small rural communities who need the care the most."
Andrew	"It is absurd that a company, with all of its resources, could potentially go after a former employee for continuing in an area where they have developed experience. It's one thing to steal clients lets say, but to say a former employee cannot seek employment somewhere else doing the same type of work is ludicrous. I've had personal experience with these so-called noncompete clauses. I even had one that

	<p>state I would not work in my profession for a period of two years in all of New England! No joke. Needless to say I didn't sign it, but did tell them they could re-write the paragraph stating I would in essence not steal their clients. I've been told by others that they have signed such agreements, but most thought they were unenforceable and/or they needed the job and were willing to take the chance. Well, I can tell you that I have known large companies to in fact have gone after former employees, not for stealing clients, rather continuing employment in their chosen profession! What resources does your average person have to fight a corporation? Not many. This, in my opinion, is a gross injustice and needs to be addressed/clarified once and for all."</p>
Joshua	<p>"I am a graduate student in occupational therapy and I am in favor of banning non-compete clauses. As someone who is going into a healthcare field, I'm worried about the effects non-compete clauses have on prevent healthcare workers from serving as patients in different areas. Schooling is very expensive in my field, and limiting the number of opportunities occupational therapists have by forcing them to sign non-compete clauses creates an undue financial burden and limits the number of practitioners able to join the field."</p>
Kevin	<p>"Non-compete clauses cause tremendous harm to physicians, and our ability to compete within the healthcare marketplace, thus limiting options for treating patients or improving healthcare efficiency. Please pass this rule. And please do not add any limitations or exceptions."</p>
Ghayasul	<p>"This is important and a step in the right direction. Non compete tie us down, force us to relocate, force us to Work in situations where we don't want. Let's end non compete"</p>
Tiffany	<p>"Please ban and rescind all noncompetes. Especially among physicians and healthcare workers. These essentially limit access to care by forcing doctors in areas where there are already shortages to move or relocate in order to try to earn a fair wage. Noncompetes are detrimental to patient care."</p>
Matthew	<p>"I have been subject to a non-compete clause for 11 years in aggregate as a physician. Because of my non-compete, I am unable to take position with another organization without having to drive much farther outside of my non-compete stipulated geographic restrictions (which would add to the time that I am away from my family, and costs more in fuel and vehicle maintenance). Because of my non-compete, I haven't had a raise in 6 years because I can't negotiate with my employer because I have no bargaining position to negotiate from if I don't have options of alternate employment within the restrictions of my non-compete. Non-complete agreements keep employees from negotiating, keep them stuck in jobs that they can't leave without requiring moving their whole family, or commuting a great distance. Non-compete agreements should be illegal throughout the U.S."</p>

Miles	"I believe that non compete agreements should be banned. This will give workers a fair opportunity to seek the best employers."
Shannon	"No compete clauses are detrimental to the continuity of patient care. They are inherently unAmerican and prevent physicians from being able to make a fair wage."
Rachel	"I would love to see this pass without carving out physicians! We are often stuck employed by giant healthcare organizations without the option of leaving. Many of us just want to take great care of patients and if the giant hospital systems want to they can run you like a hamster on a wheel without allowing us any power to spend longer with patients."
Andrew	"The proposed rule to ban non-compete clauses in employment contracts is an excellent idea. I worked for a company whose non-compete clause was overreaching and vague. They would take employees and their prospective new employers to court where they would always lose. However, often the threat of a lawsuit was enough to bar the new employer from taking on the employee. My old company would then not hire the old employee back. This was, at its very core, mean-spirited and spiteful. Employers should not be able to bar their employees from seeking employment opportunities in their field, especially when the field is competitive. Some employers will argue that they are the ones who provide their employees the skills they are then taking to a competitor. This may be true, but it is the talent and intellect of the individual who puts those skills to practice for the benefit of the employer. Surely employers cannot argue seriously that their employees minds are proprietary! The FTC should adopt and execute the proposed ban on non-compete clauses in employment contracts. This move, as the FTC has noted, will return substantial negotiating power to employees and will create economic competition that will only benefit employees and employers alike in the long run."
Dennis	"I SUPPORT REVISING non-compete contracts in which an employee is terminated but does not quit. My relative has been a practicing Board Certified Family Physician for over ten years with the same company-(original hiring company was bought by two succeeding corporations). He was notified last month (Feb 2023) that the newest healthcare entity that owned the corporation he was employed with was shutting his and other family practice offices within the network. They evidently invoked the non-compete clause preventing him from working for his original company's competitors within the local geographical area. My question is why should an entity that eliminates an employee(s) be allowed to terminate said employee and at the same time say that employee cannot work for their competitor? My opinion is that is absolutely unfair to the competitive nature of this country and to the individual and their family. My other question references to what happens if they obtain a job as a Board Certified Family Physician in the same geographical area but is not covered by the original non-compete clause; but ultimately that new company he now works fir is bought by the original company that holds the non-compete contract. Would or could the original non-compete clause be invoked by the original company that terminated his

	employment, thus in effect causing double damage to the employee, his family and his local economy?"
Jason	"Please outlaw non compete clauses. Non compete clauses in the medical industry hurt the workers and consumers. Physicians are often forced to leave a community, which deprives the population of scarce medical providers. In 2019, I was forced to leave my home town of Fort Wayne, IN and move 150 miles south. It took 2 1/2 years for the community to find a replacement for the devices that I was no longer present to provide."
R	"I agree with banning non compete clauses. Or making adjustments to allow workers to have ability to come to mutual understanding with their employer to find a way out. I am a physician and I work in Indianapolis. They 3-4 major health systems in Indianapolis have locked us into our jobs. I was born and raised in Indianapolis. This is my home. Now because the health system has locked me into a non compete if I want to change jobs I have to leave my city. That is not fair to me or my family. I am a hospital based employee so it is wrong of a health system to do this to an individual. I am in no way a threat to them. This is about their control and suppressing our wages. Patients come liar their doctors not for the "name" of the system particularly in Indianapolis."
William	"I support the FTC rule limiting Non-Compete Agreements. In my experience, a company used this type of agreement to restrict my employment options in a technical field, where I had worked diligently and independently of any company support to gain that technical knowledge. The knowledge I gained that qualified me for employment was not specific to the company (solar energy system design) but the agreement was intended to keep me from taking this specialized knowledge to a competing company. Summary: In 2021, during the pandemic lockdowns, I built upon my decade-long experience in residential green building by taking solar energy system design courses online, and I designed the system for my new house, and obtained industry credentials. As the lockdowns eased, I sought work with a solar energy installer company and was quickly hired. Pie-employment, I was presented with the attached non-compete agreement. The company wanted to restrict my employment options and my ability to use my solar energy design knowledge and experience for any other company. This was not about protecting any proprietary information belonging to the company, or any intellectual property. It was only about not losing a qualified consultant in a specialized technical industry to a competing company in a robust market. Further, because I live in Indiana, and the company was based in Kentucky, the additional requirement that any dispute regarding the non- compete be settled in Kentucky courts, even though the said company had physical offices in Indiana. This obviously would have been an additional burden if any dispute had arisen. While the non-compete was presented as mandatory to employment, I declined to sign it and told my supervisor as much, and they processed my hiring without it. It turned out the company's internal workings were a total s*** show, and I would not abide by their other arbitrary and exploitive-of-customer practices. Bottom line: the non-compete was used to try to restrict my ability to seek better employment conditions and pay for

	which I was qualified by virtue of experience and technical knowledge gained independently and prior to working for the company."
Anita	"Please do away with non-competes. I was forced to sign one or be terminated after 10 years of service. I was the only employee made to sign one and I am female. I was forced to work without breaks, lunch hours and had to breathe mold for years. I finally got the courage to leave after 28 years and start my own business. My so called non-compete was for 3 years. I have been threatened by my former rich employer and I'm scared to properly advertise my business. Please stop the bully employers from preying on small dedicated female employees like myself."
Errin	"I am writing to express my strong opposition to the use of non-compete clauses in contracts for healthcare providers. I urge the Federal Trade Commission to take action to prohibit the use of non-compete clauses in contracts for physicians. Such a prohibition would help to ensure that patients have access to the care they need, and would promote competition in the healthcare industry. These clauses or restrictive covenants unduly restrict employed or contracted providers from practicing medicine within a certain geographic area and/or for a specified period of time after leaving a practice or other employment situation. This can lead to loss in income and instability for healthcare providers and their families. This is exactly what happened to me as a rural family medicine physician. I worked in Pike county, Indiana for a large hospital organization 45 minutes away in Evansville, IN. My non-compete was 75 miles from ANY of the organization's location. This organization spans over southern Indiana, Kentucky and Illinois. My husband farms in Pike county and so moving and getting another physician job outside of this large black out space wasn't possible. I could not practice and serve my rural community and those patients that most need healthcare access for over a year. I asked to be released from the noncompete and was denied "due to potential competition." No matter at that time there were only 4 physicians in the entire county. The use of non-compete clauses in physician contracts is harmful to the physicians and the patients and communities they serve. Physician non-competes limit the mobility and job opportunities of physicians, and can prevent them from providing consistent care to patients in need. This leads to shortages of physicians in certain areas, and can make it difficult for patients to find the care they need. Furthermore, non-compete clauses in physician contracts can limit competition, which can lead to higher healthcare costs for patients. By limiting the number of physicians in a given area, non-competes can also limit the number of choices that patients have when selecting a healthcare provider. I implore you to take action to prohibit the use of non-compete clauses in contracts for physicians. Thank you for your consideration, Errin Weisman DO Indiana Medical License # 02004107A"
David	"I support the proposed rule."
Timothy	"Non-compete clauses in medicine should be banned. Not only do they limit the ability of physicians to change jobs and stay in their communities, they also limit patient choice."

Angel	"I am a board certified internal medicine physician with close to 200K in medical school debt. I work 12 hr shifts, nights, in a level one trauma center. I treat sick patients every single night. I have worked hard my entire career. There have been years I worked every single holiday except one. I have missed countless family functions for my job. Because of unfair, restrictive and punitive non compete clauses, if I want to change jobs I have to uproot my entire family and move to another town. How much more do I have sacrifice? Please end this."
Malea	"I am employee who just underwent budget cuts in July 2022 and again January 2023. I serve as an Internal Medicine Nurse Practitioner. My last day of employment will be April 28th, 2023. I was given a 90 day notice to fulfill my contract. As a nurse practitioner within this organization I have a non compete clause which states that I am not able to work 15 miles from my facility and to any competitor within the same field for one year past my last date of employment. I was offered another position within this same organization which was not comparable and less monies and benefits plus working every other weekend. I declined this offer as it is not what is best for me or my family. I have an email from this organization which says I can go to private practice. I found an opportunity that is an employer based clinic in a private setting which I would be able to practice family practice to the employees of clinic and their families. However, now I am receiving correspondence that I may opt to buy out my contract and may also be in violation of my non complete. I do not believe that this is a fair practice and they are affecting my ability to be employed in most settings."
Sarah	"Non competes harm employees and their opportunities for growth and freedom of career choice."
Imad	"I support the non compete rule without any reservation, this rule has been unfair for Physician and patients care , destroying many livelihoods . Imad Khadra,MD"
Stacey	"January, 21, 2023 To Whom it May Concern, I am writing in support of the Federal Trade Commission (FTC) to start the work of banning employers' use of non-compete agreements. It should do so by issuing a notice of proposed rulemaking (NPRM) without further delay. Tens of millions of workers across the US economy remain vulnerable to economic disempowerment through employers' use of, or threat to use, non-compete clauses. Each day that passes without a NPRM weakens the likelihood of a robust final rule and increases the effort's exposure to a potential Congressional Review Act challenge post- 2024. I am a Neonatal Nurse Practitioner (NNP) that leads a team of twenty Physician Assistants and NNPs that work for large hospital system in Indiana. We are highly specialized providers that work in neonatal intensive care units (NICUs) only with sick babies. I am responsible for hiring and firing. We are under a noncompete and the only NNPs in the central Indiana region that are. This limits our ability to hire, if staff leave, they do not come back because they refuse to sign the non- compete. Further rationale includes but not limited to-- Our scope of practice is small and specialized, limiting where we can work. We are subject to an increasing salary gap, upwards of \$20,000 per year for experienced NNPs. We are not competitive because we cannot change contracts and noncompete clauses. Our non-

	<p>compete is a 1 year restriction and one cannot work for anyone within a 10 mile radius which includes 2 large hospital systems (the only places) we can work in locally. This forces long travel, relocation, or a gap in work for one year. The closest NICU units outside of that range are one hour away or longer. Not family centered There is no concern for sharing trade secrets, because this is what we do openly as clinicians. We share best evidence practice locally and across the nation. Under Indiana law we are victims of a contract of adhesion. Thank you for your supporting, advocating, and listening, Dr. Stacey Yeo, DNP, MSN, NNP, RN Advanced Practice Lead Indianapolis, Indiana"</p>
Sheraz	<p>"It should ho away for physicians. Its unfair. It promotes healthcare provider shortages"</p>
Michelle	<p>"physicians must not be excluded from non-compete clause that is being proposed. there is already a shortage of physicians and non-competes contribute to this. if a physician is unhappy at their current employment, they should have same rights as non-physicians regarding non-compete clause."</p>
Anonymous	<p>"I am a physician in central Indiana. I work for iu health in Indianapolis. I have a 2 year noncompete with a 30 mile radius from anywhere I practice medicine which includes a satellite office 20 miles from the hospital. My family and I are happy living here but I would like to change hospitals. Indiana signed a law from 2020 onward but I am grandfathered in as my contract is from 2015. I and my partners who are not happy with the leadership at iu would like to leave but the noncompete makes it difficult. I have to ask iu to let me leave and they would likely demand a buyout to leave which would be an enormous number. I hope you pass this law and remove past and future noncompetes. I hope this applies to nonprofits as iu is a "nonprofit" but in 2021 had 800 million profit and 2019 over 1 billion. Despite that they have reduced physician compensation and still charge patients more than any hospital system in Indiana. Thank you for listening."</p>
Anonymous	<p>"I have been under a strict non-compete for over 25 years. I have also been employed with several other colleagues who have been highly restricted by them. I work in the industrial sales space and I can say with the utmost certainty that these restrictions have limited many individuals from branching off and creating their own small business. It has also restricted them from pursuing more financially rewarding opportunities with companies that are also restricted by its language. They are often extremely broad in scope and although likely unenforceable, the business owners know the financial limitations of their employees will limit them from being able to stay afloat financially in order to see the legal system prevail. It is truly a modern day (version) of business slavery and should be completely illegal to allow the pursuit of the American dream for all. In the end, If people are treated well, they will be happy to stay on their own accord."</p>
George	<p>"I believe that a ban on non-executive noncompetes is a logical move for the resiliency of a capitalist economy, a central pillar of which is the freedom to chose one's</p>

	<p>workplace. Attempts to stifle worker mobility goes against one's right to choose their place of employment and their employer and make no sense in the case of lower-level workers who already feel squeezed. I urge the FTC to strongly consider implementing this rule."</p>
Joshua	<p>"I am a licensed attorney in the State of Indiana. I have been practicing law for approximately 22 years. My practice areas include business and commercial law. In Indiana, non-compete agreements are narrowly construed and difficult to enforce. The courts have done a good job of determining when to enforce reasonable non-compete terms and when not to enforce them. Non-compete agreements are essential for some business situations. They are necessary for protecting the legitimate interests a business may have. These interests can include, for example, intellectual property rights, key relationships, knowledge about how to do certain things, and other situations. Businesses seeking to enforce non-compete agreements must show that they have a legitimate protectable interest there must be a valid reason for the non-compete agreement. In addition, the employer must show that it is reasonable with regards to the scope, length of time, and geographic area. In addition, non-compete agreements are important for business transactions. When one business purchases another business, a non-compete agreement is a standard term. Why would a buyer pay a significant amount of money to purchase a business if it cannot prevent the current owner from starting another business doing the same thing and attempting to take the customers? It is also important to consider the impact this type of rule would have on small businesses. Small businesses are a significant part of the economy in Indiana and the United States. This rule raises policy concerns and questions. Additional regulations would increase the costs of doing business and make it harder for individuals and families to start a new businesses. The lack of being able to have a non-compete agreement would increase their risks and discourage them from investing in a new business. Non-compete agreements are essential to protecting businesses. I recommend not adopting a broad rule prohibiting them. Instead, there could be limits on the scope, length of time, or geographic area of non-compete agreements. In addition, it would be appropriate to limit the rule to larger businesses. Finally, I would recommend exceptions for business transactions- such as the purchase of a business or its assets. In a business transaction, where the parties negotiate specific terms there should be a larger scope, length of time, or geographic area. Thank you for your time and consideration of these comments."</p>
Daniel	<p>"The language on pages 111-112 suggest that this this would NOT apply to non-profit institutions, which include many hospital systems, essentially protecting these institutions from abiding by the rule. Non-competes are a HUGE problem for physicians and other medical staff and should be abolished for the good of employees, patients, and the communities these organization serve."</p>

Constituent Support for the FTC's Noncompete Rule



Iowa | Statewide Impact

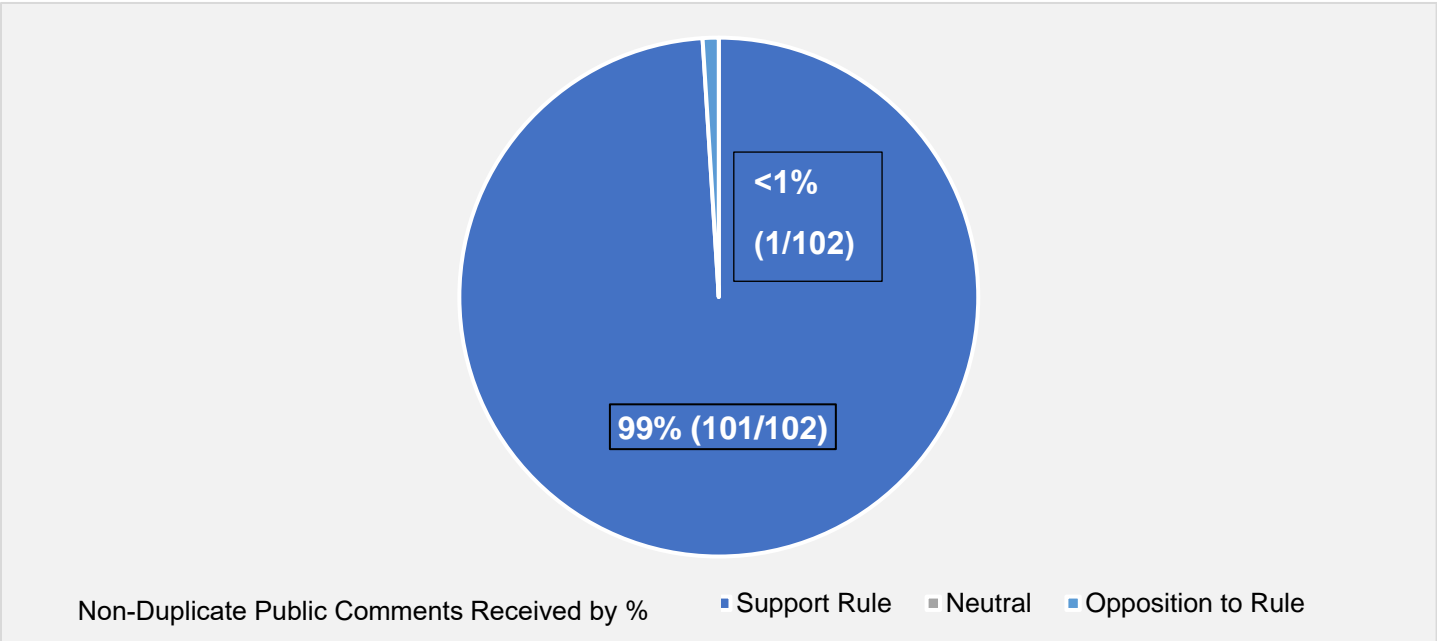


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Iowa**:

Iowa Covered Workers	Increase in Total Annual IA Worker Earnings	Increase in Average Annual IA Worker Earnings
1,229,598	\$624,937,405	\$508


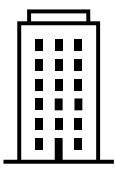

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))

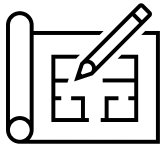
Notice of Proposed Rulemaking: 101 of 102 IA Commenters Support



Support Across Sectors of the Iowa Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"As a physician I am opposed to non-compete clauses in work contracts. But I have worked for the same employer for 37 years. An individual should be able to work in the community where they live without restrictions or to work in any community in a nearby city where they wish to work. To restrict otherwise infringes on a USA citizen's right to the pursuit of happiness and economic freedom."</p> <p style="text-align: right;">-Jon</p>
	<p>"I just heard about this new proposed action of getting rid of Non Competes. Ten and half years ago I went to work for an Insurance agency Out of the blue...the VP came over and I was fired. They claimed the office I worked in was not as profitable as it needed to be and I was the biggest expense and that today was my last day. It was also the first day for my replacement probably starting out at \$45,000 per year instead of my \$115,000. They then reminded me of my non compete (and) non solicit. I was devastated, loved my career, did well in my career and was thrown away at 47 years of age being told find a new career path. They proceeded to send a letter to all my customers stating, I left for a new career option and that they wish my family the best. Well we are borderline bankrupt now. They had no financial loss and I took no customers. Might I add with no healthcare as we couldn't afford Cobra and suffering from [an illness]. They got to continue their 2022 as business as usual. Myself, my family, we weren't so lucky and still just trying to stay afloat. Non Compete's ruin lives. They take away competition for small business owners who deserve to choose who they want to do business with. They prevent career professionals from continuing their profession, especially when the choice made was not of their own, nor at their fault. They reduce income therefore tax dollars. I for one hope this continues forward and passes."</p> <p style="text-align: right;">-Tony</p>
	<p>"My employer is threatening to enforce a non compete contract. All I am trying to do is make more money to support my family. I have roughly 52000 to my name, and have made this company several hundreds of thousands of dollars over the past 5 years. Let the backbone of the American workforce have the freedom to work without the threat of being punished for wanting to excel financially. This is BS."</p> <p style="text-align: right;">-Cooper</p>



"Non-compete agreements are a forced ultimatum that companies use during the hiring process for new employees. New hires are accepted as an employee only if they are willing to sign the Non-compete Agreement. This process has happened to me in my past employment. **As a single mother I studied for Microsoft Certified Systems Engineer Certifications through federal student loans and was immediately hired.** Within six months the company I was working for decided to let all of their employees go, except for three IT technicians. This put my Non-compete agreement into action because it stated I could not work for another company until 6 months after leaving, being let go, or unless I was hired out of a 150 mile radius. I tried to apply to all of the other businesses in my area that were in my line of work only to have them explain that they could not hire me due to my signing a Non Compete clause with the company who let me go. This clause stated that I would either have to locate a job past a 150 mile radius of where I worked or wait six months. **Being a single parent I couldn't move, I couldn't drive 150 miles back and forth to work. All I could do was wait out my time. During the six month waiting period I was unable to attend Tech Net continuing education because I wasn't working for a company and my certifications started expiring. Due to losing my career and losing my income I also lost my house and am not able to pay for the student loans.** I will never sign a Non-compete agreement again in my life. **Shame on any company who uses this stranglehold tactic for their own profit and reputation at the expense of the employees. Shame on anyone who allows company's the right to use a Non-compete agreement.** This happened to me, how many other people have suffered?"

-Alison

Additional Support from Iowa

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Ross	"I provide consultant services as a sole proprietor LLC . One of the contracting businesses operates in California which has a requirement of providing similar services to other contracting businesses. The California contracting business has retained the noncompete clause in the written contract, placing my business in a non-win situation. The noncompete clause should be prohibited nationally."
Haroon	"Non compete clauses have been the reason for the loss of many good physicians in a community. They need to be banned outright."
Sajida	"Please consider including health care doctors in this clause . We have a shortage of workforce which is getting worse . There is a crisis looming and non competes makes a had situation worse ."

Jon	"Non compete clauses are an objection to the concept of individual liberty and freedom of choice of where to work. They should not be legal."
Lillian	"I am writing in full support of the proposed non-complete clause rule (NPRM). As a contract worker , it is so difficult to know that when I start working for a client or company, that just by working for them part-time or on an at-will contract-only basis which can end at any time, for any reason, that I am legally prohibited from taking on work with other clients. It has never seemed right to me that by agreeing to work, I am also agreeing to NOT work, to TURN AWAY work. While a contract might last one week, one month, or one year, knowing that accepting that work, and doing that work, hinders my ability to accept other work is mind boggling. Especially in the role of freelancer and contract worker, where everything is at will. I have to pay for my own health insurance. I have very little legal protection or control. I have had clients not pay me before, and with the cost of legal fees and lawyers, have had to let it go. Passing this non-complete clause rule (NPRM) would be a game-changer for my feeling of control and security to work, at will, how I want and for who I want. It would change the game for my business, for my financial security, and for my ability to serve more clients with my time, talent, and expertise. I like working with clients in the health and wellness sector, that is the type of clients I serve best. No longer being limited in which clients I am allowed to work with based off of which clients I previously worked with, well, that would greatly impact my business in a positive way!"
Vidya	"The American Hospital associations attempts to Force Physicians to continue being affected by the non-compete clause is inappropriate, illegal and is clear evidence of their greed, desire to continue treating Physicians like slave labor. Physicians are primary caregivers to their patients and should be allowed to practice freely without the Restriction of a non-compete. The presence of a non-compete is essentially an attempt on the part of organizations to obtain forced commitments from the physicians. I would like to respectfully chime in and include Physicians in The Proposal to make non-competes illegal"
Van	"I live in Iowa, and people are struggling here. Companies have too much power to keep wages low and keep us stuck in poverty. People need the power back. Get rid of non-compete clauses."
Brandon	"I am writing to you briefly as a medical student , soon to be starting practice as a resident psychiatrist. I am writing to you to voice my support in favor of eliminating noncompete clauses. While I recognize their utility from an employer standpoint, the state of affairs (specifically as psychiatrists in mental health) creates an unhealthy environment whereby the physician must either move out of the community or travel to a different community in order to find work that complies with the noncompete. I find this to place undue strain on a system that already finds itself lacking with regards to a limited psychiatric workforce. Thank you for your time."
Elizabeth	" Physicians are people too and non-competes uproot our families, disrupt our spouses employment and keep us disconnected from communities. Most of us will already be excluded as many of us work for non-profit organizations. But as private equity and major for profit corporations buy up and consolidate practices across the country, some are holding physicians in perpetuity because they cannot escape their

	<p>employer since their employer now covers multiple states. Health care deserves happy, healthy physicians. Most of us already worked an average of minimum wage or less during residency and to be tied to a job where we may be unhappy is exceptionally cruel when there are so many shortages of health care workers at this time. If hospitals treated employees well, they wouldn't be trying to impede the right to leave."</p>
Michelle	<p>"I support the FTC's ban on non-compete clauses. Non-compete clauses make it harder for workers to move on from a job that underpays or mistreats them by allowing their former employer to sue if they're hired by another company in the same industry Banning non-compete contracts would open new job opportunities and raise wages."</p>
Thomas	<p>"I am an Emergency Physician; I graduated 40 years ago this year. I believe non-compete clauses in the medical field are immoral, unethical and against the public interest. First and most basic: the patient "owns" themselves; no one can "steal" a patient. People must be free to see whomsoever they feel they need to address their care needs. For this to work, the person they select to care for them must be free to accept their care without legal risk from these clauses. Next, these clauses restrict the free flow of talent, especially early in the career. I counsel my med students to never sign them; these are a sign that the contract is sub-optimal. This especially affects women and minorities, already at the lower end (financial, not talent.) Finally, I think non-compete clauses are for weeny, insecure companies. By presenting or, worse, requiring them, the company is revealing it does not think it is the best in the field. You are to stay with them for legal risk, not because they are any good. You can't know this before signing. This creates a serious quality risk as the best talent does not go the best company under non-compete clauses. Instead, it goes to the company with the deepest pocket and the most skilled law firm. I'd be happy to give in person testimony about this important topic. I represent only myself"</p>
Amy	<p>"Be sure to include coverage for contract workers: like Realtors and other positions that we not " employees" Many real estate brokerages are swapping 'free' training programs the non compete clauses, if the new agent does not like the brokerage or if the broker changes their services, staffing, and fees etc - the relationship no longer works for that agent - they agent can NOT switch and go subcontract with another broker. If the brokerage changes their services then that non compete agreement should be voidable."</p>
Emily	<p>"I support the elimination of non-compete clauses. I do not think that non-profit entities should be excluded from the clause, since many non profits operate in the same economic spaces as for-profit (example, small hospitals). Non competes in small rural hospitals limit providers staying in the vicinity and further compromise rural access to healthcare."</p>
Becky	<p>"Please do away with non-compete clauses! These harms workers and professionals and can trap people in toxic work environments or places that just aren't a good fit. Especially in places that aren't big cities, some professions' non compete clauses force people to move their entire families to new cities unfairly. I'm a primary care physician, and if I wanted to switch jobs, I would have to move 50 miles away, which would place me in a rural location with no jobs available. To find a job I'd have to move 70-90 miles away."</p>

Bryan	<p>"Physicians/medical doctors are very commonly and more often placed under unfair and highly restrictive non-compete clauses imposed by very large organizations and hospitals more than any other type of worker. They are subject to limitations on where they can practice based on these clauses. In this era of serious shortages of healthcare personnel, these clauses should be illegal because they restrict the ability of a physician to determine the best practice for he or she to work in and it unfairly limits our ability to seek a better paying job and artificially limits income due to these restrictions. Most members of the public do not fully understand the significant time commitment of at least 15 years of education and training, deferred income stream compared to peers in the workforce and the extraordinary burden of debt incurred for student loans and we must do more to encourage medicine as a career, abolishing non- competes would certainly help. Why should any company or organization with very deep pockets have an unfair advantage to prevent competition against a single worker from seeking to better their personal situation and finances? These agreements are anti- American and must be made illegal without delay. No worker should be subject to these clauses and any claims made by corporations regarding intellectual property etc can easily be covered by non- disclosure agreements, rendering that argument void."</p>
Bonnie	<p>"I'm a single mom of 4 and work as a CMA. I recently accepted a new job only to find out I signed a noncompete. The Dr is now threatening to take me to court. This new job is better pay, better benefits, and better for my mental health. I think Non-Competes for Medical Support Staff needs to be thrown out."</p>
Chad	<p>"I am a surgeon who has heard recently that the American Hospital Association is opposing this rule. The AHA is using these non-competes to hold down wages and free trade for healthcare professionals. If a professional wants to take a job elsewhere in the same region they are blocked from doing so. I have personally seen case where someone is "afraid" to point out quality concerns for fear of losing their job and having to move their family. This is wrong! This AHA in opposing this is only trying to keep costs for employees down and create a culture of fear in their hospitals. The "non profit" designation of many is also a joke. While they look to keep costs down, while CEO's and administrative positions are making tens of millions of dollars off of the labor they are trying to restrain. I emphatically implore you to pass this rule and to not exempt hospitals and other health care organizations."</p>
Erica	<p>"Physicians are largely bound by non-compete clauses in private practices and large healthcare systems. The problem with these non-compete clauses is that they essentially either trap a physician in either a toxic job or a job that is no longer a good fit for the physician. Or, the physician has to essentially uproot and move to an entirely new city, town, or state. Who loses in these situations? Patients and employed physicians. Physicians need to be included under the non-compete proposal, despite the strength of the Hospital Association lobbies or the non-profit status granted to many healthcare systems. These non-compete clauses are terrible for people - patients, and for the health and wellbeing of the employed physicians. As a psychiatrist who is practicing in rural Iowa, I had turned down several offers in rural Minnesota that required a non-compete clause to be signed. Psychiatrists are a much- needed speciality in the rural Midwest and there is no reason that any healthcare system or employer in underserved regions such as the rural Midwest, needs to be concerned about a psychiatrist leaving and "competing" when waitlists for patients include at least 500 people. This is a matter of money and power. Please</p>

	include physicians and non-profit healthcare systems to be included in the non-compete FTC regulations."
Richard	"I fully support banning non-compete clauses. It is unfair to keep workers from taking better paying jobs or jobs that better fit them in other ways simply because they already work for a company in the same industry. I am sure that if firms are concerned about former employees sharing proprietary information, there are mechanisms in place to address that."
Amy	"I am a physician in very rural area. I am much more likely to stay in this area and treat the people here that I've already established relationships with. I will be more likely to stay in my community and try to build more mental health services. I am a psychiatrist and they are desperately needed here. However, I am in conflict with my employer. I am in complete agreement at banning the non-compete clause."
Daniel	"These should've been banned a long time ago. Job mobility is important if we "really" believe in our economic system. Ban NDAs."
Alex	"I am in full support of banning noncompetes for any worker, regardless of professional credentials and/or education level. I am a PhD-level researcher and had to sign a noncompete with my current organization, which develops educational and workforce assessments. It limits my ability to work for other organizations in the industry for a whole year, which very much would limit my ability to earn a living for myself and my family if I were to change jobs. This is a matter of equity, where organizations with more resources and access to expensive legal teams have written the rules to benefit them. In an economy that is increasingly dependent on workers with multiple jobs (i.e., the gig economy), noncompetes are an untenable, unsustainable, and outdated. To continue to level the playing field for workers, the United States needs to ban noncompetes."
Craig	"Hospital noncompetes are excessively punitive to physicians and harmful to patients through obstruction of access to their chosen physician. They give hospitals an unfair advantage in negotiations with physicians and influence over their livelihood. B"
Megan	"I support the banning on non-compete clauses because working in health care, I am required to offer my clients all their option when I decided to leave a job or switch to a new job except following me to the new position. Health care is a service which the client should be able to decided where they want services and with whom, the non-compete clause limits consumers ability of choice."
Craig	"Please ban non competes as these are unfair to us working folks."
Blake	"My wife and I operate a small medical practice and are proud of the quality of care we provide. We had to negotiate an exit from a non-compete agreement as part of starting our practice and are limited in our ability to grow our business since nearly all providers are in a non-compete agreement with their current employer. Non-compete agreements are stifling healthcare innovation. I strongly support the ban on non-compete agreements."

Daniela	"Non compete clauses affect not only physicians but patients as well. There is no logical reason why your current workplace can determine whether you need to move or not after you quit, nor should patients be left without their trusted physicians only because corporate greed will rather have patients change physicians instead of allowing physicians to decide what works environment better suits their needs and continue caring for their patients. This particularly affects rural areas where physicians are even more scarce"
RJ	"Please allow this ban to be enacted. In less populated areas where I live, non-compete clauses deter recruitment for workers and could force employees to move, a financial impossibility in some cases. We have a hard enough time finding employees as it is. Don't make it harder by allowing non-competes."
Sarah	"This ban on non compete clauses is vital to protecting not only workers but also research and design that improve products and industries. America need healthy competition, and less conglomerates to maintain its economy. The ban makes sense for employees and employers. I support the ruling."
Andrew	"It's a position whose practice for 23 years, the last 18 have been directly involved with rural medicine . I have moved from job to job three times. Each time my initial contract included a noncompete clause, the sad truth is that a noncompete clause did not stop me from leaving my job when I grew dissatisfied. How administration was treating me or how the job description has changed. I am opposed to forcing physicians and any other employees to sign a noncompete clauses as it is ineffectual way to maintain employees. It is, however, away, that a poorly run hospital can misrepresented job and essentially trap the physician into a commitment that is not beneficial for either party. I am coming into the twilight of my practice, so whatever decision you make does not really affect me. However, I think for the benefit of rural communities, it would be beneficial to eliminate the concept of a noncompete clause, if for any reason, other than having hospital administration into treating their physicians with respect and accurately, representing the jobs that they have agreed to work. Andrew Frost..."
Tim	"the non compete clauses put the worker in an unfair negotiating position with the present employer knowing that litigation will prevent competitive offers from other employers, thus reducing wages paid by the present employer."
Marilyn	"Getting rid of non-competes is the fair thing to do for the workers of America, especially for the large numbers who are not unionized and therefore do not have a ton of negotiating power. These so-called "agreements" are forced onto American workers and costing those workers billions of dollars in income — and additionally costing all of us in lost product development and/or inflated prices. I support this FTC proposal and urge its implementation as soon as feasible."
Michelle	"Get rid of non-competes, as a physician I would have to drive over 30 miles from my current location to work in my field instead of finding a local clinic or starting my own clinic. It would sometimes require complete relocation or not working for a year. why should someone have to relocate from their home or commute over an hour if they're unhappy w their current employer. Also why do I not get to continue taking care of my patients which I've developed relationships with."

Rachel	"Please pass the Non-Compete Clause Rule. Protect the right of workers to decide who they will work for."
Rachel	"I support the FTC ban on non-compete clauses. People should have the right to work for whom they choose and to use their skills where they choose. Non-compete clauses for all but very specialized senior people are only a way for companies to hold power over their workers. These clauses need to be banned."
Bryan	"As a practicing CRNA I support the banning of noncompetes"
Matthew	"Non-compete clauses or stipulations harm professionals in many fields who may wish to seek an opportunity elsewhere in their community or area and are held hostage by an employer with a non-compete. These conditions often can threaten the professional to relocate themselves and their families to a different city or state to avoid the threat of litigation against them for exercising their right to leave a position for another in their field that better suits their professional, personal and growth based needs. Non-compete conditions are only beneficial to the employer that is putting them on the professional. The professional is often times coerced into these "agreements" as a condition of their employment. These clauses almost never benefit the professional and only serve to keep people inappropriately detained in a job that may no longer be in their best interest and deteriorate their well being. This can cause undue and unnecessary suffering to the professional, their families, their communities and customers. I fully support the dissolution, abolition and prohibition of the binds of non-compete clauses."
Kevin	"Noncompete clauses are very wrong and are hurtful and destructive to the American worker. They need to be banned immediately. Workers should have the right to pursue any job that they want at any time. Thank you."
Shawn	"No compete is completely unfair to both the physicians and patients. Because of non compete, many physicians are forced to leave and practice far away from where they have been practicing for years. The patients they have been taking care of have to find new physicians to start over. Additionally, the hospitals have been using non compete to control their physicians. they force them to see more patients. This dramatically affect the quality of care the physicians deliver. Many physicians have been hijacked by this non-compete and have to do what the hospital admin wants them to do: make more money. They don't care the quality of care that will be delivered to the patients. I believe the majority of physicians want to give their patients the best care possible but they cannot as they are controlled by their employers."
Arthur	"Noncompetitive clauses are unjust and destroy the free market place. Noncompetitive clauses should be illegal."
Shaun	"Non compete rules are (as the name says) inherently anti competitive. They prevent workers from being able to freely sell their labor and because of their widespread and casual adoption workers often do not have the luxury to choose an employer who does not use them. It strips workers of bargaining power that should be their right

	under a free market. It hampers innovation by allowing companies to win without needing to compete ok ideas. Intellectual property protects companies from theft if proprietary information already, these agreements only harm the worker. If companies don't want to lose employees to competitors or new ventures then they should do more to attract and retain the talent which is clearly of value to them. I wholeheartedly support restrictions on or the elimination of non-compete agreements."
Greg	"Thank you for the consideration to ban non-compete clauses. I am a physician in a Midwest city in a relatively small field, so there are already limited job availabilities. I had to sign a non- compete with a geographic restriction just large enough to encompass the other hospital in town. I am hopeful that I do wish to continue to work for my current hospital. Otherwise, my family and I will need to move to different city (and inevitably sign a non- compete clause there too). Thank you, and I could not be more pleased about the FTC's work to ban non-compete clauses."
lynne	"Repeal the use of non compete clauses on contracts for jobs. It is unfair to people seeking jobs"
Tracy	"Please include physicians in this updated regulation. The current market is that majority of Physicians are employed. It is mostly big cooperate or prover equity firms that own the hospitals and clinics that employee physicians. These companies do not have any financial steal or support in our training - tho they claim this is the reason for non-competes. It's simply not true. Because of the Cuc rent nature and structure of medical practices . The non-competes are merely for greed and are unfair. It's an h fiat labor practice to employee physicians, that many of us don't understand when we first start working, and by the time we realize, it's too late we are many years in, with families and homes established and the only way out is to move out of state. Please include physicians in eliminating these abusive and unfair noncompete laws."
Jon	"Non-competes should be banned as they limit growth and wage negotiations for workers. My employer has expanded coverage so I would not be able to get another job in my area if1 left my current company. Also the non-compete includes anything they are considering maybe offering in the future. Which really limits my prospects if I Can't work for current customers either."
Kevin	"These non-competes are extremely unfair to physicians , and they are used against by hospitals against providers instead of providing them a rewarding workplace to retain employees. them. Throughout our career, non- compete are used against physicians. Residency and fellowship contracts say that you cannot work outside residency, but the pay is artificially reduced by the anticompetitive practices of the NRMP. These residency programs have no issue with abusing the 80 hr. work limitation, but they only want you working for them. After training, you join a hospital. They treat you poorly and try to squeeze every hit of work out of you. When you say you want to leave, you can't because of the non- compete. They make you move the whole family, or you deal with it. I've seen nationwide non- competes. While it may not be enforceable, the hospitals have deeper pockets to fight a frivolous lawsuit. This is bad for physicians and bad for patient care in a time when there is already a shortage of doctors. While there may be exceptions, 99 times out of a hundred, non-competes are used as punishment. I've sat in meeting with hospital CEOs as they brag about how they control their physicians. This is one of many reasons physicians are burning out."

Charles	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I am currently under a non-compete agreement that has been very limiting. My previous employer initiated my termination while still requiring a non-compete. This has made finding a new employment challenging, some potential employers were spooked by it, and has limited me at my new employer as we wait for the term to expire for me to fully perform the requirements of my new job. It has also limited my personal life. I have developed strong friendships with my clientele and I have been threatened with legal action as I have tried to keep in touch. This is extremely unfair. I feel like it has been used as a club against, preventing me from leaving my former employer earlier my situation devolved, and has limited my prospects after. They initiated the separation and I get all the negative consequences. At a minimum, they should have to pay fair compensation (salary plus benefits) for the full term if they are going to restrict my ability to work and I have to sit on a shelf. Best would be not to have a non-compete. Thank you for your work, and please issue a final rule that bans noncompete agreements. And please hurry. Sincerely, Charles."
Wassef	"I am a physician and I support banning non-compete. American Hospital Association doesn't represent me or any of the many physicians that I have spoken to about their stand regarding banning non-compete. Thanks!"
William	"See attached file for reference. This is my non-compete contract that I signed in 2011. I am still bound by this agreement but have recently secured new employment. I am in favor of the proposed ban because for many years I have felt like my skills and knowledge have been held hostage and limited my potential to grow and elevate my income. When this contract was presented I had already been employed with this company for 6 years. Many of my colleagues and I reluctantly signed in deress as we were told we'd be terminated without acceptance of said agreement. The biggest irritation for many of us was the verbiage referencing "perceived competitor" as there are many similar market segments in the agricultural manufacturing industry and so we felt handcuffed. Attachments Restrictive Covenant Redacted"
Tisha	"A non-compete has prohibited my husband from pursuing another position with a different company several times. He is in the Utilities industry and at this time can not accept a job with anyone else in the industry. Even if they are not a direct competitor. Because of this he has had to turn down jobs making significantly more money and better benefits. They have him trapped and they know it. Please consider eliminating them."
Caleb	"This is a great clause and should be implemented as soon as possible."
Zach	"As an employer I strongly support this new rule. I've seen friends and family members hurt by non-competes. Businesses shouldn't be able to handicap a FORMER employees career. Ultimately this is an anti-competitive practice, as enforced non-competes simply disallow former employees from working for competitors. Since NDAs and non-solicitations are still protected under this new rule, businesses aren't losing their IP protection. They are just losing their (unlawful, in my opinion) ability to prevent former employees from working in their field. The limited exception for buyers and sellers of businesses is smart, and crucial to the economy. If someone sells a business they are essentially being compensated for their non-

	<p>compete. Buyers need to ensure that their investment won't be undermined by the seller. In order to maintain healthy M&A activity (and ongoing startup/business investment) this limited exception is crucial. In short, as an employer and someone who has witnessed the damage of current rules second-hand I support this."</p>
Gerhardt	<p>"Please move forward with the plan to ban all non-compete contracts. Non-compete contracts directly oppose competition in the marketplace. They are bad for businesses, potentially devastating to individual careers, and dull the economy. We should have everyone working to the best of their abilities in the place that works best for them."</p>
Spencer	<p>"I worked for a company starting in 2019 that did not impose non-competes. In 2021 the plant I worked at (same plant as in 2019) was acquired by another company. Day one of acquisition we were given a non-compete and non-disclosure and we were told we have until the end of the week to sign it as a term of employment. I watched as colleagues were walked out (fired) for not signing. Additionally, this limited my career trajectory significantly due to the new company's size and organizational structure. As a result I looked for another job and found one. When I approached my employer to be fair, transparent, and move on amicably I was threatened with a lawsuit if I took the new job. The new job offered a \$35,000/year raise in pay from the current job with opportunities for growth. At the time our total household income was \$140k/year. I was also given the opportunity to be a part of the offering company's expansion plans. I know this is one small example of how non-competes negatively impact a household, but this fits right in line with the reasoning given in the proposed ruling. We would have been able to contribute more to the economy by paying down debt faster but also possibly affording more goods and services, paying more in taxes, etc."</p>
Mary	<p>"None compete is not fair to workers who are fired or just choose to venture out on your own or just change jobs you have to change what you were doing to get a new job for way to long of a wait between jobs that we fall behind and may never get back to where we were because we have to make such a drastic change for a job"</p>
Terry	<p>"Non compete and non disclosure clauses in employee contracts is a great way to cover tracks when things aren't working out--we need transparency, especially in education that is publicly subsidized."</p>
Rebecca	<p>"I strongly favor eliminating noncompetes and INCLUDING physicians. I have practiced medicine in Iowa for several years now, and watched with dismay as physicians leave Iowa rather than continue at a job that wasn't providing proper support to them. Physician salaries may look high, but loan repayment combined with the financial pressure from entering the job market in our thirties paints a less rosy picture. Iowa physician salaries may look especially high, but when they come with working conditions that are unmanageable, this is a recipe for losing physicians to noncompetes. If these were abolished, physicians could negotiate for better working conditions and have MORE longevity in areas where they are highly needed."</p>
Todd	<p>"Non competes are akin to slave labor. It prohibits employees from seeking better jobs within there community. It allows employers to strong and workers. Get rid of it! Iain a small business owner (hearing aid center) Des Moines, IA and don't believe in none competes. I have had many people try to apply for open positions in my company but I cant hire them due to the none compete."</p>

Mudassir	"There should not be a non compete."
Heather	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people. I am currently employed in Iowa, and I am unhappy with my work situation. I have the ability to take a job with another hospital, one literally within a few miles from my current hospital and another approximately 20 miles from my current hospital. Unfortunately, due to the no compete clause in my contract, neither of these options are available to me without putting myself at risk for significant legal ramifications with a lawsuit from my current hospital. I have firsthand knowledge that other physicians who have left this hospital for similar reasons, going to the hospital 20 miles away have been sued. One of the surgeons has almost been bankrupted by the hospital, pushing the no compete clause lawsuitso obviously, that is not in my future. I may be forced to leave the state or certainly my community, in order to find a better job -when there is another hospital literally across town that would like to hire me right now! And to be honest, if I have to pack everything up and leave, I might as well leave I want to go someplace warmer, even though I really like it here, and I would rather stay!! The no compete clause takes away a physician's ability to negotiate for improved conditions at the place where they are currently employed, causing places, like Iowa, who already have trouble attracting physicians to come to our beautiful, but not geographically desirable, state! Please straight down, no compete clauses in contracts. They are unfair and promote abuse of employees by the employer. As medical professionals if we are just satisfied with our working conditions, we have no option other than to pack up everything and leave our homes and communities if we want change for the better!"
Michael	"please adopt the proposed rule that would ban the use of noncompete clauses in future employment contracts and void such clauses in existing contracts. far too many workers are being unfairly treated by the existing rules..."
Sanjay	"The non compete clause in any place is simply supporting the monopoly. Monopoly hurts the people in numerous ways. Suppressing the critical process in which conflicting views or ideas can be offered for everyone's benefit, creating protection for the non compete clause organizations, hurts the freedom of individuals. If we do not support the monopoly the non compete should also be denied. In order for the best that can be put to work for the benefit of the people we need to stop this once and for all."
Carel	"I strongly agree to remove non compete clauses as this inhibits free movement of employees specifically to the health care industry. It is difficult to relocate a family and this industry exploits this fact to require additional work / patient care. Thank you for taking up this work on an important issue in work culture."
Erik	"Non competes are wasteful and unnecessary and should be outlawed."

Douglas	<p>"I am a cook with over 30 years of accumulated knowledge, experience, a portfolio of recipes and techniques I've developed myself. I'm now retired and recently responded to an add for part time work to supplement social security. During the onboarding process Human Resources sprang a DNC and intellectual property agreement on me. Not only were they restricting my ability to work elsewhere, but they were laying claim to the intellectual property I was bringing to the work place for 15\$ an hour. It would be one thing to hire me as an accomplished professional and compensate me as such with a prior contract negotiated for my knowledge and what would be left behind; and an entirely different thing to threaten me with litigation iff moved on to another prep cook's job. They had no recipes or procedures in place to "steal" instead they were intentionally co-opting the knowledge I and others were bringing to their business. I could read and understand the language. I didn't "need" the job so I walked. One of the young cooks, a recent Culinary School grad wasn't so lucky. He needed a job to pay living expenses. And student loans and got caught up in the language when he left making it difficult to Advance in the industry. Unless it's a highly technical field and there are very specific parameters, negotiated and put in place prior to employment, DNC and intellectual property clause for employment should be prohibited. These clauses have become favorites in industries dominated by private equity investors. I'm"</p>
Glenn	<p>"yes, this is only fair."</p>
Advanced Registered	<p>"As an Advanced Practitioner in a rural part of the country, I support eliminating non-compete clauses in employment contracts. Even though I do not have plans of leaving my current employer, many practitioners like myself are unable to advance careers, or be able to change positions due to these clauses. In rural areas, this becomes difficult as some populations have less access to healthcare due to the clauses. Practitioners can be trapped in positions that are not good for them and the patients suffer lack of care. Also, with non-compete, more practitioners will be able to help fill serve in the more underserved areas. Please remove non-compete clauses from contracts."</p>
Angela	<p>"Dear Federal Trade Commission, am writing to urge you to ban non-compete clauses for all employees including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Sincerely, Dr. Angela Olerich, DO"</p>
Mary Kay	<p>"I strongly support FTC actions to restrict use of non-compete clauses. Too often the employers expect applicants to have education or work experience then try to hold them in non-compete clauses."</p>

Brytton	"I support the proposed rule to ban all non-compete clauses."
Padmanabhan	"I am a cardiologist in Iowa for last 6 years. Noncompete clauses prevent me from taking care of patients to the best of my ability and gives unfair advantages to employer as I cannot practice in the area if I chose not to follow their unreasonable demands. Please ban the noncompete as it hinders optimal patient care and will give liberty to physicians to act in the best interest of patients and not be bullied by the employers"
Eve	"I support the FTC ban of non compete clauses. They unfairly punish workers for leaving jobs. I work for a home health care agency . I needed the work, so I signed the contract agreeing that the company could sue me if I quit and didn't wait 6 months to work for another home health care agency. So if another company was offering \$17 an hour and I'm being paid \$16, I'm barred from moving to the higher paying company. Unfair. Totally unfair. Especially at a time when home health care agencies are begging for workers. And it's a way for the industry to collude so that they don't have to raise wages. Again, unfair. It stacks the system even more against working people."
Sue	"Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I also want to tell you how much I appreciate your work. Ever since I read your law review article on Amazon I have been telling people about this BRILLIANT young woman who is working to re-set the definition of market dominance. My personal story? I live in a medium sized college town. Used to go to one of the top beauty salons in town . I had the good luck to go when a new person was the one they sent new clients to. She was an amazing hair stylist, creative, confident, understood hair and understood clients like me who are into wash and wear, no fuss. Did I mention she was also very pretty? So owner got very gropey with her and she decided to leave. Of course the clients were lied to about the reason and he slapped aNCA on her. For two years she couldn't cut hair in our town She also couldn't file a complaint because that would have made her reputation even worse, given his high-standing in the community. She found a job as an instructor at a cosmetology school, less money, no tips, less creativity, etc. Eventually she was back at a different salon and I could get my hair cut again the way I wanted it. But those two years she made less for no reason other than that sexually predatory man's greed. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Sue Ravenscroft.
Susan	"I am most definitely in favor of banning non- compete clauses. I have personally been affected by them in a negative way. I am a dermatology physician assistant . A prior employer breached my contract but still threatened to enforce my non compete if I left. I had no choice but to hire my own lawyer and spend a couple thousand dollars out of my own pocket to defend myself and be able to seek employment in my specialty once I left that practice. I also work in an underserved state (Iowa) where there simply is a shortage of providers in my specialty. Non completes further restrict patient's access to care. I fully support banning non

	compete clauses in the practice of medicine. Thank you for supporting this legislation!"
Christopher	"Please ban non-compete clauses in employee contracts. These clauses limit competition for high value workers and hurt the job market and overall economy"
Jody	"Strike down non-compete clauses in any form."
Alinda	"Please pass this new rule. My 30 mile, 3 year non-compete significantly hinders my ability to change my place of work in my community without uprooting my entire family. This practice is ubiquitous in my profession and it's nearly impossible to avoid."
Ximena	"I am writing to express my opposition to physician non-compete clauses imposed by both for-profit and non-profit hospitals. These clauses restrict physicians from practicing in a certain geographic area for a period of time after leaving their current employment, which can limit patient access to care and stifle competition in the healthcare market. Non-compete clauses are particularly concerning when they are used by non-profit hospitals, as these organizations are meant to prioritize community health over profit margins. By limiting the ability of physicians to practice in a certain area, non-profit hospitals may be inadvertently restricting access to care for underserved populations, which is contrary to their mission. The AHA appeal has no moral or ethical ground. Moreover, non-compete clauses can lead to higher healthcare costs for patients, as they limit competition and reduce incentives for physicians to provide high-quality care. This is particularly true in areas where there are few providers, as non-compete clauses can create a monopolistic environment that allows hospitals to charge higher prices for their services. I urge the Federal Trade Commission to take action to limit the use of physician non-compete clauses, particularly in cases where they are imposed by non-profit hospitals. By doing so, we can ensure that patients have access to high-quality, affordable healthcare and that competition in the healthcare market is not unduly stifled. Thank you for your attention to this important matter."
Stone	"A friend shared this with me and I whole-heartedly believe non-compete agreements as a whole should be done away with. At best they stifle competition between competing companies, which is a bad thing for the consumer. And at worst it stifles employment competition by stifling who can be hired and where (assuming the company chooses to enforce the legal agreement). All-in-all getting rid of all non-compete agreements I feel would greatly benefit the American People in all aspects of their lives."
Christian	"I'm very glad the FTC is looking into noncompete agreements. Software companies abuse them by requiring you sign them to get jobs, and it's a restriction on someone's rights (morality-wise, regardless of its legal position). The ability to control what someone does AFTER quitting or getting fired from a job goes against the very right of "pursuit of happiness" and I would call it unconstitutional, oppressive, and immoral."

David	"Sirs, I am a physician in Iowa City, Iowa. I have worked here for many years. There are two hospitals in town, Mercy Hospital and the University of Iowa. Until a decade ago we exchanged physicians between the two institutions and I believe that patients and doctors alike benefited from the exchange of expertise and contacts for referrals. Then both started using non-compete clauses. Now if a new medical provider is recruited to town they must sign on with a noncompete clause. Iowa City is a small city. So, effectively this means that if you start at one institution and it does not work out, you have to leave town (or wait a year without employment). There is obviously much less exchange between the two institutions. More importantly it has crippled our ability to recruit high quality physicians to the area. Candidates frequently cite the non-compete clause and size of the city as being too much of a risk to relocate here. I understand that this is not a legal problem with non-compete clauses, but it is another way in which they harm the public good and even the institutions that use them."
jesse	"This would lift a huge weight off of the anxiety I have to switch jobs. Currently I have a fear of being pursued legally by my current company if I were to leave to a job that would pay significantly more. The current agreement I'm under is I couldn't work in a competing company for a year after employment within 60 miles of the original location I was hired at. This limits me to switch career fields, or move out of a location I'd like to remain in."
Fayez	"As a healthcare provider, non compete clause unfairly limits our ability to change employers in the same city. If a doctor wants to change employers due to unfair practices then they might be forced to uproot the whole family and move cities. Plus this would ensure fair compensation at all levels nurses to doctors."
Dave	"Every worker should be able to choose the job that best fits the skills and desires of the person...having to be afraid of legal action for simply moving to a different job is simply inexcusable and wrong. We aren't supposed to be living in a fascist oligarchy."
Jacob	"I cannot stress enough just how disgusted I am that non-compete clauses continue to be legal. For our government to deliberately depress wages by putting legal barriers in the way of legitimate job-seeking, is, yes, the origin of a deep disgust I feel in my soul towards the leaders of this country; accordingly, their banning would be a relief and a step towards making the country a fairer and more just place."
Logan	"I think non-compete agreements are overly used and abused, and getting rid of them are a good thing. Given how infrequent pay raises occur for most people, moving between employers is frequently the only opportunity people have for pay raises. People with specific skills should not have to move their entire families to an entirely new geographical location just to have the opportunity for a better income. Non-competes stifle wages and encourage monopolistic behavior."
Shannon	"Help w statement: From ChatGPT: Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where

	there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, Shannon C Thronson, MD"
Chandler	"Please make sure to keep ALL healthcare workers included in this rule with NO exceptions. This is the only way to ensure fair and equal access to employment opportunities for those who work to keep us healthy."
Teri	"Non-compete clauses only benefit corporations. They are not patient friendly and do not take into account the access in rural areas for healthcare. Non-compete clauses keep employers from striving to work with their employees to better services or care because; they keep the employee in one corporation to keep from losing revenue. Banning non-compete clauses allows for more access to people for healthcare and freedom of providers to be in the best place for their career and patient care."
Brian	"This is a great idea. this will help people find better jobs."
Oscar	"Non-compete clauses monopolizes already scarce medical human resources , particularly in smaller communities where recruitment of Doctors is very difficult."
Jayme	"The Non-Compete Rule was never about proprietary information, it was always about keeping employees from seeking better compensation or position at a competitor's company. Just look at the broad spectrum of companies utilizing the non-compete rule that have virtually no proprietary information to be protected. This is just another example of employers controlling employees or their rights like the so called right to work law."
Melanie	"Non compete contracts are harmful to any skilled trade position. In construction. An individual's skills are his livelihood. Forcing contractors to sign non compete contracts to keep their job forces the employee to stay in toxic work environments, forces employees to stay with a company that may be on the brink of bankruptcy which does not allow the worker to go find stable employment before being laid off. If he is a builder, and the clause is written such that he cannot go to a similar competitor for a period of time, the possibility to have to take a lower paying job to get through that period of time is possible. That lower paying job may not offer comparable benefits to the industry's standards, and that can potentially impact families. If it comes to an actual layoff, the worker has to collect unemployment benefits which have been cut in the state, again forcing the worker to take a job at a lower wage just to get through. In not having a non compete contract workers can properly plan giving them the opportunity to keep their finances balanced. Skilled trades are in demand. When 1 employer forces the signing of an agreement it actually hurts local growth too. In not allowing the worker to remain in the field, they go to other industries and may not come back. They may choose to leave the industry completely."

Xiaoxi	"As a physician , I strongly oppose the American Hospital Association's push to exclude physicians from the non-compete reform."
Sarah	"Ban non-compete clauses! While businesses claim they protect their innovation, the actual effects stifle worker innovation, creation of new small business, and suppress wages in ways that are uncompetitive."
Jenna	"I am in support of the ban on non-compete clauses. The non-compete too often allows employers to keep employees, while not continuously and appropriately assessing similar or surrounding markets. More times than not, I've seen non-competes in groups or organizations that are more unstable, who lose sight of retention opportunities and proper recruitment options. Non-competes cause tension leading to poor work environments, and force someone to travel 1-2 hours more for work that is outside of the stated non-compete boundaries. I urge you to pass this ban so that workers are able seek out better jobs if the current position isn't the right fit. In passing this ban on non-compete, employees can better their work life, and ultimately their home life, without having to move large distances or travel several hours on the road every day or week."
Mark	"Non compete disrupts established relationships with patients and their care in prevention and chronic conditions. In no way do non competes protect patients or physicians. So who do they benefit?"

Constituent Support for the FTC's Noncompete Rule



Kansas | Statewide Impact

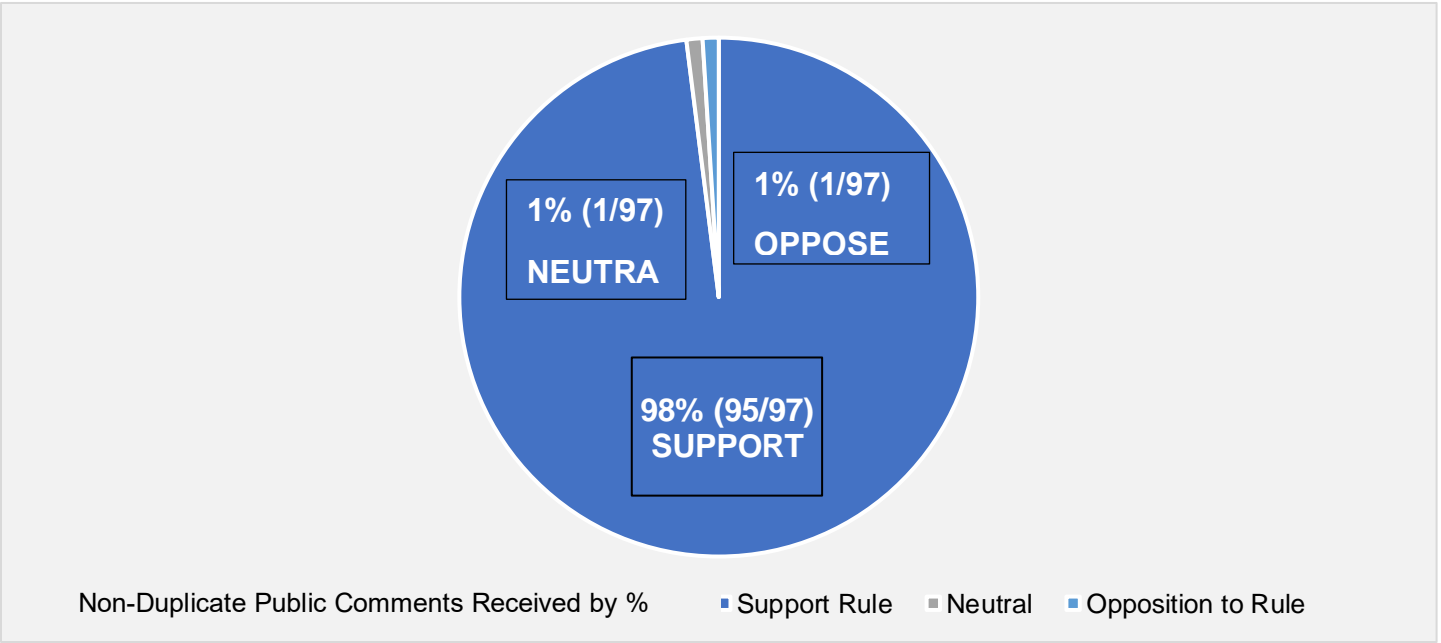


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Kansas**:

Kansas Covered Workers	Increase in Total Annual KS Worker Earnings	Increase in Average Annual KS Worker Earnings
1,112,654	\$553,683,941	\$498

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))



Notice of Proposed Rulemaking: 95 of 97 KS Commenters Support



Support Across Sectors of the Kansas Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I was recently terminated from my senior regional sales Director position, and the reason given was "we can't make you happy". Due to a one-year noncompete clause that I signed eight years ago, I cannot go to work [for] a competitor, and thus I am now on cobra, as well as living (off) our retirement savings. Noncompetes allow companies to not only unfairly ban them from working, they also harbor and foster environments where employees can be treated unfairly."</p> <p style="text-align: right;">-Matthew</p>
 	<p>"Please overturn any noncompete clause. I am a physician, and had a noncompete that impaired my ability to not only make a living, but also denied access to care for many patients. The institution I left, did not have the bandwidth to care for those patients, many of which went without medication and treatment after I left. My specialty treats sleep disorders, so there were narcoleptic patients without their waking medication that were driving and working. Patients with insomnia that did not get their sleeping pills that resulted in daytime dysfunction. If I had the ability to work right after leaving that job, these patients would've at least had somewhere else to go. So, in addition to impacting my personal life, as far as not being able to have a source of income for one year, the noncompete impacted the life of hundreds of patients that were denied access to care because of the enforcement of a noncompete from a health system that has over 1000 doctors."</p> <p style="text-align: right;">-Suzanne</p>
	<p>"I am a veterinarian. I can largely only speak from my personal experience within this field. I have personally lost three colleagues from my veterinary college in my short time in this field. Statistically, veterinarians take their own lives at an alarming rate (https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6417412/). This is a multi-faceted issue. Debt, cost of living, burn out, and compassion fatigue are all cited as factors contributing to the poor mental health of veterinarians. Having personal experience in all of these sectors, I can attest that nothing made these already heavy burdens more unbearable than the lack of support and constant toxicity I experienced with my last employer. Bound further by a non- compete, I felt as if there was no way I could leave this environment without having to disrupt my personal life that had been my safety net and support system through it all. Leaving meant one of four things: leaving my partner and stepdaughter behind to pursue my career, pressuring my partner to choose between following me and forfeiting custody of his daughter, staying put and taking a significant pay cut working in an unrelated field, or commuting a minimum of 90 minutes one way in order to continue practicing. I chose a combination of the last two options. I was allowed to practice for nearly two years before I was handed a contract with a non-compete clause in it. I was renting a house with land</p>

	<p>for my horses from the clinic I worked for. I was scared to lose my house and barn. I was unsure of what I would do if I was left to relocate myself, my family, and my animals. I tried to negotiate the contract to terms I was comfortable with but my employers would not budge. Instead, they offered more time off and more money. I felt if they were willing to offer these benefits, they were committed to me as a worker. Unfortunately for me, there was a clause within the non-compete that allowed it to stand if I left the job or if they let me go. They terminated me for "not being a good fit" two months after signing the contract. I have taken a significant pay cut and now commute two hours one way to continue to practice. I wish that my situation was unique, but unfortunately within this profession, my story is far from it. Additionally, rural areas of the country are in dire need of veterinarians willing to work in those locations. Personally, my non-compete affects my ability to practice in approximately 16 rural counties in southwest Kansas and northwest Oklahoma. These clauses not only negatively impact the employees that sign them but also impact animal owners in the non-compete radius who are either forced to say goodbye to their trusted veterinarian or are forced to use the same veterinarian because of a lack of competition."</p> <p style="text-align: right;">-Elizabeth</p>
 	<p>"I am bound by a non-compete agreement and have been bound for my entire professional career as a radiation oncologist. I am the only radiation oncologist in my community and my employment is traded like Pokémon cards without regard for my preference or the best interests of patients. It's a shame that doctors have lost their autonomy, non competes are a form of indentured servitude that hinders our advocacy for our patients, impedes innovation and progress, empowers big money in healthcare. It's obviously anticompetitive and should be changed."</p> <p style="text-align: right;">-Martin</p>

Additional Support from Kansas

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Carla	"As a physician I agree that we should ban non-compete rules. Preventing patients from seeing me if I move to a new practice that treats me better deprives patients of sometimes life-saving continuity."
Neeti	"As an ophthalmologist , I firmly am against non-complete clauses in physician contracts. The focus should be on retention of employees by improving the workplace environment, rather than forcing unhappy doctors to stay in poorly fitting positions. Non-competes also limit one's ability to stay in a specific geographic area which could separate families. All of this leads to physician burnout, which in turn leads to poor patient care. Doctors need to be given the same privilege as other professions, to

	leave a job that isn't the right fit, but still serve the same geographic area with their expertise care!"
Brian	"I am a physician in the Midwest where my current non compete prevents me from obtaining similar work in a 20 mile radius. These non competes only help employers to suppress wages and continue to foster toxic, unsafe work environments for physicians, nurses, and APRNs. Getting rid of all non competes will help to provide a way out for healthcare providers that are trapped in terrible work environments that they were duped into when they come for short interview days that didn't reveal the true work environment. I urge you to get rid of all, not just some, non competes as they stifle growth, safety, and creativity."
Tyler	"Do not create any clauses that exempt certain types of work from a noncompete. As a physician working for a large hospital enterprise, I work with colleagues that are trapped in a job by their desire to raise their children in the same city because they're not allowed to work anywhere else within a huge radius of any satellite hospital location owned by our hospital were they to leave. Employers are able to discriminate against employees with families as they know they can push them a bit harder for more work rather than the alternative: moving out of state."
Anonymous	"As a master electrician working in distribution I've found myself stuck in a position unable to better myself and family do to a non compete agreement. I've had multiple offers with significant pay increases this has affected. It's put me in a position to despise the company I'm with and unable to be what makes me what I am. I sincerely hope this bill passes."
Mitchell	"I'm going to put this as simply as possible. Non-compete clauses are the most un-American thing I've encountered and dealt with in my life. Particularly in healthcare, the concept disrupts and interferes with patient well being and the health of our society, but also interrupts lives of healthcare workers who often times have to uproot their families, sell their homes, and completely start over in life. I have personal experience with this and would love to see this travesty put to rest."
Rechelle	"Hello! I am a Real Estate Appraiser in Kansas. I currently operate under a non-compete agreement wherein my employer takes 35% of my appraisal fee and if I leave my current job, I cannot work in the counties I currently cover for three years. It is typical and acceptable for appraisers to take 50% or more of a training appraiser's wage as they earn their license, as appraisers must train under a licensed appraiser until they have their full license. Unfortunately, upon earning a full license, the new appraiser must then often choose to move to a new county or continue to pay a large percentage of their earnings to the appraiser with whom they trained. This practice increases appraisal fees exponentially in order to create a living wage for the newly licensed appraiser and to create a profit for the "training" appraiser. This is especially disconcerting as many appraisers (including myself) operate as independent contractors and the benefits we receive from the appraisers we work for are very minimal if anything. The benefits in my case include access to a copy machine, paper and ink, an office space (although appraisers can easily work from home) and being connected to a known appraiser's office. Having the connection to a known appraiser is beneficial for a time, but after you are established and they lenders are aware of the quality of your work, there is little benefit in the connection to the appraiser who trained you. If appraisers were no longer subject to non-compete agreements, the

	overall cost of appraisals would be much more competitive, and they would decrease in price."
Audra	"I support the banning of non-competes in all facets of employment, especially for professionals like MD/DOs and DVMs . Non-competes can be very broad in scope, distance and length of time, preventing a professional from obtaining a new job without moving to a whole new area. This incurs expenses to the professional and may drive them out of rural areas, where there are already significant shortages and positions are hard to recruit to and fill. It also makes professionals feel trapped in current positions, which may be toxic work environments, contributing to the already high suicide rates. Even if the state does not enforce non-competes, winning that in court is often expensive, and corporations are going to have the resources to fight, whereas the individual will not. Overall, I think it is to the overall benefit of medicine, both human and animal, to eliminate non-compete clauses."
Phanthavong	"Non-Compete clauses do not benefit patients, employees, or the economy. It undermines competition and leaves a facility without quality healthcare providers, because they are not able to work in the same facility after their employer leaves or loses the contract with the facility. This leaves many patients in the area without access to care for that particular service. Non-Compete clause only benefits the employer!"
Heidy	"Non-competes can actually do hams to communities. I am a dual certified family and psychiatric nurse practitioner that lives in the very RURAL America. I have a special set of services that I can provide to underserved community. I am no longer able to keep working at my current employer due to concerns of dangerous practices. But to get a job, I have to drive 60 miles away- and serve a community that is not even the one I live in."
Ingrid	"I support the FTC's Non-Compete Clause Rule. This will create opportunity to create more jobs for working people. I am a retired office manager lead start worker."
Ravindra	"I support the ban on non compete clause. This hinders patient care"
Anne	"Getting rid of the non compete clause would allow me to take a job that I really liked but didn't want to be stuck in if I didn't enjoy it. Allowing me to leave a company and perform the same job duties in the same area allows me to find the correct job to have a good work life balance. If it stays the way it is, I could be stuck working for a company that I don't enjoy working for."
Kayla	"I am in favor of a ban on non-compete clauses."
Roxi	"Non-compete/non-solicitation clauses that are imposed in order to secure employment should be considered an unfair practice. I am against these agreements. I would love to see it banned in all states."

Yvette	<p>"As a primary care physician (PCP), I am in favor of this rule to ban the use of noncompete clauses in employment agreements for employed workers as well as independent contractors. I have seen first hand the harm this causes to physicians, especially primary care doctors. The hospital systems use their considerable power to insist on these clauses and thus make it very difficult for physicians to change jobs. It's exploiting the youngest and most financially vulnerable new physicians at the beginning of their career. As chair Lina Khan rightly says, "The freedom to change jobs is core to economic liberty." However in the case of physicians, the problem with noncompetes also hurts their patients. Many patients get blind-sided when their PCP leaves their current job and all of a sudden the patients have to choose a new physician. Due to a noncompete clause the PCP usually has to set up across town and makes it hard for patients to follow their doctor. It would be better for the physician and their patients if they can get another job in the same general area and thus their patients could follow them to their new practice. Obviously the hospital systems want to keep their patients in their system but it's not fair to the PCPs or their patients. This gives the large hospital employers too much control and is unfair to both physicians and patients. I agree with this ban on noncompete clauses!!"</p>
Jeffery	<p>"I am a medical provider in a small rural town. If I wanted to change jobs, my noncompete would require me to move myself and my family several hundred miles away. This applies to physicians as well as midlevel practitioners such as Nurse Practitioners and Physician Assistants. Other alternatives, other than noncompetes, would be for the employer to offer competitive salary and other workplace improvements, so that the employee doesn't want to leave."</p>
Jason	<p>"Non compete is an unfair utilization of an individuals professional and intellectual skills. It limits competition and fair wages. Forces people to uproot their family from local ties in pursuit of better job opportunities."</p>
Diana	<p>"Please do not exclude physicians from the proposed regulations regarding eliminating noncompete clauses in contracts. Physicians in private practice are becoming increasingly rare, hospital employment is becoming the norm. Noncompete clauses unfairly restrict the rights of physicians and give all the power and control to the hospitals employing them. Physicians should have the same rights as others."</p>
Michael	<p>"From the online Mission Statement of the FTC, "The FTC's mission is protecting the public from deceptive or unfair business practices and from unfair methods of competition through law enforcement, advocacy, research, and education. Our work to protect consumers and promote competition touches the economic life of every American. We are the only federal agency that deals with consumer protection and competition issues in broad sectors of the economy." Capitalism, according to the mythology that has been touted about it, is based and driven by competition. By the most rudimentary of application of logic a "non-compete clause" is an obvious attempt at avoiding the very thing that capitalists inform us drives progress, which is competition in the market place to include the labor market. While Non-compete Clauses are not, at this point in time, illegal they are obviously, by the very definition of capitalism, unethical, harmful, and a blatant form of hypocrisy on the part of businesses engaging in them. It's no secret that many, if not most, American workers either mistrust the government. This is, in my opinion and the opinion of many others, partially the result of allowing Commerce to regulate Government which is a direct reversal of preserving an equitable economic environment for all. It's time the</p>

	Government stepped up and did it's duty in regulating Commerce for the betterment of all."
April	"I'm a Nurse Practitioner and currently in a non-compete. I am unable to work in Family Practice within a 50 mile radius for 2 years if I were to quit or get fired. The company I work for owns clinics in 4 surrounding towns, one as far as an hour away. Pm unhappy with my job but I feel stuck. This rule would give me more opportunities and allow me freedom to choose where I want to work."
Heather	"I am for this proposal. As a healthcare worker , I have been subject to non-compete clauses in the past. In my opinion these clauses stagnate the health care world - limiting innovation, breeding apathy and in a post- covid world, encouraging health care practitioners to leave the workforce in search of better paying jobs with less in-person responsibilities. We need more people in health care and these clauses have the opposite effect. We need to breed excitement and innovation, encourage workers to stay in healthcare, keep pay competitive. This proposal fosters these needs. Employers can achieve such an intended retention of employees with sign on bonuses for specific length of work or retention bonuses without stifling the market."
Lisa	"I personally think non-compete clauses are garbage! I would be totally fine with banning them. I have known people under a non-compete and they ended up struggling to find a job when the non compete employer was HORRIBLE to work for. So YES! Ban them!"
Jacob	"Every family strongly supports the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred working families from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement, hurting their children in many ways from increased poverty, lack of Healthcare access and even generational lack of funds and education! Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone, a win-win indeed."
Matthew	"Sir or Ma'am. I am speaking in favor of the Non-Compete Clause rule because not allowing workers to choose who they work for is a violation of the 1st Amendment, the Freedom of Assembly. Also, currently, non compete clauses essentially put workers into indentured servitude discouraging them from bettering themselves. Thank you for your time on this issue."
Sara	"Non-Compete Clause Rulemaking, Matter No. P201200 As a psychologist working for a large not-for-profit children's hospital, we are required to sign non-compete agreements, as are medical providers. This has limited what many of us can offer to the community for providing additional services in different locations or to different segments of the community. Prior to these agreements, my colleagues who serve a specific medical specialty within the hospital (e.g., patients with cancer), used to serve more general needs for families outside of hospital time. This is an important gap in our community that can no longer be met. The non-compete agreement also limits our ability to accept work above and beyond what we provide at the hospital in order to obtain additional income for family needs, to pay off student loans, etc. In addition, it makes it much more difficult to change jobs as we must start from scratch

	in a new clinic or in private practice. All in all, my observations of prior to our non-compete agreements and now that they are in place is that only the interests of the large organization is served. The community now has worse access to quality mental health services for children and providers are limited in meeting their and their family's financial needs. Because of this, I very much hope that such rules will be eliminated, allowing us to more fully serve our community."
Michael	"Terrific idea to eliminate non compete clauses."
Ara	"This change would represent a significant step forward for US workers in all industries. Non-competes are exploitative - they keep employees "locked" into less than ideal job situations unless they are unwilling to uproot their lives to escape the borders of the noncompete and give employers less incentive to treat their employees well. This happens regardless of which end of the pay spectrum the worker happens to be on. I am strongly in favor of eliminating non-compete clauses."
Lee	"As an engineer , I work on large scale infrastructure projects, but am limited and cannot work for any competitors due to a non-compete that prohibits my ability to work anywhere else and has stunted my career growth. Non-compete agreements are too limiting to employees and clearly limit fair competition in industry."
Henry	"Please ban the unfair practice of non-compete clauses."
Christopher	"Hello, Please, please, please follow through with implementing a ban on non-compete clauses. I am an employee in the financial services industry . I have been working for my current employer for a few years and have received outstanding performance reviews Inflation is crushing my family's budget. I have been applying for internal promotions or raises within my current company, but they have been unwilling because they know I signed a non-compete clause and that I would have to leave the industry to find other employment which I am significantly less competitive and would require a pay decrease. The non- compete clauses essentially block workers from monetizing their industry experience. Please follow through with banning non-compete clauses so workers have a right to compete, just like businesses do. Thank you! Chris Hughes"
Leander	"As someone who is affected by non compete, It makes finding other places to work very difficult considering how large of an area I live in. Working for a company that makes us sign a noncompete keeps me stuck in the same place that I don't necessarily want to be at. Working conditions aren't the best and I would like to leave but the non compete is an obstacle I can't currently jump over."
Jonathan Andrew	"Please do not provide an exemption for hospitals and physicians . There is absolutely no reason to do this and only hurts workers. Hospitals are now multibillion dollar cartels that no longer serve their original purpose. Even nonprofit hospitals are obsessed with growth and power."
Vanessa	"I absolutely agree, there should not be a non-compete"

Geeta	" Physicians are the key stakeholders and need to be part of the discussion and decision makers"
Jake	"Non-competes do not help the best interest of the company nor of the employee. I am a physician and believe that the best fit influences outcomes, whether financial or healthcare. Employees and employees should find the best fit for both parties rather than solely protecting the employers' interests. Ridding the non-compete also spurs competition among employers, forcing better pay, benefits, etc, which then leads to greater competition for those available spots. Doing away with the non-compete clause is a win-win for both parties. At the end of the day employers want to keep employees who want to be there."
Heidi	"As a physician , non competes are unfair and unjust. It is virtually impossible to find a contract without one. I've seen too many physicians have to uproot their families and move for the sake of their career or to satisfy a non compete. This is not sustainable in underserved areas Others physicians stay in terrible situations which lead to a decline in their mental health. We know physician suicide is a higher rate than the general population. Please do not allow corporations to continue to take advantage of those of us on the ground, working to improve the quality of care in America"
Jason	"I am a Physician Assistant in Wichita, Kansas. I have worked in several specialties including family medicine, urgent care, emergency medicine, rural emergency medicine and currently dermatology. I have had several jobs through a 27 year career and a handful of them have had non compete clauses. In a desire to be gainfully employed and to be able to take a job that would allow me to support my family as a primary income earner the ability to pick and chose had not been in my advantage as much as I had wished it could. In those positions there were wage latency and working conditions that made them less than ideal as long term career location. However the ability to leave and find more suitable and economically better positions were squelched due to non compete clause. It forced a feeling of being trapped in a place where one could not leave as well as a feeling of being forced to stay in unproductive and even poorly managed clinics where patient care and support was questionable. As at college educated and trained medical provider I should have the freedom to chose what is in my best interest or in my families best interest. I should be free to leave without being forced to sell a house, move children out of their school, uproot a whole life to move 1-2 hours away to find employment in the same field. There is also a feeling of being controlled, held against ones will when in a non compete contract because its not equal. It is very unilaterally advantaged. If I leave, the non compete in in effect. If Im let go, the non compete is in effect. So at all times they control your freedom to leave or make a choice that favor myself. This creates a heavy felling that does not promote a healthy work environment. It stifles instead of encouraging a healthy work attitude. Pay raises can be sat on by management. An ambivalence to promotions, bonuses, etc are not as important to management because the workers have the metaphorical ball and chain attached. My best professional self thrives when it properly, adequately, and in a timely fashion rewarded and encouraged. A non compete clause removes that motivation by the employer. I have watched people come and go in employment. The business never fails. They just rehire. The professional that leaves may accrue 30k in

	debt moving and changing locations. The stress and hardship on an individual or family is exponentially more harmful than that of a place of business. There is not equality or fairness in the concept of a non compete clause"
Adriane	" Physicians should be included in the no non-compete rule. We work hard for our patients and sometimes in the hospital system, they do things to completely tie your hands behind your back (ie firing the entire anesthesia and ICU doctor roster by no longer allowing contract physicians despite the fact that there are other contract MD's that work there. This kind of hospital action is hostile, and keeps us from being able to work effectively (shut down OR's be no anesthesia) Physicians should be able to avoid non compete clauses as well."
Jinny	" Excluding physicians from this legislation would be a huge disservice to an already weary workforce. Many companies have very restrictive non-compete clauses that would mean a physician could not get a different job in a large metro area for several years, limiting their ability to work and provide for their family. For many specialties such as hospital based intensive care, etc. non-competes don't even make sense because patients cannot be -taken" with departing physician to another facility. It is east to tell a physician not to take a job with a non-compete, however the pressure on physicians to begin earning once they enter the workforce is immense and the employers who use non-competes know this. Physicians often leave training with huge amounts of debt, a decade behind peers with regard to saving for retirement and with fewer years to save. Non-competes unfairly impede physicians from being able to pursue better opportunities like employees in other fields are able to do freely."
George	"The non-compete clause has been relatively common in the broadcasting industry . I have known people who were under a non-compete for periods ranging from nine months to a year or more. They have not challenged it because of the time it takes in the legal process. By the time the case goes to court, the clause has expired or is close to expiring. In addition, different employers will have different time periods and requirements, and there's no uniformity with non-competes. One company banned employees from working for a competitor within a 50- mile radius of any of its locations, and this company had stations across the state of Kansas. That could require a worker to move out of state to satisfy the non-compete requirement. It's about time this practice was banned in the U.S. This is an employer asking for a hold on a worker beyond the term of employment. That's not fair, it's not right, and it's not something that an employer should even have the right to ask for in the first place."
Meichia	"Do not allow the hospital lobby to exclude physicians from the non compete ban. Physicians form the last profession where blatant worker exploitation and a culture of gas lighting and abuse are still acceptable. Why should a doctor who has spent the better part of their 20s and 30s in training, working for minimum wage, be forced to move their entire family to another city if they decide to change jobs? Physicians by nature are obliging and self denying. We already spend years in school, take on mountains of debt, and place patient needs before family and self, only to be forced into punitive contracts which ultimately lead to bum out and decrease the quality of patient care. Allow physicians the same freedoms of professional choice as everyone else."

Suzan	"Non-compete clauses trap physicians in unfair employment contracts. Often we come out of residency with little knowledge of contract law and negotiation, and once we start our first job realize we are trapped have agreed to less than fair market value and less than what we are worth. Even if better jobs are available, we are not able to take them because our *former employer* can still command our fate, which if you think about it is ridiculous and not present in any other field."
Steffany	"The proposed change in the Do Not Compete should stay in acted. If anything to provide the compromise put specific guidelines on length of time and distance as a standard practice to help provide uniformly across every state and territory."
Bryce	"Non competes and non solicitations need to go away. Companies red to do more to keep employees"
Lindsey	"As a physician working within the system, it seems completely unfair to exclude physicians from the rules of non-compete clauses. If they are found to be unfair for one person, they are unfair fur all. The noncompete clauses give the employers the unfair upper hand, as they don't have to work to ensure the physician is treated fairly, as they know the decision to leave would be an extensive one- often involving uprooting family and having to move completely. 117,000 physicians fled from the healthcare system due to the already horrible work environment and unfair conditions. This would further encourage people to leave the field altogether rather than ensuring employers treat them fairly to retain their services. In a world of significant doctor shortages and barriers to access to healthcare, this would further infuriate providers and worsen that divide."
Tom	"I agree that the NON-Competes should be banned. I worked for a company and I had a Non-compete. I was commission based. Once I landed a couple big accounts my employer started cutting my commissions. The last year I was there they changed my pay structure 4 times. none of the changes were ever in my favor. I ended up quitting my job and bounced around for a couple years waiting for my non-compete to run out. After it ran out I got right back into the same business. But I am having to start from scratch all over again. All I wanted was to make a living and feed my family but the non- compete made it hard and we suffered due to it. SO YES PLEASE BAN THE NON-COMPETES"
CasSandra	"I respectfully submit my comment to eliminate the employer non-compete clause. As a newly minted family medicine physician the contract I signed to practice medicine required a 2 year almost 20 mile non compete. If I chose to leave prior to 10 years with my hospital system, I had to change states or move outside the county I lived in. I was trained and performed obstetrics and had limited options for those hospital privileges, thus the hospital system had infinite contractual power. Primary care is the foundation of health care and non compete clauses by employers limit patient care and patient choice. This type of non compete is designed for hospital profit, not patient care."
Megan	"End non compete clauses, they are getting ridiculous! Many people in my industry (beauty) get bullied into signing these contracts and then don't have a leg to stand on if/when they want to leave a toxic work environment."

Ryan	"Getting rid on non competes help middle class families across the United States. When my company was sold in 2021 the new European company came in a basically forced the employees to sign 5yr non competes. 3yrs later they cut everyone's bonus'.... Now many employees can't leave to work in the only industry most have ever worked in. I was the only manager on the sales staff that refused to sign. They basically said I was going to be terminated but never did. Terrible behavior. Corporations lock employees into lower wages with contracts"
Jan	"I object to non-compete demands of employers. In my view these are intended to trap workers in jobs when the workers could change jobs for better pay, better working conditions, or to change work locations. Anti competitive behavior by employers is intended to hold down wages and to prevent competition from other employers. I view noncompete requirements as similar to indentured servitude requirements of past centuries. Jan Monroe"
Trevena	"Physicians should be included in the changes that would exclude health care personnel from non-compete agreements."
Dyan	"Please move to eliminate non-compete clauses. My husband has been subject to these clauses in his work and it has at times limited his employment options when he was seeking higher wages or a job closer to home. His inability to seek a job closer to home has negatively impacted our family life - putting more of the childcare and home care duties on me. Please make a decision that benefits the people - not corporate greed."
Michael	"I applaud the efforts of the FTC and their work to dismantle noncompete clauses in the United States. Having been held to these agreements my entire professional life has prevented me from accepting offers to increase my income and to better be able to provide for myself and my family. I look forward to the advancement of these conversations and the passage and protection of those of us held to these agreements."
Laura	"I am a CNM . CNM'S are often forced to sign non-compete agreements as a part of their contracts. I agree whole heartedly with this new rule and want to add that communities often suffer as a result of these types of agreements, especially smaller communities with fewer resources to begin with. I know of a rural community that lost one of it's OBGYN providers because the practice she was leaving enforced her non-compete even after the hospital tried to intercede on her behalf and even though she was the only OBGYN in the practice, so there was no one for her to compete against. This left two OBGYN's in a different practice, who were already busy and were then forced to turn patients away to travel long distances. They have tried to hire another OBGYN for several years now without success because of the rural location. Non - competes need to go away. They are unjust and they hurt Americans. Thank you for your consideration!"
Joanna	" Physicians should not be excluded."

A	"I strongly support banning non competes. I also think physicians should not be controlled by non competes. The non competes inhibit people from freely moving and staying where they choose. The impact of non competes in rural areas can only be detrimental to the communities they serve."
Dakota	"I am VP of a Bank in a small rural town of Kansas. I came from a bank that my grandfathers owned and operated since the late 1800s. My grandfathers sold the bank in 1993. It changed ownership one other time. The owner who bought it in 2017 made myself and several other employees sign non compete contracts that limited our work for a bank/lending group that would be within 60 miles of any of his 7 branches of banks in Kansas. The contract doesn't expire until 5 years after the day of resignation. I am currently VP of a Bank who still hired me (not for my prior customers, which would have got me sued via the non compete) for my banking acumen and experience. This non compete has been burdensome and it would be great if this new rule went into effect."
Cooper	"As a family physician at a small practice, I am in full support of this rule. With the ever-increasing conglomeration of healthcare practices, non-competes are becoming more and more widespread that it could drive a Physician completely out of state."
Christopher	"I fully support this action to prohibit employers from entering into non-compete clauses with workers and to rescind existing non-compete clauses."
Clare	"Thank you for voting to striking down the non-compete requirement. The non-compete rule is horribly unfair and hampers the growth of our nation. It prevents people from fully using their talents. America loses the benefits of these talents."
Laura	" Physicians should be included in the ban for non-competes! It's not good for communities, cities and even states when physicians must move in order to change jobs!"
Christina	"I strongly support a ban on non-compete clauses. These clauses benefit exploitive employers at the expense of workers and at the expense of American innovation. If you are, for example, a young programmer just out of graduate school, you need a first job that will give you the kind of experience and working references you'll need to advance your career. If you want to stay in the field you trained for, however, a non-compete clause in the first employment contract will trap you in your first job and rob you of the ability to bargain for a higher salary or a better position. This is blatantly unfair."
Jennifer	"As a female physician the non compete in my contract that I signed 18 years ago has forced me to stay in a bad work environment and make less money. Now I must drive and be away from my family and patients because of this so I can be in a healthy environment. Please make this law effective for physicians and ban all noncompete. This hurts workers and their families. And most importantly it's hurting my patients!!"
Concerned	"Dear FTC trade commission, I support a ban on non-compete covenant clauses in employment contracts in the healthcare industry. Specifically, I would like to see a ban for all healthcare system including those organizations that have been recognized by the IRS as tax-exempt organizations under Section 501(c)(3) of the Internal Revenue Code ("Code"). I fear that the proposal in its current format may be

	<p>interpreted to exclude many hospital system and therefore not apply to physicians. I support banning these clauses for physician employment. I am a Board-Certified physician in the early phase of my career and have already experienced and witnessed the devastating consequences of non-compete clauses. Due to shifts in reimbursement patterns, physician employment in medicine has transitioned away from self-employed private practice to corporate employment. Within the next decade the vast majority of physicians will be employed by corporations or hospitals. These entities force physicians to sign devastating non-compete clauses as a requirement for employment. These clauses prevent the physician from leaving their employer unless they are essentially willing to move and relocate their family out of town or accept terms of their employer. Although, this has been disguised as a method to protect trade secrets or referral sources, it essentially serves to bind a physicians hands and continue to work without the ability to negotiate terms of employment. Furthermore, when a physician is forced to depart, the patients are left to suffer the consequences. Sincerely, Midwestern Physician"</p>
tanya	<p>"I am family physician. I live in a rural area that is a healthcare shortage area. I recently left a job in a small town due to a toxic administration. Three out of 4 providers chose to leave due to the same reasons. This leaves our town with only 1 full time provider. I have a 2 year, 50 mile noncompete clause. I would love to continue to provide services to my area. I continue to live in the same town as does one of the other providers. We both plan to stay in this town. I am currently driving 2 hours to work in a larger town which is not in a healthcare shortage area. My patients, many of whom are elderly or lack transportation, are having to drive an hour or more to receive healthcare. Non-compete clauses especially in healthcare deprive people of much needed healthcare. Leading to increased death and disability in those communities. Please abolish non-compete clauses in healthcare."</p>
Tanya	<p>"Noncompete clauses in medicine hurt patients. I worked in an underserved area. Our hospital administration was toxic and several providers including myself left the practice. We are all still living in the community yet have to drive over an hour to work. My noncompete is 2 years and 55 mile radius. Patients in my community are having to drive at least 30 miles to receive care because the hospital has been unable to replace us. The hospital has been recruiting for a physician for over 3 years and have been unsuccessful Noncompetes in healthcare hurt the providers and patients. Please make Noncompetes a thing of the past."</p>
Michael	<p>"Noncompete clauses that prevent a worker from moving to a competitor company are nothing more than tools of intimidation to prevent experienced and talented professionals from pursuing better opportunities in their field. Since most professionals since nondisclosure agreements (NDAs) with their employer anyway, there is no added protection provided by preventing someone from accepting a new position with a competitor so long as they avoid operating in the same research or development area. Reasonable law would recognize the value of the protection provided by the NDAs as well as the right of an individual to take full advantage of career opportunities."</p>
Karthik	<p>"Non compete is harmful to physicians as major hospital chains work to control market, increase price for healthcare services to patients and in turn leads to high premium. Doctors are forced to move out of the geographic area if they Want to leave the hospital employed practice due to rigorous non competes. Patients end up suffering due to lack of specialists. My area needs 3 gastroenterologists and wait time</p>

	is 4 months but non competes forced some doctors to leave the area when they resigned"
R	"Please include physicians ! Our families deserve the flexibility. We should not have to stay in toxic work environments for the fear of uprooting our family every time we want to switch jobs."
Angela	"The non-compete rule should be banned. Workers should be able to transfer jobs. We are supposed to value freedom."
Michael	"Watch out for other techniques employers use on non competes such as: 1) they make them so broad they encompass even secondary tasks that you have done are prohibited - so if you are a truck mechanic and you helped on the safety team and you helped repair a piece of test equipment, then the non compete has been enforced to prevent you from working in all 3 fields, not just your primary; 2) How long does the non compete last? So even in the few exceptions that a non compete may make sense, it can't be a lifetime ban; 3) Absurd geographic area: so you can't work within 200 miles, so essentially you need to move to a new State. Even 50 miles can be difficult if you are in a stand alone city and the next large metropolis is hundreds of miles away; 4) the employer reserves the right to contact any company that you are interviewing for a new job to tell them that there is a non compete, even if not within the scope of the non compete. So if you are an electrician who applies for a CDL truck driving job, you are required to tell your current employer that you are looking for a job and they get to telephone the company you interviewed with and discuss you (your non compete); 5) You are sent to an ordinary school to get a qualification needed by the company, say it is a 3 day class offered several times a year. The company will try to claim that it is a very specialized training and so you need a longer non compete; 6) Too vague or general - so if you are a truck mechanic and you become an aircraft mechanic, the company will prohibit you because a mechanic is a mechanic..... Thank you"
Meena	"Some of us cannot pursue work in the city that we live in if we want to change jobs because of our non competes. This would change everything. Please highly consider."
Kristin	"I am a physician . I paid for my training and expertise with hundreds of thousands of dollars and a decade of my life. I should not be shackled to a hospital system via a non compete and deserve the autonomy to find a job that is compatible with my life. Hospital administration changes can drastically affect my life and it is absurd to think that I would be forbidden from getting a job and truly helping as many patients as possible purely because of greedy hospital administrators. I am not the problem! Corporate greed is! Of course they want to keep me shackled to them—I'm the only way they can generate revenue."
Ronda	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets -- and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. I don't understand how these companies should have this power. This should have

	never been approved. The rights of workers should be supported not diminished. Workers are the backbone of the nation. They should be treated as such."
Vismay	"I have bought a house near the hospital I work, established myself socially and economically here. I have friends and community here. Amazing neighbors. Leaving everything for couple of years somewhere else with whole family because of non compete clause on contract can increase immense of stress and have extremely negative impact on quality and mental health of my/others life. This can disturb physicians life big time. This also gives big upper hand to hospital institutions with very less power to physicians to negotiate the work hours, patient load because of which patient care can be compromised only for hospital profits. My patients who follow up with me also suffer a lot who can actually follow up with me even if i leave the hospital institution if there was no noncompete clause. In conclusion, Non compete clause only allows to pressure physicians for their own profits and neglects physicians personal life challenges as well as compromises patient care."
Cynthia	"Thank you for addressing this issue. Non-compete agreements serve only to enrich corporations and have no benefits for employees. Please enact this proposed ban on non-compete agreements."
Paul	"Non-compete clauses are inherently un-American, restrict freedoms, stifle innovation and the ability of workers to build a career utilizing the skills they have attained over time in a given profession. Rarely are these skills and knowledge a result of training and commitment to helping an employee hone their craft, but instead gained through hard work and lessons learned on their own, over time. The trade off of what is often limited support by companies in propelling an employee's career while later restricting their ability to attain greater success elsewhere are rarely fair and equitable in nature, often favoring the employer greatly and unnecessarily. In many instances, a non-compete is held over an employee's head in order to attain a raise or promotion locking them into a type of indentured servitude. By not agreeing to one, employees are generally regarded as disloyal and their careers paths are met with a dead-end. Meanwhile, any employer can choose to execute mass layoffs at any time in the name of profitability, but then hold that same employee to their non-compete even if their termination was without cause. These agreements unnecessarily limit the ability of workers to become gainfully employed in a field in which they have spent a considerable amount of time due to the scope and reach of these agreements as many companies will refuse to hire an employee under a non-compete for fear of litigation and costs associated with defending lawsuits tied to these agreements. Because of all of these reasons listed above, I cannot more strongly urge the FTC to adopt the proposed rule making non-compete agreements illegal and unenforceable. Thank you."
Stacey	"My brother is a doctor and under a very strict non-compete, not unusual in the health-care industry. He's miserable with the current health system he's in; during the pandemic, they were forced to work more hours with the same amount of pay. They haven't backfilled vacated support roles, but instead have put more work on the remaining employees to pick up the slack, and in turn, burns people out who ultimately decide to leave the hospital. Despite his unhappiness and because of the industry standard NCA, he cannot change jobs without having to move to a different city and completely uproot his family and disrupt the life they've built. If the NCA

	<p>wasn't in place, he would easily be able to get a job at another hospital in his current city that fits his subspeciality. This is negatively affecting his life; someone who has given his career to public healthcare, so much so that he's often thought about changing professions. There's not an endless supply of doctors, especially those with very specific subspecialties, so we, as a society, cannot afford to lose the good ones who are practicing now. He would never sacrifice patient care despite being treated like a machine, but we have to consider how much unhappiness these NCA's are causing our healthcare providers and the related downstream impacts. It's almost as if these health systems are holding their practitioners hostage by creating work environments that are solely focused on putting profits over people, knowing the healthcare workers can't go practice somewhere. Here's an idea, if employers don't want their employees to go somewhere else, instead of having them sign a NCA, maybe they could become good employers. We shouldn't punish our healthcare providers by forcing them to stay with crappy companies, just because a corporation can't "afford" to treat their employees right. If we get rid of the NCA's and let the "free market" decide, providers will work for health care systems that treat them right and in turn provide better care to their patients. If we keep the NCA's in place, we reward employers for their focus on profit over people, providers become miserable and burnt out which in turn negatively impacts to patient care and results in more malpractice claims and suits, and overall unnecessary suffering."</p>
Russell	<p>"U.S. Tech worker here, living in Kansas. I would like to comment in support of this rule! Non-compete have been a big source of confusion and concern through my career. Businesses themselves are able to sell and buy competitors all the time, but employees are being made to sign confusing agreements before employment that even if not legal, at least put mental restrictions what you can do even though your employer drastically changed from when you originally signed the document"</p>
Jacquelyn	<p>"As a new primary care physician, just out of residency, every single job opportunity came with a noncompete. The worst non compete agreement was made my family's local hospital - for a period of 2 years after resignation, you could not practice in any direction for a 75 mile radius. This would mean that a large section of underserved population would be completely off limits for any physician who was unhappy in their current position, or simply wanted a change of job. I grew up in a rural area in Kansas, left for my training, and wanted to return to the community that supported me in my youth, to give back. I was terrified to sign any contract, because I knew that if I were to want to change jobs in the future, I would have to leave my entire family to still practice as a physician. Non competes are unethical in many ways, but especially in the health care field."</p>
C. Allyson	<p>"I have a non-compete that would essentially force me to either work in the neighboring state OR move 2.5 hrs way to a new city. These non-competes essentially bind us to possibly untenable positions or else be forced to pick up house and home to practice medicine. This is unacceptable."</p>
Bristol	<p>"Physicians should not be excluded. They are workers too. Doctors should be able to seek employment without unfair non-compete clauses."</p>

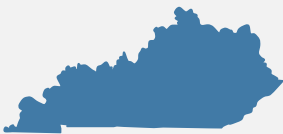
Christine	"I'm a pediatrician in Kansas. I have been negatively affected by non-competes twice in my career. Employees of any kind should be free to take whatever job they want at whatever location they choose. These handcuffs should come off."
Sierra	"I support banning non-compete clauses. They prevent a true balance in the market and only exist to hurt the employee and limit their options."
Brandon	"I'm a LMT+MBLEX with a 4.0 GPA and not just the Massage Envys in my area have NonCompetes for the whole county, for a year. So if I quit, I can't be with my family without being in a lower tax bracket. They pay me 19/hr piecerate, with no raises for 6 months. I would be independent if I could afford stability, but because of a Kansas Driver Suspension issue it's been a long road. This franchise has taken advantage of me repeatedly even tried to used my Tourette syndrome as an excuse. It's rude demeaning and cruel, but I have no where else to go. It's like all the owners are in cahoots suppressing the wages of the LMT community. They charge nonmembers 120\$/hr. then harass the front desk to grow memberships. For those who don't know 120 is 200% national average. They also use the low stats to manipulate their LMT staff. They rank us on return%, but take advantage of the clients. Generally we receive tips with proper pricing, now because the franchise charges more we receive less. They hold our wages down and manipulate the system to take a portion of our tips. One may ask why work for this place? ME is a staple face for safe clinical work. Every LMT has the ability to do body work but the clients emotional safety is better with numbers. A franchised LMT business is a great idea, but there is no competition if they swindle every single student that come out of school. That's how you drive them away when they want to stand on their own. Massage therapy can be a powerful tool for protecting and enhancing society, Noncompetes single handedly cut off the legs of every LMT that looks to franchises for entry-intermediate level experience and report. Non competes have made my and others work, social, and home life hostile. I hope you make the decision to end them, and soon. I'm talking to my coworkers about giving their input, but I'm not sure of my rights to speak up about it. If my boss gets mad and fires me for telling others, I may be financially crippled for months."
Grant	"Non compete clauses prevent workers from accessing livable wages in a capitalist society. It is anti competition and unfairly punishes workers."
Monica	"Please do away with the Non- Compete clause!!!! I was hired in the fall of 1996 and started work in June of 1997!! I am in the medical field. 6 weeks after I started, I was told I "must" sign this non- compete. It was necessary because the "cardiologist" were threatening to leave!! I didn't have an option if I wanted to keep working. Advance 19 years and I was unhappy with changes that were being made. I was looking around and administration got wind I was unhappy and looking at a competitor in the same town. Administration fired me before i even had another position. Thankfully, the other Pediatrician clinic hired me. Within a month my original employer filed a \$500,000 civil lawsuit against me because I violated the non-compete. THEY FIRED ME' 1'1' They did not want me working near them. Patients did leave them and follow me!!! I spent \$80,000 of my own money defending my ability to practice in the same

	town. My attorney and new employer encouraged me to abide by the non-compete!!! I lost s0000 much because of the non-compete!! Please abolish the non-compete"
Ravi	"The noncompete clause for seeking employment I believe, is unconstitutional and impinges on the right to obtain work. This should not exist in the current work environment. We need to do everything we can to repeal this."
Ty	"I've served as corporate counsel in the real estate industry and restaurant industry for the last several years. In general, the abuses or overuse of non-competes for employees and independent contractors far outweigh the appropriate or necessary uses. That being said, there is a need for some level of non-compete for owners, partners, and franchisees. So long as the formal rule creates appropriate carve-outs for those legitimate uses, I believe a general ban on non-competes is appropriate."
Wage	"I strongly support this new rule. I work in the IT industry as a systems engineer with many years experience working in federal government contracting. My skill set is rather general and can be applied in almost any government agency or large corporation. About 11 months ago I changed employers and on the first day of employment I was faced with what I consider a rather strict non-compete contract. I felt there was no way to negotiate because I had already terminated my previous employment and would be left with no income if I did not sign the "agreement". So I signed the document that seems to prohibit me from taking other similar employment with any other company that competes with this employer - which could mean any government contracting company. The type of work that I do is not specific to my current employer and my taking a similar job at another company would in no way harm the company. I am a "commodity" in the market with skills that are somewhat in demand but by no means unique or hard to find. I strongly support this new rule to restrict the use of non-compete clauses for most situations. I could support an exception for executive level employees that truly have knowledge specific to a particular company that could be used by a competing company for unfair advantage. For most employees, including myself, this is absolutely not the case."

Constituent Support for the FTC's Noncompete Rule



Kentucky | Statewide Impact

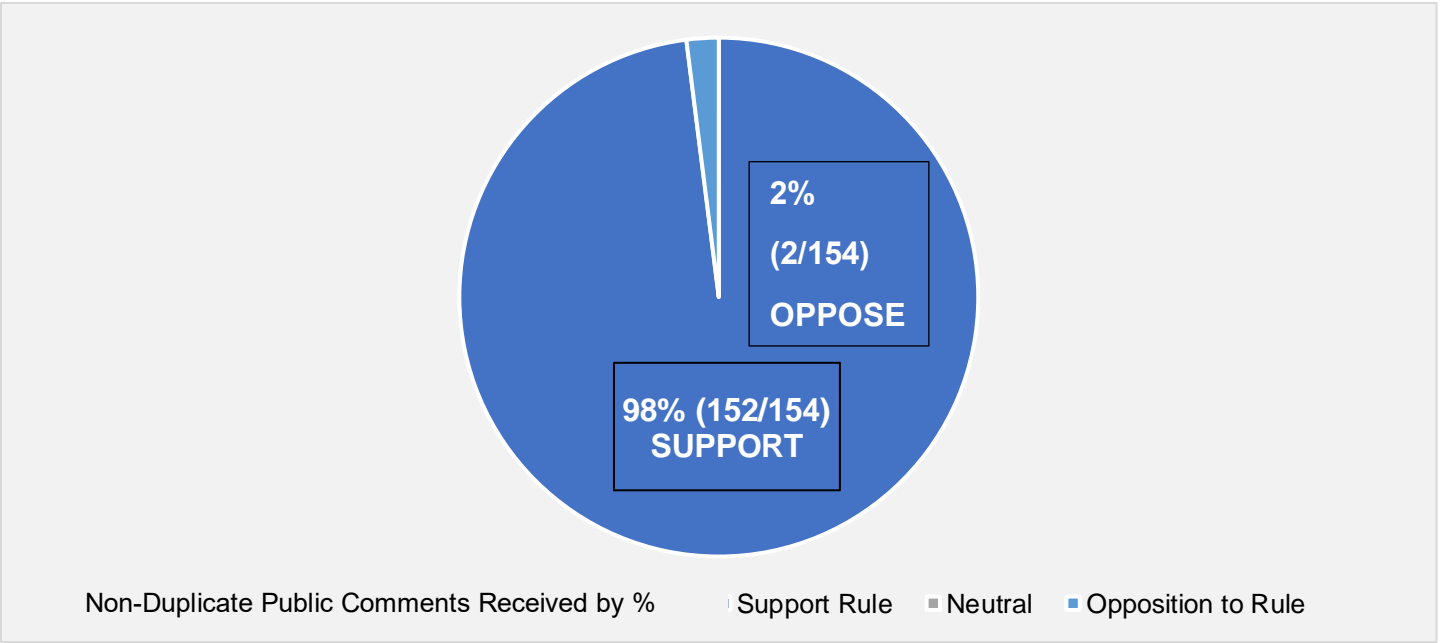


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Kentucky**:

Kentucky Covered Workers	Increase in Total Annual KY Worker Earnings	Increase in Average Annual KY Worker Earnings
1,536,365	\$759,416,081	\$494


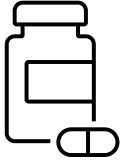

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))



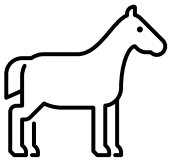
Notice of Proposed Rulemaking: 152 of 154 KY Commenters Support



Support Across Sectors of the Kentucky Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"In March 2018, I was fired from a job in local news for refusing to go into an unsafe situation. I'd recently received a letter from a man threatening to kidnap me. When my boss decided he would still send me out alone in the field, I fought him on it, lost, and was terminated. Three weeks later, I found out I was pregnant. Unable to work in my field because of a noncompete enforced even AFTER I was terminated, I had no choice but to apply for WIC and government assistance, and work at a retail job making half my previous salary. I wanted to work. I wanted money to support my child. I wanted money to move closer to home, to escape a domestic violence situation. My noncompete kept me in a horrible spot, and nearly cost me my life."</p>
	<p>"As a physician in a state hospital, I was required to sign a comprehensive no-compete clause that states: "Geographic Area" shall mean each and every location which is either (a) situated in any one of the Counties of Bourbon, Boyle, Clark, Fayette, Franklin, Jessamine, Laurel, Madison, Montgomery, Scott, Woodford and Rowan or (b) within a 50 mile radius from the intersection of Rose and Limestone Streets, Lexington, Kentucky. I am approaching retirement age and should I wish to provide occasional services to other local cancer practices, in theory I cannot. There is a shortage of cancer treatment physicians and I feel handcuffed by this agreement. Smaller centers that need help are having problem recruiting physicians which limits available resources for patients to receive high quality care. I strongly feel these non-compete covenants should be invalidated for the benefit of our cancer patients. Secondly, there are instances here where physicians have had their non-compete covenants not enforced for arbitrary reasons with one of our physicians moving down the street in return for his endorsement of the state hospital for NCI cancer center designation prior to his move. This arbitrary decision is not appropriate unless all physicians receive the same treatment."</p> <p style="text-align: right;">-Ronald</p>
	<p>"I have been personally effected by a Non Compete clause... I had a child and was forced to leave the job to care for my new born daughter. During the pandemic, I found an opportunity to not run full truck shipments but to coordinate Less than truckload shipments for a company and took the employment so I could get off of pandemic unemployment assistance. I was shortly after hit with a lawsuit claiming that I was now working for a competitor and in violation of my non compete agreement. This has been in the courts for multiple years now and I am facing financial ruin, and likely will have to file for bankruptcy if the court rules in 's favor. I currently do not work in the industry at all, and am working as a martial arts instructor. I do not plan on ever</p>

	<p>entering back into the logistics field. But I will face financial repercussions for the foreseeable future should I have to pay out money. I am looking at having to pay out \$75,000 plus attorney's fees. I currently make around \$45,000 a year. I would have never signed the agreement had I of known that it would have this type of negative impact on my life. I really hope the FTC decides to do the American thing and prohibit these from existing. Not only for myself, but many others in my situation. [The company] has reported record profits each year since I have left, what are the damages? There are ZERO damages to them but it could potentially put me in financial ruin which is not just damaging, but catastrophic for those involved such as myself. America is the land of opportunity, a free economy, and non-compete agreements are fundamentally against everything that is America. Please do the right thing and rule against these clauses!"</p> <p style="text-align: right;">-Ryan</p>
	<p>"Non compete clause is not only immoral but it is a dark dot on a clean sheet of a vibrant economic democracy like we have in the USA. Why not to compete? Why would you not let me compete? Are you privileged? Are you better than me? Come on !! We are not a banana republic. Every sphere of life should be available for competition so that the last person in the line will have as much chance to succeed."</p> <p style="text-align: right;">-Kamlesh</p>
	<p>"I am a Certified Nurse midwife and Family Nurse Practitioner. I work in a rural health community. There are two health care employers in my town that I could work as a midwife at. Other options are at least 45-50 minutes away from home. The healthcare system that I currently am working for has a non- compete binding me to them. If I wanted to leave I would not be able to work within a 50 mile radius. This would mean that I would have to uproot my entire life and my family, sell our home that was my childhood home and move away from our aging parents/grandparents. There have recently come to light some issues within the system that have led us to believe we will not be given raises after gaining 3+ years of experience and some have even been made to take a pay cut since they "aren't productive enough". Because of this non-compete it is almost beginning to feel like a hostage situation. Passing this law would mean that we would have more freedom to choose jobs that area better fit without being sued or having to uproot our lives. 1100% believe this would be life changing for thousands of people</p> <p style="text-align: right;">-Blakelee</p>
	<p>"I strongly support banning non-competes. I work in the veterinary medicine industry where they are standard for veterinarians, and have been subject to them multiple times. I had to completely switch gears, since both non-competes were for horse-related work and had geographically large enough areas (the county the practice was located in and all counties that touched it), and in order to continue working as veterinarian I either had to work in companion animal practice or physically move elsewhere (>50 miles away) to a different equine practice in</p>

	<p>order to avoid the non-compete area. My non-competes were also each for a length of 24 months. This hurt me financially each time, since moving out of the area was not an option either time. I strongly feel non-competes are unfair to workers and agree with the financial harm they can cause them. If I had moved out of the area, in my industry moving expenses are almost never covered by the new employer, and to stay I had to completely shift gears within my industry in order to not violate my non-compete. I now own my own mobile practice, and although I have no other employees, if I ever hire another vet or worker, I will never enforce or saddle them with a non-compete clause."</p> <p style="text-align: right;">-Stephanie</p>
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Additional Support from Kentucky

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Ash	"Non compete agreements absolutely need banned. They stifle competition, suppress wages, and deny Americans the freedom to choose who they work for, and in many cases they prevent people from starting their own business. Non compete agreements are used increasingly on lower wage workers, like those in retail and food service. Why should a cashier or sandwich maker be restricted from working for a competitor for years? I was even forced to sign one as a package handler in a warehouse. Even doctors are being forced to sign them, and due to the fact that so many hospitals are owned by the same corporate entities, it has made the doctor shortage even worse. Non-compete agreements are anti-capitalistic, anti-democratic, anti-freedom, anti- American, and unconstitutional. They have no place in American society."
Adnan	"The non compete should have been banned a long time ago. It is harmful to the health of the general public, and only makes hospital systems richer but squashing healthy competition and monopolizing on entire communities"
Kellie	"I am firmly in favor of striking Non-compete clauses from employment contracts. It severely limits opportunities to move between one company and another. The rule has been used to create a power imbalance in favor of employers for years. Stagnation of employees restricts innovation and creative problem solving, when we would benefit as a society overall having more free flow of talent across companies."
Samuel	"Non- compete clauses are a scare tactic for organizations to keep physicians from making reasonable shifts in their own communities. As a hospitalist, I don't even have my own patient base, but the University of Kentucky has a non-compete in my contract. No patients would "follow" me to another hospital in town. But even if they did, they should have that option. If hospitals don't value their physicians and don't help them treat patients with the care deserved, both patients and physicians should be able to move their care to a new system without the consequence of having to

	leave their communities. Forcing physicians to leave towns s year of only hospitals hurts patients and communities that need them."
Adam	"I am a physician assistant in Kentucky employed by a non profit hospital. In order to be employed I must sign a 2 year contract agreement containing an evergreen clause automatically rolling over my contact every year if not renegotiated. Our administration has refused to renegotiate my contact for 4 years. They will not agree to mutual termination of the contract as it would null and void the non-compete clause. They do not want to renegotiate because my current reimbursement is below market value. My non-compete clause is 50 miles for one year. If I voluntarily resign it would be impossible for me to work anywhere else within driving distance and I would be forced to relocate my entire family. I highly agree with this proposal to make non compete clauses illegal."
Ashutosh	"Done. Non-Compete Clause Rulemaking, Matter No. P201200 - the ban against non-compete chaise should be applied uniformly to all employees - including physicians ."
Ramya	"With the added complexities one has with immigration visas and GC process. Added to it is really unfair to have this non compete clause. Definitely Talent should not be confined to one place"
Shad	"I am 100% in favor of removing anti competitive practices under all circumstances. Trade secrets are already covered under other non disclosure agreements and this practice is harmful to both smaller businesses and to employees. It should be illegal to prevent someone from having the freedom to better their lives and to get a new job, regardless of whether they move to a position in a similar field. As an software engineer , I have seen employers attempt to lock people into jobs with very broad terms that cover far more than just direct competitors. I also support the idea of forcing companies to tell their employees that they no longer have to abide by the agreement and these non competes should absolutely not be allowed in the US any longer. The US has a long tradition of competition in both the employment market and in the goods and services markets, but in recent years some of that has been eroded by special interests and lobbyist. Let's get back to free and fair markets."
Cliff	"I have worked about 15 years as a security professional and have had to sign a non-compete with my current job. So now I can't just quit and get another job in security for a year. I have been approached by other companies as I am under paid for my position and I am stuck at this job it is not a fair practice at all I don't want to learn a new job as I love this field. But I want to make more money then I am."
Mary	"Non-Compete Clause Rulemaking, Matter No. P201200" I would like to support removal of the non-compete clause from employment within the US. As a health care provider, this type of non-compete law prevents a person from working at another local hospital, and requires you to move out of town or even out of state in order to take another job. This is part of the reason we have a health care shortage in this country."
Divyesh	"I am employed in healthcare and believe Non-compete clauses have adversely affected patient care and availability of provider services in my city. I believe employers use the burden of litigation to intimidate employees, seek revenge for the

	<p>employee's perceived disloyalty to the organization, and simply be vindictive. Non-competes do not appear to protect any legitimate employer interest. I strongly support the proposed Non-Compete Clause Rule change as proposed in Matter No. P201200."</p>
Rachael	<p>"As a healthcare practitioner, non compete clauses have become burdensome and unethical for both provider and patient. How did America get to a place where institutions can contractually prevent a patient from seeing a provider that has moved to another location? It is an obstruction of patient care and their free will to select the provider of their choice. I have worked in an environment where the employer has gone years without providing raises to their employees because they had the employees locked up so tight with a non compete contract that the employer knew the employees could not leave for better pay. Who is that benefitting? The owner or employee? It benefits the owner because they continue to keep the employees at less than market value, but demand increased production to increase the owner's bank account. It is corporate greed. People's livelihood and careers have been destroyed by non compete clauses. While I agree with non disclosures on the level of not sharing an institution's trade secrets or finances, I will never understand why any form of government would agree that it is ok for employers to keep their employees from bettering themselves by seeking better employment that could include a better salary or promotion. Why do we not want to allow American citizens the opportunity to provide better for themselves or their family? Why would we allow an employer to write a contract stating that patients are not allowed to follow the healthcare practitioner? Do you want someone to tell you that you are not allowed to see your doctor anymore because they left the current practice? Please pause and give that some thought. Relationships are built with medical professionals on a personal level. As a consumer of healthcare, I am selective with my doctors and HCPs. Approximately 20 years ago one of my doctors left his practice. I was not "allowed" to have the information to the practice he was moving to and that I would be transferred to another provider within that office. I found my doctor and transferred my records. It is not ok, EVER, to prevent patients from seeing the I-ICP of their choice. I will repeat myself, it is: unethical practice, obstructing care, increasing corporate greed, destroying careers. If you want to grow the work force, drop all non-compete clauses."</p>
Eileen	<p>"Noncompete clauses are unfair to workers. As a pediatric specialist, I am still paying back my loans, I spent 10+ years obtaining medical training If I want to leave this employer, I can't stay in my home, I have to move to an entirely new city due to non-compete clauses. I can't switch employers or start my own practice within a certain mile radius, because my current employer has all the control. They pay me for my work, but gave me no great "investment" to start here—why do I have to sign away my freedom to get a job?"</p>
Bryan	<p>"I have been in the insurance business for 15 years and never been able to switch jobs or start my own Agency due to a non-compete. This would change our industry for the good by allowing veteran brokers to start their own firm or actively look at opportunities to better themselves and their families. Thank you for making this overdue change to the rules."</p>

Theresa	" Physicians should not be held to non-compete contracts. This should include non-profit as well as for profit health care systems. Physicians are often forced to leave an undeserved area when non-competes are enforced."
Harpreet	"There should be no non- compete for physicians like every other profession. This allows physicians too to change jobs without disrupting the lives of their loved ones by having to move cities, states because of non- compete. Thank you"
Kevin	"Non-compete agreements prevent healthy competition within the labor force. They do not allow workers to pursue better pay and benefits by leveraging their skills. This is an affront to the free market and all the principles of liberty we hold dear."
Jennifer	"Stop crippling the broken medical system with non-competes. I'm losing a great doctor and so is EVERYONE. Her practice was bought by Axia and she's making less than minimum wage. No one can live on that. She and her entire practice are quitting but can't work in Northern KY or most of Cincinnati because of a non-compete. Now all of the patients are scrambling to find a new practice who is taking patients."
Greg	" Several years ago the stylist that cut my hair decided she wanted to strike it out on her own and start her own small salon. Then she found out that she signed a rather obscure clause in sonic HR papers she signed when she was hired that told her she couldn't. A non-compete clause, designed to keep her from leaving, stifled her ability to start a new business, and at the same time made her unable to earn a living unless she moved 100 miles away. This is anticompetitive, and unnecessary in the services trade such as this."
Tina	"Non-Compete Clause Rulemaking, Matter No.P201200 - If I had been under a noncompete clause at my previous job I would not be employed at my current employer. I would not have been able to make the switch to a position closer to home that offers more opportunities for advancement and additional benefits not offered by my previous employer. However in order to make the switch my current employer requires you to sign a non-compete agreement. So should I arrive at a similar situation where I had an opportunity to obtain better benefits at another like company I would no longer be able to take that position."
Nabil	" Physicians should not be exempted"
Julie	"I work in healthcare and non-competes for doctors severely impact patient care. Recent enforcement of a non compete in my area will move my OBGYN 45 minutes away from me. This has effected hundreds of people and will have a lot of consequences for patient care by creating delays in patient care that cannot be adequately addressed."
Patricia	"Please ban non-competes. There are many people in my field (including myself) that have been negatively affected by them. It completely negatively impacts the employee."
Megan	"I am greatly against non compete causes. As a family nurse practitioner I has to sign one to obtain by job and it makes it very difficult to go anywhere else in the surrounding counties in my employer and I were not go work out."

Amber	"I am a physician who has practiced in 2 states and I support banning the non compete. I feel strongly that noncompetes are bad for healthcare. Unhappy/burned out physicians get stuck with either staying in a job they don't like or are forced to move their family because of these rules. Employers also have no incentive to improve working conditions because their employees can't leave. Employers should instead reward employees for retention and work to create an atmosphere where people want to work/stay by their free will. Noncompetes are an unfair practice in a country that is founded on freedom and competitive markets. Healthcare is horribly understaffed, much of which is due to the healthcare system policies like non competes Banning noncompetes would be a huge step towards showing healthcare workers we value their work. We cant provide care without the people. I believe this change will ultimately create a healthcare system where people want to work, though forcing employers to make change that results in retention."
Concerned	"noncompetes are antithetical to capitalism"
Chris	"I support this action to abolish noncompete clauses. A close friend of mine is a healthcare small business owner and struggles in growing his practice due to a noncompete clause. It hinders work stream and personnel expansion. Please move forward with this action and restore the uninhibited entrepreneur spirit and wage equity. Thank you"
Chris	"The government should 100% do away with non compete clauses!! Big companies continue to make profits while preventing people from being competitive and making an honest wage. Also, if the non compete is unfair , an individual could never compete with the deep pockets of big business in court! Time to do away with non competes!!!"
C	"If employers may fire at will, then employees should be able to make themselves immediately whole by pursuing any employment available, without being burdened by non-compete restrictions. It's an unfair hardship. Besides, it is restrictive of a person's rights to pursue prosperity. An employer who imposes these agreements is thwarting ability of another employer to hire an otherwise available human asset."
BONNIE	"Taking away an employee's right to compete only allows big businesses to monopolize the industry and the workers have to endure less pay and benefits It also makes it easier for them to unfairly treat employees because they know they are stuck. The American dream would be stamped out."
Jennifer	"Please put an end to this nonsense! Non-compete clauses only help big businesses and that's not what medicine should be about. Doctors work hard to educate themselves for many years and deserve the right to a fair working environment and wage."
Anna	"I support ending no-compete clauses. As physicians , we don't have proprietary information. We have information on anatomy, physiology, pathology, mental and physical aspects of health. That is gleaned from years of training We should be able to take that knowledge wherever we can have the most well-balanced life. We deserve choice and freedom to move around, just as the majority of other employees."

Sean	"As an employee current under a very broad non-compete , I have first hand knowledge of how these one-sided, compulsory agreements negatively impact employment freedom and American innovation. It disallows new business creation in the industries employees are most familiar with and hampers wages by limiting the potential options employees have (often pushing them to industries where they have less expertise). I am in favor of these proposed changes."
Farzin	"I am delighted that this issue is being addressed. The Non-Compete Clauses are anticompetitive, increase costs (especially in healthcare limiting doctors and other professionals to move to another employer or start their practice) and affect mobility and access for many may people. Thank you for considering this rule change and along with multitude of friends and others who have commented, we urge you to please make them obsolete."
Chace	"I write you today in support of the proposed rule change regarding non-compete clauses. I am a Nurse Practitioner in a rural town in Kentucky. The non- compete clause I have in my current contract prohibits me from gaining employment without moving my entire family. In rural healthcare, it is of utmost importance to have access to healthcare. With current non-compete laws I am bound to my current area regardless of salary or poor working environments. Additionally, non-competes allow employers to use threat of litigation to maintain dominance over their employees. Non-competes breed stagnation in all fields where they are used and enforced. This rule change would improve MANY aspects of medicine. This rule change would increase access to healthcare in rural areas. This rule change would breed competition in the field, thus improving salaries and work conditions. I respectfully ask the FTC my support this rule change and to ban non-competes. Thank you."
Jason	"Please ban all forms of non compete contracts. Please make all existing on compete contracts null and void. These contracts work unfairly to keep employee earnings suppressed, prevent people from working in their chosen career fields that they have studied and invested in over the course of their adult life. These contracts only hurt hard working people in order to protect the profits of companies."
Alexander	"I support the FTC's proposed rule providing that it is an unfair method of competition for an employer to enter into a non-compete agreement with a worker. These agreements are abused by employers which results in negative outcomes for workers (and ultimately the economy as a whole) since they stifle competition and increase transaction costs, among other outcomes. I have seen firsthand how employers include terms in these agreements they constructively know to be unenforceable so employers can leverage these terms, along with their superior ability to withstand the costs of litigation, against workers to extract outcomes they desire. While in a vacuum there are reasonable justifications for these agreements, they have become another tool the powerful wield against the powerless. Any benefit is vastly outweighed by the cost and therefore it is proper for the FTC to determine that these agreements are an unfair method of competition. Thank you."
Satya	"Completely agree with banning the non compete clause. It will free up unnecessary hold of corporates and strain the choices of employees"

Ray	<p>" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help trillions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. Further, the notion that you can be fired at any time, for any reason, and then kept from seeking further employment in that field is nonsensical on its face. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Ray Gentile Richmond, KY Original Comment</p> <p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. Further, the notion that you can be fired at any time, for any reason, and then kept from seeking further employment in that field is nonsensical on its face. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Ray."</p>
Kent	<p>"Non compete clauses have become a tool for punishing workers who seek better employment, and should severely curtailed if not eliminated. If businesses are worried about retention, there are all manner of tools at their disposal including wage incentives, workplace amenities, benefits, etc. Making it impossible for an employee to make a living elsewhere smacks of a new take on the old company town of coal mining days. When the only means of support rests in the hands of the employer, workers have no more choice than did indentured servants. I urge the Commissioners to eliminate this practice. It is bad for business and harmful to working families."</p>
Rupinder	<p>"It is long overdue...please get it done this time."</p>
Maria	<p>"Please consider including physicians in abolishing non compete clauses. If a physician is unhappy they are not allowed to just leave. They are stuck. The only way out is to uproot their family and take their kids out of established schools and move sometimes to another state. This also puts patients at risk when losing their doctor. Finding a doctor is tough and finding one that you trust is even harder. Abolishing the noncompete would help patients, families and physicians"</p>
Vinay	<p>"Absolutely cancel . Hospitals are abusing physicians and blackmailing them into agreeing to suboptimal situations"</p>
Campbell	<p>"As a physician, I believe that this is an excellent rule. I know it will not be applied to all hospitals, but I wish it would be. I do not see how this will be bad for workers."</p>

Rajiv	"These clauses infringes on employee rights and should be re evaluated."
Amitava	"I am a physician who has suffered as a result of this silly law. I left my practice in Louisville KY after 16 years of partnership. All I wanted was to be left alone. But my ex partners sued me for breach of non compete (practicing a specific type of surgery with 200 miles for one year). I wasn't even performing the type of surgery specified. Anyway I had to spend over 100K in lawyer's fees just to protect myself. This is a regressive law and must go."
Nicholas	"I live in Louisville, Kentucky but work as a primary care physician in Jeffersonville, Indiana. I trained with Indiana University and have connections to the state despite living across the Ohio River in Louisville. I am strongly in favor of the proposed rule by the FTC to ban non-compete clauses. I currently have a non-compete clause in my contract with my employer as I work in a hospital-owned practice. I have the same general objections to non-compete clauses personally that I believe any individual subject to a non-compete would have including increased difficulty with job mobility within a reasonable distance from where I live as well as the difficulty with negotiating more competitive compensation, but I believe this my non-compete is detrimental to the patients who I serve. With the significant shortage of primary care providers across the US, I know it would be a significant burden to my patients if I left my current practice and could not join or start a practice in the same geographic area. Patients want their primary care provider to be located close to where they live. Pd estimate that at least 90% of my patients live within 10 miles of my office. There area multitude of items I am currently weighing leading up to my next contract in 2024 that may result in me deciding that it is better for me to make a change, but under my current non-compete provisions I would be forced to work in a different state or at least 50 miles from my current practice location for at least 3 years after the end of my contact. Although I could easily work across the border in Kentucky, I know that many of my patients would not follow me because of the increased distance and traffic concerns in a much larger city than the smaller communities I serve. My preference if I were to make a change, would be to work in the same area and have the opportunity to serve the same patients I am currently serving. A different practice may actually allow me to serve them better with better staffing support, electronic medical records integration, etc. I think the benefits to the worker with respect to ending non-competes are obvious, but I do think that there can often be additional benefits to the community that I hoped to highlight. Thank you for strongly considering this proposed rule and I hope that it becomes enacted."
Greg	"I believe passage of this legislation will make employers treat all workers more fairly as it will keep long term employees from feeling trapped. I think it will open up new ideas in existing markets and may even create new markets not realized due to these agreements."
Tammy	"I work in a mailroom at a large utility company. I absolutely love my job. When the company I was contracted to lost the bid to renew their contract. The new company that came in hired some of us part of being hired was signing a non compete. I didn't want to sign but at the time I was scared and desperate. 54 and job hunting. So I signed. There is no proprietary knowledge in a mailroom. I make less than someone working fast food. Yet I am bound to these people who don't seem to care when it

	counts. Non competes are wrong. Any other contract you sign usually asks if you are doing it under duress."
Brandon	"I feel that the removal of non compete clauses would greatly improve people's wages and working environment. This would allow for people to move to a different company if they felt they were treated poorly and being taken advantage of. My wife is currently under a non-compete clause that lasts 2 years. tier license has to be renewed every 2 years, making it next to impossible, due to CE hours needed, to move to another company."
No Personally	"My mother has worked in Property Management for almost a decade now and was never required to sign a non-compete through out all her years of work up until this last year. The business she was last working for in Property Management didn't require any of their employees to sign a non-compete. That is until one of the employees left due to unfulfilled promises. Since the day that employee left everyone was required to sign a non-compete and to make it legally binding everyone got a pay increase and a title change. My mother signed the agreement expecting maybe a little heavier workload to pick up the slack but was willing to continue her employment with the company. Instead what followed was months of public humiliation, ridicule, and borderline verbal abuse on a daily basis. A few of the examples that she was willing to tell me involved the company hiring someone with little or no work experience as her boss despite her many years with the company and numerous years in her career. When she went to confront the CEO about the hiring practice and the new hire's shortcomings for the position she was told that the new employee would be talked with. Instead of a private conversation the CEO gathered everyone for a meeting and took what she told the CEO in a private conversation and publicly told everyone including the new employee. There were multiple meetings throughout the weeks and after each meeting the CEO became increasingly antagonistic toward my mother. The meetings were initially about processes that were supposed to be done by the new employee that weren't getting done. Each time my mother soon became the center of discussion with her duties being called into question as if she was expected to do her job and the job of someone else. Often times the meetings would end with the CEO yelling at her or her breaking down into tears and with her having signed the non-compete she felt trapped in a job that was no longer a cooperative, safe working environment that it once was. It was recently that she decided enough was enough and quit working for the company that was once a friendly and caring business now turned hostile. Unfortunately, due to the non-compete that she signed she can not work in Property Management within 50 miles of her previous employer for one whole year or for any person, business, or entity that she may have come into contact with during her employment. Which is in my opinion outrageous considering she is a single mother with a family of 3 Asking her to uproot her life and move 50 miles away to be able to work in the same industry would be costly not to mention difficult for her children to adjust to the new location. To not work in the same industry for one year is not feasible due to the significant decrease in income would require her to work 2 or even 3 jobs to maintain in different industries to maintain the same amount of income. On top of that not working for any person, business, or entity that she may have come into contact with would eliminate 75 to 80% of her local job

	market thus limiting the amount of jobs she may be qualified for and forcing her into less desirable jobs or jobs she has little to no experience in."
Hassaan	"Non compete clauses lead to unfair work environment for physicians and also patients suffer as they are unable to follow up with the physician of their choice. For patient safety and choice I would advocate to do away with non competes for physicians"
Jordan	""WE SUCK SO BAD AS A BUSINESS YOU HAVE TO SIGN THIS PAPER STATING YOU WONT IMMEDIATELY LEAVE AND GO WORK FOR OUR MUCH NICER COMPETITION." -businesses that rely on Non-compete agreements to retain employees Seriously though, if your business fails because your employees jumped ship to work for your competition, YOU are the problem. Not the competition, not the employees that left to go work for them, YOU. A legally binding document that threatens workers for using their skills somewhere else is not the help you need."
A Thomas	"Pass the regulation and make illegal ALL non-compete clauses. All types."
Kayla	"I'm a physician and non-Competes are bad for medical care. It creates a monopoly on patient care, contributes to physician burn out, and is overall a cause for poor patient outcomes. I strongly agree with the ban on non-competes."
Kayla	"Non-compete clauses hurt healthcare by contributing to healthcare worker burnout. By excluding them from this you're isolating an entire group and they will leave the field finding other higher paying jobs leaving us with a worsening healthcare crisis."
Stacey	"I am a resident of the state of Kentucky. Luckily for me, my state's Supreme Court has already looked unfavorably on non-compete clauses. Well run companies can design ways to limit any losses due to employees departures without making their former employees lives and their families lives unfairly proscribed. Intellectual property laws are firmly established and properly used to protect companies investments and products. In my case, as a veterinarian , some veterinary clinics have included non-compete clauses that encompass large parts of the state. I have luckily outlasted the final non- compete that has limited where I practice veterinary medicine and within a couple more months I could take any job in any town in Kentucky. Honestly, consumers want to make relationships with their providers of all kinds of services. Literally several of my clients have driven 45 minutes or more to see me as a veterinarian because they trust me with their pets' care but I cannot take a full time job closer in due to the non-compete clauses at my last employer's clinic. I have even had emergency clinics ask me to sign a non-compete which is ridiculous due to the fact that emergency veterinary clinics do not routinely see the same clients repeatedly because they are only there for emergencies. Thankfully I am an older veterinarian and very experienced. I worry about my young colleagues being forced to stay in a work environment that isn't suitable for their development due to the fear of having to add many hours and extra cost to work outside of a non-compete zone simply to enrich a former employer and keep their client base "safe". Non-competes generally help big business and harm individuals and limit their future horizons. Non-competes also affect consumers ability to choose the products and services they

	want to purchase in their own communities from the provider of their choice. I firmly support any federal rules that will limit the use of outright eliminate no non- compete clauses."
Caroline	"I am a neonatal nurse practitioner (NNP), I have cared for acute and chronically ill newborns for over 30 years. I was required to sign a non compete with my company. The hospital where I provided care contracted the services of myself and my fellow NNPs and our collaborating physicians, neonatologists. When the hospital dismissed the contact with my company, I was no longer able to work at the hospital or in the metropolitan area due to the non compete. The hospital and the Childrens hospital wanted to hire myself and the NNP team. My company refused to let us out of the noncompete. I am unable to work in my specialty for 2 years and 20 miles. The biggest concern is the loss in quality and safety of care for the babies and their families. The NNP team was the continuity in the NICU, Labor and Delivery and well baby nursery. I was told by my company that they would "fight" for me. This did not occur. I was told I could continue to work for my company if I traveled over an hour or more away. I was not interested in commuting this long of a distance. I want to work in the community where I live. I am a respected part of the community and have made a lasting impact on the lives of many babies and their families. I am no longer working for this company because I am disgusted with the way they have handled this situation. They do not care about me as an individual. I am currently out of a job. My career that has been my passion for 35 years. I am frustrated and bitter by what has transpired."
Patrick	"Government officials, Noncompete clauses are not fair. These stipulations actively contribute to physician burnout and career dissatisfaction. These provisions are routinely added to the contracts of physicians where they serve no benefit. Many doctors such as Hospitalists, ER doctors, Anesthesiologists and others do not have a patient population that actively follows them. Noncompetes have now morphed into a tool by bad acting administrators to hamper an employees ability to seek alternative employment in an unfriendly work environment. Thank you for reading."
Sharat	"As a physician who has served a rural community in the state of Kentucky under the employment of a " non-profit health system", I fully support repealing the use of any such non-compete in America. My understanding is this is being considered for mostly for profit institutions. This ignores a very large segment of employers who have described themselves as " non-profit" such as the bulk of health systems in the US. This is merely a label and a poor disguise for institutions which operate with nothing but the bottom line as their primary goal. My practice has operated since the 1990s in Danville, Kentucky. We are the only cardiology practice that has been present and has worked tirelessly to serve this rural community. The practice was a private practice originally. Unfortunately, just as most cardiac practices throughout the country have had to, our practice had to come under the control of these hospital systems to maintain its viability. We have strived hard to provide top level cutting edge care in this part of Kentucky. We have endured multiple hospital administrations and CFAs and have had a reasonable working relationship with the hospital through this time. This all changed with the advent of a new administration and a new CEO. This new administration and new CEO have worked over the last 3 years to dismantle all the work that has been done by multiple physician groups in this hospital system. Our group has been the latest and probably most significant victim of

	<p>this administration. Despite our best efforts to reconcile and make things work, the CEO ignored all level-headed advice from all those around him and basically destroyed our practice. We have been desperate to maintain our practice and continue to serve our patients in the small community despite the situation. We worked with other employers with the idea of maintaining our practice while coming out from our current hospital system umbrella. This would have allowed us to continue to serve the community and remove ourselves from this administration. The CEO and the administration, driven by what most consider petty ego, have squeezed us out and forced us to leave the area with the employment contract non-compete in place. To say that a practice which has been here for more than 30 years should be pushed out by a CEO who has been here 3 years is ridiculous. I have spent the last 6 months hugging patients medical staff nursing who are stricken by the fact that we are being pushed out. Patients desperately ask me how they can maintain care if they have to travel up to an hour to see their doctors with this change. They worry how they can pay for the steep gas prices to see their doctors. They are told by this current hospital administration that they will be hiring replacement physicians. They are not told that these replacements are not cardiologists but primary care APPs who have absolutely no experience in taking care of any kind of cardiac pathology. They are truly concerned for the health of their families. All the while all I can do is tell them that my non-compete does not allow me, their cardiologist for the past decade, to give them any advice on how to maintain their care. This is the situation that arises when these non-profit health systems operate with complete disregard for the very sacred relationship that develops between physicians and their patients. I know that the non-compete concept is described in terms of lost wages and reduced competition. But what many fail to understand is that in healthcare, when it comes to non-competes with physicians and nurses and technicians, this non-compete is calculated in lives. I hope this is something that will make you guys push this removal of the use of non-competes and broaden it to include both profit and non-profit organizations. Thank you"</p>
Andre	"It should not exist - bigger companies are taking advantages of employees and people to start their small businesses"
Sashi	"As an employed physician , I strongly support this rule which aims at eliminating the non compete clause in the contract. Most physicians have a non compete clause on their contracts which prevents them from working in a 25-50 mile radius from their last job for 1-2 years. This means, either they have to find a job away from their family or move the family to another town. This puts an enormous emotional burden on us and our families. Non compete clause has to go."
Manikya	"Yes it is absurd to have non compete clauses and this is preventing talent to move around and do advances. If big organizations are concerned they can always have non disclosure clauses but non compete in distance and time is bad."
K	"I support banning non-competes. I'm a qualified mental health professional working in a FQHC and my current contract includes a non-compete agreement. There is a shortage of QMHPs in my area. If I left my current job I would have to leave my rural area to provide services in the nearest town 30 minutes away."

Arpita	"As a physician , I fully support removal of non-compete clauses. These clauses limit fair pay for physicians by limiting ability to practice at the system of their choice. They do not add any value for workers, and just help hospital systems by forcing physicians to stay employed in their system. Thank you"
Adam	"This is a great step. Please move forward and end non-compete contracts."
Melissa	"Please consider doing away with non-compete clauses; it's better for patient care."
Mel	"I believe non-compete agreements cause very restrictive futures for key individuals at the companies they work for. Young workers jump jobs frequently to gain additional salaries, income experience and to find what work they love. Older workers over 50 that have many years of knowledge and innovation that get stuck because of these non-compete agreements is a crime. I think that a non-compete cannot cover a large scope of restriction, and that employers must pay a one year severance to keep a non-compete agreement in force. The non-compete agreement should never be more than one year and should really be banned. I have around 20 patents, and I have been stymied in my career with no pay increases in several years Eliminating non-compete agreements will stop this employer dominance and really improve innovation. I have several years of innovation to create."
Andy	"I never agreed with noncompetes. If a company is as wonderful as they present themselves to be, then why do they need this contract? I have worked my way up from the bottom being a warehouse assembler to the top of my industry for the past 24 years. Last year I was actually the #5 sales person in the nation for my national company that employs over 2500 people. About 3 years ago I was presented with a Non Compete, Non Solicitation Agreement, and a Non Disclosure. I even asked if I did not sign it what would happen? The answer was that I would not be allowed to work for the company. I have a wife, 2 kids and myself that I support on one income, so I could not risk losing my job in an industry that I spent over half of my life in. Things were nothing really to complain about until I signed that contract. The company's goals and my goals do not line up any longer, but I am chained to all the contracts I had to sign. I make a wonderful living, but I am customer driven and my companies goals seem to be profit and not the vision of the client any longer. I am unable to work with anyone that even in my industry (manufacturers, companies that compete, or anyone that might offer the same items we do). With me working my entire adulthood in one industry, it would be impossible for me to make the income I currently have. Matter of fact I have other companies constantly asking me to work for them at a much better wage and even offer to have lawyers look at my contract to see if there is a way to bypass it or at least find away to make it work for me until the expiration dates run out. However, I fear that if they find out I was talking to the other companies that they would consider firing me and I would lose my lively hood causing me not to work in my industry for at minimum. You would think being one of the best in the nation that your direct manager would give credit to this accomplishment, but constantly criticizes ever move me and my team do, because I focus on the clients' needs and he is only concerned about profit margins. I am a concervative Republican, but I pray this rule passes and helps people like me get out of

	<p>these contracts that really feels like torture and no way out of the situation, unless we were to sell all of our assets, homes and vehicles that we worked so hard for the past 20+ years. If this rule passes, my company will have no choice but not only be more caring for their employees that they feel they have in slaved with these contracts, but I believe it will also give the employees like me to have more authority to fight for our clients to get the best possible outcomes or we will go to a company that will value that. Please do not change a single thing to the rule and pass this as soon as possible! I would be happy to speak to a congressman, senator or whoever I can to help this become [permanent]. I hope you fight to change the other contracts such as non disclosure, non solicitation, etcc as well. These are just as bad with the verbage they use."</p>
Julie	<p>"Non-compete agreements should be against the law. They're used by companies as a means to "punish" former employees by suppressing their ability to make a living. It's a fear tactic and it doesn't create a fair playing ground."</p>
Jackie	<p>"I am in complete support the FTC's proposed ban on non-compete agreements as our family has suffered through two back to back clauses since the COVID-19 pandemic stripped my husband of his high paying sales job with a very large company, who fired him for lack of sales during the pandemic and enforced their non-compete, causing him to withdraw from an industry he very much loved, due to no fault of his own. Our family lost more than 550k/yearly in wages as he had to take a much lesser paying job until the non-compete expired after one year. This occurred again when he returned to the industry for a short time, and once again lost his job due to the ownership changing, and still the non-compete clause not rescinded so he could explore other companies within the industry who very much wanted to hire him. This clause only directly impacts the employees who many times are unjustly let go to increase profits for large corporations who do not care about their employees. A company should never have this much control over a person and their financial wellbeing when they are allowed to unjustly fire employees at will to line their pockets and they enforce a ban on employment in a like industry. These employees are forced to sign these non-compete clauses in order to gain employment which causes long term financial damage for the employee who has no control over whether they can keep their job."</p>
Kylee	<p>"Please move forward with this to protect the American working class."</p>
Michael	<p>"I am an Independent Board Certified Family Medicine Physician and I am writing in support of banning all non-compete agreements. In the medical field most MD, DO, NP, APRN, PA (healthcare providers) are required to sign perpetual non-compete agreements as a part of their employment contracts. With large Medical Groups buying up hospitals and private practices, applicants often have limited employment options. Thus, with less competition almost every Medical Group requires the employee to sign a non-compete agreement. For example. in Louisville, KY and the surrounding 50 mile radius, the majority of Hospitals are owned by one of three large Medical Groups (Norton lcalthcare. l3aptist lmlth, and The University of Louisville). With the exception of the VA hospital, there are no options tier a hospital based healthcare worker to work without a required non-compete agreement. Hospital groups brag about their high retention rate, but fail to mention that their employees</p>

	<p>are essentially trapped. A typical non-complete agreement prohibits an employee from working for a competitor within a 30 miles radius from their clinic, for at least 1 year. Thus, for a healthcare worker to leave a Medical Group they will have to find a job 30+ miles away and commute to work for at least 1 year before they can return to the community they were serving. This creates stress on individuals, their spouses, and their children. If the employee changes jobs they will have less time to spend with their family because of the forced commuting time. There is also a logistical impact on trying to drop children off at school or daycare and picking them up at the end of the day. The childcare burden is especially difficult on single parents. Alternatively, if the employee wants to change jobs, they may have to uproot their family and move to a new community. As a result many healthcare workers cannot take jobs that offer a promotion, better pay, or a better fit with their family dynamics. Again, these punishments are due solely to the existence of the perpetual non-compete clauses required by virtually every Medical Group. With perpetual non-compete clauses Medical Groups have less incentive to improve work conditions because the employee bears the burden of penalties trying to work for a competitor. It is widely known that burnout is a significant problem for healthcare workers. (Ironically burnt out (or "morally injured") healthcare workers are leaving healthcare or moving away from direct patient clinical care into Administration **. The lack of control over their own careers contributes to the burnout affecting healthcare workers. In addition to offering meditation classes, employers should compete in a free market to provide the best work environment to attract and retain the best employees. The non-compete clause guts the motivation for the employer to improve because "where are they gonna go"? In regards to intellectual property; that issue can be handled as a separate legal agreement if an employee wants to create IP in partnership with an employer. The majority of healthcare providers will spend all of their time caring for patients and not creating intellectual property. The ability/knowledge to treat a patient is paid for by the individual and taught by schools and training programs. In summary, the non-compete clause indirectly harms patients by harming healthcare workers. First, the patient loses their provider-patient relationship when the provider is forced to take a job 30 miles away instead of across the street. Second, when a healthcare provider leaves medicine or direct patient care that harms the patient by reducing their healthcare accessibility. Removing the non-compete clause will not solve all of medicine's problems. But it will create a free market environment where medical groups compete to attract and more importantly retain quality healthcare workers. ** https://vvvvw.mcpiqjournal.org/article/S2542-4548(21)00126-0/fulltext"</p>
Karen	<p>"I am in favor of this change. I've seen countless people get stuck at my corporation because they have non-compete clauses. Once you've amassed expertise in an industry, it's difficult to find a new job outside of that industry. When a non-compete is in play, this means you either have to stay at your current job forever (not good for wages or mental health), must walk away from significant compensation (stocks, etc), or must get a job for a year or two outside of your area of expertise (likely at a lower wage or position). It's a terrible situation for an employee to be in. Especially when adding in the stress of maintaining healthcare benefits for a family. If a company can fire an employee at will, why can't an employee move jobs to any employer they choose at will?"</p>

MEG	"I enthusiastically support the end of non-complete clauses—! I am a veterinary specialist and was not allowed to work in my city until I BOUGHT THE NON-COMPETE OUT, this, despite the fact that there was no one to replace me at my former employers. Veterinarians, clients, pets and communities are adversely affected by this antiquated law. Thank you for proposing its end."
Eric	"I FULLY SUPPORT getting rid of non competes. Companies should train their employees well enough that they can go anywhere but treat them so well that they don't WANT to go anywhere instead of having this fallback for employee retention. It will help keep them honest."
Brennan	"I am in strong favor of the proposed rule change. My noncompete agreement restrict me from changing jobs within my industry for one year. This severely limits my ability to negotiate fair market value for my services. I am forced to choose between taking whatever is offered by my employer or being unemployed for a year."
MARTHA	"The non-compete rule seems unjust, is unjust. Justice demands that the rule be banned or done away with. Justice is what matters whether I personally like the outcome or not."
Craig	"I am a Professor at a public University College of Dentistry . I strongly support banning employers from imposing noncompetes on their workers. This is a practice done at our College since 2010. I agree that noncompete agreements are widespread and an exploitative practice that suppress wages, harm morale, hamper innovation, and block entrepreneurs (e.g., healthcare providers) from starting new businesses. I encourage you to establish this rule, which would be consistent with recognizing noncompetes are an unfair method of competition and therefore violate Section 5 of the Federal Trade Commission Act."
Shelley	"As someone who is currently bound by a non-compete, I am in FULL support of this rule. I am a specialized healthcare provider with a doctoral degree. My current non-compete would require me to commute over an hour from my home each way, or completely relocate my family, to continue working in my field. It is my opinion that non-competes of this scope are egregious, and simply meant to force employees to stay in a less than desirable work situation. It removes any responsibility for the employer to provide competitive compensation, opportunities for advancement, and a quality workplace culture. It stifles competition, creativity, and improvement in the quality of care and service delivery - and puts the focus of healthcare entities on dollar signs instead of where the focus should be, which is on the patients we serve. I look forward to the adoption of this rule, as I believe it will lead to better outcomes for patients by requiring employees to truly support their providers."
Michael	"As a physician at the University of Kentucky our hours are often expanded while our salaries remain fixed. The non compete clause includes any UK affiliate in the state with a 60 mile radius. This effectively makes it to where you must move out of the state to work anywhere else in the state of Kentucky. This not only keeps salaries fixed it reduces access to healthcare in a state that is suffering from a significant physician shortage by forcing us to move out of state to change jobs. The non compete is in place for the sole purpose of forcing providers to continue to work in a hostile underpaid work environment as inpatient physicians do not have a patient panel that can follow them when they leave. Please make this change and keep physicians in their home states to practice and provide care."

Cindy	<p>"I support the proposed rule to ban non-compete clauses in the United States. Non-competes keeps talented people who want to work out of the workforce and often unemployed. My physician is unable to continue to serve our community because she did not renew her contract with a large, uncaring business that owns physician practices."</p>
Genevieve	<p>"I recently left a company with a non-compete contract. There are several reasons why this is unethical. First I have not received a raise in over 3 years because I am told I make too much. Secondly, I am employed as a family nurse practitioner with this company. I went back to school and obtained my degree and certification as a psychiatric nurse practitioner. This company did not pay for any of my education, but I am unable to leave to work as a psych NP without abiding by my non-compete. The last 6 months I have been harassed and had to get Human Resources involved. They were also not following my contract that I am being held by their powerful lawyers to abide by. The last 6 months has taken a toll on my physical and mental health while I tried to figure how to get another job without having to move. I have had to go on anxiety medication for the first time in my life, see a therapist, and was told by my cardiologist that due to the toll it has taken on my heart I must find a new job if I want to live. This has also affected my family. I beg you to make non-competes illegal! I hope no one ever has to endure the harassment and pain that I have over the last six months. I have had to take a part time job which does not pay near what I was making as the bread winner for survive. This is so unethical."</p>
Ferenc	<p>"My name is Ferenc Nagy MD, and I am a board-certified vascular surgeon. I have been in full time clinical practice since 2010. I am writing in a personal capacity and not on behalf of my employer or any society. In the strongest terms possible I support the proposed Non -Compete Clause rule in its current form. The current employment environment of clinical medicine is undergoing two fundamental shifts which show no sign of abating: 74% of physicians in the United States are now employed directly by health systems and large portions of traditional physician work is being replaced with non-physician practitioners (typically nurses and physician assistants). Taken together, these trends are placing enormous market power in the hands of large organizations regarding physician salary, work conditions, and practice patterns. The restrictive covenant of a non-compete clause, which by one study has impacted 90% of responding physicians, is the coup de grace; physicians now commonly find themselves tied to an organization, competing internally with nurses and PA's, and without the leverage of local mobility. Non-compete clauses in physician contracts are typically boilerplate inclusions, and no doubt comport with the local understanding of reasonableness in terms of duration and geography. However, the unique nature of medicine, as well as the enormous geographic footprint of increasingly consolidated health systems, make even "reasonable" restrictions effective eviction notices. As with all issues in medicine, this also ultimately is about the care of the patients we have dedicated our lives to. An employed physician, facing pressures that force him or her to consider leaving a group, routinely must consider a geographic upheaval as opposed to moving within a community to a new employer. This is an unacceptable disruption to the lives and care of the patients we treat. It is worth noting that the attorneys for the organizations that create these non-compete clauses have no such issue; non-compete clauses are barred by the American Bar Association"</p>

Barbara	"I am reading the letter from American Hospital Association about non compete ban. They act like representatives for 270,00 physicians, 2 million nurses and other caregivers. I am not sure any one of the 5000 member hospital/health care systems asked opinions of their employees about their opinion (other than people in C-Suite). More over most of the health care workers are still not aware of this federal ban and how it will change their life for better. ABA is not a representative of employees other than health care systems. People who suffer from these rules doesn't even know some good like this happening. More over they are scared of health care systems retaliations if they publicly participate in this platform.. This ban will help lots of health care workers and employees of other business to have better life. It would improve the quality of life of people. thank you"
Casey	"Great companies are only great because of the extraordinary people who make them up - non competes are used by companies who were once great and no longer can sustain that greatness without suppressing others - you keep great people through empowerment- not suppression."
Ray	"Approve the rule and get rid of non-compete clauses they are the modern equivalent to Indentured servitude. Companies should have to prove financial loss not just bar employees from working in their given field for X number of months or years in a arbitrary geographical area."
Sarah	"As a physician , currently limited by a non-compete clause (in an academic institution), my ability to find work is limited. Every academic institution I interviewed with had a non-compete, which restricts free trade. I am in favor of abolishing non-compete clauses for all."

Constituent Support for the FTC's Noncompete Rule



Louisiana | Statewide Impact

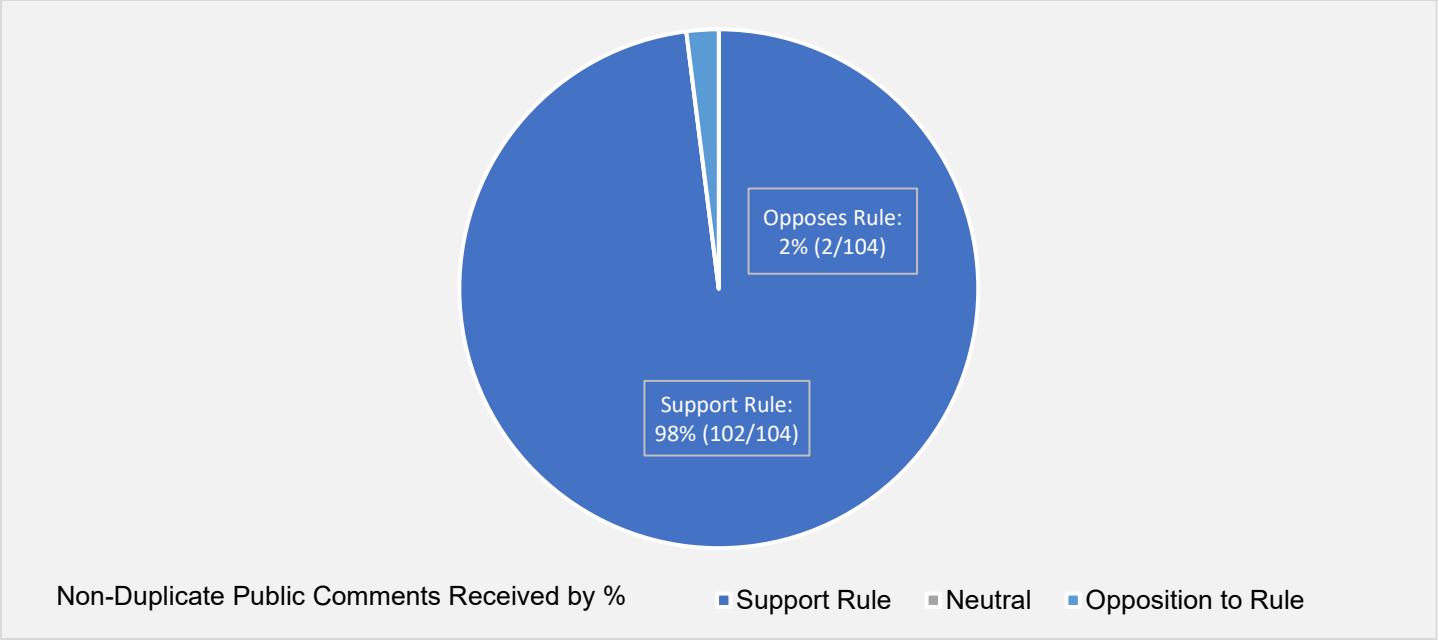


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Louisiana**:

Louisiana Covered Workers	Increase in Total Annual LA Worker Earnings	Increase in Average Annual LA Worker Earnings
1,492,474	\$747,953,455	\$501

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))




Notice of Proposed Rulemaking: 102 of 104 LA Commenters Support



Support Across Sectors of the Louisiana Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I had to move 1600 miles away from my family for 2 years to get out of a NC with Emery Equipment in Baton Rouge, LA. Employers use the NC to bully their best sales people and other talent and can treat them with indifference because they know we can't go anywhere else in our chosen field unless we move out of state. One of my good friends left the company he worked for 22 years and was assigned customers out of state to handle to get around the NC agreement he had with the previous employer. However, the previous employer sued him anyway to make an example out of him because this was the 3rd salesman that left for his new company in 2 months. It ended up costing him \$35,000 in attorney fees but the case was ultimately dismissed. They made sure they spread the message around that my friend had to borrow money from his dad to pay his legal cost. Please do away with this way out of date practice of bully companies. I'm currently under a 1 year non compete myself again."</p> <p style="text-align: right;">-D. B.</p>
	<p>"I am a service technician for a company that makes and repairs hospital equipment. Basically, do electrical repairs and plumbing repairs in hospitals. I have worked for them for 33 years. Many times, I was offered to better my life by switching jobs but couldn't due other companies did not want to deal with the non-competitive form I had to sign...At one point I didn't get a raise for 5 years. I like what I do and could have keep doing by starting my own hospital repair company but was afraid the company I work for would come after me. Doing away with this will force companies to treat people with more respect. Thanks."</p> <p style="text-align: right;">-Mike C.</p>
	<p>"When I worked in the petroleum industry as an inspector, non-compete agreements were commonly . . . complained about, since two of the largest companies in the sector . . . imposed these agreements onto their hourly workers. . . I told myself, ". . . The workers can still seek employment at a smaller barge service company and get the same job." However, I then watched Kirby acquire many of those small "competitor" barge companies . . . If it's not hard enough to only have a few mega-employers to work for, we then allow the employers to impose non-compete agreements on their employees so that they're unable to shop around for better wages Many of the agreements also prevent workers from starting their own business that would compete We can't succeed, thrive, and grow as a capitalist society if we allow companies to stifle competition, limit options for consumers, immobilize our workforce, and block innovation."</p> <p style="text-align: right;">-Cory K.</p>

	<p>"I strongly support this rule. I am currently the GM of a dealership and dream of owning my own but can't start one due to an unfair non-compete."</p> <p style="text-align: right;">-Mark N.</p>
	<p>"I have two acquaintances who have recently been disadvantaged by a noncompete clause. One was a franchise owner in Louisiana whose business was bought back by the franchisor after 20 years. The parties were unable to reach a renewal agreement last year and the buyout left the recent franchise owner at a disadvantage due to a noncompete clause. Another acquaintance works as an Information Technology professional in Florida under a contract with a noncompete clause that requires a time period of two years before he can go to work for a competitor or start his own IT business. He has earned a number of IT certifications and increased his value as an IT but employers are not inclined to increase the salaries of these skilled employees since other interested employers are reluctant to hire an employee who will be limited by a noncompete clause. The FTC ban on noncompete clauses would be a great relief to these two people as well as to thousands of other employees."</p> <p style="text-align: right;">-Dick H.</p>
	<p>"I am a neurosurgeon in a rural town. . . . I was assaulted and battered by one of the other neurosurgeons, and fearing for my safety and due to bodily injury, I left the group. I now find myself in a conundrum with my family waiting out a two-year non-compete that I did in fact sign but that I do not believe holds in these circumstances. . . . There are too few neurosurgeons in my region as there are in many regions and thus the geographic limitations of non-competes make it such that often neurosurgeons like myself have to relocate to a different state in order to obtain a different job and earn an income. . . . My non-compete was placed to run me out of the region if I ever left the practice regardless of fault or reason. From a patient perspective, my community has lost a neurosurgeon (and now level 2 trauma coverage for the region). . . . From my perspective, it is too financially expensive for me to relocate everything as a new graduate, and it would be a shame to waste three-and-a-half years of building a reputation in the community due to the silliness of the non-compete. I have been asked why I signed a non-compete in the first place. I have looked at numerous jobs, and I have never found one as a neurosurgeon without a non-compete clause."</p> <p style="text-align: right;">-P.B.</p>

Additional Support from Louisiana

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Kerry	"For those in specialized fields, noncompete are awful. If you are a specialist with 20 years of experience and are prohibited from working in your field if you decide or the company decides it is time for a change then you are in a horrible position. The financial impacts could be devastating. They should be banned."
Niksad	"I strongly support this movement to stop Non-compete clause. As a physician taking care of patients, we face so many challenges already. Recently we had private equity involvement in our owner ship and cut our payments by 30%. I am stuck in this unhappy situation and can't find a job in the town where my family is growing with kids going to school. Relocating to a new place will be hard on me and family as well. Non-compete clause allows management to treat physicians like puppets. Overall, it creates no competitions in die market to excel in what we do. Bad for die patient care."
K	"Don't limit doctors by profit oriented boundaries."
Anonymous	"I worked for a company for 19 years starting as a part time employee. I worked my way up the ladder learning my craft to become General Manager of the company. During my time as General Manager I was told by the owner he wanted all employees including me to sign a non-compete agreement. I knew this only benefits the owner and not the employees. I always trained and taught the employees to be Leaders in their fields so they could grow as a person and an employee. They excelled at becoming Leaders. When they asked for a raise that I couldn't afford I understood before the non-compete agreement that the employee should have the right to look for another job using their craft they excelled in. We were all told we had to sign the non- compete or risk losing your job. You had to wait out a year for the non-compete agreement to expire so that meant we had to find a job and start all over in another field then come back in a year, Non-compete should be outlawed everywhere since it benefits the owners only and not the employees. It means the owners have you under their thumb and you can take whatever your being paid or start over. An employee who is great at their job should not be limited to one company if they are not happy with the company pay or benefits. Every employee should be able to grow financially and shouldn't be punished for a year. It's like

	you are on parole by your employer if you leave. If you love what you do and work hard to improve you should be able to do just that. Grow and Compete not Non-Compete. Thanks."
Dr. Frank	"Non-compete is a relic of the pre corporate medicine past. Now our problems are more centered around monopolies and the power they have over individual physicians and the decisions they make for patients. Getting rid of non-compete will help physicians resist that pressure."
Robert	"Non-competes are absolutely unfair. They require an employee to surrender natural rights that they are entitled to."
Rachel	"Non-compete clauses are one of the most powerful tools that enable corporations to intimidate their employees. It is anti-trust and anti-American. All states should allow people a right to work, regardless of corporate greed!"
Rajiv	"1. I am a Subway franchisee owning 2 franchises and employing 12 individuals in Louisiana 2. Currently, my franchise agreement is for a term of 20 years. 3. When I signed my agreement, which was over 16 pages long, it was a "take it or leave it" situation in which I was forced to sign the agreement or walk away entirely. 4. The contract, which was drafted by my franchisor's attorneys and is completely non-negotiable, included a non-compete clause which states that "you will not have any direct or indirect association with a competing business within 3 miles of any Subway location, existing or existed in a prior year , for a period of 3 years after termination failing which I will be liable to pay up to 100,000 for 3 years.". . These terms restrict my ability to start a new business or in any way use my experience to work in a similar industry. 5. When my contract expires, I must renew for another 20 years, generally on significantly different terms that my original contract, pay a higher royalty at renewal to keep the existing terms of the agreement or give up my franchise entirely. 6. If I choose the latter, my noncompete clause makes it very difficult to use my experience to run and/or work for another business."
WILLIAM	"Non-compete clauses should be illegal and abolished!"
Byron	"I was hired by a regional staffing company in Louisiana in 06/2013. In 04/2017, was forced to sign a non-compete agreement to retain my job or face termination. In 01/2023 I was terminated, and then my former employer sought a temporary restraining order and filed for an injunction after I found employment with a national recruiting firm. My new employer chose to separate me to avoid issues. I gave my employer 10

	years of service, and now I'm unemployed because I only know staffing, they are vindictive and irrational, and I cannot support my family. Please rescind this non-compete law."
Brittany	"As a specialized physician working for a large healthcare network, their non-compete stifles competition and prevents physicians from advancing in their careers locally. It forces physicians unhappy with their current position or looking for promotion to move out of state in order to find alternative employment, thus limiting the pool of highly qualified physicians in our already underserved area."
C	"Non-Compete clauses are immoral and should be banned from physician and nursing contracts."
Adam	"Please consider the addition on physicians and other medical professionals to the non-compete rule. Currently, non-competes harm patients, communities, and physicians. A large number of physicians pose not risk to their organization as many do not have a group of patients. Physicians such as anesthesiologists, radiologists, emergency medicine, pathologists, and other hospital-based physicians treat the patients that present to them. One hospital group in town has a non-compete that doesn't allow you to practice within a certain distance from one of their hospitals. This makes it so that anyone who leave must leave the state and neighboring state. This discourages innovative practice especially if the organization will not give you the full amount of resources needed to practice the full scope of your abilities."
Sarah	"No physician should have to sign a non-compete clause. This should also be the case in non-profit organizations."
Isolde	"I strongly support Banning non-compete clauses. They are anti-free Market, limit people's professional development, and essentially chain workers to particular companies with the only option to leave being to uproot their families and abandon their homes. Please support this. I'm sure there will be many businesses that launch strong efforts to protect non-compete clauses, but they are simply sayings for the American worker."
Dominic	"I support this rule. As a physician with a non-compete clause, I find that this hinders competition within our competitive market in our small medical community. While I love my current job and trust my employer, the non-compete stifles the free market. I support this rule change and the abolishment of the non-compete rules."

Carol	<p>"Dear Members of the Federal Trade Commission. I am writing to support your proposed ban on non-compete agreements. I am a physician in Louisiana and have been practicing at the same job for 6 years. I am a hospital employee, and like most of my partners, I signed a non-compete agreement when I took the job. My non-compete agreement prevents the from working almost anywhere else in the state of Louisiana for two years after I leave my job. There is no end-date on this, so even if I work here for 20 years, I will still be held to the terms of this non-compete. I am currently happy at my job and not planning or desiring to leave it. However, if things changed and I needed or wanted to leave my job, I would have to move out of the state of Louisiana to be able to remain employed. My husband, who is also a physician and is in a highly subspecialized field of medicine, would be moving with me. Therefore, our state would lose two experienced physicians due to my non-compete agreement. Our state has lost a number of wonderful physicians who previously worked for my hospital but were not happy here; due to their non-compete clauses, they chose to leave Louisiana rather than risk being sued for violation of their non-compete agreement. This is terrible for our state, for our community, and most of all it is bad for our patients who lose their doctors. I understand that in Wine cases, an employer may make a significant investment in a physician when hiring them and that non-compete agreements protect businesses from losing this investment if a physician decides to leave soon after starting the job. I would estimate that this applies to only a very small percentage of physician jobs. If the FTC felt it necessary to protect businesses from this rare occurrence, they could allow exceptions and time-limited non-compete agreements for employers who make a very large investment in an employee. I think this is unnecessary overall, but I would understand if the Commission felt that it should be allowed. One might wonder why a physician would knowingly sign a non-compete as restrictive as the one I have. It is true that nobody (breed me to take the job. However, as hospital systems continue to conglomerate, many communities including mine are left with very few employment options for physicians. In many cases, a physician must choose between the job with the non-compete or no job at all. If people are dedicated to living in Louisiana, they will choose the job with the non-compete agreement rather than take a job in another region. I fully support the ban on non-competes because non-compete agreements are bad for physicians and even worse for our patients. Thank you so much for your consideration of this important matter."</p>
jacoby	<p>"Non-compete clauses were designed to protect trade secrets. But there use has spread to workers such as waitstaff, hair dressers, medical workers, etc. whose certification and job skills</p>

	are acquired not on the job but elsewhere and often at great expense. These do nothing more than to prevent the free movement of labor to those who will provide them with the best income, or best benefits, or closest to home. They are unfair and should be illegal. It is long past time to remove these restrictions on the an employee's right to work for whomever they want."
Allison	"We lose very good physicians from the state of Louisiana due to Ochsner's noncompete. They are essentially forced to leave the state. Many physicians feel trapped in this job because their families and lives are here."
William	"Non-compete clauses should be illegal. They give business owners too much leverage over employees. Rules can be promulgated so that business can seek redress for stolen customers or trade secrets. The main purpose of these clauses are to create indentured servants that have no choice of where to work if they do not want to uproot their families."
Vinod	"I am in full support of this rule. I am a practicing physician in a market with significant healthcare consolidation creating limited employer choice. When conditions get so bad that a physician with a non compete has to leave the geography I've seen a number of patients struggle to get adequate and high quality care. If a well established physician w a large patient panel is forced to leave the area, many of those patients struggle to find adequate care in a reasonable time. In many cases the wait time can be months to meet a new physician who has no context for any of the patient's conditions. This has an outsized impact with health disparities. There are a limited number of physicians willing/able to see Medicaid patients. When those physicians are forced to leave the communities, marginalized patients have an even more difficult time finding a new physician m. Additionally the physician's skills and acumen are the "trade secret" not the practice's infrastructure or marketing plan. I feel NCA's especially in health care compromise the physician's ability to practice their trade and compromise patient care."
Paul	"I think we need to provide workers with more leverage in an age of consolidation. We want entrepreneurs to be able to innovate and create products and services valuable to their local communities. We want workers to have the power to use their talents and apply their education on a competitive and level playing field. Please consider banning non-compete clauses."
Troy	"I support this bill since it can affect my employment. I currently am working for a company that is contracting with another company for a period of 6-9 months. After that, there is no work

	<p>planned with my employer. He has nothing available after that time period. But my employer expects me to sign a non-compete which will be conditional for employment and will bind me 12 months after termination of this contract. This non-compete can keep me from full time employment once this contract is over. My employer has done this in the past and unfortunately, I have had to collect unemployment instead of continuing my trade with another company. If I did not have this non-compete, I would be able to apply for employment with the contract I am supporting full time, instead of this transitional phase of 6-9 months, which this company is going through. Supporting this bill supports competition and fair wages. Competition is good for everyone, the company and its employees. Better product, better services, etc... I hope this bill passes!!!"</p>
Anu	<p>"Please end non competes for physicians!!! It is ludicrous that a grown adult physician, with their family, would have to leave their entire community and home - because they couldn't practice within a certain radius of a large institution they worked for. This affects die children, die doctors, and the community as a whole. Big business is the only "winner" and holds this over the heads of the individuals, who tolerate abuse by their employer because they know that if they quit, their entire lives would be uprooted."</p>
Glen	<p>"The Non-compete Clause has not only surpassed its usefulness, been used in terribly one-sided ways (by companies), and caused hams to countless families, but also works to actively stifle individualistic creativity, small business creation, and negatively impacts the national economy as a whole."</p>
Catherine	<p>"I am physician who has practiced in a small community in Louisiana for over 28 years. I owned my own practice with a few other partners, then with changing cost of overhead with EMR's etc., we sold our practice to the hospital. As a hospital employed physician, the noncompete clause is nonnegotiable in our contracts. I feel it is outrageous that if I choose a different employment opportunity - that I would be railroaded out of a home and patients that I have served faithfully for nearly 3 decades! I am in total support of banning noncompete clauses."</p>
Brant	<p>"The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as</p>

	<p>physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompete should be eliminated for both not for profit and for profit hospital systems."</p>
Charise	<p>"As a physician, I have moved from two states due to noncompete clauses to make a better work life balance and situation for my family. The real loss was to the patients I cared for in my previous cities. Had I been able to move my practice within the same vicinity (no noncompete), I could have stayed and supported those patients without sacrificing my own desires/job satisfaction in my career."</p>
Michael	<p>"Hello. I am writing to comment on the proposed ruling on noncompete clauses. I am a physician, and in my short career have had to sign many contracts which included noncompete clauses. These agreements are usually nonnegotiable on the part of the employer and are onerous in nature to the employee. These clauses have made practicing medicine very difficult, and in some cases life altering. I have had to move my entire family at least twice in my career in order to start anew due to the restrictive covenants of noncompete. Not only do they rob positions for local opportunities that don't disrupt your entire life, but they also rob communities of physicians they have entrusted their healthcare to. You will find many practicing physicians that have similar stories. You will also find many physicians that are no longer practicing because of such restrictive agreements. Noncompete clauses are an undue burden on the medical community who only wish to provide medical care for the general public. This hinders competition in the medical field, but also keeps many physicians, locked into horrible positions they no longer want to stay in. Practicing medicine is much more difficult when you are unable to leave your current position in order to start your own practice or join other groups that would greatly improve your quality life, and quite possibly your income. I highly</p>

	support this ruling and hope that it goes through unopposed. Physicians will not be the only employees in America that will benefit from such a beneficial change to business practices."
Jill	"Please consider making this change for all physicians in our state, Thank you."
Deborah	"Noncompetes are just simply bad for patients and physicians. I worked for an emergency medicine staffing company in a rural location. When that company was fired due to poor production and the hospital gave the staffing contract to mother company, the original company had noncompete language, saying if the hospital wanted to keep me, they would have to buy out my contract. My identity as a medical physician should not be for sale! This is my hard work and education. It should not belong to any other entity to use as a pawn for their financial gain. Do not be deceived- the hospital lobby and corporate medical groups are against banning noncompetes for physicians and want an exemption - this is about control and money. This can be used to force a physician to stay at a practice even when it is no longer good for them. They might want to leave for many reasons - schedule, staffing, ancillary services, patient safety concerns. Physicians should be able to live and work in their own community even when they change jobs - which can be due to a bad work environment, or even a change in staffing contracts which are completely out of their control. We are held captive by noncompetes. This can lead to burnout, or to a physician actually having to leave the community to go to a different location. Patients lose their physician. Physicians lose their patients. This is a lose-lose. Please give physicians employment freedom and patients the freedom to keep their doctor when this happens. Why is this freedom not guaranteed??"
Pam	"I support the ban on noncompete clauses. In America our workers are as important as any managers or owners, Neither can exist without the other. These clauses trap people in lower wages, bad work conditions and make it harder for them to solve problems at work or improve their lives."
Angelle	"Non-compete agreements are particularly harmful to physicians , as they limit their ability to practice medicine in a way that best serves their patients and their own professional development. These agreements prevent physicians from moving to new practices, starting their own practices, or even working in the same geographic region for a certain amount of time after leaving their current employer. This can result in reduced access to healthcare for patients, as well as a lack of competition and innovation in the healthcare industry. Banning non-compete

	<p>agreements for physicians would provide them with greater flexibility to move to new practices and locations, which would benefit both the physicians themselves and their patients. Physicians would be better able to utilize their skills and knowledge, and patients would have greater access to high-quality medical care. Furthermore, non-compete agreements for physicians can be particularly burdensome due to the extensive training and education required to become a physician. These agreements can limit the ability of physicians to practice in their chosen specialty, or to specialize in a new area of medicine. In conclusion, legislation to ban non-compete agreements for physicians is necessary to promote fair competition and ensure that patients have access to the best possible medical care. It is important to protect the rights of physicians and allow them to pursue their careers in a way that best serves themselves and their patients."</p>
Atif	<p>"Non competitive clauses are only used for intimidation and to keep employees as slaves. They do not provide benefits to anyone except for corporations and should be banned."</p>
Nikita	<p>"The Federal Trade Commission's proposed ban on non-compete agreements is a positive step towards promoting competition and innovation in the job market. Non-compete agreements can unfairly restrict workers' ability to seek employment in their field of expertise, limiting their options and potentially forcing them to accept lower wages or work in unrelated industries. These agreements can also stifle innovation by preventing employees from sharing their knowledge and expertise with competitors, hindering the development of new ideas and technologies. Furthermore, non-compete agreements can be particularly harmful to lower-wage workers who are often subject to these agreements as a condition of employment, even when their skills and expertise are not highly specialized. A ban on non-compete agreements would help level the playing field for workers and promote a more competitive job market, encouraging employers to compete for employees based on wages, benefits, and working conditions rather than restricting their mobility. Overall, the FTC's proposal is a positive development that would promote fairness and competition in the job market while allowing workers to pursue their careers and share their expertise freely."</p>
Deborah	<p>"Stop giving corporations everything they want. Consider the view of workers and the principle of fair, open competition. Enough with non-competes!"</p>
Kathleen	<p>"I am all for banning non-compete contracts. My current agreement with my employer prohibits me from performing the</p>

	<p>job for two years after termination of my contract. I have been working in my field for over 25 years and have honed my skills in my craft. Yet, if I leave this company, I cannot work in this area or even perform similar work. I cannot afford to wait two whole years to begin searching for available jobs, in my field, where I live."</p>
Claire	<p>"Non- competes are inherently detrimental to fostering and rewarding talent. They are regressive and a short sighted way for employers to bully employees in staying with them even if they fail the employees. In Healthcare, non-competes have caused massive monopolies and a talent brain drain to other fields. Doctors now warn people who wish to be doctors about the burdensome and often questionably ethical policies pressed on to new hires. I do not support non-competes, I will never support non-competes. And I will take offers for less money if it means not dealing with them. This is not a policy that will help employees or employers. It will only leave unhappy people trapped in jobs that do not value them, causing a sharp drop in productivity and share holder satisfaction. You are shooting yourself in the foot trying to kill competition which in all facets of life fosters excellence."</p>
Karl	<p>"Non compete clauses in medicine should all be rendered invalid. The focus of medicine is physician and patient. 1) Restraint of trade is never good 2) Physician shortages make it such that NCCs create an even greater shortage. 3) Employers often cite that the have "invested in a physician and taught them how to practice." This is absurd. The physician has put their own blood, sweat, tears, time and money into their education. The employer often taints the physician with improper styles of practice. Employers do NOT add value to a physician. 4) Employers do NOT own patients nor physicians. The two may establish their own unique relationship. In fact, that is the basis of medicine. 5) Young physicians are often misled into signing an employment contract that contains a NCC under duress because of their heavy debt load."</p>
Barbara	<p>"Non-compete clauses have gotten out of control. They put unnecessary restrictions on workers in favor of employers."</p>
Dick	<p>"Dear Ms. Lina Khan: I am writing to express my strong support of the FTC's plan to ban noncompete clauses. I believe noncompete clauses are unfair to workers. I have two acquaintances who have recently been disadvantaged by a noncompete clause. One was a franchise owner in Louisiana whose business was bought back by the franchisor after 20 years. The parties were unable to reach a renewal agreement last year and put the recent franchise owner at a disadvantage due to a noncompete clause. Another acquaintance works as an Information Technology professional in</p>

	<p>Florida under a contract with a noncompete clause that requires a time period of two years before he can go to work for a competitor or start his own IT business. He has earned a number of IT certifications and increased his value as an IT but employers are not inclined to increase the salaries of these skilled employees since other interested employers are reluctant to hire an employee who will be limited by a noncompete clause. The FTC ban on noncompete clauses would be a great relief to these two people as well as to thousands of other employees. Please accept this letter as my full support of the proposal to ban noncompete clauses."</p>
Ronald	<p>"I am a family medicine physician in New Iberia, LA. I joined a private practice because of the restrictive non compete clauses in all employed opportunities in the area. Even in private practice I had to sign a non compete for the city limits. I support FTC banning non compete. I think it would enhance physician career longevity."</p>
Lucas	<p>"Having been in industries where non-compete clauses were standard, I strongly support this rule and urge the FTC to adopt it. Capitalism only works when market actors are forced to compete with one another on an open marketplace, and that is as true liar a labor market as it is for other goods or services. If businesses want to hire the best staff, they should offer top-shelf wages and benefits, not erect contractual barriers to employees leaving should their work environment become toxic. That only incentivizes employers to *become* toxic to their employees, or at least removes any disincentive to treating them well. Such a thing ought to be viewed with contempt by anyone who values free-market competition and capitalism, not to mention the good of the working class, and such a rule is a prime example of a government intervention in the market which is morally, economically, and politically justified and proper."</p>
Icant	<p>"It takes a significant amount of effort for a physician to change jobs. Exempting physicians from this non-compete clause has to be the dumbest thing I've seen in a long time. If an organization does not want a physician to "switch jobs" and "take away a portion of the patient base" then its quite obvious that the worker should be paid more, or incentivized. The current non-compete agreements that are in place have resulted in hyperbolic, vindictive, egregious methods to keep physicians working at hospitals out of fear of retaliation. Hospitals use predatory tactics, such as baiting physicians in with high pay, but only if they meet impossible metrics. Then, their pay is docked, and now they cannot quit due to noncompete. Look up Oschner in Baton Rouge</p>

	Louisiana. They have routinely done this for years. Some doctors get paid less than nurses. Unbelievable. Pure evil, and greed."
Kristie	"I support a ban on non compete clauses. I am a nurse and have worked for a home health company for nearly 13 years. It is a good company, with wonderful people working alongside me and I have had some phenomenal supervisors. However, the pay scale, for pretty much all positions, is well below our competitors in this market. I am now in marketing the this company and have sought employment elsewhere but due to my non compete am severely limited. I was actually offered a position, doing similar work, but not for a competing home health agency. This position would have paid about \$20,000 more per year. It was with an LTAC, not home health, but because the parent company also owns home health agencies, their corporate attorneys said my non compete gave too much possibility of my company taking action against me and them. Non competes unfairly hinder Americans from market mobility that would improve our quality of life and our ability to provide for our families Again, I emphatically support the ban. Thank you for your time."
Elijah	"Agree with banning non compete. That will remove undue burden on a lot of doctors and make the administrators responsive to their needs"
Clinton	"I'm in support of the FTC proposal to federally ban non compete agreements."
Jeffrey	" Healthcare professionals often have a desire to practice in a city or town that has a need for them. In the event that the first occupational role taken by a professional is not the ideal situation, a professional is required to choose between abandoning patients to move to another area, not practicing for up to 2 years, or remaining in a less-than-ideal professional situation. Non-compete clauses stifle die ability for medical professionals to care for the patients in their community, something that especially harms small communities and FIRSA shortage areas. By removing non-compete clauses, healthcare professionals can not only help keep prices low for consumers. It also leads to better continuity of care, which leads to better healthcare outcomes for patients. As an owner of a dental practice, I believe that a non-compete is necessary for shareholders who own a significant portion of a business, but employees should not be subjected to such limitations. My employees have no non-compete, which forces me to give better pay, better treatment of employees, and treat them more fairly. Otherwise, they'll leave and could take patients with them. It forces me, as an employer, to not take advantage of employees who lack the knowledge, resources, or

	<p>the ability to take an employer to court. In my opinion, everyone wins. However, the argument against this includes that it will stifle growth. I believe it will stifle the growth of large corporations - not small businesses. Our nation is built on small businesses in order to keep prices down, keep people employed, and provide a service for our community."</p>
William	<p>"Please pass this regulation - it will protect American workers and their families"</p>
Cory	<p>"I support the proposed rule to disallow certain Non-Compete Agreements. When I worked in the petroleum industry as an inspector, non-compete agreements were commonly discussed and complained about, since two of the largest companies in the sector, Kirby Marine and SGS, imposed these agreements onto their hourly workers. In 2013, I didn't think it was right for these companies to prevent their employees from seeking better pay or better working conditions, but I told myself, "It's not that had. The workers can still seek employment at a smaller barge service company and get the same job." However, I then watched Kirby acquire many of those small "competitor" barge companies, one by one, including Higman, Celiac, Savage, Seacor, and CGBM. You just have to read a day's worth of business news to see that Kirby is not the only large company that is acquiring any small competitor that pops up. If it's not had enough to only have a few mega-employers to work for, we then allow the employers to impose non-compete agreements on their employees so that they're unable to shop around for better wages or better working conditions. Many of the agreements also prevent workers from starting their own business that would compete with their former employer. We can't succeed, thrive, and grow as a capitalist society if we allow companies to stifle competition, limit options for consumers, immobilize our workforce, and block innovation. It is crucial for workers to have mobility, and the option to seek employment wherever they may better fit in, in order to be happier and more productive. I believe any concern over a company's secrets and confidential information can be adequately addressed with a non-disclosure agreement that has legal penalties for disclosing the confidential information."</p>
JAMIE	<p>"I think noncompete clauses in the healthcare industry are bad and the victims are patients. Sometimes physicians do not have a good fit with a hospital system whether private or non-profit owned. The hospital has the power to terminate contracts at will in Louisiana but physicians don't have power to leave at will? Our largest hospital system which is a non-profit, loves to place non-competes on physicians-- -even emergency physicians. It is a blanket power hold. I realize the onboarding process is difficult</p>

	<p>but if the physician is not satisfied then they should be free to leave if the onboarding investment has been neutralized or paid back. If a physician is insistent on leaving and suffers the non-compete, then they often have to move out of the state. patients lose their physicians, must establish new care with a new physician and must often wait months for availability. The hospital is more than willing to have the patient seen by a non-physician practitioner creating health disparities for those patients. Patients suffer from non-competes."</p>
Jamie	<p>"Non-competes clauses are bad for physicians and for patients. In my state, one of the largest hospital systems has forced sonic physicians to move out of state because they are forbidden to work in any parish where there exists this hospital has presence. This is bordering on monopoly. Two years ago, a sub-specialized physician had to move to the neighboring state. He not only loses out—the patients suffer, too. Just because a physician is not a good fit with a hospital does not mean everyone should be allowed to suffer. I understand the hospital wants to make its money back, but they need to be more reasonable. They also need to self-reflect on why the physician is leaving in the first place. The non-compete and physician exit is sometimes the symptom of the disease."</p>
Matthew	<p>"I am a pulmonary and critical care physician who specializes in the care of patients with rare, life-threatening diseases. Non-compete clauses are restrictive and detrimental to our patients. If I, for example, were practicing in an environment that is not serving my patients adequately and had an opportunity to leave to another regional facility and build a program that improves patient care, then I should not be restricted in my ability to do so. Hospitals and medical centers don't own the patients that they care for and patients should have the right to follow their physician to another location if that is overall and their best interest. This right is impeded by non-compete clauses."</p>
Sunshine	<p>"I am a hospital -- employed family physician in Carencro, Louisiana. I am bombarded constantly with messages and requests, almost to the point of begging, from my employer about access. More access for patients, more appointment options, more physician availability. These requests are not in line with the current non-compete clauses most employers place in physician contracts. Physicians who are shackled by non-compete clauses often relocate their clinical practice or discontinue clinical practice altogether, which further strains the access to healthcare problem. Prohibiting non-complete clauses is what we need if we truly desire to not add to the problem of access to healthcare."</p>

K	<p>"I am a physician for a local hospital group in Louisiana and a proponent for the FTC to ban non-compete clauses. This organization offered me a position at their clinic and without much hesitation, I naively reviewed the contract without an attorney (something you don't get taught to do in medical school) and took up the offer to work for a local hospital group. After a year with this organization, I found that that within the contract, they are able to unilaterally change my compensation. They did so by claiming "CMS changes" and made my working environment much more likely for me to experience burnout by urging that I need to continue to see more patients all while decreasing the protected time I have to do administrative work such as answering patient messages, going over labs with patients, and completing my patient notes. A group of urologists in the group all left last year with all moving out of state so that they do not violate their non-compete clauses. This forces our talented physicians to leave our state which already has limited number of urologists in the area so patients end up being the ones at loss due to decrease assess to these group of specialists. I believe that the organization knows that it is able to keep its physicians captive through their non-competes therefore does not care about improving work conditions, leading to a high rate of physician burnout and suicide rates. The argument about keeping trade secrets is just an excuse as all physicians who come onboard are all hoard certified physicians who have successfully been trained for many years in their respective residencies. No additional "trade secrets" are being obtained by us physicians by working to take care of patients for whom we have been trained to do prior to coming into this organization. I hope that the US and FTC will continue to fight for us in regards to banning the non-compete clause for all employees."</p>
Anne	<p>"Physicians need to not be excluded from the non compete ban. For too long physicians have been pushed around and under paid by hospitals who do this because they can't leave. Physicians deserve to be able to go to better positions in their area like anyone else."</p>
William	<p>"Any non-compete period should be accompanied by equal severance. If my employer prevents me from working elsewhere, they should pay me whilst unemployed"</p>
Lauren	<p>"I am a practicing OB/GYN physician in Shreveport, LA. Upon finishing residency in 2020 when the job market was scarce for new hire physicians due to COVID, I was offered a position at LSU Health Science Center in Shreveport as a faculty member, whose primary role was to provide education and supervision to residents and medical students. I was put into a non-negotiable,</p>

vague non-compete clause with NO expiration date. In fact, because of the new Ochsner partnership with LSU, all contracts in our department were being rewritten to include non-compete clauses. Physicians that had been there for at least a decade, requiring no new investment in their practices were now being forced to sign non-compete contracts. I needed a job. I was in a large amount of debt with accumulating interest during my four years of residency with a minimal salary. Honestly, I could not afford an attorney. So naively I trusted that the people that had been training me for the past 4 years would not take advantage of me in a contract. I did not have the ability to seek advice on "how" to negotiate a contract with my mentors since my mentors were the ones who wrote the contract. In October of 2020, there was an opportunity to join a practice at another hospital system in the Shreveport community that was more consistent with my career goals. By this time, I finally had the money to hire an attorney to review my LSU contract. He felt that the non-compete was too vague and not enforceable. I decided to move forward with changing jobs as I was confident that my new employment was not in violation of the non-compete clause. Weeks later, I received a letter from the LSU Board of Supervisors (a state funded entity!!!) demanding that I decline my new position and leave the Shreveport/Bossier community or they would proceed with a lawsuit against me. On January 7, 2021 I received a notification of a request for a preliminary injunction demanding that I stop work immediately. On April 13th, I was put on trial to defend my right to continue to practice medicine in a community that was my home. Thankfully the judge ruled in my favor to decline the preliminary injunction, but the trial regarding violation of the non-compete would be scheduled for a later date. (The judge concluded that that my presence in the community was a benefit to the public.) It was not until July 2022 that the judge ruled that I could continue working and that I had not violated my non-compete clause. During this time, my colleague and I formed a group of approximately 300 female physicians across Louisiana to help keep each other informed and to unite across the state. What I have learned from these connections has been astonishing. Physicians are consistently stating that they have been put in non-negotiable, non-compete contracts by Ochsner. Not only are the contracts not negotiable but the regions that are restricted are increasingly covering the entire state of Louisiana and some counties in Mississippi and Alabama. Ochsner is notorious for unfair treatment to employees and physicians at the expense of the patient along with strong concerns of committing Medicaid fraud. When physicians learn about the fraudulent nature of Ochsner and they want to leave, they are literally forced to leave the state. This further contributes to a huge health care

	shortage and disparity for our patients that we care so much about."
Cindy	"We support a ban on non-compete clauses, especially in physician contracts. Employees should have the right to choose their employer just as much as an employer has the right to choose an employee. Unfortunately, when you have non-compete clauses in contracts it basically restricts the employee, in this case physicians, to do what they believe is right for themselves, their families and their patients. What if the physician loves caring for patients but no longer thinks that the employer is providing a safe environment for his/her patients. The way the non-compete clauses are included in the contracts requires them to literally relocate their families outside of the community that they are currently serving, if they no longer want to be affiliated with that particular employer. It basically robs employees of their right to make the best decision. It also allows the employers to make decisions that they know might not be in the best interest of the employee, in this case physician, but they know that the physician doesn't have a choice but to accept it or MOVE. This policy is breeding monopolies and robbing sonic of die most hardworking and intelligent people of their personal rights."
JOHN	"I am in complete agreement to ban non-compete clauses in contracts. It's a restriction to free trade."
Noah	"Please include physicians in particular in banning non-compete clauses. Hospitals in my state prevent physicians from practicing in underserved areas and establishing private practices. Noncompetes decrease access to care and allow business minded people/administrators to greatly influence medicine. They also greatly increase the cost of medicine by preventing competition in the market, would you rather have an MBA dictating what doctor you see or have access to the best doctors in your area? The idea that a noncompete increases access to care is laughable, immoral, and a bold-faced lie. I've watched it happen the past 4 years in my community. The staggering cost of care increases is due the growth of hospital administrators, CEO salaries and the like. I've attached a graph below showing little to no growth in physician pay in 50 years, with exorbitant amounts spent on administrators, from an article in 2015. Please do not listen to those benefiting from imprisoning physicians in noncompetes."
Patti	"Noncompetes hamper employees from gaining additional employment as well as changing employers. This practice is unfair and should be outlawed!"

Matthew	"I am a physician . I have known many colleagues who had to leave town because of non-compete clauses with various groups. It is simply cruel to make a health care worker leave town simply because you do not want them to compete with you."
Sca	"Please ban non compete agreements"
Jason	"Please support individuals over organizations. Freedom from the powerful helps everyone."
James	"Non-Compete Clause Rulemaking, Matter No P201200 I support this rule. Non-compete agreements are antithetical to a free market for both workers and consumers."
Cameron	"Free tech workers from these barbaric and outdated legal shenanigans. Americans should be free to work wherever they choose and not need to have the permission of some mega corporation to do it."
Wendell	"Non-competition agreements are anti-consumer. There is no doubt of this. And worse, non-competition agreements are anti patient, in the health care field. Requiring a non-competition agreement to work in a health care field requires a physician to abandon their patients if they change jobs. It goes against the requirements of all physicians, dentist and health care workers,"
Catherine	"Noncompetes restrict my ability to stay in a region and sometimes a state to practice psychiatry. This leaves patients without access to care in many places. Large companies taking over healthcare extend the areas that I'm unable to practice, even if I have not worked at any of their satellite locations during the term of my contract"
Heath	"I support this rule to stop the use of non-compete clause's"
Nikita	"To Whom It May Concern: I respectfully support the FTC proposal of banning non-compete clauses. Non compete clauses cause the employee to operate in fear of these repercussions if they are trying to fairly leave their place of employment. I work within one such organization. It states that I would be unable to work in every county where the organization has a location for two years. Unfortunately, this would then mean that I would not be able to work in the entire state and some of the surrounding counties in neighboring states for two years. I would have to completely leave the state if I were to choose another job, which would be unfair to me, as well as the state, as it would lose an entire family that would pay taxes and contribute to the state and

	it's economy. The ban will help incentivize companies to improve and keep workers in their locale and continuing to contribute to the continuity."
Jason	"As a physician , non-compete clauses adopted by major health care organizations ultimately harm patients. If I were to leave my employer for whatever reason and said employer had me under a non-complete clause, I would not be able to establish a practice where my patients already are. Any doctor and any patient can tell you that continuity of care is an important factor in optimizing a patient's health and strengthening the doctor-patient relationship. Were I suddenly not able to practice where my patients are, that puts patients at risk the worse health outcomes."
Anonymous	"This is an excellent idea. Healthcare has been hijacked by large health systems. When the health systems don't deliver on promises to physicians for program expansion and equipment, the physician has no recourse other than to move her entire family to another state due to the non compete clause. Patients lose doctors in these instances, and in many cases these are physicians with 10+ yrs of taking care of complex conditions. Then the patient has to start all over, only to repeat it in another 5 years when the "new" physician leaves. Health systems are too powerful and too large. Healthcare administrative offices are bloated and are no longer held accountable by the physicians. The administrators do whatever they want, knowing the physician with school age kids won't leave, disrupt their Child's schooling, leave their church community, and leave their volunteer hobbies. I literally have a noncompete that is so restrictive that I can't even practice as a doctor outside of my specialty. Also, with the non compete the physicians get paid less, with the large health system not responsible for any raises, knowing that the physician can't go anywhere. All the while paying the administrators handsomely."
Meeta	"Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."
Shane	"As a physician , I strongly oppose non- compete clauses. They are anti-American in terms of traditional freedoms in a free-market system. They limit patient access to doctors who have disputes or who are simply unhappy with their employer and who

	would like to leave their current job. Non-competes should be banned."
Brent	"The proposed rule should include a section prohibiting employers from preventing CURRENT EMPLOYEES from working for other hospitals/employers in the same capacity (CRNA)."
Sandy	"I think that you should be allowed to work wherever you want. My doctor left his hospital system because of poor working conditions. Because of this, I had to travel thirty more minutes to get to his office. This is wrong."
James	"Just because I work for one hospital system in my city should not result in my being forced to leave town if I must leave or desire to work at the other. MD w > 40 yr experience"
Laura	"Non-compete clauses are a hindrance to the medical community. It reduces the number of choices patients have to access medical care and also limits the ability to hire highly qualified candidates for the medical industry. I have multiple physician colleagues that have had to leave the state due to their noncompetes, placing further strain on an already underserved community. I have also been unable to hire the most qualified candidates for the company I currently work for due to noncompete clauses. Especially in areas where there are severe physician shortages, noncompete clauses should be banned to prevent further reduction in access to physicians."
Evans	"I relocated to my home state of Louisiana after two-years in practice in Florida. I came here because of a non-compete in south Florida that would have forced me to move to the north of the state. Once I returned home, I joined a colleague from residency for practice and have not looked back since. I can say that in the two-years of practice in South Florida, I would receive threatening letters from my hospital administration saying that they would sue me if I left their practice to join another group, even though I had never signed a non-compete. I came to the group that I currently work with, because they did not enforce a non-compete. In medicine, we often train to do great things. However in a profit-run healthcare system, we are often limited in our practice and scope by our employers we are beholden to. Without having a non-compete, I am free to use my skills to their fullest potential and I am able to take on side-projects as well as consulting and teaching opportunities which allows me to give back to the community more than to just my employers bottom line. Simply put, I will never lend my services to a group that expects/plans to hold a non-compete as part of my contract. I

	think the community and providers alike are able to grow and mentor and mature in their professional development by pursuing interests outside of their primary employer. Ending non-competes benefits the community, patients, and providers alike. The only individuals that want non-compete contracts in place are administrators that place their corporate interests ahead of the community and the physicians that allow them their livelihood. If we want healthcare to flourish, we need to end non-compete clauses for physicians. As a state we will be able to recruit more physicians and allow for better healthcare delivery for all."
Richard	"I support this proposed rule, but I think it should do more. It should also ban other tools employers use to retain workers, such as TRAPs and mandatory training repayment clauses. Companies can use these other methods to the same effect as non-compete clauses, and so this ban protects workers less than is ideal."
Zachary	"I support the proposed rule by the Federal Trade Commission. Employers, particularly in healthcare, should not be allowed to engage in these non- compete practices."
john	"i believe non-compete clauses should not be allowed. When you are not permitted to work in your hometown due to a clause like this, it can force you to move."
Stephen	"I have been subject to this policy and was forced to move out of state to find a new practice. In 2013 my contract with then HCA ended. We could not agree on a contract going forward. The competing hospital across town was interested in employing me but when I disclosed that there was a non- compete, were not willing to take that on. I had to take my kids out of school (pre-K through 4th grade) and move out of state. I took almost a year to finally start working again by the time licensure, and other state requirements were met at the new job. The hassle we had to go through with getting the kids into schools was incredible. Requesting all the information needed by the school systems over the summer when most are at minimal staffing and not having a permanent address forced us into private schools which led to additional costs. The patients that I had been taking care of then needed to find a new provider (urogynecologist). I am sure that they either just gave up or for those that could travel to ind someone of similar specialty in other cities or neighboring states."
Sean	"I fully support banning non-compete clauses from physician contracts. I previously worked for an organization in Baton Rouge that incorporated a standard never-ending non-compete clause in each newly hired physician contract. For two years after

	<p>termination of employment (for any reason), the clause forbade providers to relocate to any parish bordering East Baton Rouge, any parish that the organization had an established office building, or any location the facility drew patients from. This clause limited relocation in most of Louisiana and include parts of surrounding states. The clause remained in each physicians' contract for the duration of their employment. . . . I worked for the organization for 6 years before leaving and witnessed the organization use the clause to threaten physicians if strict loyalty to the organization was not observed. . . . I was contacted by many "trapped" colleagues seeking advice on how they too could get out of the organization and stay in Baton Rouge. To this day, I firmly believe and tell people that leaving that organization remains in the top 5 greatest accomplishments in my life. . . . My quality of life and ability to care for my patients is significantly better without non-compete clause."</p>
Donald	<p>"Please end the unfair practice of non-compete clauses in the case of medical professionals which are being used to capture and keep medical professionals captured within medical business organizations and large hospital systems."</p>
Sara	<p>"I am writing in support of a rule to ban non-compete agreements. A friend's daughter was recently the victim of such an agreement. She ended up taking her former employer to court and winning, but as of yet he has not paid a penny of the judgment against him. There is an inherent inequality of bargaining position between an employer and an employee that makes such agreements inherently unfair."</p>
Vicki	<p>"There's laws have ties the hands of self employed physicians making it extremely difficult to compete with large hospitals. We cannot recruit physicians if these laws continue to be upheld. Physicians and patients are losing their ability to choose"</p>
Bethany	<p>"Non compete clauses are unfair and cause financial hardship when enforced. I currently have a non compete that was not a part if my employment contract, but was attached to an incentive package for high performing individuals. This non compete will make it next to impossible to leave and find employment within my field of work for the 12 months following my departure. This will in him mean I will either not have gainful employment or health insurance for that year because I will not be able to afford health insurance without employment. There are other ways to prevent information sharing, such as NDAs which don't impeded or prohibit gainful employment but simply require that you not share confidential or proprietary information and if you do, you are in violation and subject to consequences. This is a much</p>

	more fair way of preventing such issues without causing hams to individuals."
Jeremy	<p>"These types of clauses have plagued die mental health industry for many years. No reasonable person would accept the prospect of not being able to support themselves and make money as a practitioner for up to 2 years after leaving an employer. This means if I were to fully adhere to the terms of the non-compete clause that I can no longer feed myself, pay bills, or even go to the doctor. Additionally, even if one were to ignore the dangers of accepting such terms, it has the effect of poisoning the employee/employer relationship, which I will now briefly explore. Non-compete clauses are an underhanded way of forcing you into subservience by forcing you to stay at employers you may eventually want to leave. It erodes mutual trust and is a desperate attempt at maintaining the hierarchical structure that many of us who sought out professional degrees and licenses wanted to rid ourselves of. These types of clauses should be banned nationwide, and considering three states have already done so, we have data to back up such a sweeping decision, and thus I fully support this new proposed rule as a LPC/LMFT."</p>
Katherine	<p>"Of the 12,591 physicians in the state of Louisiana, approximately 40% are employed. If all employed physicians are subjected to limitless noncompete clauses we could lose an unacceptable and unmanageable number of physicians in our state. . . . Our opponents will say that noncompete clauses protect the significant investment that helps their doctors to be successful. I can tell you that that is not true. I started my practice in 1998 and have employed four doctors in 20 years. I have also served on the St Tammany Parish Hospital Board of Governors for 4 years and have a great understanding of the employment of physicians. I have never included a noncompete clause in any of my contracts because I believe in the sanctity of the doctor-patient relationship. My investment consisted of guaranteed salaries and benefits and individual and shared overhead expenses. I had a return on my investment between year two and three. Every doctor brought their own training and knowledge with them to the job. They paid for that training in medical school and they own it. What I did include in my contract was a pay back clause that required that if they left the group before the investment was repaid then they had to reimburse me. This bill does not prohibit that practice so that doctors and corporations can still recoup the money they invested. To say that striking a non compete would be a 'bad business practice' has nothing to do with regaining investment and everything to do with limiting competition and maximizing profit to the detriment of the patient. In summary, If Covid has taught us anything it has taught us the</p>

	<p>importance of having enough doctors in our communities. Emergency rules were instituted to provide temporary licenses to physicians from other states to address the healthcare crisis and provider shortage. We should not allow a noncompete to force a single doctor from our state. We should not allow a noncompete to prevent a physician from speaking out about safety concerns affecting their patients We should not allow a noncompete to put profit before patient care. This must stop."</p>
Janna	<p>"Non-compete clauses benefit huge corporations and are anti-worker, and anti-capitalist. For example, I have a non-compete clause that forces me to stay in my current job. Selling our home, finding a new school for my daughter, finding a new job for my husband, and buying another home are almost impossible tasks. Or, my daughter could stay in her school and my husband could stay in his job, and I would have a 90-minute commute each way for 2 years if I wanted to leave my current job. That's not an option. I would essentially never see my family for 2 years. So, I stay in a job that I don't like, that hasn't given me even a cost of living raise since 2019, despite rising inflation. I am a pediatric endocrinologist. There are only about 10 of us in the state of Louisiana, where I work. You would think that I would be able to easily move to a better job, a job that pays a salary that keeps pace with living expenses, because there are so few of us with my training Nope. Because of the noncompete, I am forced to stay where I am. Leaving my family for 2 years is not a realistic option. And my bosses know that. Conditions will not improve unless workers have choices."</p>
Sarah	<p>"I am a victim of Non-CCs. I worked for a company for 12 years. I started at age 24 and left at age 36. One of the requirements for the job was signing a non-compete clause. Which stated, "employer can not solicit anyone for internet advertising for a period of 2 years whether voluntarily or involuntarily termination". This impacted my entire life. The company did not fully explain the clause to me. I was 24 years old. Even though I have a college degree, at age 24. I wasn't business savvy enough to know about clauses or what that would entail for me in the future. Non-CCs should be against the law."</p>
Scott	<p>"This is a long overdue proposal, but thankfully, one that has finally arrived for serious consideration. The idea that a corporate entity, whose motivation is entirely driven by the bottom line, has been allowed for decades to strip both patients and physicians of their constitutional right regarding freedom of choice is frankly Kafkaesque. There exists an inherent double bind that a physician faces in contemplating whether or not to sign a legally binding contract which includes terms that ethically conflict with</p>

	the fundamental tenets of the Hippocratic Oath. In addition to abolishing these so-called "non-compete clauses" in contracts, other onerous requirements should also be eliminated, such as "relative value units" (RVUs) and value-based bonuses tied to meeting specific targets, which dehumanizes the patient-doctor relationship into a sweatshop factory assembly line."
Carrie	"This is crazy. It's one thing for a large scale, unique company that has a limited pool of qualified employees to have employees sign non-compete clauses, but for small employers and companies who provide basic services that don't require unique high-level training, it just doesn't make any sense. It infringes upon an individual's freedom of movement, freedom of choice, and ability to provide for themselves and their families."

Constituent Support for the FTC's Noncompete Rule



Maine | Statewide Impact

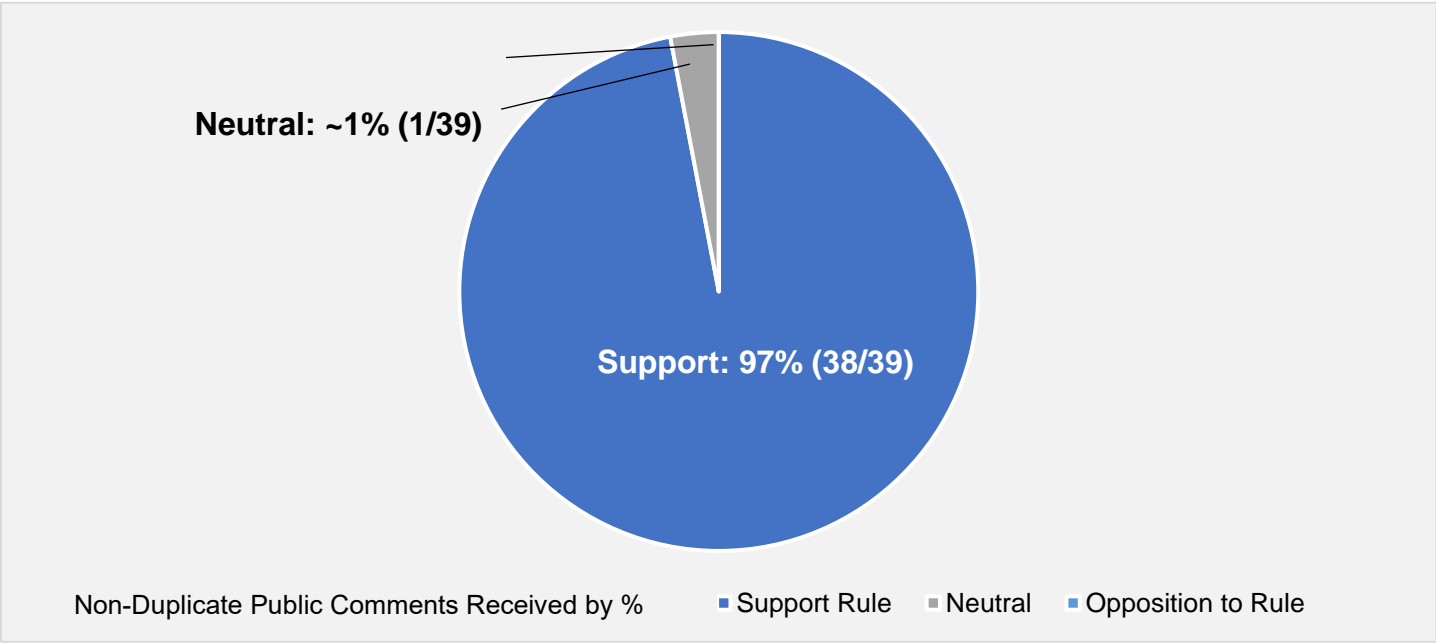


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Maine**:

Maine Covered Workers	Increase in Total Annual ME Worker Earnings	Increase in Average Annual ME Worker Earnings
501,216	\$258,101,666	\$515

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))


Notice of Proposed Rulemaking: 38 of 39 ME Commenters Support



Support Across Sectors of Maine's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am a family physician practicing in rural Maine. I have been practicing for nearly 30 years. My past two employers, a regional hospital and a FQHC community health center, demanded non-compete clauses in their contracts in exchange for my employment. I tried with much effort to have these damaging clauses removed without success. The effect of such clauses on patient care, continuity of care and overall health of an aging and very medically needy population is overwhelmingly palpable. I have been forced in essence, to abandon my patients of decades, to practice 35 miles from my community for 2 years. I was also not able to let my patients know where my new office was. For many, it would not have mattered since they did not have the resources to travel that distance. Thus, they were forced into a health care market to try to find an impossible find...a new doctor. My community has a severe shortage of doctors and patients have had to wait for months to a year to be seen by someone who is not a doctor, does not know the decades of health events they have endured and I have been forced to drive outside of my community instead of being able to continue providing care within my own community. I strongly support any rule that eliminates non-compete clauses from doctors' contracts. I have had many colleagues who have paid thousands of dollars to lawyers, hospitals, clinics in Maine, because they wanted to provide care for their established patients in their community. Non-compete clauses are an extreme barrier to healthcare! To impose these barriers only hurts patients. We have a huge doctor shortage in Maine, especially in rural Maine and non-competes just compound the problem. Please, please, do what you can to eliminate this barrier to healthcare and get rid of non-compete clauses in doctors' contracts. Our patients deserve better!</p> <p style="text-align: right;">-Shannon</p>
	<p>"Non-compete agreements deny citizens their freedom and put unfair restrictions on their lives, their liberty, and their pursuit of happiness. It might be one of the most unAmerican things companies are allowed to inflict on their employees and the fact that it has taken congress this long to address it is abysmal."</p> <p style="text-align: right;">-Ryan</p>
	<p>"I am a practicing psychiatric nurse practitioner in a very rural area of northern Maine. I moved to this area to provide services to those hampered by lack of access to care, particularly specialist care. I participated in the HRSA loan forgiveness program which was developed to encourage clinicians to provide this care to the underserved in rural areas. In completing my contracted obligations my family and I decided to stay in our area and continue to serve the area as the need is great. Unfortunately my contract included a 1 year non-compete limiting my practice to further than 60 miles from any of the former employees clinics- a 250 mile difference. For the population in that area of my non-compete- this provided undue hardship in obtaining mental</p>

	<p>health care. Former patients, that have the right to chose their providers, were prevented from continuing their treatment with a trusted provider. The vast majority of those seeking outpatient psychiatric care had to travel more than 2 hours for that care. In the setting of our country's mental health and substance use crises- non-compete clauses further the hardship our population faces. Ultimately- this increases the cost on patients, but also the burden on more acute settings as outpatient care is simply limited. In summary- non- compete clauses lead to health care monopolies that unfairly limit access to care and discriminate against those in rural America.”</p> <p style="text-align: right;">-Shelly</p>
	<p>“ I am a software engineer and startup founder. I started a startup in California in 2015, and we never issued a single noncompete as far as I know. I moved back to the East Coast and considered joining a startup in Massachusetts in 2020, but declined altogether when they presented me with a noncompete agreement. I now live in Maine and work at a FANG-adjacent public tech company, and wouldn't consider interviewing at a company not based in the state of California, due to the possibility of noncompete enforcement in other states. This only benefits California, at the expense of the country. Ban them nationwide, for any income. Why is California the only place in the U.S. with a bit of innovation? Because they don't enforce noncompetes. That's it. Get this done!”</p> <p style="text-align: right;">-Maxwell</p>

Additional Support from Maine

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Nathan	Dear Chair Lina Khan, Please issue a final rule to ban noncompete agreements and defend that rule in court to the full extent of your power. It is high time that this "free market" economy be free for the people and not just corporations. Sincerely, Nathan
Margaret	I am a primary care physician in a rural, underserved area. In 2022 my department imploded and we went from seven providers (four physicians and three nurse practitioners) to two. I gave my notice after a meeting with a vice president who later was fired after multiple women, including me, filed complaints about his behavior. I had hoped to stay and serve my community for my entire career. My colleagues and I all have non-compete agreements. Even though our hospital dismissed literally thousands of patients, and is not taking any new patients, it will aggressively enforce our NCAs. None of us are taking trade secrets with us, we are not "stealing" patients from the hospital because they have already been dismissed - but the hospital won't allow any of us to care for these same patients within a 25 mile radius for the next year. NCAs aren't just exploitative - they prevent the provision of desperately needed services including healthcare. NCAs should be illegal except in very narrowly defined circumstances, and employers should have to prove that the NCA won't adversely affect the community. I'm happy to discuss this further if you want to hear more. Thank you,
Michael	Please end non-complete clauses. They are anti-competitive and harm workers. Workers need to be able to bring the skills they've spent years acquiring to new employers without repercussions.
Stephen	I agree with banning non-compete clauses both moving forward and retroactively signed agreements. These clause are a detriment to the American Worker getting his/her/their fair worth. Non-competes are clearly not capitalistic in any way. Let the fair and open market decide ones worth.
david	Hello, The first run movie theatre I was managing in 1991, the Orpheum Foxboro, in Foxborough, Massachusetts, closed forever as a first run venue on November 7 of that year. It has never run a first run movie since the not to compete agreement between the former owners and the owners of the theatre complex in the town of Sharon, Massachusetts. The then owner of the Foxboro discussed with me whether the Foxboro could stay open as a "second run dollar house", because the not to compete agreement forbade competing as a first run venue. The theatre now has been converted to live performance, but had been showing first run since 1927. Thanks, David
Michael	I am in the middle of a non-compete battle that has gone on for 18 months and cost me my job, my savings, my time, and added debt. It is because non-competes are not regulated any company can sue you and you have no choice but to take on thousands in legal fees. In my case, my company had a non- compete that used the language substantially the same role (my new job was sales, my old

	<p>job was marketing/tech), I moved across the country, and my field has thousands upon thousands of competitors (which is important for Maryland standards). They also lied in court documents on what they do as a company in order to claim competitors. Finally they cut my pay drastically. In theory, their stance I should work for whatever they want to pay me, even if its not what I agreed to. Anyways, keeping them unchecked is terrible and puts all of the focus on legal which is unfair. I followed mine but its going to take 3 years to try to fight it. Unfortunately, unchecked power to a company in this regard makes them obsolete.</p>
Casey	<p>As a Loan Originator I have been deeply effected in a negative way in the form of compensation from the non compete clauses in our contracts. Furthermore, the consumer loses out as they don't receive the competition for their business and in some cases are confused by our industry thinking that they have to work with the lender who holds their mortgage application and cannot seek out the Loan Originator who left as they are typically not provided that contact information. Generally, Loan Originator's are commissioned employees so when we are not allowed to solicit customers we had to leave behind we lose a tremendous amount of income. Income which could be spent in the economy. Company's may provide the software and platforms to store the applications, but it is the Loan Originator who builds the business relationships to bring those applications in the door. The customer should have the choice to work with whomever they choose - regardless of which lender holds an application on them. Non competes harm the Loan Originator, they harm the applicants ability to choose the best deal for them, and hence harm the housing market and economy.</p>
Margaret	<p>I fully support this new rule to ban the non-compete imposed on employees. I believe it restricts their capacity to innovate new solutions and stunts career growth. I also think it reinforces large, megalithic companies to maintain dominance and control marketshare.</p>
Jason	<p>I just watched this story about non-compete agreements in the NYT: https://www.nytimes.com/2023/04/11/opinion/ftc-noncompete-clause-rule.html. This is a travesty and must be unconstitutional on some level. We are a so-called "land of the free" except when it comes to our employment apparently. Corporations have been given too much power to do as they please in the name of profit, and that dogma continues to cause unnecessary stress, pain, suffering, and misery amongst people who just want to support themselves. Yet another example of how ****ed up and broken this country is. Our citizens deserve better. Our workers deserve a government that stands up for them, not fattening profit margins. This practice must be banned, and banned immediately. Also, it doesn't help the US achieve climate goals when these workers are forced to drive hundreds of miles away from their homes just to avoid the absurd non-compete radius! It's just so damned stupid, and ending this is a complete no-brainer, win-win, best case scenario on so many levels.</p>
Christopher	<p>I write to support the non-compete clause rule to stop the use of non-compete clauses. As an emergency physician, it is impossible to truly go into independent practice. Meaning, I cannot "hang out my own shingle" as it were like an old primary care physician might have in past eras. Since working in an emergency department means I have to work for an entity like a hospital or free-standing emergency department or a group that works for one of those entities, then I have little say if an employer wants to insert a non-compete clause into my contract.</p>

	Likewise, it is not feasible to move my family outside of a non-compete zone each time I would like to change my employment situation, especially when other healthcare entities are around that should provide the exact type of competition to ensure that employers are ensuring decent working conditions and salary, etc. I write with strong support for eliminating non-compete clauses. Thank you
Lisa	As a family physician in rural Maine I signed a noncompete clause upon residency graduation in 2011. I went on to get married to a man involved in his family's local business and we have 2 children who are enrolled in the local school system. If I want a new job, I would have to pull my children from the school they have known as well as ask my husband to consider leaving his job. Non compete clauses for healthcare providers hurts communities that are already short on healthcare services and physicians. It benefits the larger healthcare organizations only
Del	I have been a software engineer for over 40 years. For nearly the entirety of my career most of my employers have required I sign some form of non- compete agreement; the agreement allowed for no modifications by me, but could be modified over time by my employer. While I have no problem with reasonable NDAs, non-competes have had a chilling impact on my perception of how I could shape my future. I am in favor of having non-competes removed from all forms of employment. While works I create for my employer are by and large the property of my employer, my skills are my own. To deny me the use of my skills, wherever and whenever they were derived, deprives me of liberty and the pursuit of happiness and purpose.
Andrew	Please ban non-compete clauses. Entrepreneurship is the heart of this country.
Andrew	I support an FTC ban on non-compete clauses. They stifle the neethest, and most entrepreneurial, workers.
Hans	Non-compete clauses in physician employment agreements can be detrimental to patients, physicians, and the healthcare industry as a whole. Non- compete clauses in physician contracts can be problematic because they limit a physician's ability to practice medicine in a particular geographic area or for a certain period of time after leaving their current employment. These clauses can make it difficult for physicians to continue practicing medicine in the same area or specialty if they decide to leave their current employer. There are a few reasons why non-compete clauses in physician contracts can be particularly harmful First, they can limit patients' access to care. Non-compete clauses can restrict a physician's ability to practice medicine in the same geographical area for a certain period of time, making it difficult for patients to access the care they need. This can be especially problematic in rural areas or areas with a shortage of healthcare professionals. If a physician is unable to continue practicing in a particular area, patients may have to travel farther or switch to a different provider, which can be inconvenient and disruptive to their care. Second, non-compete clauses can limit competition in the healthcare market. This can lead to higher costs for patients and insurance companies, as well as reduced innovation and quality of care. Non-compete clauses can also drive up healthcare costs by limiting competition and preventing

	<p>the free market from driving down prices. This can be especially harmful for patients who cannot afford high healthcare costs. Non-compete clauses can also limit the ability of physicians to negotiate for better working conditions, wages, or benefits. Third, Non-compete clauses can stifle innovation in the healthcare industry by preventing physicians from sharing their knowledge and expertise with other healthcare providers. This can hinder progress and limit the development of new treatments and procedures. Finally, non-compete clauses can be particularly harmful to physicians who work in underserved or rural areas. These physicians may be the only provider in the area, and a non-compete clause could prevent them from continuing to serve their community if they decide to leave their current employer. Overall, non-compete clauses in physician contracts can be harmful to both physicians and patients, and can limit competition and innovation in the healthcare market. Sonic states have taken steps to limit the use of non-compete clauses in physician contracts, while others have not.</p>
John	<p>As a technology worker, I have been subject to numerous noncompete clauses throughout my contracts. Some of these have been draconian and have prevented me from working freely for whomever I wish post-employment. I believe that non-compete clauses are unfair to employees and represent unfair competitive practices. I support this rule.</p>
COLLEEN	<p>I was a patient of Dr Pond at DFD Russell in Bridgton Me. She has now left the practice and was told by CEO of that practice that she would be sued if she saw any of her previous patients. I am now stuck at a practice with awful customer service, unknowledgeable PA, and complete chaos at that practice that takes 45+ minutes when you call with a question. I have the right to choose my doctor and DFD Russell is not allowing me to do so. This is not right between patient and doctor and needs to be fixed. Thank you!</p>
Nate	<p>Non-complete clauses for health care professionals serve no purpose other than to entrap employees and to prevent their ability to advocate for themselves. A physician at hospital isn't holding any trade secrets that would damage the hospital if they started working at a different system across the street. Especially in a time of severe Healthcare worker shortages we should not be prevention their mobility.</p>
Philip	<p>I write in strong support of the proposed Non-Compete Clause Rule. There is no circumstance under which an employer should have any influence over a previous employee after the employee leaves the company's service. If a company wishes to retain proprietary information, it should be prepared to retain the employee by making continued employment more attractive. The "open-source" movement has convincingly demonstrated throughout the software industry and far beyond, the need for proprietary information is highly overblown. The excessive control of "intellectual property" has become a drag on the economy, has reduced competition and innovation, and increases costs for consumers. Removing the destructive practice of non-disclosure agreements will be an initial step toward increasing the flow of information and promoting innovation and competition in the US economy. I urge you to adopt the proposed Non-Compete Clause Rule.</p>
Anthony	<p>Fantastic and I love it!</p>

Susan	As an RN and a new NP, I support the ban on non-competes. It is refreshing to see something done that actually helps healthcare workers. Thank you
Neal	This would address the power dynamic between companies and people. People and the economy would benefit by introducing this subtype of competition.
Joshua	This is long overdue. Non-compete clauses stifle competition and unfairly limit employee's to a geographical region. Many times this region is completely arbitrary and forces workers to either accept poor working conditions or relocate or have onerously long commutes. I fully support the ban of non- compete clauses.
Kevin	<p>In rural Maine communities where access to your doctor is already limited, many hospitals require that their physicians sign a non-compete agreement which 1) forces a doctor to leave that community to practice, and/or 2) disallows that doctor to see any patient that they saw while with an organization after leaving. Generally the terms of these non-compete agreements last 1-3 years. By doing this doctors who want to change jobs, potentially accepting higher paying positions or even to become solo practitioners are discouraged from doing so as patients that they have established with (sometimes cared for over many years) are not allowed to see them, without threat of that physician being sued by the organization with whom they have terminated their employment. For example, my partner is a family practice doctor who has worked within several of Maine's health care systems over the past 12 years. She grew tired and frustrated with the amount of time she was allowed to spend with her patients. Family practices run by hospitals for the most part are pushing doctors to address fewer problems in favor of seeing more patients. At one point her medical director explicitly told her to "Give B-level care.". In addition to this physicians who have 4 years of medical school and 4 or more years of residency are being replaced by nurse practitioners who have only a fraction of the education and experience. Often hospital systems will require that a physician sign off on and take ownership of an NP's work. Essentially putting that doctor on the hook for a significantly less trained individual and often less informed care. Hospitals can pay the NP's less but patient care suffers. She finally had enough with a system that continually prioritized money over patient's health and decided to pursue direct primary care. She approached the organization's CEA asking to be released from her non-compete (she had been with this organization for only a year), and was told if she saw any patient of that organization or any patient at all within 25 miles of where she worked they would "come after her". She eventually set up her own practice 25 miles outside of the radius of the hospital, and has had to refuse patients that she has previously seen. The numerous effects of this being, she is no longer practicing within a community that she has been in for more than 10 years and commutes outside of the community to see patients. She has had to turn patients away that she established with while with this organization, essentially putting their continuity of care at risk in addition to removing their choice of doctor. These non-compete agreements in the healthcare setting are harmful to the community, harmful to the physician, and harmful to the patient and clearly only serve to keep patients paying the organizations who enforce them. Within the past 10 years Maine's laws surrounding non-compete agreements were updated to be more favorable to serve public interest, to mainly</p>

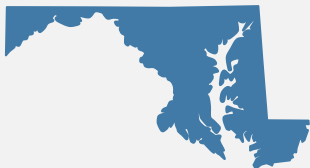
	protect IP or trade secrets, and not to limit an individual's ability to accept other job opportunities. Unfortunately there is an explicit exception to physicians and medical workers. Please consider the ban of these unlawful non-compete agreements that hinder a physicians ability to do their best work for the individuals that they serve. I support this Non-Compete Clause Rule. Thank you Kevin
Leah	Non-compete clauses restrict employees from the benefits of accumulating skills relevant to their success; they are effectively penalized if they want to compete within their fields of expertise. This is antithetical to the simple right of the pursuit of happiness. It is incompatible with the spirit at the very heart of capitalism. Businesses have for too long enjoyed the advantages that non-compete clauses afford them to restrict their employee's growth in order to guarantee their own profits.
Hannahlore	This is clearly a blatantly unfair and counter-productive practice. This treats workers as basically serfs, and we are supposed to be a free society?
BenJamin	Yes yes YES! This is an amazing Idea! I fully agree, please put this through!! Thank you FTC!!
John	Non-complete clauses hurt physicians and make it more likely for doctors to leave a state or underserved area. Voiding non-compete rule changes needs to be applied to non-profit hospitals.
Melanie	My husband has been in the sales industry for over 20 years. In that time he was forced out of every industry he worked for due to noncompetes. With the change came a pay drop because he did not have that specific industry experience. We claimed bankruptcy twice just even though we had barely any assets and lived modestly. If he made more we could not only pay for our kids college, we could contribute to the economy by repairing our house, traveling locally, eat healthy and go to the doctor or dentist (even with insurance it's too expensive so we avoid it). Thank you for your time and consideration.
Richard	As I was told when I sought my own legal counsel after being confronted with a noncompete clause, these clauses are not enforceable. Employers know this and have known it for decades, nevertheless, one after another, employers have jumped on the bandwagon, adding noncompetes to their employment practices. Why? To intimidate their own workforce and scare them from pursuing a better life and higher wages for themselves. By extending the practice out of its origins in executive ranks, and into the ranks of hourly wage workers, companies have succeeded in preying upon individuals who are much less likely to seek their own legal counsel, and therefore unlikely to be aware that they cannot be bound by such contracts. These arrangements constitute an act of intimidation against working people. Their very existence is a violation of workers' rights and fair labor standards. The only just course of action is to abolish them.
Jim	I can understand enforcing a non-compete rule if the employee has certain secrets obtained while working for their employer. It has no place however when applied to workers who have no such knowledge. Non-compete agreements should be few and far between.

Kim	Non-competes should absolutely be banned for all except, perhaps, high-level professionals in specified industries. For these, a non-compete should be tailored to address only narrow matters of risk to the employer for a limited time period and in a specified territory. The freedom to move about in our economy to find gainful employment in one's area of expertise should not be curtailed by employers as broadly as it is today. And general employees should not have to relocate if opportunities exist in their community.
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Constituent Support for the FTC's Noncompete Rule



Maryland | Statewide Impact

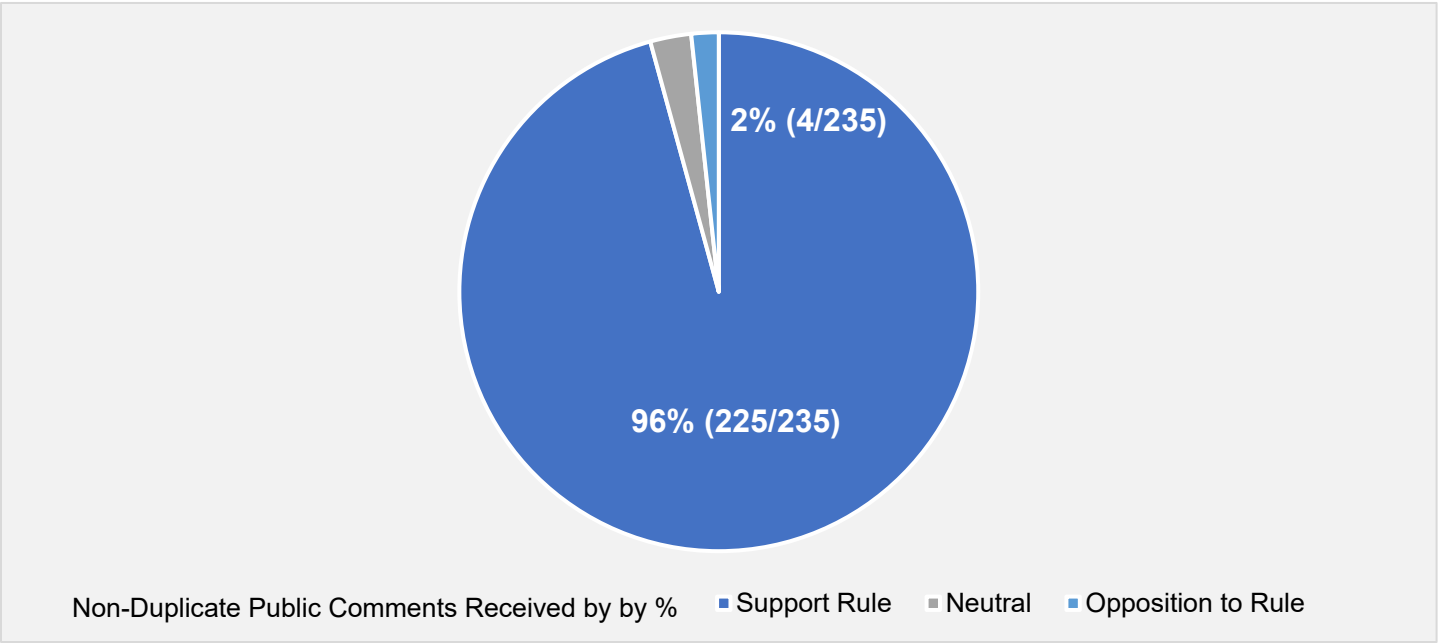


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Maryland**:

Maryland Covered Workers	Increase in Total Annual MD Worker Earnings	Increase in Average Annual MD Worker Earnings
2,112,817	\$1,378,702,305	\$653




[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)



Notice of Proposed Rulemaking: 225 of 235 MD Commenters Support



Support Across Sectors of the Maryland Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"After working as the senior program director of a local tutoring company for 10 years, I, along with the rest of the tutoring staff, was asked to sign a non-compete. . . . After spending around \$300 to meet with a lawyer, I was able to negotiate my non-compete so that the geographic region was less restrictive; however, many of my coworkers were younger than me, didn't have the resources to hire a lawyer, and therefore signed the non-compete without negotiation. When I left the company less than a year later to start my own business, I was prohibited from working in Northern Virginia for 6 months, which was a potential source of many referrals. Furthermore, the non-compete restricted me from communicating with families, so I was unable to provide closure to students & parents with whom I had longstanding relationships."</p> <p style="text-align: right;">-Krista I.</p>
	<p>"Non- competes have severely affected my family. My husband is a veterinary neurologist and we have multiple times now had to consider moving to a different state entirely to avoid his non-compete when he wanted to look for work elsewhere. We had to uproot our entire lives to get away from them. As a small animal veterinarian noncompetes severely limit my ability to have a balanced home and work life. Entire portions of the city are blocked out so to quit your job, you would have a commute of over an hour. It's unacceptable and the practice needs to be stopped"</p> <p style="text-align: right;">-Kristen A.</p>
	<p>"I am writing to respectfully request the FTC adopt the proposed rule . . . and stop the abuse of this anti-competitive and anti-worker contract device. I live in a small rural town For us, non-compete clauses mean a single proprietor can be the sole provider of a service, often at any cost or quality. Former employees must travel long distances to find employment opportunities and people who wish to start another business in town are barred from doing so. Non-compete clauses are inherently anti-worker and should only be used in a limited, prescribed way. I especially appreciate the agency's interest in clarifying the differences between non-compete clauses from NDAs and non-solicitation clauses, particularly when these other mechanisms are de facto non-competes. I am not a business owner. I work as a substitute teacher . . . I just read the article in the April 11 New York Times and I felt compelled to comment."</p> <p style="text-align: right;">-Linda B.</p>

	<p>" I am writing to urge you to expand the recent rule change to abolish non-compete clauses for franchisees. As a former franchisee myself, I have experienced firsthand the devastating impact of non-compete clauses and how they can be used to retaliate against franchisees who speak out and advocate for their rights. . . . I was terminated from my franchise and am now being sued under the non-compete clause of my former agreement. . . . Non-compete clauses in franchise agreements create a lopsided contractual agreement that harms franchisees and limits their ability to move on after their franchise contractual obligations have been fulfilled. Franchisees invest their resources, finances, and time into their businesses, and should not be forced to live in fear of retaliation from franchisors."</p> <p style="text-align: right;">-Tiffany C.</p>
	<p>"I'd like to explain my personal situation to convey why it is so important to do away with these non-competes. I am a physician specializing in Neuroendovascular Surgery at a large hospital outside of Washington, DC. . . . I am married with three young children, and we live in Bethesda, Maryland. . . . If my work situation were to deteriorate due to a myriad of possibilities such as decreased salary or benefits, a negative change in administration of our department, or other unpredictable detriments that are beyond my control, I would have to leave the DC area to get a different job. . . . The non-compete not only negates my personal freedom to work where I want to work, but it also negates the freedom of my wife and children, since de facto they would be forced to move out of this area just because of my non-compete. These non-compete rules should be abolished. I applaud and support the effort of the FTC to accomplish this important goal."</p> <p style="text-align: right;">-Edward G.</p>

Additional Support from Maryland

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
A	"Strongly agree with removing the non compete"
Dr	"Non-competes keep physicians in emergency medicine tied to their job without any ability to leave for personal or professional reasons. It stifles competition, prevents whistle blowing and keeps physicians in positions of low pay, increased stress and mental bondage. It should be [sic] eliminated."
Sharon	"I strongly support efforts to ban non-compete agreements. This unfair, exploitative practice has grown substantially over die years, depressing wages and die hurting the economy. A ban is overdue and desperately needed."

Emily	"It is shocking to learn that companies can prohibit employees from seeking better wages and working conditions under threat of lawsuit. Americans should have the freedom to move freely between employers. If companies want to retain their workers they should do this through improvements to wages and working conditions not threats of lawsuits and financial ruin. Non-compete clauses [sic] should've illegal in all normal situations."
JL	"I agree with the FTC regarding banning non-compete clauses. Employers can use the non-compete agreements to limit [sic] ones ability to change job with a specialty feed like healthcare. It limits one's ability for upward mobility within an industry or similar industry and is an unfair practice."
Crystal	" As a physician , I could not be more thankful for the FTC's proposal to ban non-compete clauses. It ultimately affects patient care by limiting the number of locations that physicians can serve their patients. Patients often lose out on long [sic] tenn relationships with doctors because their doctors are forced to move long distances, sometimes out of state, just to seek another job opportunity. I also believe this ban will help people in all industries, as it will allow for more fruitful negotiations and will no longer force employees to remain in toxic work environments. Thank you again to the FTC for taking a stand for the working public."
Amrana	"Non-compete clauses prevent the federal government from better competition through procurement contractors because the incumbent contractor can prevent key employees from moving on to a successor contractor. This prevents the government from obtaining qualified contractors and sometimes, lower overall contract prices. If the current contractor is problematic, and is also retaining experienced employees, the tax payers pays for lower quality management for the amount of money being paid. On the employee side, the contract employees that are prevented from moving to a successor contractor are also prevented from job opportunities, job security, or better pay or benefits. Both tax payers and contractor employees lose without this non-compete clause rule."
Richard	"Non competes are fundamentally inappropriate. They prevent physicians from finding jobs with a good fit and adequate compensation without completely uprooting their families They only serve to increase revenues for hospital systems, and do not promote the best patient care."
Anonymous	"This rule is long overdue and should be enforced as soon as possible. The [sic] commission should also consider forbidding companies from asking if a prospective employee or applicant has signed a non-compete agreement,"
John	"US Anesthesia Partners have an onerous Lu binding non-compete clause. They area national anesthesia provider that buys privately owned anesthesia practices. As part of the buy in Maryland, any physician that was bought out must essentially leave the state of Maryland in order to practice should they leave US Anesthesia partners. The buyout was a terrible debacle. A large number of anesthesiologists have left the practice as the call burden and decreased

	reimbursements were not worth the work. At the same time, any per diem anesthesiologists hired to fill the void were paid for from the physicians pool of money, putting on an added drain to their currently low reimbursements. Those that left were forced to leave the state due to the non- compete clauses."
Beverly	"Please ban non-competition clauses in the workplace. My husband has been affected by this and made it difficult for him to make enough money to support our family. It's ridiculous. Competition is good for businesses and leads to innovation, higher wages, and better working conditions. Thank you."
Meera	"I would like the non compete clause to be made illegal , i.e. not be enforceable in existing contracts as well. I support legislation to remove it. I therefore request the FTC to act decisively to eliminate the validity of these clauses."
Charles	"Top executives with access to tactical business plans or business secrets can be prevented from stealing and transferring content from a company by NDAs. This can work equally well for lower level members of companies, where guarded content can be more specifically identified. Employees not privy to company trade secrets should never have non-competes imposed. Otherwise, "non-competes" prevent individuals from having employment in fields of their expertise after opting leaving a company. With this impediment, there is little leverage to exercise employee rights, or to press for redress for poor working conditions."
Laila	"I write in strong support of the FTC's ban on non-compete clauses. These clauses are bad public policy. They are bad for working people because they suppress wages, suppress competition and workers' wages. And they are bad for the economy as a whole because these non-compete clauses stifle innovation."
Kia	"As someone who has been negatively impacted by the non-complete clause of my employment, I will support this proposal. I do, however, caution about sharing proprietary information with subsidiaries of foreign corporations, especially those with ties to China. We still need to maintain US competitive advantage in science and technology against companies who have shown to steal proprietary technology. "
Pazit	"Thank you for considering this new regulation. I support the FTC's effort to ban non-compete clause in employees contracts who are top level executives! "
Adam	"It is the responsibility of employers to maintain a competitive pay schedule and work environment. Non-compete clauses unfairly burden workers with restrictions the should be illegal. A non-compete clause is nothing more than a monopoly practice. It is a fonn of invented servitude that has no place in American society. Non-compete clauses violate the spirit of the free market and make workers into slaves."

Perish	"Me and my community are strong supporters of banning non compete clauses. They are clearly unethical and hurt Labor! workers. Please do the right thing and ban these non compete clauses."
Justin	"This would be an incredible step in the right direction for American workers. It will raise wages and increase competition. I heartily approve!"
Tyler	"This is an important step in promoting competition, which die heartbeat and invisible hand of capitalism. We cannot both live in a capitalist society and also not take steps to empower individuals to maximize their earned revenue. If this change is not implemented, I fear a greater need for government subsidies at the current rate of inflation..."
Mitchell	"The FTC's proposed rule concerning non-compete agreements will, I believe, if adopted prove beneficial in health care and behavioral health settings. Specifically, while additional research of how these agreements are used, including in health care settings, appears to be needed, die FTC's rule, if adopted, likely will help to support persons with behavioral health conditions (mental health conditions and substance use disorders) by removing one potential barrier to behavioral health provider hiring and mobility. As noted below, the behavioral health workforce has been subject to shortages in many areas. Persons with behavioral health conditions often are unwilling or unable to fmd treatment due to concerns about cost, insurance coverage and being unable to fmd the right provider. Under such conditions, removal of any actual or potential barrier such as noncompete agreements can only have a salutary effect on behavioral health patient/client care."
Jonathan	"I was initially skeptical about this rule, but the more I read about it, the more solid the case became with me. I had no idea how ubiquitous noncompete clauses had become in lower level job categories - I always thought of them as applicable only to high-skilled, high-paying jobs. But die application of this practice to fast-food workers, hairstylists and security guards a) is such business oven-each that it calls for a strong regulatory response, and b) greatly magnifies the economic impact."
Edward	"Non-compete clauses (NCC) unfairly promote restraint of trade and reduce consumer choice. If the goal of any particular NCC is to protect intellectual property there are better mechanisms to do so. NCCs are particularly odious in healthcare where they interfere with the patient - provider dyad. And they make even less sense in Emergency Medicine, where the providers do not select their patients. Emergency Medicine providers should be free to offer their skills to the public unencumbered by an employer's desire to maintain market share. Quality of care should be the metric, not quality of the bottom line."

Thomas	"I support this new rule 100%. You're current/previous employer should not be able to limit your work options in anyway."
Emily	"I support die curtailment of requirements that employees sign non-compete clauses.I understand that corporations may want to prevent fonner employees from sharing some proprietary information with new employers, and there must be a way of doing so without curtailing the freedom of these employees to move between jobs. Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year."
Joan	"I fully support this. Finally, putting some control into die hands of workers. I was recently let go from my job in sales. I have a noncompete for one year and 100 miles. This is die only job I ever had as an adult. Competitors would gladly hire me, but are afraid of being sued. It has been one of the most stressful and depressing experiences of my life. Trying to figure out what I'm going to do. For me it's not about taking my customers with me, but just being able to get a job in what I know. Even if you can't make it all noncompetes. Maybe you can ban them when people get let go. I really hope this goes through and sticks."
Rebecca	"I urge you to do away with non-compete clauses. I live and work in Maryland. I stayed at my current job for over 10 years. I had 2 young children when I started. My noncompete clause of 15miles for 3 years was highly restrictive. Taking a job 15miles from current employee requires a minimum of 40 minute commute from my home. Working that far away from home is difficult when you have children, but especially if you have young children. When your child gets sick at school, the school requires the parent to pick them up within 30 minutes. These two restrictions (having to be far from current employer but close enough to pick up kids from school in an emergency) made it so I could not take any other job. In 10 years, my current employer only gave 2 raises, each of 5% or less. I also was never given additional vacation time. This was despite me providing national and state data from a reputable source that my compensation was not up to average. My current employer was well aware that I had very little options of leaving and therefore she had no reason to increase my compensation. My kids are now old enough that I felt I could take another job. My employer actually asked me if I was sure I wanted to leave since I would have to drive so far to the new job! I start my new job in April, 2023. I will commute 50 minutes each way. The same company I am being hired by has a location 15 minutes from my house. But my current noncompete prohibits me from taking this position for 3 years. Non-competes put an unreasonable burden on employees; they prohibit fair compensation and competition."
Christopher	"I'm writing in support of the proposed restriction on non-compete clauses in employment contracts. As a worker in the tech industry , non-compete clauses have been an aspect of employment contracts throughout my 18-year career."

	While seldom-enforced, I have had to account for the unnecessary risk they introduce to my career choices and their subtle influence against entrepreneurship and innovation. Eliminating these clauses, even for high-income workers, gives Americans greater freedom in their careers while removing hindrances to innovation. It is both pro-worker and pro (new) business."
Kathriel	"Non compete clauses are anti competitive and prevent workers from freely changing jobs and improving their salary or workplace conditions. As a physician i have been harmed by non compete clauses when trying to change employers. They are applied broadly even in fields where there is zero possibility of competition with the previous employer."
Bethany	"To Whom It May Concern, I am a nurse anesthetist working at a critical access hospital, employed by a for-profit anesthesia group (North American Partners in Anesthesia - or NAPA). My employer has an extremely restrictive non-compete clause in my contract, preventing me and my entire department (doctors and other certified registered nurse anesthetists) from working at this hospital for two years if NAPA leaves the hospital. This is a disservice to the public. If NAPA leaves this facility and forces every anesthesia provider to leave with them, patients will ultimately pay the price, and safety will decrease. A key tenet of patient safety is continuity of care, and changing an entire department out for new staff who are not familiar with the environment in one fell swoop is dangerous. Please kindly support this new proposed rule to help both workers and patients. Private equity firms, such as those with an interest in NAPA, should not be permitted to gamble with patient safety and control workers' livelihoods at whim. Thank you!"
Nancy	"1100% support the ban of non-compete Agreements the release of any existing agreements. These are completely unfair for the employee. An at will employee allow for the employer to terminate for any reason and you are still held under the non-compete. In my case I was required to sign one and within a week of employment knew that I could not work for the company. I left prior to 90 days, and I am being bullied and threatened to pay them to release me from the agreement (6 figures). The rights of the employee need to be considered."
Eddy	"Noncompete clauses should be removed from all physician contracts including nonprofit organizations. It severely limits a physician's ability to change employment/practice. It leads to physicians stuck in a job that they don't enjoy leading to physician burnout and/or they decide to leave the area in general leaving a physician shortage. We should not have our hands tied behind our backs when we are trying to take care of patients"
Graham	"I work for Johnson & Johnson as a medical device sales representative . Non complete clauses are used to keep us from taking better paying jobs in the area, and being able to hold large companies like ours to account. Without the ability to safely move to other competitors within our skill set, it becomes a regional race to the bottom of salaries while we watch company profits rise."

M	"No one is mentioning the damage that Non-Competes cause when the employee is either laid-off or released from employment without cause, as most companies today employ an "employment at will" philosophy. So a company can say that they no longer need or want you without reason, but you can't go work for anyone else in the same field within your own home market. That should be illegal. I'm in the media field , and most programming, on-air and sales talent are required to sign a non-compete clause. This is why so many media people have to uproot their families to seek employment in other cities, or force the employee to live apart from their family. This puts undue stress on everyone, especially the children. And media companies have let so many people go as either a cost-savings measure, or simply because they want to try to get better "ratings". But to then tell the employee that you can't look for work in this field in your own market? That's ridiculous and should definitely be banned."
Adrienne	"There are many predatory companies out there such as NAPA (Anesthesia) that use noncompetes as a fear mongering technique to retain staff. I believe noncompetes should be done away with, then companies will have to be held accountable and use other methods to retain staff."
Christopher	"My wife and I are both equine veterinarians . In our profession non compete agreements are usually for such a large mileage radius and time frame that they require you to move and sell your home if you leave your job. This ultimately gives your employer the ability to control where you live, to force you to pick up your family and move, to take your kids away from their friends and family. How is this fair? Also clients have a right to use the veterinarian they feel comfortable with and should not be limited by an employer either. Non compete agreements must go."
Theodore	"I'm a software engineer of twenty-five years experience in the field. Through most of my career, I've had non-competes at the jobs that I work at - these have kept me from looking for employment within the industries in which I've gained subject matter knowledge, and have forced me, each time I change companies, to go into a wholly different industry. Further, when I was laid off in April 2022, my former employer attempted - unsuccessfully - to prevent me from getting ANY job within the software engineering field due to an overly broad non-compete - even when THEY had terminated my employment. Non-competes are evil. They need to be banned."
Rajesh	"I Strongly support FTC efforts to abolish NON Compete clause. Its how employers, business partners and Law manipulators black mail employees, partners and so on. USA is a free country and people should be able to decide their destiny and not fall prey to predators. Competition leads to innovation, lower prices and better results!!"

Mark	"AS ONE WHO HAS BENEFITED FROM THE PRESENCE OF NONCOMPETE CLAUSES IN THE CORPORATE HEALTHCARE SETTING , ITS FAIRLY CLEAR TO ME THAT THESE CLAUSES IN PHYSICIAN CONTRACTS BOTH DRIVE UP THE COST OF HEALTHCARE AND INJURE THE PUBLIC."
Susan	" As a CPA in public accounting and, as a partner at three different firms over the last 25 years, I have had to sign the same non-compete that all employees sign in addition to the non-compete in my employment agreements and partnership documents. The non-competes have varied from firm to firm with one being very restrictive and actually listing out the firms I could not go to for four years. These clauses have also hampered my ability to have clients and staff follow me if I went to another firm. I agree that this reduces competition and strangles the pool of available talent. CPA firms are already struggling to find talent and these non-competes lock staff and partners in place at a firm where they may not be happy."
Chris	"Please ban the non-compete clause rule. It is not only hurting hard working individuals, but society as a whole. GDP will increase, and the labor market will be increased for those with particular skills that are in high demand (e.g., doctors and nurses). Thank you."
Manesh	"Please ban Non-competes for physicians and healthcare workers. They simply cause patients to lose their long-standing physician when their physician has to move out of the non-compete area and disrupts patient care."
Andrew	"The non compete clauses for employees and subcontractors in my experience is a way to prevent those people from using their talents to make a living in the area or chosen field of their choice, even though the skills and experience brought with them from the employees and contractors own experience was the reason the companies hired them in the first place. If a contractor is hired to do a job for a specified company, that is, and contractor with their own business and they were to bid on and take that exact business away from the prime contractor, then that would be unreasonable and should be subject to a non compete."
Elizabeth	"I signed a non compete when I was 23 years old. Fast forward 16 years later, re-reading the non compete it is extremely one sided for the benefit of the business owner and no one else. The biggest negative is that it stipulates that clients cannot choose to work with me for two years (I cannot accept their business) even WITHOUT me soliciting them. So the non-compete has made a decision for someone who was NEVER part of the contract to begin with nor are they aware of its existence. It seems illegal. I think voiding non competes that impact the lives of those impacted (clients) makes sense."
L	"I agree with this rule. Since workers are nothing but numbers in a column anyway, we deserve the right to control who has access to the labor we provide."

Erkeda	"Non-competes have ruined many physician's lives. Simply because you may want to disconnect from an organization with the skills that you have earned, they can restrict you from making a living in an area that you would like to. One company that I worked wanted to enforce a non-compete with the entire world due to its telemedicine set up. Noncompetes are predatory. Please end them for all."
Nathan	"I am a technologist for a large company servicing the defense industry and other government agencies. I support the banning of non-compete clauses/agreements for more fair and ethical competition within industry."
Anton	" Physicians spend longer than almost any other profession honing their craft to be able to offer patients the best care. We should not be excluded from the non-compete legislature."
William	"Workers are being treated like garbage"
Thomas	"I am employed and not subject to a non-compete clause. However, I have relatives in ordinary jobs that are subject to such a clause. I strongly support the proposed rule by the FTC. It supports a free market economy as well as personal freedom."
Saumil	"I am a physician who works mostly inpatient. Thus, I do not control which patients I see; if I move to another hospital, it will not negatively affect the business of my current employer. And yet, I am bound in my contract by a non-compete clause. This leads to high levels of physician burnout and dissatisfaction as we are often tied to a job that we would like to leave, but we cannot (for multiple reasons) move outside of the restrictive covenant area. We should do away with non-compete clauses, especially in situations where they do not make sense."
Rebecca	"I was under a non-compete agreement at a group psychotherapy practice in Towson, Maryland which stated that any clients with whom I worked at the practice could not follow me were I to leave the practice (and could not work with me elsewhere for five years following my exit of the practice), that I could not provide psychotherapy services at any other practice while employed with the practice (regardless of whether I was provided with enough referred clients to cover my bills), and could not work in any other practice- -group or private- -within two miles of the practice for a period of two years following exiting the practice."
Alison	"This is a crucial step in allowing professionals to practice without undue temporal or geographic restrictions. As a medical professional I wholeheartedly support this effort to end non competes."

J.	"I'm in favor of the proposed rule. Workers should be able to move, even as they acquire skills throughout their career. NDAs should be enough to protect companies from losing their trade secrets."
Kurt	"I strongly support eliminating the use of non compete agreements by businesses when hiring new employees. I believe it limits the US productivity and hurt's employees. If full removal of non complete clauses can not achieved, at least set a limit on salary so that entry and mid level employees are excluded."
Colin	"Its about time we do away with these sorts of agreements in the workplace. Industry won't be harmed by valuable, mobile and desirable employees being given their fair opportunity to trade in the value of their labor. These agreements exist purely to devalue the worker within the context of their relationship to their employer. If we're going to allow industry, especially our nationally critical industries, to operate with IP protections and favorable tax conditions, we might as well balance the board and force them to view their employees as the assets they are."
Dietrich	"I am writing in strong support of the proposed rule that would make non compete clauses invalid. These clauses have tangibly negatively impacted my family, materially harming our ability to leave abusive work environments because we are prohibited from working within our field of expertise under a different employer. They are used in a way to punish anyone seeking to leave employment, regardless of whether there is a legitimate business interest."
Delnora	"This needs to apply to NON PROFIT hospitals so that doctors don't get left out and stuck with unfair non-compete clauses that hurt patients access to care. There's no good reason this shouldn't broadly apply to all."
Dr.	"Commissioners, As a retired applied physicist , I have observed the dampening effect Noncompete clauses have on an individual employee's job prospects while re- enforcing the power of employers to exploit workers. . . . In essence, it would appear that current trends create a class of less well trained, less mobile 2nd class employees into our society at a time when the goal of seeking the common good has been forgotten."
John	"I strongly support this non-compete clause nile because non-compete clauses are often used to keep employees trapped in jobs when there are better opportunities for career advancement and/or increased income available elsewhere. Where there are distance restrictions in the non-compete clauses, employees often have to commute hours to and from a new job, creating more stress and taking additional time away from family and/or other activities. While non-compete clauses in contracts for company owners and senior executives who have strategic information may make some sense. for the majority of a company's employees, there is no justification to restricting their ability to leave for a better job

	when the current job is not meeting their needs or is negatively impacting their well-being."
M. James	"Prohibition should also apply to non-solicit clauses whereby business A prohibits business B from hiring its employees."
Nathan	"These agreements are blatantly anti-competitive and anti-worker on their face. They never should have been legal in the first place. Preventing a worker from freely choosing their own employment is a page straight out of the feudal era."
Joanna I	"I support this rule change."
Tobias	"I support the proposal to outlaw noncompete clauses. It seems to me that it is often impossible to change jobs without either working for a competitor or changing industries all together. A total career change is often not a realistic option for most people since they would need new training and often have to start at a lower wage. A non-compete clause can be an insurmountable barrier to seeking better employment. This can remove the incentive for employers to treat their employees fairly and raise wages with inflation since the employees are not able to seek employment elsewhere."
Jared	"I strongly support the ban of non-compete clauses. This would promote fair wages in the engineering profession. I am a professional engineer and my employer recently forced all of its employees to sign a non-compete clause after they had several talented people leave and go work elsewhere for better pay. This non-compete agreement will make finding another job very difficult unless I relocate to another part of the country, because my employer has worked for almost every local client in my specialized field of work. My employer has also performed work in many other areas of the country that I would be able to seek alternate employment with my skills. My employer has verbally stated that they have entered into informal agreements with other firms in the area not to hire each others people to prevent engineers from negotiating higher wages."
James	"I am an academic physician (cardiac surgeon) and have held leadership positions at several nonprofit academic medical centers during my career. I strongly support the NPRM and urge you to implement it forthwith. . . . Noncompetes depress wages, limit physician mobility and prevent continuity of care for patients. . . . Generally, younger physicians lack the fiscal and legal resources to effectively challenge restrictive covenants, prospectively or retrospectively. The cost and time requirements to renegotiate restrictive covenants are likely prohibitive, especially when an individual physician is opposed by a fully resourced corporate, legal department. . . . Practices and hospitals should foster retention through innovation, positive and progressive culture and trust, rather than a captivity culture and restrictive covenants. Physician burn-out is a major challenge and noncompetes importantly contribute

	to physician burn-out. Physicians who exit health systems with restrictive covenants may leave patients unable to access an established and trusted physician, resulting in loss of care continuity, fragmented care, costly reestablishment with other provider(s), and potentially inability to access clinicians of similar quality."
Jonathan	"As a young cardiologist , I have personally suffered significant hardship both medically and financially because of noncompete clauses. As a young professional I made the mistake of trusting my new employer and believed that 'this will be the last job I will ever have.' . . . Over the course of two years with my current practice, I have been the recipient of repeated repeated work place bullying and harassment. . . . I've built a substantial practice in two years with my current employer and I am forced to look for an opportunity outside my two year restrictive covenant which is massive, Frederick County. I am considering extending my commute to over an hour just to better my work life. And I have a new two month baby girl. I could try and bring a civil suit against my practice, but I also need to work and provide income for my family, plus who would hire a physician that sued his former employer. . . . A restrictive covenant will benefit my employer, but hurt me and all my patients whom I've cared for a treated. I am in full support of changing the noncompete laws and make them illegal."
Kay	"After 50 years practicing law I have concluded that I never saw a noncompete provision which seemed justified by the facts. An employer's truly proprietary intbnation or methods can be protected contractually by specific description without handicapping an employee's right to move."
Randolph	"Hurrah for an agency that is actually doing what it was set up for. And hurrah for an administration that supports basic pro-worker regulation."
Thomas	"Please make non compete agreements unenforceable."
Zachary	"I support the ban on Non Compete Claused"
Monica	"Non-compete clauses restrict innovation and people's ability to change jobs for no good reason that can't be served by non-disclosure agreements. Low- wage workers especially should not have to worry about these clauses, but it's really not clear why they should be used in any situation. I hope the FTC bans them in virtually all situations."
Matt	"This is a great start, but I think that savvy employers see this coining and are trying to get around it with Non-Solicit agreements; which work as another avenue to stifle people from shifting to a competing organization, or any organization that utilizes the same talent pool. My employer forced me to sign such an agreement saying I could not try to hire a previous co-worker or contractor (or accept a job offer) for up to 2 years following termination of my employment."

Angela	"FTC should ban non-compete clauses and reverse all non-compete clauses for all employees"
Nil	"Please get rid of this restriction on nonnal workers, I cannot look for a job within 100 miles of the hospital."
Rachel	" Physicians should not be held to non-compete clauses. Non-compete clauses penalize the individual physicians, and contributes to burnout by taking away opportunities career advancement. There is no tangible reason to exclude non-profits and behemoth health systems from complying. . . . [I]f a physician would like to leave their hard earned job . . . it is a David v. Goliath fight. Please do not disparage health professionals to preserve corporate profit and greed."
Peter	"Contractual non-compete clauses frequently impair free market employment opportunities and are used by businesses to limit competition. Non-profit organizations commonly use non-compete clauses to protect their market share, and this is especially true in the health care industry. Our own regional non-profit hospital used the non-compete clause aggressively to interfere with my medical practice's ability to offer subspecialty medical care to a patient population we had served for nearly 50 years, even though arbitration ruled the contract invalid."
Elizabeth	"I strongly support the proposed rule and think it is in important step forward. As a health care worker we see that these non compete clauses directly impact patient access to care by limiting the movement of health care providers within a certain region. Health care providers (in particular physicians) are often forced to move if they want to change jobs liar any reason and therefore that community is losing a provider who would have otherwise stayed in the area and continued to serve that population. Large health care systems often have the most restrictive and unreasonable non compete clauses and they compromise a large share of employers for health care providers. I encourage the FTC to move forward with the proposed rule."
Benjamin	"Non-competes are used by employers to retaliate against employees and is a way for employers to stagnate wages for families and those unable to move or travel to acconunodate a non-compete"
Erika	"I strongly encourage the FTC to enact the rule banning noncompete clauses. Particularly is working in a region with heavy traffic or a profession with few employers, noncompete agreements absolutely entrap an employee at a job that may or may not be a good fit for them. This ban will force a shift of workplace culture, where it is more fair for the employees, and the free market can then work as intended. Speaking as a veterinarian who has worked in both generalist and specialty position, I think this is a good move all around."

M	"I strongly support the ban on non-competes. As a finance professional that is subject to an incredibly restrictive, nationwide non-compete, if I were to leave my job I would be prohibited from working for another financial institution anywhere in the country, even if that position fell far outside my existing role and area of expertise. The mere fact that employers can prohibit the type of company you work for, even if you took a new position that was drastically different from your role today, is excessively restrictive, monopolistic, anti-competitive and unfair."
Cristin	"I am a nurse practitioner at a telemedicine company with a non-compete clause. The non-compete clause prevents me from working in leadership at another company for 6 months if I decide to leave. This is very prohibitive as I could not even work in other areas that my current company does not focus on. As a nurse practitioner, I am getting paid substantially less than my physician counterparts for the same job, but I feel I'm unable to move elsewhere since my pay would be likely be less since I would not be able to take my leadership experience somewhere new and benefit from a higher salary. My time and investment is essentially being punished since the non-compete clause prevents me from growing and pursuing other employment opportunities."
Ameer	"I think both sides of the aisle can agree that healthcare is far from optimal. As a physician myself I see the struggles that both patients and physicians face operating within this system. One of the most problematic things with the current structure is non-compete clauses in contracts. There is currently a national physician shortage, but greedy CEOs and trustee boards that run hospitals are more interested in profits than patients. These non-compete clauses limit able-bodied and talented physicians from treating patients due to an arbitrary number of miles written in their contract. Additionally, there is no stipulation for when this clause is activated. People can be let go by the hospital and still required to honor the non-compete clause. This is asinine given that physicians would be asked to uproot their families and move just to work and treat patients. This rule needs to change for the good of patients and physicians."
James	"Non compete clauses are harmful to dual doctor families in military where 1 is a civilian."
Suzanne	"I've been a practicing veterinarian for 10 years. I am currently employed by a corporate practice which has 3 local clinics. My contract states that if I leave my position as associate veterinarian I cannot practice within 5 miles of any of the 3 clinics for 2 years after termination of the contract. That encompasses almost the entire county where the clinics reside. As someone who aims to start their own small business it prevents me from working in a very large territory close to where I live."
Ebony	"I support the noncompete proposal ban. I am a physician and all of my work contracts have included extensive non-compete wording that make it nearly impossible for me to change employers in my immediate geographical area. . . .

	Perhaps if the noncompete were banned this would force employers to fair treatment, competitive wages so that they can retain employees."
Mohammad	"I as a tax paying worker strongly support this bill. For long enough competition has been stymied and wages has been purposefully down for majority of American worker by big companies merging and back door deals. American dream has been a mirage for majority of working class people while a minority gathered more and more. This bill protects competition and in line with anti trust law. It will help to revive middle class and upper middle class. Current working contracts in most of the time prevents you from seeking job in like 50 mile radius once you leave the contract for 2/3 years. Its so so prevalent that most time you will not have any other options if you don't agree with this. Every American should be free to choose their job and not to be forced to uproot their family just to change their job."
David	"am in favor of the FTC's proposed rule to bar non-compete clauses."
M	" As an experienced physician who has worked in many settings, including public, non-profit, and private practices, I want to express my opinion that in all cases the employee suffers from non-compete clauses where they exist. If I accept a job, establish my family in a particular town, enroll my children in the local schools, and develop relationships with the community, I should not have to worry that if the job does not work out for some reason that I might have to completely uproot my family because of a non-compete clause to continue to earn a living in my chosen profession. I fully support this clause and request that no special carve outs are given to "non-profit" hospitals or any entity that might hire physicians or other medical professionals."
George	"Getting rid of Non-compete agreements is ESSENTIAL. Not only does it help employees who have left a job to find new work in their field immediately, but it's also GREAT for small businesses like mine . There are very few people who are qualified for the kind of work we do, and most applications for work end up being declined or the work is unsatisfactory. . . . We know many people from previous jobs before we started our business that would already know exactly what is required, yet because of NC clauses, we cannot hire them. This is downright absurd, especially because we are a very small business (4-5 people) and there's no way we could compete with a multinational corporation anyway. There's really no reason for non-compete clauses to exist. It hurts both small businesses as well as their employees who must sign these agreements."
Alex	"My non compete clause has mined my career and hurt my chances at success. By forcing me to stay in a company that doesn't value me, I have been shut off from opportunities to advance my career. My industry is very limited and there are only 3 companies that offer the same services we offer so there isn't opportunity for me to leave my company and find a place I have experience with without it being in violation of my noncompete. This has hurt any chance of true career growth."

Tim	"Please END these archaic and anti-worker practices!"
Taranjeet	"Please ban the non compete clause. It is literally forcing physicians like me to relocate or entirely pushed out of a state in each job that I chose to do and then leave. It is die biggest exploitation of physicians by physicians and corporate groups in the name of protecting their practices, it is as predatory as it gets!"
Kirtana	"I support this FTC proposed rule as non-compete agreements do more harm to entrepreneurs, employees, clients, and the overall business market(s). These agreements eliminate clients' autonomy when selecting goods and services. Specifically, in service oriented professions, the establishment of a client relationship is developed over time by the servicer through the foundation of trust, empathy, and personalization. The servicer invests tremendous time and effort in developing and maintaining said business relationship(s). In the event that the servicer leaves a particular company/employer, both them and the client should be able to choose whether to continue the business relationship and not be bound by the confines of a non-compete agreement. This is of even more importance in wellness professions such as massage therapy, yoga, physical therapy, where the client and servicer closely work together on very personal issues related to health and well-being. Further, non-compete agreements perpetuate the falsehood of the scarcity mindset in which we foolishly believe that there area finite number of clients/business markets. That is far from the truth as evidenced by die fact that not all clients/consumers use the same goods or services and instead make choices that are in alignment with their personal values as well as the business values of the servicer."
Roseanna	"I strongly support the Commission's efforts to eliminate non-compete clauses."
Nicole	"I support banning non-compete clauses"
Sara	"I am a physician and am in strong support of the non-compete clause rule which prohibits non-compete clauses. Many physicians are subject to this non- compete clause in which they cannot practice within a wide radius of any site of work, which often goes not just for their main location of work but all clinics and hospitals in the health system. In many cases, this precludes practicing in an entire state. This has significant impacts on patient safety--I have heard many stories of physicians feeling that their hospital was developing policies and procedures that led to unsafe care (such as inappropriately low staffing to patient ratios) and wanting to leave, but being unable or unwilling to uproot their entire family and move out of state to continue working as a physician. So the unsafe patient conditions continued."

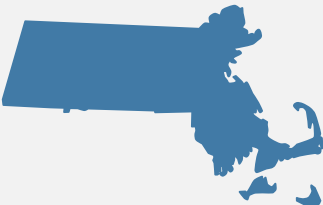
Arshad	"Non compete clauses hinder patient care by restricting physician from moving one practice to another. They unfairly target physicians. Physician may have to leave a city for 1-2 years to be able to practice again. They should be revoked"
Talha	"I am a physician working in rural Pennsylvania and I am in full support of prohibiting noncompete clauses. My employer makes it very difficult to bring updated standards of care to the population that I take care of and leaving and starting my own independent private practice small business is challenging because my noncompete clause does not allow me to stay in this area if I were to quit. I hope the FTC will strongly consider banning noncompete clauses and allow me another physicians to take better care of our communities."
Arifa	"As an OB/GYN physician I believe non compete clauses are detrimental and unfair to physicians. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. I am in favor of this proposed rule and hope the FTC will extend this to non profit hospital systems also."
Joshua	"I am speaking to non-compete clauses from the viewpoint of a health care provider (physician). Noncompete clauses harm physicians and other providers, harm patients, and ultimately impair the ability to provide medical care in a community. . . . I am a physician who has been in active practice for more than a decade in multiple roles. Noncompete clauses prevent physicians from working in their same specialty in the same area - unlike in industries, physicians do not learn specific skills which would be advantageous to companies such as engineers learning protected secrets. Our primary role is to take care of patients and serve the health of our communities in myriad ways. The same goes for physician assistants, nurses, nurse practitioners, pharmacists, respiratory therapists... the list goes on. The medical community has freely available education and paid education in spades, and for the vast majority of employees, information gleaned at one practice is not sensitive enough that a noncompete needs to be in place to protect industries from transfer of information. Instead, what these do is shackle providers to a given hospital or corporation - stifling price competition among industries and leading to individual burnout from being trapped in jobs that are nonideal for personal reasons (e.g., wishing to stay in the same area for family). This is the opposite of an open market and offers multiple avenues for manipulation by employers. Furthermore, I am aware of multiple physicians who have not taken roles due to noncompete clauses, and others who have been directly harmed by them (i.e., not leaving a position where their work conditions are non-ideal and/or pay was substantially below market average). I agree with the proposed rule by FTC that it is an unfair method of competition for employers to

	enter into non-compete causes with workers. I strongly endorse removal of non-compete clauses and wish to thank the FTC for its proposed rule."
Randy	"Please protect workers and ban all non-compete agreements. People own their skills and knowledge, they are not die property of their employers."

Constituent Support for the FTC's Noncompete Rule



Massachusetts | Statewide Impact

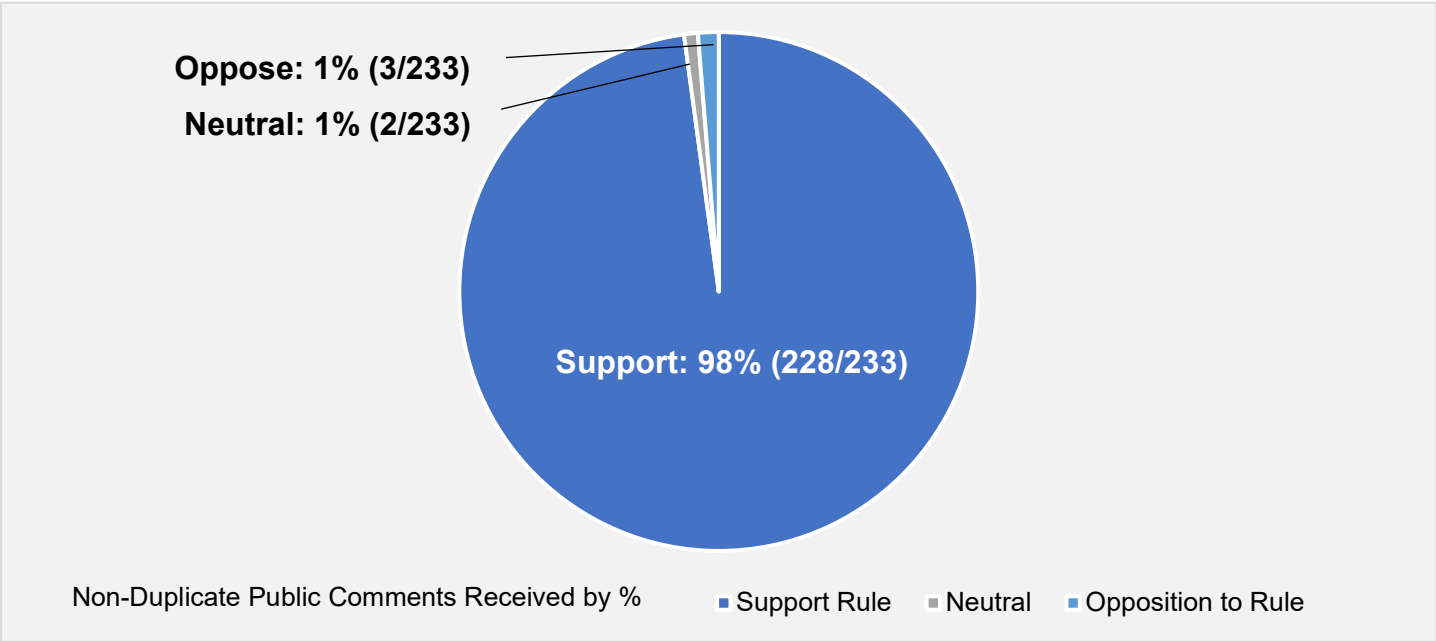


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Massachusetts**:

Massachusetts Covered Workers	Increase in Total Annual MA Worker Earnings	Increase in Average Annual MA Worker Earnings
2,876,506	\$2.28 billion	\$795

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 228 of 233 MA Commenters Support



Support Across Sectors of Massachusetts' Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I've been in sales in the insurance industry for over 20 years. Due to a non compete that I have signed literally 20 years ago, I and have missed multiple opportunities where I was offered positions with greater salary and benefits that would greatly help advance my family situation. The noncompete also greatly reduce my ability to negotiate with my present company for an increase in salary due to the fact that they understand that the noncompete basically limits any potential of leaving [...] Like freedom of speech, citizens should be allowed to choose their path and not be held hostage by a non compete that they signed years ago because they needed a job."</p> <p>- Ante S.</p>
	<p>"Please ban non-competes. My parents are hard-working Americans who both were able to climb out of poverty by getting into sales my father in car sales, my mother in real estate. During the 2008 financial crisis, and then repeatedly throughout the wavering market since then, non-competes have dogged my parents and made their lives miserable. At one point, because of non-competes my dad needed to commute 3 hours to another state just to make enough money to pay off his debts and keep our house. Non-competes only serve corporate interests at the detriment and even exploitation of regular Americans. How is it a free market if people are trapped by their employer?"</p> <p>- Aristana S.</p>
	<p>I am a physician who has been employed by several large academic medical centers over the course of my career. My last position had a non-compete clause that forced me to leave the state when it became apparent that the job was not as advertised. The way the clinic was set up in this system there was no continuity of patient care. All patients got passed between doctors based on who had open slots in their schedule. The idea that a non-compete was necessary to keep me from leaving and bringing patients with me was ludicrous. The system made sure I had no attachment or continuity with my patients. I strongly support revoking non-compete clauses as it will strengthen the bargaining position of all workers.</p> <p>- Stephen W.</p>
	<p>I am a scientist working in renewable energy. I am currently subject to a non-compete clause. It has the potential of actively discouraging me from founding new companies or seeking work at potential competitors. This harms my earning potential and harms the country by preventing me from working where I would be most effective. I strongly support this rule. Please end this exploitative practice.</p> <p>- Zachariah N.</p>

Additional Support from Massachusetts

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Tanja	I support the FTC's proposed Non-Compete Clause Rule (NPRM). While I can see non-compete clauses playing a role in the contracts of C-suite executives, imposing non-compete clauses on ordinary workers and employees serves only one purpose: restricting worker mobility and hence their ability to seek higher wages, salaries and/or benefits. The result is depressed wages, salaries and benefits to the detriment of the impacted workers and their families, the sector's workers in general and the American economy more broadly. As their prevalence has grown across sectors and into the lower ranks of organizations' job categories, non-compete clauses hurt especially lower income workers, who are often people of color, women and other groups of marginalized and discriminated against people. The FTC's proposed NPRM is a step in the right direction of restoring workers' rights and their ability to pursue decent work and working conditions.
Stanton	I strongly support a ban on noncompete agreements. It is just one of the ways that employers exercise unjust control over their employees. The only exception I can think of should be if an employer pays for an employee to get training. It would be wrong for the employee to immediately take that training and use it for a competitor. I support a one-year noncompete agreement from the end of the completion of such training. But a year after the completion of the training, no NCA should apply.
philippe	I strongly support the FTC's proposal to federally ban noncompete agreements. I strongly support the FTC's proposal to federally ban noncompete agreements. Involuntary non compete agreement except at the executive level are a modern day form of post civil war 'contract' offered on employees with no benefits received.
Jay	Please ban these unfair business practices. It is, as said by one of the people interviewed in the video, un-American to deny people the right to seek better or different employment, even after a worker is laid off. I read that the Chamber of Commerce and powerful business lobbies are fighting the proposed ban. As the video said, the millions of workers adversely affected by non-competes should have a voice too. I urge you to ban non-competes for all but high-wage specialized positions. Ordinary workers want to work. Our country faces labor shortages. Non-competes hurt the economy and real ordinary people simply trying to better their lives through work. Thank you for your consideration.
Russell	The attached submission is provided by over 100 lawyers and paralegals from around the country in response to the Commission's request for comments. We provide this submission in the hope of avoiding the potentially severe unintended consequences we foresee that may greatly overshadow any expected benefits of the proposed rule. We also identify an incremental path that we anticipate would accomplish most, if not all, of the Commission's objectives, with far less risk to

	workers, companies, and die economy. The signatories wish to express their great appreciation for the Commission's consideration of this submission and for taking on such an important and fraught issue. We offer any other assistance that the Commission may find helpful, including providing additional real-world experience or assisting in the drafting of language for guidance or a revised rule.
Lisa	There needs to be a middle ground. (a) Yes ban non-compete clauses for "non-intellectual work" (eg all front line workers such as service providers like hair stylists, retail workers, etc.). (b) Do NOT BAN non-compete clauses for "intellectual work" (i.e., where there is significant proprietary knowledge that the worker has been entrusted with): examples of these are lawyers, doctors, sales managers, etc. As owner of a small business that employs intellectual- knowledge workers, it would gravely harm my business if the people I train to do highly intellectually intensive work then just go off and use what I taught them to start their own business. My non-compete clause is for 6 years and is essential.
Bridget	I have been blocked several times attempting to further my career outside of my current company. I have 3 college degrees and 26 years experience in my field but my knowledge and talent are wasted not being able to advance to build my career and secure appropriate pay
KRISTEN	I support the new rule banning non-compete agreements. These clauses, especially when used for non-executive roles, have the effect of limiting competition for workforce talent, and thus depressing wages. In many cases, they are "sprung" on workers and potential employees after a position has been accepted, and the employee is not compensated for agreeing to limit his or her future opportunities. Employers have many tools to protect against IP and trade secret theft, but non-competes are overbroad and anti-competitive. Non-compete agreements restrict competition, and reduce innovation, by not allowing the free movement of employees among competitor companies, and die creation of new businesses. They should be banned. I support the new rule. Kristen
Evan	I support the new rule banning non-compete agreements. These clauses, especially when used for non-executive roles, have the effect of limiting competition for workforce talent, and thus depressing wages. In many cases, they are "sprung" on workers and potential employees after a position has been accepted, and the employee is not compensated for agreeing to limit his or her future opportunities. Employers have many tools to protect against IP and trade secret theft, but non-competes are overbroad and anti-competitive. Non-compete agreements restrict competition, and reduce innovation, by not allowing the free movement of employees among competitor companies, and die creation of new businesses. I support the new rule.
Amanda	Non-competes are just another way of stripping workers of their rights Please rule on behalf of the workers and not the money-hoarding management.
Jennifer	I work in the veterinary industry and with almost 50% of veterinary hospitals being owned by large corporations, veterinarians are often required to sign non-compete

	<p>agreements. Generally, there is a time and distance requirement imposed as well, anywhere from 6 months to 2 years and up to 100 miles from their current location. Over the past 3 years, our industry was pummeled with an increase of pet ownership during COVID lock downs. The average veterinarian now sees an additional 1000 patients per year, skilled support are underpaid and many left the profession, and we are dealing with a MAJOR mental health crisis as well. Why should a corporation be able to hold a DOCTOR of ANY KIND as indentured to them if they would like to pursue or improve their work life? Also, during COVID, veterinarians were asked to help vaccinate people, were allowed reciprocity, but could be sued if they were compensated for their knowledge and skills by their employer? This is a rewrite of the indentured servant. What happened to free commerce and the land of opportunity?</p>
Margaret	<p>Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes --- ultimately building a stronger economy for everyone.</p>
Julian	<p>I am Julian Jocque, a Senior Software Engineer with 7 years experience. In that time, I have worked for 3 different companies and the non-compete clause of my most recent employer is directly impacting my decisions on whether to talk to ex-coworkers about building somethings different and better. I believe I can run the business I worked for better than they can, and I believe that a number of my ex-coworkers agree with me, but for the next 12 months I cannot directly approach any of them for fear of being sued for poaching and other anti-competitive laws. Quite honestly, I fear legal repercussions from merely making this stance publicly known. Competition is good for the overall efficiency of the free market. It's ridiculously one-sided that a company can tell me not to compete with them and that is it not reciprocal in that they are more than free to continue competing against me. Either corporations are people or not, the laws need to make up their mind. On the way out, my business underhandedly slipped in an arbitration agreement and strong-armed employees into signing it against their best interest. I stood up for myself and quit. The business refused to clarify whether signing die arbitration agreement was required for continued employment at the business, because they were well aware of the legal troubles of doing so. These sort of anti-labor, anti-worker, pro-business, pro-corporation laws have got to go. I immediately started my own C-Corporation after leaving my most recent employer with the express purpose of making money, and it is vile, repugnant, and morally reprehensible that I am unable to use my own hard earned, post-tax dollars to try to compete and grow that money as quickly, and aggressively as I want to. I will never include such a disgusting and terrible clause into any contracts I would ever sign with any employees I may have in the future. I, Julian Jocque, owner and founder of Jules Jules and Julian, formally oppose the legality of non-compete clauses.</p>
Gina	<p>Non-compete clauses are poison for families and people starting out in their careers. Here is my experience: I. At my publishing-adjacent internship when my career was starting, my employer asked me to sign a contract that included a non-</p>

	<p>compete. This employer was not hiring full-time people so there was no hope of advancement there, and signing the non-compete would have meant I couldn't work in the publishing industry within several miles - that is, it would have precluded me from working anywhere in New York City, the home of publishing! I was able to get this clause removed from my contract, but that just goes to show how willy-nilly employers are about using these clauses. 2. My dad was able to start a small business because his first employer did NOT have a non-compete. As a result, my dad has been in business 25 years offering a service in an essential industry. He does compete with his employer in that he is a small, nimble operation compared to their slow behemoth. As a result, the clients have more options regarding who they want to work with! 3. My husband is a doctor and has a non-compete. If he wanted to change jobs, we would have to totally uproot our lives: sell our house, change our son's school, leave our friends, etc. His non-compete governs our family's choices. His employer should not be able to wield that much power over our futures. It's unjust.</p>
E	<p>Non-Compete Clause Rulemaking, Matter No. P201200 I am strongly in support of this ban on non-compete clauses.</p>
Derek	<p>I think this rule is a great idea!</p>
daryle	<p>Dear Federal Trade Commission, Please, please, please ban die non-compete clause. I am a 52 year old surgeon in Springfield MA and have been in practice at my small hospital for my entire 20 year career. For financial reasons I joined up with a group in Hartford CT (30 miles south of here) in 2016. That practice has gone in a different direction over the last 2 years and I just want to keep my own practice the way it was. My merger contract with them includes a 15 mile non-compete area that I should not have agreed to but did not understand its significance at that time. I can't stay with the current group, I have local group that is willing to offer me MORE MONEY to stay here, but I can't with that clause. I have 3 children - 11 years old, 7 years old, and 4 years old - and do not want to have to move them from their friends/school to take a job farther away. We live in a rural area and there are not many hospitals around here. 1100% agree that ALL PEOPLE should be able to compete for the best/highest paying positions that they can to support their loved ones. PLEASE BAN THE CLAUSE. IT WOULD MEAN THE WORLD TO ME AND MY KIDS. I APPRECIATE YOUR TIME.</p>
Martina	<p>I worked as a computer programmer, developer and computer analyst for over 30 years. I was compelled to sign non-compete contracts with most of my employers. These contracts caused me to think twice before leaving my employer to seek better wages, a shorter commute or better working conditions. I believe my pursuit of happiness was thwarted by such contracts. I felt enslaved with no recourse. This feeling deflated my loyalty to my employer. My creativity was dampened. How can a business prosper when their employees harbor sour emotions?</p>
Marcia	<p>I just watched the NYT opinion video demonstrating die inequity and ubiquity of these non compete agreements. It's time to vote to stop this craziness. Let people who can work and are willing to work be free to do so!</p>

Thomas	My friend is a local journalist. He has a non-compete as a term and condition of his employment and it limits his ability to make more money elsewhere. You could tell in how his demeanor changed when talking about this proposed rule change that it will make a significant financial and moral difference to him. The way non-competes are used in this instance constrains liberty for one to benefit another and should be banned.
Adam	I do not believe that this rule should be applied to physicians or general medical practitioners. There is no clear "trade or industry proprietary information" that such a practitioner could feasibly bring with them to a competing employer, so it should not be applicable.
Eric	I support the FTC proposed rule banning non-compete clauses. These clauses are bad medicine. I urge the FTC to adopt the proposal to ban them.
Catherine	It is vitally important that the FTC protect the rights of average American workers to change their jobs without mandatory onerous noncompete contracts. A hairdresser should be able to go to a different salon near their home to work. This noncompete clause rule stifles basic freedom. Get rid of it!
Peter	I write in favor of this Noncompete Clause Rule. Noncompete clauses remove the person's right to employ their labor as they choose: to exchange their labor or withhold and transfer labor as they will. Without this right, a worker is reduced toward indentured servitude. A free or private market cannot function well unless all parties are able to function as their own agents. To hobble the agency of workers in favor of employers in favor of their employers is to interfere with economies local and national Banning noncompete clauses from hiring contracts will strengthen the communities where these employees live and work.
Louai	Yes please, ban Non-Competes. They are damaging to workers and remove considerable competition from the market.
Peter	I am strongly in favor of banning non-compete agreements. Employees are rarely in a position to decline a job offer despite the presence of a non-compete, even if they know a non-compete may hurt their long-term earnings potential. Employees who switch jobs more frequently have better long-term earning potential - companies know this and use non-competes as a means of coercing employees into accepting what they would not otherwise. Non-competes also stifle competition; in short, they help individual corporations at the expense of workers and at the expense of the economy overall. Getting rid of them is long overdue.
George	Please vote to ban non-compete clauses, they are used to trap workers in low-wage jobs and just avoid the need for actual pay and reform.
Allison	Non-compete clauses give large healthcare the upper hand and take away the ability of patients to choose their doctor. Please rid non-compete clauses.

Philip	Great idea, I fully support this as a software engineer.
Aurimas	Please abolish non-compete
Katherine	It is unconscionable that non-compete clauses keep workers trapped in low-paying jobs, toxic work environments; or workplaces located far from their homes. The purpose of the non-compete clause has been perverted; no worker at a fast-food restaurant, hair salon, or family medical practice possesses a trade secret that would harm their employer if they sought a better job. This rule benefits employers, and employers only, as it suggests that the employee's work is so valuable to the company that their departure would be harmful, while making it impossible for the employee to actually capitalize on their worth.
Elizabeth	I agree with this ruling. I've been forced to sign non-competes for access to employment that are so egregious in timeframe and breadth of work that they are likely not enforceable, but that wasn't the goal. The goal was to intimidate workers into not looking for other jobs because the work conditions were so poor, but they felt trapped because they were forbidden to work employment in their field of specialty if they quit. For laborers that are highly specialized, non-competes can make it so they do not have the ability to work in their specialized field and therefore cannot find work that would be able to support their financial needs.
Margaret	Individuals should be free to leave a job and apply for another in the same field. That kind of freedom is basic to being an American.
Sandra	I can't believe we stop people from working wherever you can either be happier or make more money or maybe a lot less travel. What happened to freedom for the worker to work where ever they want? This should not be allowed to have an owner tell you you can't work at the competitor's business. They do not own their workers!! Everyone should have the same rights to work anywhere.
Juan	I'm a physician, and it's a common problem in healthcare. Many organizations, especially those that are for profit and owned by private equity, will make you sign non-compete agreements. It can have big negative impact on the healthcare availability in certain areas and it can have very negative effects on a physician's ability to earn a living. Non-competes have more negative than positive effects. Please pass regulations that forbid them.
Juan	Hello, I am an Emergency Physician in Massachusetts and I completely support the FTC's proposed ban on non-compete agreements. These are abused in the healthcare industry routinely and serve no purpose in the healthcare industry other than for the purpose of suppressing competition and fair wages. We are already an industry where many areas of the country have monopolies or oligopolies in the hospital systems, and in the physician groups that staff them. Eliminating the possibility of non-competes would help these issues somewhat, and this industry could use all the help it can get.

Adrianna	I strongly support the ban on non-compete clauses. The most innovative ideas come from those who are in the workforce on a daily basis. With non-compete clauses we are ultimately hindering those ideas from coming to life.
Lucas	Given the shrinking ability for many people to make a living selling their labor where they choose, I believe non-compete clauses should be banned and deemed a method of unfair competition.
Monisha	Should be eliminated for the sake of communities struggling to find medical providers
Abhijit	This non-compete should stop as it is against all fair practice and benefits only hospital systems and large predatory practices. It is already not acceptable in some States.
Emily	As a young veterinarian, my first job after internship was in a small animal general practice. I had a 10 mile non-compete in my contract. When I left due to concerns regarding the hospital's practices often deviating from the standard of care, my next job was nearly an hour away from home due to the non-compete. This not only was a hardship for myself, a mother of young children, but also for my community where there is still a stark deficit of small animal general practice veterinarians.
Jeanne	Your employer should not possess your brain power and knowledge.
Mohammad	Please ban non-compete! It's not fair to get advantages to companies to decide our own salary and future! Specially when working for toxic work environment
Lorraine	Non-Compete Clauses should have never been allowed. They should be outlawed forever. These clauses give too much power to employers that already have too much of it, and that seek to limit employees' opportunities to make a living. It's hard enough to make a living, hard enough to find a job working for actual human beings, but who do these people think they are trying to say who we can work for? Ridiculous. Please end this oppressive craziness.
Terry	non-competes are antithetical to a free market and allow only the few to control the ability to innovate and create by not allowing talent and ideas to flow. Abolish non-competes
Jamie	I've been in a specific trade for 35 years, however due to many factors the business closed. The new employer is forcing a non-compete which would prohibit me from working in this industry during employment and for 12 months after I leave their company. I have no other experience so this would force me out of any employment options. The clause is unfair to expect myself and others like me to forego all of the years of training and experience and risk it all on a new job working out. The company would have all the leverage, essentially owning me, because they know I cannot work anywhere in our field for a year. I need to

	support my family. At 53 years old I can't afford to retrain in a different industry. Please do not let the non-compete continue to destroy capitalism.
Holly	I received a great job offer from TripAdvisor in February 2022 that came with a \$50k pay increase, remote work, and a better fit for my goals and lifestyle. I spent weeks pursuing this opportunity and considering the offer and decided to verbally accept it, only to find out when they sent the formal offer letter that I'd have to sign a strict non compete clause that seemed open to broad interpretation and would potentially prohibit me from working for a wide variety of "competitors." It was impossible to figure out upfront which companies they considered to be competitors, and the clause was valid nationwide. It would have ultimately caused me too much stress and potentially limited my opportunities down the line, so after much debating back and forth I ended up turning down the offer. I've been sad ever since and have spent the past year wondering how my life could have been if I'd felt more comfortable signing the offer.
Harish	Non-Compete Clauses are very bad for innovation. It favors legacy companies which lobby to keep themselves relevant for as long as possible in a rapidly changing tech landscape.
Laura	Please eliminate the non-compete clause rule. I work for a small firm which required me to sign a non-compete. It bans me from working in the entire industry for a period of time, so I couldn't work in the same field if I left my job. I feel trapped in my job, with no options.
Laura	Please eliminate non-compete clauses. I am a worker who was forced to sign a non-compete 10 years ago and have no prospects for job mobility.
Terry	I am delighted that the FTC has taken up this question. Noncompete clauses should be illegal.
Irene	This will be essential in improving the work environment for Healthcare workers, preserving patient choice in terms of being able to keep their physician and improve staffing. It will keep needed physicians in the community who may otherwise have to leave.
Ariel	As a doctor, I wholeheartedly agree with banning non-compete clauses. In the medical field it tips the balance in favor of large companies that may contract with hospitals, medical facilities, surgery centers etc. These large corporations then hire doctors, coerce them to sign non compete contracts which effectively limits working at the very facilities where they dedicate their lives to and then if working conditions under the company are poor or the company terminates their own contract with the medical facility or the medical facility terminates the contract with the company, the doctor is then unable to work at that facility for themselves or another company that may have more favorable conditions. The relationships between the doctors, patients, other hospital staff for which the doctor has developed is now in jeopardy as is their livelihood and they have to start over despite their personal and professional dedication. The doctor has no leverage to

	improve working conditions etc for fear of losing their employment while companies have lawyers at the ready to threaten lawsuits in other states far from the doctor's state of unemployment since often these are national companies employing workers across many states. So they threaten to make the worker to obtain legal representation in another state and pay the company's legal fees if the doctor attempts to break the non compete clause.
John	This is great. Finally - the government pursuing a law for workers. As an engineer, I should have the opportunity to work anywhere I want to grow my career, improve my work environment and provide for my family, without the professional handcuffs of non compete agreements!!
Larry	Eliminate Non-Compete clauses in employment contracts completely. These clauses are common in my industry and they are completely ineffective in stopping employees from leaving. Clauses such as these are just put in to invoke fear, and serve no positive function for the employee. Get rid of Non- Compete clauses
Breanna	As a veterinarian, I am in complete support of this proposed rule and hope it goes into effect. Non-competition clause are common place in my profession. I've seen them place undo limitation and stress on my colleagues who end up stuck in unreasonable employment agreements. As doctors, we deserve better!
Margaret	Non-compete agreements are akin to indentured servitude. These hurt individuals, families & the community through financial de-stabilization of adults. I also disagree with research clauses that say employers own your inventions & ideas. These laws are modern versions of fiefdoms where employers own their employees.
Lora	We need to get rid of non-compete nonsense. And I will give you an example: I had the world's dumbest conversation with my old job's I IR department yesterday. Three weeks ago. I put in my notice at my old job. The company was a small startup focused exclusively on making a type of molecule called fusion proteins, for the purpose of treating rare diseases. They weren't doing well generally, they'd made some bad decisions to take risks, and the risks happened and their programs were significantly delayed as a result. My boss was doing unethical crap, trying to approve for human use a batch of parentcrals (injectable drugs) for rare disease patients that had bits of other people's skin, glass shards, etc. in the finished vials. The quality department tried to tell her that's not acceptable, she was determined to steamroller them into submission. She'd already bullied the project manager into it. She'd already lost two hatches to quality issues and didn't want to fix them. I wanted no part of this crap, because I have ethics and moral quandaries about injecting immunocompromised patients with mystery "particles". I found another job working for a large company that worked on cancer treatments, heart disease, diabetes, neurology and inflammation (note: NOT rare diseases), and put in my notice. I started the new job and posted on LinkedIn that I was happy to share I'd started a new job. Then I got an email from the previous job's HR, who knew precisely why I was quitting because I'd told them in the exit interview. BR said they'd heard I was working for a competitor which was Not Allowed per the

	<p>terms of my non-compete. I pointed out that not only was I working on a completely different type of modality and molecule (antibody-drug conjugates instead of fusion proteins) and a completely different set of diseases (oncology instead of rare disease), but nobody in the whole entire very large company was working on rare disease. They were aiming for blockbusters, not small niches. It wasn't even remotely the same business strategy. HR shrugged and said they didn't understand all the science stuff, this is just what "someone" told them. Okay, well, your someone is wrong, good luck to you. Now I have to spend a bunch of money before I even get my first paycheck to have a lawyer write an expensive letter explaining that the entirety of the worldwide pharmaceutical company is not actually a competitor, you can't ban someone from working in their field just because you want to intimidate them from whistleblowing, and you also can't force someone to work for you just because you have a lousy reputation and can't hire anyone who is actually good. I happen to know this only because I took a class as part of my MBA about contract law, but most people won't know that and would actually be intimidated. The CEO certainly doesn't want to have it spoken out loud in a courtroom where it's public record that he doesn't know how chemistry works anymore, or the reason why I quit, or anything else that would certainly reflect badly on his organization, so he isn't actually going to take me to court unless he's really lost his marbles (which is entirely possible I suppose), but he can certainly be a pain in the neck and cost me a lot of legal fees in the meantime while lawyers explain to him the meaning of "tortious interference" and "respondeat superior". The problem is, it could take years for the lawyers to explain it to him and for it to go to court, if he decides he wants to pursue it. And more years for me to get any resolution. In the meantime. I could be out of a job if the new job decides this is too much drama for them. For years. Even though he's full of crap, it won't matter, and I won't be able to keep a roof over my head. I can do everything right, and still be out of a job that I spent four years of undergrad and five years of graduate school and 20 years of experience working towards. Just because some jerk wants to abuse the courts and punish me with this nonsense. People need to be able to leave abusive situations. And make no mistake, abusers will abuse anyone they can get tangled up in their systems, by any means necessary, and they aren't satisfied to leave their abusive manipulative behavior at home. Non-competes are just another way to abuse people they have power over, because treating people well isn't actually an option in their sociopathic brains. We need to not give people tools to abuse others, including at work.</p>
Lisa	<p>I am writing to voice my support for The Non-Compete Clause Rule. Talented workers should not be commanded to agree to non-complete clauses in their terms of employment. They have every right to use their talents to secure an income for themselves after departing any employer</p>
Susan	<p>I am writing to support the elimination of non-compete clauses that hiring contracts, not simply for low-wage workers, but for white collar workers as well. While the goal of ensuring trade secrets within a company remain confidential when an employee resigns, the broad-scale sweep of these clauses is insidious. It should be applied, if at all, only to those positions where sharing trade secrets is a legitimate concern, and time-limited in those cases.</p>

Seth	Non-compete clauses have often been used to hold workers back. While it is reasonable that a worker should engage in competitive action while still employed, forcing a worker to be unable to seek alternative employment is a form of forced servitude. From tech workers down to entertainment venues, non-compete clauses have limited innovation and expansion. It has limited wages and forced workers to be dependent upon a single employer. Let's eliminate non-compete clauses once and for all.
Aurash	I think in a free country with a free market non compete clauses are immoral and antithetical to the American way of life
Ellen	Non compete clauses should not be allowed or enforced! It amounts to treating American labor as slaves! Stop this practice!
David	I recently lost my job back in December and eight years ago I signed a non-compete agreement. I have to tell any future employer that I'm subject to a non-compete agreement so my future prospects are focused around changing industries with the same type of work, which definitely puts me at a disadvantage. Having this rule change would significantly reduce my burden of finding a new job, as the type design industry is very small due to my former employer owning a huge amount of the market.
Chuck	Non-competes are anti-competitive for both the company that enforces them and for future employers who could benefit from competent, ethical employees. If you need a non-compete to keep competitors at bay by limiting the workforce, then you should consider whether your company is competitive in the marketplace long term. If you want to deny my skills to the marketplace after you've decided not to engage them any longer, then pay me for the duration.
scott	As a worker and independent contractor, I want to voice my support for banning non-compete clauses. They stifle innovation by restricting the free movement of labor. Additionally, for very consolidated fields they effectively divide the work force between only two companies. Consider for example advanced micro devices and Intel. When non-compete clauses are used, if a worker wants to work on computer hardware, they now have no other options other than their current employer.
Stephen	Non competes are awful. I am being sued right now. For going into business on my own in Boston Massachusetts By my former employer who says I signed a non compete In 2003 20 years ago. After the company was bought and sold 6 times. And my job title changed 5 times In two thousand fourteen they tried getting me to sign A employment contract. And I refused. I am fighting them in court. Hopefully I will prevail but first spending over a \$100000 to defend myself. Small startups like me have to refinance my house to pay the Lawyer fees A corporation I worked for is a billion dollar corporation. And they just keep trying scare tactics to make me back down They went as far as trying to get a preliminary injunction. Ordered against me. And the judge refused but I still have to spend. A \$1000 an hour to defend myself. Please please Help us little guys Get a Fair shake.

Patti	Non-compete agreements are a restraint on trade and constitute barriers to workers' freedom of movement in the economy. They do not respect the free market.
Yinett	I support the removal of the non-compete. I find that they are overused and serve to limit the earning potential for many. Some corporations/ companies make their non-compete predatory by having long periods of time, more than six months—resulting in people changing careers or having inconvenient job situations.
Deborah	I have always been against non-compete clauses. It benefits corporations at the expense of workers. It is unfair. People should have the right to work and compete in a truly capitalistic society.
Carolyn	Forcing medical professions to sign non'-compete clauses to get Employment is both unjust and unwise. Please stand against it. Licensed physicians should be able to serve their patients in the community wherever they see fit and without such undue limitation. Americans deserve doctors who are not in economic bondage to hospital bureaucracy and do tours deserve to be as free as other people as to where they choose to work in different phases of their careers. Controlling doctors in such a way would likely lead to other sanctions on what they could or could not do medically for their patient. The no compete clause is abhorrent in a democracy and must not be forced on our doctors.
Dee	non-compete clauses area modern version of slavery, entrapping workers in contracts that prevent them from looking for another job in the same field. No one should be forced to put up with bad treatment by an employer who required them to sign a contract with a non-compete clause.
Christopher	Non-competes have been weaponized and are completely inappropriate as currently applied. Confidentiality rules cover technology development and 'client' lists. Mobility is essential to personal development and realizing one's potential and passion.
Michelle	Companies shouldn't have the right to tell us who we can or can't be employed by. Whatever happens outside of work hours has nothing to do with them, and they don't have the right to control an employee's other sources of income. It is an extreme overreach of power that belongs in the hands of the people, not predatory companies.
Steven	I support the FTC proposed rule banning non-compete clauses. Hospitals and other medical facilities that use non-compete clauses are detriments of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns,

	and increase the cost of medical care by thwarting competition. Non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them.
Mario	What I learn while working is more important than the salary I receive. It is what assures future earnings. Non-Compete agreements make me steals from me the ability to use what I learn. It makes an employer a Master and me a Servant. Please get rid of this. Thanks.
Bill	Non compete have gotten out of hand. They now transfer power to companies, who hold most of it already and severely limit a workers ability to ply their trade or craft. They are punitive, a worker cannot face die power of a corporations legal department should they face that because of a perceived breach of non-compete. Elimination of the non-compete clause would force companies to change how they interact, pay and negotiate with workers by transferring power hack to the individual. Companies would be more likely to pay better and provide better working environments in order to hold onto valuable people. Get rid of them, if companies are really interested in a level playing field then give the power back to the employees.
Gabriela	I strongly support the ban on non-compete clauses. Please pass this ruling so that workers have the right to obtain jobs with better pay and/or working conditions without having to move far away or change specialties.
Diane	I support this ban.
Kandasamy	I support the FTC's rule to prohibit employers from entering into non-compete agreements and to require employers notify employees that any prior agreements have been rescinded. As an employee in the technology industry, I am routinely subject to non-compete clauses as part of employment agreements. Although my employer is located in a state that has banned the practice, they continue to require employees to sign non-compete clauses to employment contracts. Even if one's employer does not actively seek to enforce the provision, it's existence makes a new potential employer reluctant to offer employment, lest they get sucked into a legal morass or have to delay employing someone. Overall, this depresses wages in the industry, benefiting employers at die expense of employees. The American system relies on free markets including for labor. The system that employers have put in force through non-compete clauses, agreements not to hire each others' employees etc are clearly limiting die freedom of the labor market leading to depressed wages.
Rishita	Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage.

Curtis	I strongly support the ban on non-compete clauses. In the Computer Science field, an employee could have learned computer programming as early as junior high school, gotten a computer science degree and interned at multiple companies before obtaining a job with a salaried position. Their salaried role did not give them the skills so why should their current company receive proprietary ownership of those skills for any amount of time? In many computer programming jobs, the employees do not receive any training from the company on the plethora of computer science topics necessary to do a computer programming job because most companies bypass training my only hiring senior developers. So again, why should those companies have exclusive rights to an employee's skill for any amount of time. How could it a company truly claim to be an at will employer if an employee can not use their core competency at another company?
Carole	Non-Compete Clauses are unfair and restrict employees and small businesses from going into new jobs or new products. Non-compete clauses are anti-democratic and monopolistic and stifle innovation. End non-compete clauses now and allow the free movement of employees to other businesses in their fields to make a better life for themselves.
Robert	I wholeheartedly agree with banning noncompete documents. Several years ago, I was out of a job. Through a former employer, I was connected with another small company who we had a working relationship with. At the time, they knew I was going to be underpaid for the position they were offering me, a project manager position. I knew that the company was not in the best financial situation so I accepted the position with the expectation that my salary would be brought up to the current rate for that position once funds became available. Over the next year they raised my salary but still it was well below the normal pay rate for someone in my position. That small company was bought out by a larger company. As I was ending my first year after the buyout, I was told I would get a substantial raise to get me to the proper salary range. That did not happen. Instead, over the course of the last few years, my salary increased 10% each year but I am still far below the average pay for someone in my position. Although I see many similar open positions at other companies with salaries twenty to thirty thousand dollars higher than my salary, I was forced to sign a noncompete so I cannot apply for those positions. In my current position, I am not privy to any company secrets. I do not deal with intellectual property in any real way. I am locked into a position with a company that knows I cannot easily leave so they have no incentive to pay me a fair salary for the job I am doing. Please end noncomplete clauses.
Thomas	I am an outside salesman for a lumber company. My customers are mine but the company up until this year would make me sign I nomially sign a compete contract to keep my pension alive. BUT THIS YEAR THEY DID NOT MAKE ME SIGN.. I heard from President Biden that these were being banned. So it made sense why they did not make me sign one. A big thank you to our President.
Michael	I speak in favor of the proposed rule. I have personally been negatively affected by non-compete clauses due to the asymmetric leverage between my previous employer and myself. The only experience I have had with these agreements has

	<p>been an effort to stifle my opportunity by a company that had no business interest in my competition but merely wanted to reduce the effort required to retain their workforce. I was threatened with a law suit for leaving a company to take a job in an unrelated industry.</p>
Nicholas	<p>In alignment with the concept of fair and equitable business and employment practices, I completely favor banning non-compete agreements.</p>
Lou	<p>As a technology executive I have worked in both Boston and Silicon Valley. The difference between them is stark. In SV, where non-competes have long been banned, there is a notable positive impact on the rate of innovation. Reducing the 'friction' in changing jobs does increase employee turnover, which might be seen as bad for employers, but in fact it is a benefit in many ways. First, it makes it easier to hire! If you absolutely need a top specialist, and are willing to pay for them, you have a much broader pool of candidates than in Boston. Also, employees moving around more increases the pool of people those employees know. if you area well-run, attractive company, this means your existing employees will be more qualified to recruit people to join you. Second, that higher rate of employee motion has a dramatic impact on creativity and skill sets. By working at other places they are learning new tools, new processes, and new skills, that your organization may not have been aware existed. This increases creativity and innovation in your firm, and productivity. Third, making it easier for people to leave benefits well-nm organizations. We all know that demotivated employees can have negative impacts far beyond themselves. They slow teams down, lower morale, etc. Sometimes people just aren't going to be a good fit anymore. When that happens too often employers only have the tool of firing, which is expensive, disruptive, and often makes other employees nervous. It is to everyone's benefit if your employees know that if they want to leave, they can leave easily. Because that means that the employees that stay for the long term want to stay. They aren't trapped by a non-compete. In my opinion this is one of the best regulatory changes the FTC could make. It will have long-term benefits for innovation and productivity nationwide, and will have many short term benefits for employees and well-run organizations. Thank you for proposing this rule, and please implement it without delay.</p>
Carolyn	<p>Non-compete agreements stifle innovation for businesses and contribute to wage stagnation for workers. They are fundamentally anti-American and anti- Capitalist, not to mention anti-worker. I currently have a non-compete agreement. I work in marketing and do not know any "trade secrets" about my company. My current company is experiencing stagnation due to poor leadership and my salary is not keeping pace with the market or with inflation. If a competing business will pay more for my skills and experience than my current employer, why should I not be allowed to work for them? This competition is what makes a capitalist society thrive. This is why I support the FTC's proposed rule to ban non-compete clauses.</p>
Cintra	<p>It is past time that this issue be addressed. People's careers have been ruined because of this clause. Yes! I am in favor of this new law.</p>

Jessica	This clause is unjust. Workers who are mistreated should be able to move to other jobs in the same sector without retaliation
Sam	I support the actions taken by the FTC to ban non-compete clauses and thereby help to raise salaries
Sarah	As a physician, non-competes hinder my ability to care for patients. In the climate of dissolving private practices, merging Physician's Organizations and large hospital conglomerates, non-competes do not make sense for physicians to be able to stay within the same community when changes occur.
Richard	As I read through the proposed regulation, it is written so broadly as to cover Government Ethics laws that prohibit government employees from appearing before a Board that they have served on. For instance, Massachusetts State Ethics rules prevent a member of a Board of Assessors member from representing a third party before the Board of Assessors after leaving the Board. Under the proposed Non-Compete Clause Rule, such Ethics rules could be outlawed. The proposed Non-Compete Clause Rule needs to be amended to exclude Government entities, and to exclude private organizations with similar ethics considerations (Arbitration agencies, attorneys, etc).
David	Non-compete clauses are ineffective for employers, and prevent some workers from reasonable gainful employment. They should be banned.
Noah	I strongly support this rule. As a physician, I have worked to gain my knowledge for years and now cannot use it when and where I wish. I do not possess secret information on a business. It is purely a tool to drive down wages and benefit and trap us in jobs.
David	Non-compete clauses limit employees future job prospects and potential earning potential. If you constrain a person ability to work then the individual will suffer and the overall economy will suffer. These should be banned nationally.
Al	Please support ending this unfair practice and restore die freedom to work anywhere.
Nathalie	As a physician, I strongly oppose non competes and refuse to work for any organization that has one. Given the ever increasing shortage of medical professionals and the growing need for quality care, non competes stifle one's ability to practice freely. Having parameters set on where and for whom one can work and in what period of time makes these types of job opportunities something to run away from rather than being a place where quality care can be delivered. Life circumstances change and physicians should have the freedom to change with them.
Gregory	I strongly support a ban on non-compete clauses. It traps people in jobs they hate and encourages poor employer behavior. It stifles free job markets.

Chris	Non-compete agreements are anti-competitive (by definition), monopolistic, and anti-worker. They deprive companies of top-tier, experienced talent and they deprive workers of the most relevant job opportunities where they can have the most impact. Non-competes should absolutely be banned.
Rob	I am writing to express my opinion that the FTC make non compete clauses illegal for all employee contracts. Non compete contracts suppress wages, competition and innovation by artificially supressing the freedom of the American worker. It is a clear restriction of individual liberty. Noncompete clauses systemically drive down wages, even for workers who aren't bound by one. Every worker stuck in a job represents a position that isn't opening up for someone else. And if employers know their workers can't leave, they have less incentive to offer competitive pay and benefits, which puts downward pressure on wages for everyone.
Nancy	I very strongly support die FTC's proposal to ban non-compete agreements.
Matt	I would like to applaud the FTC for their proposed rules that call for the prohibition of non-compete restrictions. As a professional who has been in the workplace for over 30 years, I have been subject to a non-compete agreement for my entire career. During this time, this form of legal handcuff has served more to restrict my ability to grow professionally and monetarily than to protect the intellectual property rights of my employers. Simply put, non-competes have become a yoke upon the neck of American workers, a mechanism by which companies trap employees into retained servitude and a blunt forced instrument used to stifle free market competition. I expect during this period of public comment that corporations and their lobbyists are applying undue pressure upon the FTC....A few facts: * If you don't agree to sign the non-compete, you simply won't get hired. It is not a voluntary agreement, but rather a one sided contract agreed to under duress. * Companies can protect trade secrets and intellectual property with other legal means. California, where non-competes are prohibited, proves this. * When hiring new employees, companies look for ideal candidates: people who have the skills and experience most pertinent to their product or industry. The applicant who checks the most boxes wins. If you are competing with another job candidate who has more pertinent experience in the company's designated line of business, you will most likely lose out. And that's precisely what non-competes do, they restrict your employment options to entirely new markets or industries where it is by definition more difficult for the job candidate to find success. * This is doubly troubling in situations where companies lay off employees, where the employee is now desperate to find new work but severely constrained in their ability to obtain viable employment. * Companies have resources to enforce non-competes. Individual workers often are afraid to fight non-competes given the financial cost of defending their inalienable rights to work where they want. I have worked for companies who have brought the power of their Amlaw 100 law firm against employees attempting to find employment with a perceived competitor, and in all these cases do you know what I've never heard be brought up by these Executives? Concerns about intellectual property. It's always been about trying to prevent precedent. "If we let this person go work where they want, then all our employees will try and do that." If companies truly desire to increase employee

	retention. I have an alternative suggestion. Concentrate more on creating a working environment where employees would like to work and less about enforcing legal traps that make them feel like they have little other choice.
Jen	Physicians go to years of schooling and most take on high debt in order to serve others. Of all the professions, physicians should not have non-competes.
Lorie	I support the non-compete clause rule. I'm in high tech in a state in which non-competes are enforceable. My non-compete says that I cannot go work for any company that would have the same prospective customers as my current company. So no matter the industry, if the customers have computers, I can't work there. I know that it's probably broad enough that a judge wouldn't enforce it, but I'd have to pay a lawyer and go to court to fight it.
Ralph	Non-competes do nothing to protect corporate secrets but do prevent workers from using their knowledge they have acquired over their lifetime and leveraging that experience to work for the employer willing to pay them the value they offer to their employers. Please eliminate the non-complete clauses.
David	I am currently 63 years old and was laid off from a company that I had been at for less than a year after being recruited from another company. I have experience in the market and my former employer is not releasing me from my non-compete limiting my market/career opportunity at this late stage in my career. I was a Sales Director selling an technology SaaS software product as an individual contributor. I support eliminating Non-Competes at all levels of an organization. I am likely forced into retirement even though I have a powerful skill set, industry and product knowledge in this space.
Adam	I have seen firsthand how noncompete agreements suppress competition and harm employees. Please see the attached document for more details.
bill	I support the FTC's ban on non-compete clauses even though I have not been personally affected by them. It is obvious to me, a retired English teacher, that these clauses hold workers' wages down, stifle innovation, and harm working people. I am against harming working people in order to enrich corporations.
Micah	I would like to applaud the FTC for its proposed ban on non-compete clauses. The surest sign that the FTC is onto something is that the only people who have come out against the proposal are employment lawyers, lobbyists and HR officers--none of whom are ever expected to (or would) sign non-compete clauses. Non-compete clauses perpetuate a fundamental imbalance of power in a relationship that is overwhelmingly tilted in favor of employers. For any company with more than a handful of employees, it is a de minimis cost to pay lawyers to write (or for that matter cut and paste) the text of an employment agreement that restricts the employee from working in a similar role in the future. But for a prospective employee without extensive legal training, the cost to hire a competent employment lawyer runs into the thousands of dollars every time you need constructive support with pushing back against restrictive employment contract

	<p>provisions. And in the vast majority of cases, prospective employees lack the legal literacy, financial resources, or negotiation leverage to even consider pushback against non-competition clauses--which employers of course know and exploit. It is also perverse that in our highly specialized economy, where companies prize highly specialized industry experience when hiring new employees, these same companies then seek prevent their employees from capitalizing on their highly specialized experience when looking for new opportunities. For a device that is often framed as a tool for employee retention, more frequently non-competes are detrimental to morale, and therefore long-term employee retention. To advocates of non-competes who say that non-competes encourage companies to invest in their employees, I would ask: do non-competes encourage employees to invest in their employers? Beyond the ethical failings of non-compete clauses, the commercial and ethical problems they purport to solve are routinely addressed by other mechanisms. The biggest concern frequently mentioned by advocates of non-compete clauses is that they protect valuable intellectual property. But there are numerous mechanisms used to prevent the theft of IP: information security policies, software and hardware (such as preventing employees from downloading files to external hard drives, or maintaining logs of access to code databases); employment agreements that nearly universally forbid the theft of IP; the threat of criminal prosecution; the threat of civil prosecution; the fear of irreparable reputational damage. If, on the other hand, a company's IP is so ephemeral and simple that it can be "stolen" without the theft of any files, can it truly be considered intellectual property? Non-competes are also considered a way to prevent former employees from soliciting clients to switch their business to a competitor. Again, employment agreements routinely include non-solicitation clauses, and they are enforceable via civil proceedings. In my experience working in professional services (management consulting) for 12+ years, I have signed multiple employment contracts with non-solicitation clauses and have worked with numerous colleagues who have also signed them. I am not aware of a single example of someone violating such a clause due to a mix of a sense of ethics, fear of civil action and concern about reputational damage...the arguments for non-competes are based on the idea that they are trading off one economic good (the free movement of labor) for another economic good (protection of a company's trade secrets). Maintaining non-competes because they protect companies from the "harms" of solicitation of their current employees by former employees is to argue that we must sacrifice the free movement of labor directly (via non-competes) so as to further constraint the free movement of labor indirectly (via the solicitation of current employees by former employees). This is hardly a compelling argument. Fundamentally, non-competes are a way for companies to tilt the scales so that labor in their industry cannot maximize their compensation, while doing little to protect the theft of genuine trade secrets. They should be banned. The sooner the better.</p>
Dana	<p>This is a necessary change. All noncompetes do is hurt the average person, upend lives, and are emotional blackmail to keep employees from leaving a company. It is wholly ethically wrong to keep people from leaving a company and not letting them get a job in the same industry without forcing them to upend their whole family to move outside a non-compete zone.</p>

Andree	Looking forward to this bill. Down under yoga, for example, have opened many studios locations saturating the area and trying to enforce non compete rules. Employees should have the right to teach where ever they want without fear of being sued by big yoga studios.
Kory	Federal Trade Commission, I am writing you briefly to support the ban on non-compete clauses in healthcare. I work in the Emergency Department, and many nurses and doctors are forced to sign non-competes in this environment. There is no defensible argument in favor of non-competes in this or most healthcare settings. No patient goes to a particular Emergency Department because they know the Emergency Physician there, or the Radiologist, or the Pathologist, or the nurse. These non-compete clauses allow employers to maximize profits at the expense of safe staffing and resources to the detriment of patients and healthcare workers alike. It is not surprising to me that the American Hospital Association opposes this ban on non-competes, because without them they would experience more pressure to adequately support their staff and patients.
Mike	Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system: however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC proposal. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the

	<p>hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed.</p>
Inci	<p>There are SO many laws that protect employers and their financial success. They have the means to have a legal counsel on board to protect their interests. They have the non-commitment of at will employment to their employees. Employees do not have any of those safety nets. Their main strength - their only negotiation card is what they know. If they are laid off this card is the only one they have on hand. They don't have a legal counsel, and they don't have the comfort of multiple revenue / income streams. Getting rid of non competes is one step in equalizing the playing field. FTC can help equalize the playing field and support tax-payers employees (who effectively fund FTC's salaries through their taxes). There are many more things the FTC and other government organizations can do to help level the playing field by empowering employees / workers. Unions, advocacy groups are two simple examples. Could these have a negative effect on employers, adding costs and conditions that are potentially advers to their businesses? Yes BUT if they haven't made accommodations for this scenario over the decades where they had free reign that is not the fault of the employees. That is the fault of poor management and an inability to plan and prepare for multiple scenarios. Unless they intend to pay full salary to anyone they want to impose a non-compete on, they should understand and accept that they may, at times bear the consequences. Failure to plan, adapt and be mindful of their blind spots mean / may mean they are not good business managers to begin with. And yes, it is ok if some of those companies fail, close, adapt or downsize as a result of their inability. Considering these factors, it would behoove the FTC to side with the employees / workers and eliminate the non-compete clauses in the industry. In doing so they would help employees retain their competitiveness, and not have employers retain a competitive dominance when negotiating with employees. This position of</p>

	dominance and inequality is equal to stifling competition between labor and employer.
Matthew	Non-compete clauses have no place in medicine, science or our economy.
Inci	Companies always always have legal counsel to back them up. Workers hardly ever have legal counsel to back up their interests. We already don't have a strong union culture to protect workers interests. Preventing employees from seeking new employment once the company has decided to leave them off is really not fair. The company should either release them from a noncompete or pay them a full salary for the duration they want the employee to not compete. This is only fair.
Laura	I'm deeply concerned about die American Hospital Association's advocacy for a physician exception to this proposed ruling against non-compete clauses. The free movement of labor, particularly in the health care sphere, makes it incumbent upon hospital systems to provide safe staffing, fair wages, and to uphold promised working conditions. It is to the benefit of all Americans who need health care (arguably, then, all Americans) to allow a free labor market for all workers, physicians included.
Austin	NDA's should be reserved for sensitive, public service roles, and executive-level positions. NDAs for rank and file employees limit competitive markets and creativity, and hamper an employees ability to self-advocate in the job market.
Prem	Non compete documents stifle innovation and freedom by holding possible legal against for using job experience in a new role. These agreements are often required for employment and put employees on a state of fear for simply changing jobs.
Faiz	I think it would be great to make changes to abolish noncompetes. Noncompetes create systems that disadvantage workers and impact healthy competition in the job sector. Workers who have better opportunities or are unhappy at their job can be effectively forced to stay in a form of indentured servitude unless they are willing to uproot their lives and the lives of their families. Thank you for reevaluating this unfair work process that greatly disadvantages workers.
Kevin	Physicians spend a extensive time training in very specialized skills non competes force them to leave those communities without a physician and shatter the patient doctor relationship... physicians should be allow to stay in there communities and take care of them
Kevin	A company being able to put a strangle hold on what you do in your free time severely hurts growth in this country. I should be able to work to support myself and work on personal ventures without risk of retaliation. I personally have had to put a small business on hold because my employer won't let me be a part of it due to the small chance that there is overlap. The company currently has complete control over my creative autonomy.

Anna	I am an Endocrinologist. The non compete clause should be made illegal. Physicians should not have to uproot their families to be able to find alternate employment prospects. The non compete clause is severely restrictive and prevents physicians from being able to change jobs in search of better prospects.
Jacob	Strongly in favor. As a personal trainer non-compete highly limits my ability to do any side work or maintain clients of my own outside of my normal employment. Severely hinders my ability to fully utilize my skills and time.
arlene	It is both absurd and a form of slavery if a worker can be prevented from using their skills to obtain employment. This is just another corporate move to oppress workers. Nothing more, nothing less
Ethan	In general I am in favor of the proposed rule, as increased competition is good for both workers and the general public. Further, there is no meaningful justification in most cases for non-compete agreements. I am in favor of potential exemptions involving senior level executives for limited periods of time (<1 year), provided the non-competes are sufficiently narrow in scope. In my opinion, if non-competes are allowed in any situation, the non-compete signing employers should be forced to provide pay (at a rate equivalent to what could be obtained from a prohibited business), for the duration of the period.
Cristina	Ban non-competes! This is an unfair practice that hurts labor and innovation.
Cristian	I strongly support banning non compete agreements, as they lead to uncompetitive practices such as stagnant salaries, in addition to being vague and hard to enforce uniformly and in an equitable way. I'm glad to see this issue getting the attention it deserves.
Scott	Please act on banning non-compete agreements. Non-compete agreements are anti-competitive and based on spurious justifications driving down employees' wages and forcing them to stay at jobs that do not treat them fairly, since they have banned employees from working for competitors. Businesses can use non-disclosure agreements to prevent employees from sharing confidential information justly, but they have no right to dictate where people can work after their employment with them ends.
Umbereen	As a licensed physician with >20 years experience & a former Chief Medical Officer for 14 centers caring for >85,000 New Yorkers, I see no benefit of non-competes in healthcare and a lot of harms. Before and during the pandemic, several hospitals failed on their disaster preparedness, PPE supply, as well as in their overall response. There were several instances of hospitals firing healthcare workers who spoke up on safety or simply tried to get PPE on their own. Other hospitals were exemplary in their preparation and response. Healthcare workers put their lives at risk to show to work on behalf of the country and several thousand died from COVID-19 while serving at the frontlines of care. Inability choose your employer or work conditions due to non- competes is unsafe and unjust. Doctors in particular spend 10-15 years in school & training and have independent licenses

	and should not be limited to just one hospital in an area. Let the free market work such that excellent & safe employers get the best staff Hospitals that are unsafe should experience consequences of their operating choices.
Luke	Non-Compete Clause Rulemaking, Matter No. P201200 I am not a professional economist, but this rule sounds like a good idea to me. The impact of preventing workers from switching to jobs they prefer is a clear issue with die status quo. I do wonder how it would affect the job market for less experienced people (eg recent college graduates) since companies may be less willing to train them if they know their investment in training them may benefit someone else. However, I think it's reasonable to ask diem to protect that investment with carrot rather than stick. That is, there are other ways of getting your employees to stick around besides threatening them with legal action.
William	I support this proposed rule - my industry is rife with non-competes and I would like very much to not be bound by this anticompetitive practice.
Austin	I am writing in favor of the proposed nde. Non-compete agreements have become the nonn at most companies essentially ensuring that workers cannot shop their skills on the open market, depressing wages and giving more power to employers with increasing margins.
Susan	Non-compete clauses lock employees into their current jobs by denying them the ability to seek a better job in their field. In this situation, they are unable to move up in their professions or to leverage the skills and work experience they have spent years developing. Often, these clauses are not about actual competition, trade secrets, or intellectual property, but are used to enable companies to keep workers in powerless situations with no ability to seek a better job in the area in which they have accrued skills and knowledge. These clauses are applied to workers in service jobs like security guards, cashiers, and other positions where there is no intellectual property to protect. Using this legal fiction, companies tether workers to dead end jobs in which they can't move up, in which they have no leverage to negotiate better pay or working conditions, and in which they are forced to stay in hostile or dangerous workplaces. Non-compete clauses deprive employees of freedom of choice and of mobility in their work lives and have no place in a democratic society.
Alejandra	Hello and thank you for looking into the practice of non-competes that are plaguing our country. I work in the footwear industry, and have designed product for several large name brands where non-competes are standard practice and are often abused. At my previous brand, we were all forced to sign non-competes as part of our work agreement, and our contract stated that we could be held anywhere from 0 time to 1 year if we left for a competitor brand. This was at the director's discretion, which meant that depending on how upset a manager was at you leaving for another job, they could potentially jeopardize your ability to leave by hitting you with a longer non-compete. Our timelines were completely arbitrary and functioned as another tool for our company to keep employees from finding better opportunities. The arbitrary timeline also made it challenging as a lower level

	<p>employee to negotiate when interviewing. It was difficult telling potential employers that they may have to wait up to a full year before I could join them. It is clear that this was designed intentionally to keep employees from seeking out opportunities, or to almost ensure they would be turned down if they found one due to the uncertain timeline of the non-compete. When I decided to leave my previous company for a competitor brand, I was hit with a 6 month non-compete. I was lucky that my new employer was willing to wait up to a year for me even though I was a low level employee, but I've seen several friends and coworkers turned down for jobs after being initially offered the role because of a non-compete, or even dumped by their new company halfway through their non-compete because they decided they didn't want to wait after all. You have to gamble that the other company will wait for you, or be upfront that they may have to wait up to a year or more for you to join them, which puts you at a huge disadvantage as a candidate. My non compete only required my company to pay half my salary during the duration, which was not enough for me to pay my bills and necessities. Because of my non-compete, I was unable to find freelance work in my field (where I have the most experience and would have the easiest time finding work). I was fortunate that I had previous waitressing experience and was able to make ends meet by working at a restaurant, but everyone else may not be so lucky. Which begs the question, why is it up to the employee to find a part time job to supplement their salary, when it is the employer that is forcing them to not work in the first place? Non-Competes disproportionately affect employees that are lower level, who have lower salaries and less bargaining power during the hiring process. A director asked a friend of mine why she wasn't happy about her 6 month non-compete and told her to relax and take it as a vacation. Her 50% salary was barely enough to cover her rent at the time. I believe that allowing companies to only pay half a salary for holding employees in a non-compete is the largest problem. If you aren't making too much, or your family is dependent on your income, making 50% can be extremely detrimental. It's extremely troubling that we allow companies to decide their employees can't work, and they are somehow not responsible for paying their full salary during this period. Companies say that non-competes act as a way to protect IP, but they are more regularly used as a way to disincentivize workers from seeking better opportunities at other companies, it allows brands to not be competitive with each other in offering good salaries and incentives for employees to stay. Non-competes put employees at a disadvantage and potentially dangerous financial situations simply for seeking better opportunities and looking to grow their careers. Companies should be looking for ways to build a culture that makes employees want to stay and build their careers with them rather than using slimey legal tactics to force people to stay.</p>
Joe	<p>My name is Joe and I am a professional Footwear Designer for a top tier sportswear company. Throughout my 7 career in the footwear industry, Non-Compete agreements have been strictly used by all participating companies. These Non-Compete agreements are made out to protect a companies best interest, but they act as a corporate excuse to hold employees hostage at their company, discourage their employees to look at competitive job opportunities as well as discourage other companies to hire external candidates. I have personally had career opportunities at other companies revoked solely due to having an enforceable non compete agreement from my current company. These Non-</p>

	<p>Compete agreements have also resulted in fewer job offers, lower work wages, zero job mobility, and lower job satisfaction. We can obviously see that these Non-Compete agreements have more negative impacts on each individual employee than it has positive impacts on the entire company. If Non-Compete agreements were banned from these corporate companies, this would create more job opportunities and career growth opportunities for individuals. It would increase competition within the industry and in return force companies to improve their employee retention rate, culture, workplace, benefits, and opportunities. I hope that this Non-Compete Clause Rule goes into effect so that myself as well as many other individuals in the industry impacted by Non-Competes can finally be set free by their company and pursue their careers how they choose.</p>
Emily	<p>I find it stifling to be under a non compete agreement as a yoga teacher. I regularly turn down interesting and well paid job opportunities because of it and know that many colleagues are in the same position. Consumers would also benefit from an end to non-compete contracts.</p>
Couirey	<p>I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!</p>
Kushal	<p>There should not be a non-compete clause for physicians. I support the Federal trade commission.</p>
John	<p>Non-compete laws do negatively impact the mobility of workers in industries such as tech from my experience. Some companies such as Amazon engage in these contracts and have clearly stated policies that employees should not go to a direct competitor. By implementing these policies, such companies are able to limit competition for labour and therefore avoid paying a fair wage in some circumstances. I have personally seen this play out in my career and that of my peers. Furthermore, and perhaps more significant, these clauses prevent the formation of new companies, including sole-proprietorships or consultantships, which in turn limits competition. For example, if I work at a robotics company, such a non-compete clause may prevent me, even if just from fear of legal action, from starting my own robotics company even in another business sector. Please eliminate non-compete clauses.</p>
John	<p>Yes please! There's been a slow slip into abusing non-competes to bully workers. Non-competes are anti-capitalistic, workers should not be forced by previous employers to restrict where they can and cannot find gainful employment. Previous employers should have no right to prevent my ability to feed, cloth, and house my tinnily.'</p>
Christopher	<p>Removing non-competes would be amazing for Engineers everywhere in the USA. They currently restrict career growth and are nothing but a detriment to Americas working class</p>
Bill	<p>I agree with the regulations for restrictions on non compete agreement</p>

Samuel	<p>I work in the technology industry, and non-compete clauses are very restrictive to my ability to compete in the market. My current employer enforces a 9- month non-compete agreement with no compensation if I were to leave the company. Being prevented from doing what I am skilled at reduces my economic mobility and places a large burden on myself and my family. Most states in America practice "at-will" employment, and it should work both ways. While my employer should be able to let me go if my services are no longer needed, as an individual I should be able to leave and find work elsewhere without restriction. I strongly support banning non-compete agreements and support the proposed rule change by the FTC.</p>
Katy	<p>Please adopt the rule! Any protection of trade secrets or other intellectual property should be done through that legal avenue as opposed to prohibiting employees from finding better employment</p>
Ryan	<p>Non-compete clauses, which prohibit physicians from practicing within a certain geographical area after leaving their current employer, have become increasingly common in the United States. These clauses can be incredibly damaging for physicians, limiting their career opportunities and impacting patient access to care. Firstly, non-compete clauses restrict physicians' career options, particularly in rural and underserved areas where there may be a limited number of employers. When physicians are bound by non-compete agreements, they may be forced to relocate to another region or even leave the medical profession entirely if there are no other job opportunities available to them. This can have a particularly devastating impact on the healthcare workforce, which is already facing a shortage of medical professionals in many areas. Furthermore, non-compete clauses can also lead to higher healthcare costs for patients. When physicians are prohibited from practicing in a particular geographic area, it limits competition and can result in higher prices for medical services. Patients in these areas may also face longer wait times and reduced access to specialized care if non-compete agreements prevent physicians from working in the area. Non-compete clauses can also have a negative impact on patient care, particularly when physicians are unable to continue treating patients they have developed long-term relationships with. Patients may be forced to find new healthcare providers, which can be disruptive to their care and result in a loss of continuity. In addition, patients may be left without access to specialized care or treatments that are only available from the physician they have been seeing. In recent years, there has been increasing scrutiny on the use of non-compete clauses in the healthcare industry. Some states have taken action to limit the use of these agreements, particularly in situations where they would limit patient access to care. However, the legal landscape remains complex, and many physicians may not be aware of their rights and options. Non-compete clauses for physicians in the United States are often motivated by profit and not healthcare quality, as they can help protect the financial interests of healthcare providers and organizations. Many healthcare providers invest significant resources into recruiting and training physicians, and they may want to ensure that they can retain those physicians for a certain period of time. Non-compete agreements can help to prevent physicians from leaving for a competitor, which could result in a loss of revenue for the organization. In addition,</p>

	<p>non-compete clauses can help to limit competition and increase profits for healthcare organizations. When physicians are bound by non-compete agreements, they may be less likely to start their own practices or join competing organizations, which can limit the number of healthcare options available to patients in a particular area. This can give healthcare organizations more leverage in negotiations with insurance companies and other payers, allowing them to charge higher prices for medical services. Furthermore, non-compete clauses can help to maintain a certain level of control over physicians and their practices. healthcare organizations may use these agreements to prevent physicians from taking on certain types of patients, offering certain services, or working with certain other healthcare providers. This can help to ensure that physicians are following the organization's protocols and procedures, which can help to improve efficiency and profitability. Overall, while non-compete clauses may have some legitimate justifications, such as protecting trade secrets or patient confidentiality, their widespread use in the healthcare industry is often motivated by profit. This can have negative consequences for physicians and patients alike, limiting career opportunities, increasing healthcare costs, and reducing access to care. In conclusion, non-compete clauses can be incredibly damaging for physicians and patients alike. These agreements limit career opportunities for physicians, lead to higher healthcare costs for patients, and can disrupt patient care and access to specialized treatments. It is important for policymakers and healthcare professionals to work together to ensure that non-compete agreements are used only when necessary and do not have a negative impact on patient care.</p>
James	<p>I am writing in support of the new rule, Non-compete clauses stifle innovation and allow larger businesses to stifle competition. My wife and I are interested in starting our own business, however that is made more complex because of an existing non-compete clause, which means we'd either have to wait a long period of time or move to start it. This prevents competition and gives an unfair advantage to incumbent businesses.</p>
bob	<p>I'm all for allowing employees to work where they want and when they want. Corporations can shop the world for employees however they choose. Employees should be able to shop for jobs the same way.</p>
Nicholas	<p>Attached is my full comment on the FTC's proposed ban on non-compete agreements. Therein, I support the vast majority of the FTC's proposal and the reasoning thereof, but provide some comments on why I think the sale of business exception needs improvement. My first reason is that the current provision creates a loophole whereby smaller enterprises could restructure themselves as to avoid enforcement of the rule. My second reason is that medium- and large-sized enterprises would likely respond by restricting the transferability of the interests of part owner employees, who furthermore possess strong bargaining power, and thus reduce their labor mobility. I instead propose a "totality of the circumstances" test for what constitutes a significant ownership interest, which would consider various factors relative to the bargaining power and ability of the parties and the impact of the clause to assess whether the agreement more closely resembles an agreement relative to employment or a sale of business interest. The attached</p>

	document contains a fuller explanation of these points. Attachments FTC noncompete comment
Lauren	A non-compete hurts families. A one income family has a harder time moving up the economic ladder, when the person working is in a non-compete contract with their employer. The benefit of the non-compete is only beneficial to the employer and not the employees. It is unfair for a law of this nature, because it hurts the individual citizen. Non-competes should be federally illegal. Please outlaw them for the sake of individual freedom and helping one income families prosper above capitalistic greed of profit.
Marc	Noncompete agreements should be banned to promote USA global competitiveness, innovation, and prosperity. Please put this rule in place to ensure no more noncompete agreements are used.
kelle	Oversight that protects workers is long overdue. Please ban non-competes as a first step toward ensuring that workers in the U.S. can earn living wages.
Carolyn	With all the poverty and the banks grip on making life miserable for the poor, bartering or setting up one's own business may be the only way out! Why should any underpaid working person be SUED by someone like #45 who in 2016 had 4,400 law suits out there tying up the courts and using MY TAX MONEY to get him to pay workers and stop trying to fraud people. So, the lawyers lose money... isn't it time that they actually PRODUCE something in the supply chain like farm rather than protect Monsanto and other drug companies? Everyone I speak to wants Laws that protect US, not corporations. THEY AREN'T PEOPLE no matter what Congress and the Supreme Court says. They are businesses just like churches. So, why can't they all follow the teachings of leaders like Jesus... all religions have these people. Read the book ROUGH SLEEPERS by Tracy Kidder and learn what a REALLY GOOD PERSON IS. They are all around the USA and yet FOX NEWS focus on the FEARTIATE/GUN people and BLAME the law abiding citizens or immigrants. Time to concentrate on GLOBAL WARMING as MOTHER NATURE will win. Please protect the people that just want to love, live and serve their world.
Stephen	One of the reasons I moved to another state for work is that my prior job had a non-compete that prevented me from interviewing in the area. Please ban non-compete clauses!
Stephen	
Denise	I would like to express my full support for this rule and my appreciation to those FTC members and elected representatives who are on the side of workers. The non-complete clause is one of many tools employers are using unfairly and indiscriminately in the current neoliberal context, not to protect legitimate trade secrets, but rather to control employees and limit their mobility. Workers gain nothing from this practice while employers receive enormous leverage over their employees, amounting to exploitative labor conditions. I urge you to ban the use of non-compete agreements across all employment sectors, and as an educator,

	wish to applaud your intent to extend protections against this unfair labor practice to unpaid workers: in particular, I am thinking of students who are being told that they need to engage in unpaid internships and "volunteer" positions in order to move forward in their chosen field (another example of an exploitative labor practice). These young people, many of whom sacrifice much and often go further into debt to fulfill this expectation, need the FTCs protection as well.
Joan	This proposed rule is well grounded in law. It will improve life for workers and their families, increase innovation, and benefit the economy.
Ross	I support the new rule banning non-compete agreements. These clauses, especially when used for non-executive roles, have the effect of limiting competition for workforce talent, and thus depressing wages. In many cases, they are "sprung" on workers and potential employees after a position has been accepted, and the employee is not compensated for agreeing to limit his or her future opportunities. Employers have many tools to protect against IP and trade secret theft, but non-competes are overbroad and anti-competitive. Non-compete agreements restrict competition, and reduce innovation, by not allowing the free movement of employees among competitor companies, and the creation of new businesses. They should be banned. I support the new rule.
wanessa	As a pediatric practice owner I welcome and support this Rule and find it very timely. Non compete clauses benefit monopolies and substandard employers who can no keep employees without them.
Laurence	In the year 2000, I was the VP of Research at Dragon Systems in Newton MA, a successful startup in the field of speech recognition. In that year, Dragon was acquired by a Belgian firm called Lemout & Hauspie (L&H), a publicly traded speech and language technology company. Unfortunately, it soon was revealed that L&H had a corrupt management that had been "cooking its books" -- treating investments as purchases of goods, etc. [See various press reports in the WSJ and in The New Yorker, etc.] Within a few months of the acquisition, L&H had declared bankruptcy. Once I learned what was going on at L&H, I no longer wished to work there and I tendered my resignation. I then went to work at another speech technology startup outside Boston called Voice Signal Technologies. I had been advised by various lawyers that surely I wouldn't be sued for violating my "noncompete" agreement when the alternative was to continue to work for a corrupt management. After all, I had been "fraudulently induced" to sign an employee agreement and continue working at L&H by a misrepresentation of their financials. However, the lawyers were wrong. L&H successfully sued me, and Voice Signal was forced to fire me. The ability of even a corrupt company like L&H to enforce its noncompete agreement is indicative of the truth about noncompetes. The primary function of these agreements is not to "protect trade secrets" but rather to compel employees to continue to work even in unfavorable situations -- whether the problem is financial corruption, low salaries, or poor working conditions. Everyone in the technology industry knew this to be true. Only the lawyers and top executives cry out about their "proprietary rights." But, clearly, if their primary concern were protection of trade secrets, they could pursue the

	legitimate path of taking legal action against the person who had supposedly misappropriated intellectual property. Noncompete agreements are an infringement on the human right to decide for oneself whom to work for, whether we are referring to camp counselors, hairdressers, or computer scientists.
Lloyd	Non-compete clauses simply restrict talented people from working in their field of expertise, have adverse effects on the workforce and should be abolished. Confidentiality should be sufficient to prevent improper use of restricted information from a former employer.
Lorenz	Respectfully- I am a constituent in Newton, MA, and I support the FTC's ban on non-compete clauses. I work in the field of information technology and am currently subject to a non-compete clause as I have been at previous employers. I know first hand that these clauses stifle competition and innovation while accomplishing literally nothing in the way of protecting employers' intellectual property or other proprietary information. Please ban this useless and harmful practice as soon as possible. Thank you.
Ateev	I write in support of removing non-compete clauses. My hope is that the removal of such clauses can give physicians and other clinicians more flexibility in where they work. This, in turn, can improve competition in health care markets and decrease health care prices. Hospitals and health systems will object. But I believe this is driven by a desire to protect their market power.
LY	I am in favor of a rule that abolishes employers' right to force workers to sign non-compete agreements. They are unfair to workers, if enforced most often take away a worker's right and ability to earn a fair living, and are not the right instrument to protect companies from the disclosure of proprietary information and company secrets. For that, firms should ask employees to sign non-disclosure agreements. But to force an employee to sign a non-compete puts an employee in an impossible situation where s/he must sign to take or keep a current job and then when leaving that job - often even involuntarily - unable to take another similar job for which s/he is well qualified because of this agreement. In this current labor market where we have an overall shortage of workers and many firms are experiencing challenges in hiring qualified candidates, this also negatively impacts employers who want to hire replacement workers.
Scott	I wanted to indicate my support for a ban on non-compete agreements. I have had a 40+-year career as a community revitalization specialist, helping funders and localities to design, implement, and evaluate initiatives aimed at improving the social, physical, and economic conditions in disadvantaged communities. In the middle of my career, I worked for several years for a firm based in Maryland. After I had been working for that firm for two-and-a-half years, the owner of the firm tried to require me to sign a non-compete agreement. That agreement would have prevented me, if I left the firm, from working with any of the firm's clients — notably including clients that I had worked with before joining the firm and some prior clients that I had in fact brought to the firm. I quit that firm, rather than signing the non-compete agreement. If I had signed it, because the non-compete agreement's

	definition of "prohibited clients" was so broad, upon leaving the firm it would have effectively curtailed my ability to work in my chosen field for a full year and would have imposed a substantial financial hardship. It is time to eliminate these onerous restrictions on the ability of individuals to pursue their chosen careers. Thank you.
Kate	In 1998 my husband turned down a job offer with a software company because their non-compete clause required him to affirm that he could earn a living without doing software development. The company in question had a history of attempting to enforce their non-compete clause. Although the courts never allowed enforcement, handling the lawsuits was an expensive nuisance for their former employees.
Colleen	The freedom to change jobs is at the core of economic liberty and to a competitive, thriving economy," said Chair Lina M. Khan. "Noncompetes block workers from freely switching jobs, depriving them of higher wages and better working conditions, and depriving businesses of a talent pool that they need to build and expand. By ending this practice, the FTC's proposed rule would promote greater dynamism, innovation, and healthy competition." This says it all and I support this change. A dynamic US economy means individual workers must have autonomy to compete for jobs, improve how business is done and become entrepreneurs to compete with current businesses.
Scott	I am a 65 year old physician executive who was just terminated without cause from my last employer due to a company reorganization. As a term of my employment I was asked to sign a non-compete clause that essentially excludes me for two years from working in position with any company that is delivering primary care services to patients on a Medicare Advantage plan. This essentially excludes me from working within my area of expertise. It doesn't even matter if they are competing in a geographic area where my former company is not operating. The basis for the non-compete is the company's belief that there are many trade secrets and much IP that I have that would irreparably hams their business interests. I disagree with that assessment. They have posted so much about the company on social media and the turnover is so high that most everyone I speak to outside the company fully understands the business model. The only proprietary information might be their financial status, P & L , etc. which was never shared with me or most other employees. I fully support the proposed ban.
Antoniya	I have been mistreated at my previous job and it is unfair to be able to terminate the contract with them be able to leave and negotiate are more fair pay, and be free defamation from my previous employer.
Laura	I am writing to support this rule change. I personally was kept in a job where the firm charged \$150 per hour for my services, but paid me \$30. I wasn't aware of the market rate when I signed the contract and then, because of the non-compete clause was stuck working for that employer until I left the industry (test prep tutoring.)

Megan	Non-competes area terrible burden on workers. They can be incredibly broad, capturing massive industries or technologies. They can include lists of competitors that can be added to at any time. They apply to nearly everyone, not just those with sensitive information. These contracts essentially would prevent someone from working at companies that value the skillset you've grown, locking them in and hurting their career.
Kathleen	This comment is in favor of the proposed rule to prohibit non compete clauses. My son accepted his first job as a physician last year after completing his medical training with \$150,000 in student debt. His first employer, a for profit hospital in Northern New Jersey required him to sign a non compete clause. He is an internist and not a highly paid specialist. The non compete clause prohibits him from going to work for a different medical employer within 10 miles. In northern New Jersey, 10 miles would exclude him from employment with most of the major medical centers in the area. It also inhibits his ability to obtain a higher paying position to help him pay off his student loans more quickly. After 7 years of medical training, new doctors enter the work force after age 30 and are behind their peers in other professions in beginning to establish their careers and financial lives. To be constrained by a non compete clause on top of heavy student debt and late career entry is further disincentive for young people to enter the medical profession. And, importantly, why should a doctor have to sign a non-compete clause? There is nothing proprietary about the practice of medicine. It's all public knowledge published in medical journals. Thank you for your consideration
Frank	I support the FTC rule. Non-compete clauses trap workers unless they are willing to take the extraordinary step of moving, and represents de facto collusion between management levels of different hospitals to suppress wages.
Jeffrey	As a physician, I can attest that noncompete clauses are harmful. Physicians generally have an extremely high threshold to departure from a job. Noncompete clauses add to that difficulty, because they force the departing physician to move generally long distances from the previous job. In addition, physicians may well have a significant number patients who wish to continue the treatment relationship, and the noncompete forces a rupture of that interaction. There is banter online about these proposed rules not applying to non-profit hospital systems. All hospital and medical care systems should be required to adhere to fair employment practices, meaning NO noncompete clauses. It should be noted that physicians in MA have successfully enjoyed decades of work without the threat of a noncompete clause in their contracts. The hospitals and medical practices in the state have not endured any harm from this situation.
Bonnie	Physicians should not be exempt from a non-compete ban. Hospitals with non-compete clauses in their contracts force physicians to uproot their families if they ever want to leave an undesirable job. As corporate medicine becomes more the norm, physicians are being forced to work longer and harder for less and less pay. We have no unions to fall back on. Many physicians are burning out prematurely due to terrible working conditions. Non-compete clauses just exacerbate all of these problems. Many physicians are leaving clinical medicine because of these

	types of issues, contributing to the national shortage of healthcare providers. Nonprofit institutions should also not be exempt from this ban.
b	As a 77-year-old retiree, the outcome of this rule doesn't affect me, but I know people who unhappy in their workplace but who do not leave. It may be that they have been asked to sign a non-compete clause. A company that wants to keep good employees should keep them through best practices, not through forcing them to stay with the company.
xxx	Five years ago my 30 year old daughter signed a non-compete clause when hired by a very small art advisory firm specializing in private collectors. When she left the firm, she was immediately snapped up for part-time work by two other firms who specialized in advising corporate clients. She was terrified that Firm A would take her to court over working for either of the other firms, but went ahead. She could not afford a lawyer.... Within two years she was named CEO of one of the firms, is now 80% owner, works her tail off to make this small business thrive, employs 2 part-time workers, and has helped hundreds of young visual artists win commissions as part of her forward-thinking plan to insure artists are paid equitably for their work when a corporation wants to design an engaging work space as part of a building renovation. She also currently earns 4x the salary of which she was paid at Finn A. If she had not stood up to this threat, she probably would have left her profession and these artists she promotes would not have had the income she stimulated. Non-competes stifle creativity, small business opportunities, and financial growth for both individuals and corporations. Capitalism is built on competition: Make the widget better, more innovative, and at a better price while paying workers a living wage. Please ban non- competes.
Marwan S.	An absolute necessity for physicians to be able to help their patients when and where needed without fear of legal liability!!
Karin	Non-compete clauses are completely antithetical to the idea of capitalism which businesses supposedly worship: they interfere in the free flow of labor and capital in the market. It is therefore pathetic that business is working so hard to prevent the "free market" from working the way they actually think it should by forcing workers to accept non-compete clauses in their employment. Workers in this country are exploited by business owners to a degree unheard of in other "first world" countries in this day and age. They are more productive and yet they have less vacation and sick time (if they have those at all), less health insurance and benefits (again, if they have those at all) and frequently have less recourse to justice if they are sexually harassed, union busted, etc. It is high time that they be allowed to have sonic reward for all the hard work they provide the wealthy in this country, high time that they be allowed to move freely between jobs. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth.

Richard	Non-compete clauses serve to protect wealthy corporate executives at the expense of average people Banning them would result in opportunities and better pay for millions of Americans, and workers could finally earn what they're worth.
dan	This is so obvious it hurts! Support!
Elizabeth	This is great. I'm a perfuming artist who has always struggled to make a living. I've had to juggle multiple part-time jobs. Many of these, such as Renaissance faires, have non-compete clauses in their contracts. It's completely ridiculous because there aren't that many competitors and performers need every paying gig. Please don't leave out those of us who work in smaller trades that don't fit into any standard demographic when you are making decisions.
Owen	Non-compete clauses are a one sided agreements that should have never been allowed. Training is what every human being has been through since the dawn of time and an employer should never own any part of a human being.
Les	I am writing to you, as a retired engineer, public school teacher, and college professor, in full support of your proposed rule ending non-compete agreements. I prefer that you maintain the strongest possible protection of workers from the unfair limits that non-compete agreements impose upon workers. I thank you for placing workers first in this important matter.
Barry	I strongly support the proposed Non-Compete Clause Rule. A ban on non-compete agreements is a net positive for our county. Non-compete clauses, imposed on employees, restrict freedom. Employees may never get hack any time spent. There is more societal harm imposed on limiting employees' freedoms with non-compete agreements. Employers should be more competitive instead. Jobs are not marriages. These non-compete agreements may have arisen to protect intellectual property, but today they are used to enforce corporate overreach to limit employees' and US citizens' future job prospects. Non-competes are a net positive for corporations and a net negative for everyone else, such as employees, consumers, and communities. They are a tool in the shed for building monopolies, which are illegal. Intellectual property theft is a separate issue, and this shouldn't be a justification for non-compete agreements becoming a forced norm in the job market. Non-compete agreements are being abused too frequently in an attempt to leverage control over an employee's future job opportunities. Our society is built on competition. We thrive on competition. At-will employment should not be subject to non-compete agreements. Workers need protection from corporate overreach, such as non-compete agreements. Today, workers are likely to go from job to job between competing companies with the notion that they are building up skills, knowledge, and experience in a particular industry where a corporate entity has numerous competitors. Nowadays, in the 21st century, workers do not typically have long tenures, like 15+ years, with a single company. It is important that workers are able to secure employment to sustain their lives without carrying the burden of a non-compete agreement limiting their prospects, opportunities, and livelihood. Some companies are growing extremely large and omnipresent in many different markets, like Amazon, Microsoft, and Google. Amazon, in particular,

	<p>started a business based on selling books and now has its feet in technology, healthcare, pharmaceuticals, entertainment, and shopping, to name a few. With such a large market presence, a non-compete is unfair to Amazon employees looking for other prospects as the number of competitors has a wide breadth. It is unfair for those workers to be subject to the terms of a non-compete agreement just so they can continue their career and livelihood in the industry for which they have been building experience. Commercial and corporate entities are asking for no-competition, which is in the name of the very agreement they propose, 'No competition.' This is really a wage suppression tool. Non-competes promote stagnation. Limitations on the future job prospects of American workers should not be granted gratuitously. This is due to the harm that they impose on our workers and society.</p>
Thiagu	<p>Non-compete clauses are routinely used by the competing hospital systems in Pittsburgh. They have been used to limit the ability of both physicians and staff to increase their value by switching jobs. There is no inherent proprietary knowledge that would be harmful to the health system and no benefit of the noncompete clause other than to serve as a way to tie the hands of their employees. The clause affects a 60 mile radius around the city and will force the employees to work outside the 60 mile radius for 1 year before being allowed to work for a different hospital system within the city. The purpose of this rule is to cause a significant hardship for any employee that wants to switch jobs. It is anticompetitive and the ability to abuse noncompete clauses should be removed</p>
stanley	<p>these agreements are not only unfair to the individual but also damage our economy</p>
James	<p>For a country that fought a civil war over slavery, the United States should not allow non-competes in any form of employment as such agreements are chains of modern slavery. Our country was built on free enterprise or labor mobility. As someone who lost the chance of a good paying job because of a non-compete, I have a persona animus against any restriction on my ability to offer my skills and expertise to make a dollar, whether as an employee or entrepreneur.=</p>
Scott	<p>I support the proposed ban on non complete agreements.</p>
LAUREN	<p>Non-Compete Clause Rulemaking, Matter No. P201200 I am in favor of banning non-compete clauses. They are anti-competitive and anti-worker.</p>
Scott	<p>I am a senior physician executive. I am being held to a noncompete clause that I was required to sign as a term of employment. I was terminated without cause by my company yet I am still being controlled by them as they vigorously apply the noncompete. I am having considerable difficulty finding a new position because of the rather broad terms of the noncompete. I've been looking for more than 3 months with only one potential opportunity in the works. It seems to me that if your position is eliminated your noncompete should not be enforceable. I would have much less argument with enforcing a noncompete if one were to leave voluntarily</p>

	for another position. Nonetheless, I am against noncompetes regardless of the position in a company whether executive or lower.
Louisa	Thank you for getting rid of the NCA.
Mandy	Non competes are bad for workers. They give way too much power to employees. In the field of medicine, doctors are very poorly treated by employers who use non compete clauses to completely limit options.
Reggie	Please do this!! It has killed careers as companies sell off and force people out of entire industries due to no fault of their own. Workers deserve the right to shop their talents regardless of industry.
John	I'm a mid-level manager at a large health technology company, and have been subject to a non-compete since a private equity takeover a year ago. During this time, I've had two significantly-better-paying job offers rescinded upon those companies' learning of my non-compete. These should have been banned years ago.
Kristen	As a physician, I fully support removals of non-compete clauses from my contracts. An employer placing restrictions on patients I can care for within the scope of my license is absurd.
Maxwell	I fully support the FTC ban on non-compete clauses. I am a public school teacher in my late 20s and have been watching friends who are under these clauses at tech companies in particular lose the ability to get a better-paying job in their field due to these clauses, which has been especially difficult in the midst of rapid inflation, rent hikes, and 2% raises that fail to keep up. This is consistent with research showing that non-compete clauses keep workers' wages down. By creating this new policy banning non-compete clauses, the FTC will help workers be paid a living wage, which will help both individuals and the economy.
St	Please pass this to help millions of workers everywhere.
James	Dear Chair Lina Khan, James K. Hadcroft here. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work and for being part of the solution. Please issue a final rule that bans noncompete agreements. Sincerely, James Hadcroft Fahnouth, MA
Anonymous	I am a software engineer in Massachusetts employed by a very large (> 300,000 employees) corporation. About 10 years ago, the company I was working for was purchased by this large corporation and all acquired employees were required to

	<p>sign a non-compete agreement as terms of the acquisition. I was not offered any compensation for signing the non-compete and I would not have been offered employment with the acquiring company if I did not sign. In this situation, the employer has all the power and the employee has none. In 2018, the Massachusetts adopted a non-compete regulation (https://malegislature.gov/Laws/GeneralLaws/PartITitle0(1/Chapter149/Section24L) but it has serious problems: 1) It did not change any non-compete agreements that were currently in effect, only future non-compete agreements. 2) It requires that the company either offer the employee 50% pay during the non-compete period "or other mutually-agreed upon consideration between the employer and the employee". The mutually-agreed upon consideration phrase means that the company could offer \$1 to the future employee in exchange for signing the non-compete. Even though software engineers are often in demand by employers, I've never been in a situation where I could choose between several job offers. The request to sign the non-compete agreement occurs very late in the job negotiation process, often after the salary negotiation is complete and the job has been offered verbally. At that point, it would be very awkward to go through another round of negotiation about what is fair compensation for signing a non-compete agreement. Many job seekers would just sign the non-compete at this point or fear losing out on the job offer. Please ban non-compete agreements. Non-disclosure agreements and client/customer non-solicitation agreements are all that are needed to protect employers.</p>
Josh	<p>Dear Chair Lina Khan, I am a small business owner. I support the use of non-disclosure and anti-solicitation agreements, but fully support the ban of non-compete agreements. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Josh Watson Springfield, MA</p>
Peter	<p>This is a great idea. Non-competes can hold you hostage in a bad or underpaid job at hostile workplace because you cannot market the skills you built at that job. It's anti-competitive and holds back workers.</p>
Julie	<p>I fully support the FTC's recommendation to eliminate non-compete clauses. My husband is a scientist who has worked in industry. As in most businesses, the only way to move up in position is to move out. This means that for many workers today, non-competes limit upward mobility. What's more as we now enter a period of lay-offs, initially at technology companies but potentially spreading throughout the economy, non-competes make it much harder for people to find a job in their field of expertise. This is a severe burden on workers who may have to move across the country, family in tow to find work if they can find anything. What's more, it also prevents people from using their knowledge while it is still relevant to</p>

	<p>advance discoveries in their field. Non-competes are just one more mechanism that enriches the upper level managers at companies at the expense of most of the company's workforce. This is especially relevant at the lowest economic rungs where franchise fast food restaurants are issuing non-competes maim* it virtually impossible for people with few skills to find a job. It is time to help level the playing field.</p>
Glenn	<p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. myself have been bound by a noncompete agreement in the past and understand the implications this can have, especially when early in ones career and seeking other opportunities for growth. Non compete agreements are unethical and have become far to normalized across many sectors. Even now as I write this message, I am deliberating accepting a job offer from a company because that offer comes tied to a noncompete agreement. I am currently unemployed and feel as though I have no choice but to accept this offer and shackle myself to this noncompete agreement. This should not be the case for myself or anyone else trying to earn a wage in this country. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Glenn Leary Quincy, MA</p>
Luke	<p>Dear Chair Lina Khan, I am a law student in Boston and I am all for competition in the all work places. I fully support this move!</p>
Lucas	<p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future new business owners, and people like me all across the country. In my own personal experience, I was forced to sign a non-compete with my private equity backed natural gas processing company. It was written so broadly that it basically banned my employment in my industry in my state or many other states. I was unable to work for any oil & gas or chemicals company my industry) within 200 miles of any location of the company or future location under consideration upon my departure. Using Google Earth, I drew 200 mile radius circles around all of our existing locations at and it eliminated all of Texas (where I lived at the time), Colorado/Wyoming, and the Dakotas... or just about everywhere oil and gas work is done in this country. By signing, I was not able to take work in my field, in the state I lived in without fear of this coming back to haunt me. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Lucas Man Original Comment</p> <p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. In my own personal experience, I was forced to sign a non-compete with my private equity backed natural gas processing company. It was written so broadly that it basically banned my employment in my</p>

	<p>industry in my state or many other states. I was unable to work for any oil & gas or chemicals company my industry) within 200 miles of any location of the company or future location under consideration upon my departure. Using Google Earth, I drew 200 mile radius circles around all of our existing locations at and it eliminated all of Texas (where I lived at the time), Colorado/Wyoming, and the Dakotas... or just about everywhere oil and gas work is done in this country. By signing, I was not able to take work in my field, in the state I lived in without fear of this coming back to haunt me. Thank you for your work, and please issue a final rule that bans noncompete agreements.</p>
Ronn	<p>Dear Chair Lina Khan, I fully support your efforts to eliminate, or at least strongly modify, non-compete clauses. Each job I have had in my career has required me to sign a non- compete clause just to get employment. The power of companies to force employees to make decisions against their best interests, such as non-competes and forced arbitration, needs to be reduced or eliminated. I don't know whether this will stimulate entrepreneurship ... I'll leave that to economists to debate. I do know that this has been a matter of how I was able to earn a living and support my family. Non-competes need to stop. Sincerely, Ronn Faigen</p> <p>Original Comment Dear Chair Lina Khan, I fully support your efforts to eliminate, or at least strongly modify, non-compete clauses. Each job I have had in my career has required me to sign a non- compete clause just to get employment. The power of companies to force employees to make decisions against their best interests, such as non-competes and forced arbitration, needs to be reduced or eliminated. I don't know whether this will stimulate entrepreneurship ... I'll leave that to economists to debate. I do know that this has been a matter of how I was able to earn a living and support my family. Non-competes need to stop. Sincerely, Ronn Faigen North Andover, MA 01845</p>
Mike	<p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.</p>
Norman	<p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.</p>
A	<p>Completely in favor forbidding noncompete agreements.</p>

Kate	<p>I am in full support of banning non-competes. I currently live in Massachusetts who attempted for years to ban them, and when it finally was about to go through, they stuffed in a bunch of things about garden leave OR a mutually agreed upon amount, so now every company just forces to you sign that you agree to payment of \$1. Silicon Valley has thrived so much because non-competes are banned there, so if you ban them federally, it will only cause the US tech economy to thrive. I've been laid off from tech jobs before and even with them eliminating your job, you're still bound by a non-compete. This is very harmful to workers. We have no choice but to sign a non-compete or we don't have a job offer, and most cannot afford to do this, especially when every company makes you sign them anyways. Please ban non competes so that workers have the freedom to work where ever they'd like. It only benefits a company and harms the worker.</p>
Irene	<p>Non-compete clauses should be banned, including for physicians. The model of physician employment is shifting to hospital-system employers and private equity employers. The healthcare business environment continues to be increasingly toxic to physician-owned practices, bringing physician employment options, and risks for coercion and exploitation, in alignment with other types of employees. I am an emergency physician and I have seen employment options and autonomy for physicians shrink over my 20+ years of practice.</p>
E	<p>I do not agree with non-competes. If an employer decides to enforce one, the employer needs to pay 100% of the employee's salary or 50% of the CEO's total compensation for the entire time the non-compete is in effect.</p>
Heather	<p>I wholeheartedly support the effort to ban non-compete clauses. People should be able to change jobs whenever it makes sense for their situation. In my experience, companies have used these agreements to hold employees in low paying positions, and can offer minimal "consideration", which could be as low as to barely cover one month of rent, to enforce a year-long period where the employee cannot work in their field of expertise.</p>
M	<p>Please, as someone in healthcare who watches my co-workers be stifled and underpaid on a daily basis please pass this rule. This would directly impact workers all over the country but will especially make a difference in healthcare where MDs, RNs, and other professionals are trapped at a single facility at often underpaid rates. While this will affect the bottom line of hospitals, data is showing that since covid, hospitals are reaching record breaking profits while running with skeleton crews. Patients are directly affected by this everyday but as long as a profit is being made and employees are trapped from leaving for positions with competitive compensation. The people deserve healthcare that puts them first instead of profits, I believe this is a great step in that direction.</p>
Neel	<p>Not including physicians in this rule would be a travesty to healthcare. In a time where physicians are retiring in droves, we as a nation must make it easier to ensure physicians are treated with dignity and respect and not beholden to archaic</p>

	non-compete rules that allow for poor working conditions for the stewards of our nation's health
Deepak	I say No to non compete. It will jeopardize physician approach to free market. I vote No to Non compete
Dorit	I am writing to express my support for abolition of non-compete clauses in employment contracts. - Non-competes May violate anti-trust laws. - non-competes interfere with workers pursuing their chosen profession. Specifically re: the practice of medicine: 1/10 physicians left medicine within the past years. The ability to continue in the same sort of position without unreasonable travel and/or uprooting the family could help retain more physicians in medicine. - for low-wage workers who cannot negotiate, non- competes often trap them in positions with minimal room for professional advancement
Sara	I strongly agree with the FTC banning non-compete agreements and the like. It's nothing more than modern day slavery. Making a person company property by limiting their options after employment ends. In a fair and free trade society competition is essential. The FTC needs to ban such agreements for the same reasons they ban monopolies and company policies to discourage or ban the discussion of wages. Ultimately, these types of clauses hurt not only workers by so severely limiting their options of further employment but also hurt society as a whole and encourage monopolies to exist.
David	Make this rule as quickly as possible, and then enforce it as thoroughly as possible. Banning non-compete clauses is long overdue: non-competes are obviously and inherently anti-competitive, it is literally in the name. Employers with legitimate needs to protect trade secrets or other sensitive information have other, more targeted mechanisms to address those concerns. Meanwhile, other firms should be prevented from using their disproportionate bargaining power over employees to limit competition in the marketplace. These clauses accrue real benefits to employers (otherwise they would not be opposed to this rule) while actively harming individual employees, consumers, and the wider economy of our nation. Not only should our social and legal system not protect that sort of contract, it should proscribe and prohibit it, as this rule proposes to do. I hope it will.
Jaxxx	Free Markets = Free Employees. My main issue is not a Mom&Pop Bakery not wanting a former employee stealing Mom's famous lemon muffin recipe and undercutting them at anew bakery nextdoor. My outrage is tied to the inability to achieve gainful employment by simply refusing to sign a mandatory and absurdly broad 'Agreement', especially for an employer who is large enough to leave legitimately zero options as the scope and range of their 'affiliates, vendors, customers, and competitors' are technically every other option in an industry. Let's take as an example, myself. Allegorized for anonymity, of course. I work for a Fortune 100 Company. One of the 100 largest companies in the country. Heck, they're above #50 and also one of the largest in the world. I was offered a position which I wanted and yes, I did sign a Non-Compete as the offer would have been rescinded if I hadn't. They're large enough to not be amenable to negotiating this

agreement as they have plenty of candidates. It's their demand or they'll move on. This, first of all, wholly obliterates the concept that it's an 'agreement' as it's actually a mandatory condition that alone only benefits the corporation. So I sign this. Company is based in State1 and this is where the document states the courts for challenges would be. The position I took was a remote position where I lived, State2. Months later, I got an expected promotion as the first position was a step towards this promotion. This promotion came with a brand new offer letter. This offer letter states that a Non-Compete is needed prior to the new salary, but I never needed to sign a new one as my responsibilities weren't materially different, though maybe they forgot to have me sign it. Unsure. Regardless, this new promotion required relocation to State3, a 2,000 mile move. Remember, agreement lists State1 as the jurisdiction and I moved from State2 to State3 now. The company and industry have taken a HIT with the economic slowdown and they have already laid off a fairly large number of workers. I wasn't affected, but my (and all others on my team) have been well under the critically ridiculed 2023 forecast that CSuites set. I am, as well as dozens of others I work with, are legitimately worried for our jobs due to circumstances that we weren't directly responsible for. Now that I painted my situation, let's move on to the hypothetical won}, that brings me to write this: Let's say I am terminated for no cause other than layoffs stemming from suboptimal forecast performance. Not only would they have the legal ability to make me pay back 50-100% the relocation assistance (separate issue), but it would make legally susceptible to litigation if I used my experience and education LITERALLY anywhere else in the world, specifically every state in the US. Reasons: 1. Broad region/area. Remember, they're a huge company. Agreement states "every US State and every world Country where Company has developed markets, provided services, or sold goods in the last 2 years." In a technical legal sense, that leaves me with Syria to work. 2. Competition/Customers: Agreement states I can't work with or for "any Company affiliate, partner, vendor, provider, distributor, manufacturer, customer, nor any competing distributor, manufacturer, vendor" for 12-24 months. In my industry, it's nearly impossible to find another reputable company that this line doesn't encompass. We have a distribution catalog of 4,000,000 skus from our own manufacturing and 250,000 vendors. Any company or institution with more than 5 employees is actually guaranteed to have purchased through one of the many branches of my company. ESPECIALLY in State3 where I moved 2000 miles to for the job. I couldn't even find something safe moving back to State2! 3. Jurisdiction. Any challenges or injunctions go through State 1. I'd need to go in front of a judge in State1 just to plead my case and for every subsequent event. Thing is, I don't even know how this is covered if they courts find it unreasonable and want to amend. Will it only apply to State1? Will it apply to the area I worked in State3? What about where I started in State2? All 3? Am I even subject to this agreement after I was promoted and moved? After the new offer said "a Non-Compete must be signed and returns before the new position start date". Will State1 rule on State3's laws or on their own? How much will it cost in court and lawyers if they do come after me? In closing, while there are fringe cases of NonCompetes being used to protect against malice, the vast majority of the time they are used as a bribe to scare an employee into not seeking out better opportunities with purely innocent intentions. They make them extremely hard and confusing to challenge. And they, in a legally technical term, make it virtually impossible to obtain job that

	you're qualified and experienced in limiting your income. Emphasis on this point for no fault at-will termination.
Nancy	I support banning noncompete agreements for all employers and all levels of employees. I was required to sign a noncompete as a condition of continuing employment when another company acquired the company that hired me. Although the noncompete is unenforceable under Massachusetts state law, where I live, that law doesn't prevent a company from requiring that workers sign NCAs, and even though it's unenforceable under MA law, the fact that I signed can discourage other employers from hiring me. This renders 7 years of experience in my field as potentially useless.
Sophia	I support the ban on non-compete agreements as outlined in FTC-2023-0007. Competition is a critical part of this economy and this ban would protect millions of current and future workers from harmful practices.

Constituent Support for the FTC's Noncompete Rule



Michigan | Statewide Impact

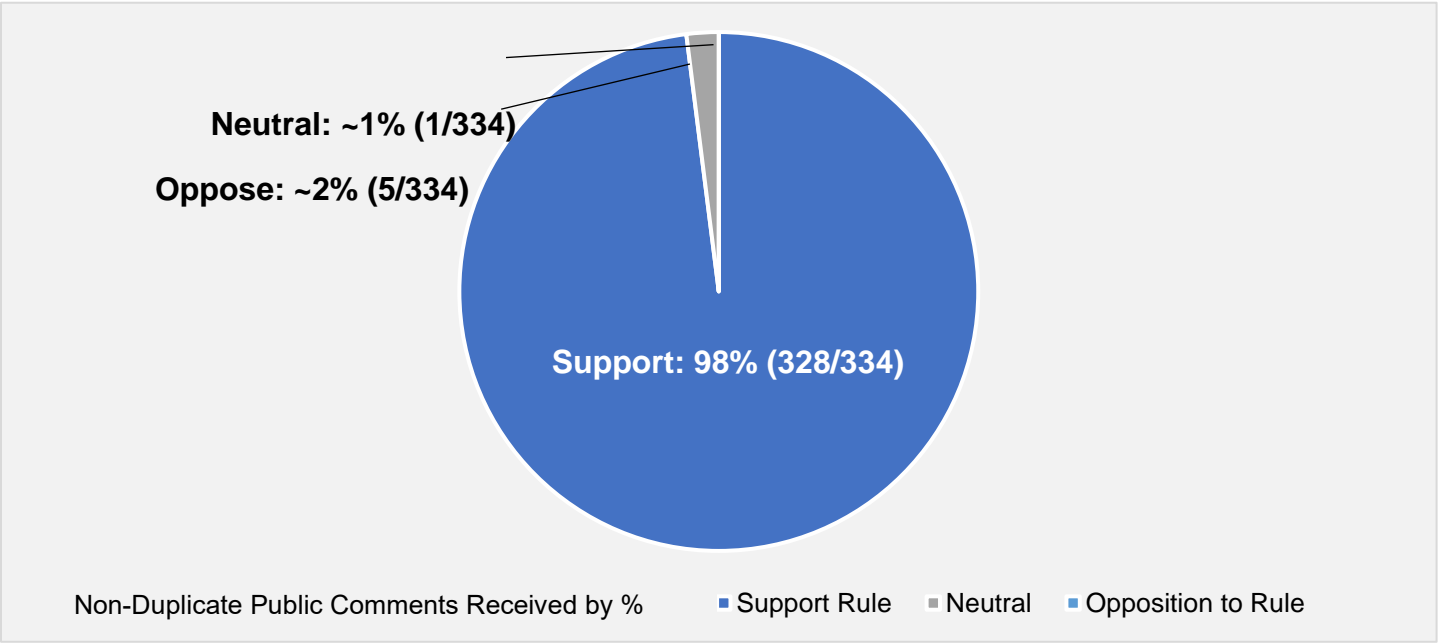


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Michigan**:

Michigan Covered Workers	Increase in Total Annual MI Worker Earnings	Increase in Average Annual MI Worker Earnings
3,440,754	\$2.28 billion	\$566


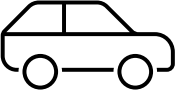

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))



Notice of Proposed Rulemaking: 328 of 334 MI Commenters Support



Support Across Sectors of Michigan's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Please, for once, make a ruling that will benefit the people of this country. Noncompete clauses are unAmerican and go against everything this country stands for. I personally have had to miss on opportunity because of a noncompete. If a company wants to keep employees my god they might actually have to compete for them"</p> <p style="text-align: right;">- David</p>
	<p>"I was required to sign a non compete with a car dealership after working for the employer for years, it covered the entire united states because they sold parts online, it covered a period of 2 years. refused and was let go shortly after with the employer using the at will option. Next I was asked to sign a non compete as a delivery driver for an electrical supply company, which covered working at any electrical supply house for any position in the adjacent counties. I had to sign or would have been denied the position. These are unfair and makes finding future work in a field with experience nearly impossible. I am in a situation where my kids are young and I have custody every other week. How am I to pay child support or feed my kids when i have to start over or change industries and start at low pay? How do I take care of young kids when I would have been required to drive hour or more for employment? These need to be illegal at best, severely limited at least."</p> <p style="text-align: right;">-Michael</p>
	<p>"I work for a large corporation that supplies equipment to many industries. I have been in this industry for over twenty-five years and with my current employer for nearly 5 years. During the hiring process I was given a non-compete to sign as a condition of employment. This non-compete had the longest time frame attached to it I've ever experienced (two years). In the years since the company has asked me to sign a new one claiming there wasn't one on file. Upon review of the new one I noticed significant differences from the original that took many of the benefits away from me in the event I was let go and could not find new employment in a timely manner. So not only am I required to sign a non-compete, but the company can also change it as they see fit. I have never liked the non-competes, especially the one I was forced to sign. My role does not involve any design or sales work and the two-year time length is exorbitant. Allowing a company to restrict my trade is heavy handed and unreasonable. Therefore, I support the Federal Trade Commission's effort to severely limit non-compete clauses."</p> <p style="text-align: right;">-David</p>

	<p>"Please, Please make this happen. I am in a non compete cause and it is terrible. I work for a(n) orthopedic company in Michigan as a Certify Orthotist. In our field you have to sign a non compete if you want to work for that company. Once sign you cannot change jobs for any reason. If you quit, you have to wait 2yrs or more to be able to apply for a new job within your home base. Some contract require 50 mile radius on top of the 2yrs from where you work before. Even if you get fired, you have to wait 2yrs until you can find work again within your home base. That means you have to move to another part of the state to find work. So please stop these non compete causes for the betterment of the people and business."</p> <p style="text-align: right;">-James</p>
	<p>"I strongly support the ban of the non-compete agreement. As a family member of a Chiropractor, I have seen how employers use these agreements to lock in new graduates who are eager to be employed. These agreements make leaving the practice impossible due to unfair mileage limitations & no end date on the agreements. Some employers don't compensate fairly and make leaving difficult. If they're a strong practice, they shouldn't be affect by healthy competition. I'm for eliminating them and evening the field for practice."</p> <p style="text-align: right;">-Sharon</p>

Additional Support from Michigan

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
A	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Erik	"No group of people including physicians should be excluded . It's archaic and morally wrong to limit job prospects including physicians"
Shannon	"Non-compete agreements limit opportunities for career growth and development. They stifle creativity and limit the potential for new products or services to be developed, which ultimately harms productivity and competitiveness in the market. Freedom and competition is the backbone of America! Vanderbilt had Rockefeller. Edison has Tesla. General Motors had Ford. The opportunity to use and your test your skills and abilities in the workplace of your choice encourages growth. When you feel trapped you simply just exist and do the bare minimum"
Sanjay	"As a resident physician, this is disheartening. I promise you, the desire of people wanting to become physicians and doctors is dwindling and this just another reason. America is bound to face a serious healthcare crisis if this is to go through and doctors are excluded. Please listen to my warning Regardless of what hospital administers would like you to believe, doctors are people too and won't stand for disrespect like this much longer"
Alsadiq	"Im against noncompete policy"
Imran	"Nearly a decade ago, I was served by one of the worst sweat shop in the country. They are now a public traded company. I was able to settle the case, but only because I had money and I was a student of University of Detroit Mercy b-school student. I have a lifetime gag order. The practice at this employer still continues until today - you complete all the forms, execute all the necessary documentations and one the first day of employment, they require you to sign additional paperwork - essentially you are giving up all of your rights. By this time, I had quitted my job, had student debt and a newly born at home, so chances of exiting first day without signing was impossible. I had the money to settle, but this company has destroyed thousands of lives. They have a prominent law firm and their is nothing anyone can do about it, not even the government. The next best thing is this newly proposed law. Thank you!! Thank you! Thank you!"
Bashar	"I am a physician and wanted to take a moment to stress how important that no professions are excluded from this proposed rule. As physicians, we are often employed by large health systems who often have direct competition from one or

	<p>two large systems within a small geographic area. These systems routinely enforce cruel and often excessive non-compete clauses that force physicians who may leave their employment to move to a completely different city or town due to the terms of the non-compete which make it impossible to remain local and to be able to find employment without violating said clause. This is not only disruptive to one's family, but also negatively impacts the local community's health as many excellent physicians are forced to leave the area as a result. This only served to exacerbate a growing crisis of health inequity and disparity in our country. Physicians should be free to work wherever they are most appreciated and treated well, free of the bounds of these archaic and self-serving non-compete clauses."</p>
Kootaybah	<p>"As a physician, noncompete hurting the doctors in general, limiting freedom to practice the best medicine, put stress on the physician and his family. I would definitely support to eliminate the noncompete clause rule"</p>
James	<p>"I am primary care Family Physician, and I now practice in a Free Clinic in rural northern Michigan. I have lost many of the specialists I refer to and who would see my uninsured, under insured and financially poor patients at little or no cost to them. Why has this happen you might ask. The specialists were forced to join hospital systems, to become employed physicians, in order to maintain their ability to do procedures in that hospital. If they did not join the hospital system such ability would be revoked, limited, or restricted in other ways. Their contracts then included such non-compete clauses, which of course were glossed over by the hospital systems. Some time later the hospital system then required unacceptable and very questionable requirements on the specialty physician, the physician was forced to leave the community because she/he would not comply with imposed and inappropriate hospital system rules; because the hospital system invoked the non-compete clause. Therefore; I lost the ability to ask/sent my patient in need of specialty care, to such specialists and the patients lost their ability to access quality care in a timely manner. The entire system of access to quality and needed care is compromised by the existence of hospital systems to invoke such clauses on physicians. My kind specialty physicians willing to see patients in need from the Free Clinic suffered. My patients suffered from lack of access to the medical care they needed. I would think the FTC is getting push back from the lawyers from hospital systems large and small to allow them to continue this rule. However there are real patient care consequences to the control that hospital systems place on physicians. I hope the FTC sides with patients and patient needs, and not the hospital systems, and eliminate the ability to impose non-compete clause rules. James A. Applegate MD FAAFP Boyne Area Free Clinic Boyne City, MI Docapple2880@gmailcom"</p>
Nolan	<p>"I am writing to express my concern about the negative impact that non-compete clauses have had on my career as a medical professional, as well as on my I have been restricted from practicing medicine in my field of expertise due to a non-compete clause in my contract with my previous employer. This has not only limited my ability to earn a living, but has also caused significant financial strain on my family. Furthermore, these clauses are detrimental to patients as it limits the availability of medical professionals and forces them to seek care from less experienced practitioners. I urge the FTC to take action to address the negative impact of non-compete clauses on medical professionals and their families, as well</p>

	as on the healthcare system as a whole. Thank you for your attention to this matter."
Adam	"Physicians should be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it limits their ability to negotiate their contracts. This would instead offers large hospital systems an advantage over physicians in the marketplace. This in turn would add to resident/physician burnout."
Alan	"Clinician shortages are rapidly increasing, in part due to lack of job mobility for clinicians. When clinicians aren't able to switch jobs to find better fits without having to relocate themselves or their families, they make hard choices, which can include leaving the profession or cutting back clinically. Additionally, noncompetes give the employers unfair leverage. If clinicians are afraid of being fired or otherwise retaliated against because they have a noncompete and are unable to move, they are less able to effectively advocate for themselves or their patients. This can include speaking out against unsafe or unfair working conditions, negotiating fair contracts that help prevent clinician burnout, advocate for safe staffing, or speaking out against patient safety issues."
Kurt	"Open up the market for real competition. Corporations don't need to be protected their exempt and non exempt employees do."
Joseph	"The non-compete clause allows very poorly managed companies to retain employees who could move on to better organizations who place more value on their employees. The clause encourages inefficiency and incompetence by forcing employees to move and uproot their families in order to better their lives."
Monika	"Non-compete law gives the employers right to take undue advantage of their employees. The employees are harassed and made to work at the employers terms and conditions. It should be abolished."
Dr Seymoure	"I have as doctor been bound by non-compete clause. It's been horrible and restrictive! Thank you , please change it!"
Lynn	"Non compete clauses hurt a person's ability to make choices for their career and their families. Non compete can force a person to stay in a bad work situation instead of allowing them freedom to find a good job situation. Non compete should be illegal."
Appa	"Non compete clause is equivalent to slavery. America is known for freedom and progress but this clause is totally anti American principles. I would like to see it go away."
Dr RK	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth and have a chance to EARN a living. Companies today are destructively short sighted. By denying its employees a fair wage and the absolutely American right to switch to one who will pay a fair wage, they are cutting their own throats. The average person can no longer support a

	consumer based society when they are constantly deprived of a fair wage and cost of living increases because the CEO and the shareholders are selfish and greedy. This has been going on since 1981 and if you are in favor of a consumer based society then removing this is a good first step ."
Ivy	"I am a veterinarian and I strongly support the proposed legislation to ban noncompete clauses. In my industry, many noncompete clauses would require a veterinarian to move to a different area just to practice their profession, and these noncompete clauses disincentivize practice management from taking good care of their employees. This results in significant harm to mental health for employees trapped in toxic environments, or in a clinic where they are unable to practice good medicine. I have been negatively impacted by a noncompete with a previous employer; due to the noncompete clause, I would have had to commute 4 hours (2 hours each way) in order to practice medicine in my region. When remaining with that employer became untenable, I had to sell my home and move to a new area, leaving my home and family. This resulted in a health crisis which I almost didn't survive. (The rate of suicide in the veterinary profession is 4 times higher than in the general population.) No one should be put in that position due to an unfair non-compete clause."
Michael	"Non-compete clauses stifle free speech and also attempt to create an indentured worker who can't exit their current employment for fear of being unable to find any work in the field they are experienced in. They should be outlawed as soon as possible."
Melissa	"Non Competes not only hurt workers... they hurt our patients. I am an employed OBGYN physician in Michigan and the hospital system I work for just acquired yet another hospital system in the state. The system is now so large that if I decided to leave this job I would have to leave my home state to continue to provide care to patients. I spent 13 years of my life working to get my medical license only to have it basically owned by my current employer. Even though rural Michigan is in desperate need of OBGYNs and I am willing to help some of the areas that are in need - I cannot because of the non compete clause that was thrown into my contract. Non competes need to be banned. Now."
Dakota	"This needs to end!!"
Aaron	"I think the FTC should put a ban on non compete clause agreements. I support the FTC's decision to ban non compete clause agreements,"
William	"Non compete clauses should be eliminated for all medical settings profit or non-profit. They directly do harm to patients by limiting their ability to see THEIR chosen physician . Hospitals and medical practices do not own patients and should not be able to limit patients choices in their health care."
Lindsay	"Companies shouldn't be able to enforce a non compete clause as it directly prohibits employee talent from growth and expansion. they need to focus more on retaining employees through internal company efforts vs trying to prevent them advancement opportunities."

Kyle	"I've recently signed a full-time contract that is the very happy result of two years of hard work as a contractor for an educational consulting firm. However, my full-time contract stipulates that I have to wait a period of 12 months before working at a competing firm. Like most people, I don't have the financial resources to go for a year without working, and while I'm very happy with my company itself, it's not hard to see that non-compete agreements essentially hold employees hostage, making them unable to consider offers at the very places where they're most likely to find them: competing firms. (Not to mention the leverage that competing offers can provide during contract negotiations, something non-compete clauses also remove.) The hypocrisy of large corporations pursuing right-to-work legislation while also supporting non-competes is as obvious as it is exploitative. I strongly support a full, retroactive ban on non-compete clauses."
Steven	"I support this change"
Scott	"Corporate America is quickly becoming an evil place. Non compete clauses have no place in this country. Ban them now. Can we please get back to normal? Thank you."
Kathleen	"strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone."
Charles	"Having had personal experience with the destructive nature of non-competes, I wholeheartedly support this new rule. I had a non-compete with an employer that was overly broad. When I left for another company in a role that was truly non competitive, I ended up sued and jobless as the company I went to was sued as well. What I realized with non-competes and the legal system is that it does not matter if you are right but who has the most inexhaustible resources. I ended up "winning" in a court ordered settlement. The net result? I cost my former employer approximately \$100K in legal fees to my \$ 15K. I was jobless for 2 months, and my family took a financial hit that required 2-3 years to recover from in terms of costs, lost wages, and lesser salary than I would have. Non-competes are a form of labor slavery that could easily be solved with iron-clad legal NDA's."
Paul	"Non-Compete Clause Rulemaking, Matter No. P201200: I strongly support the proposed BAN on entering into, attempting to enter into and/or maintaining a Non-Compete Clause in agreements between employers and workers. This ban should encompass all categories of employment, including not-for-profit entities. My rationale is as follows. From 1987 to 2018, I practiced internal medicine in my community of Petoskey, MI. In 2018 my group of seven physicians and two nurse-practitioners sold our practice to a large regional healthcare corporation which owns the local hospital. We had been part of a large multi- specialty group practice until 1999 when that group failed and we made our own single-specialty practice group. Our independent group maintained and grew the practice for 19.5 years,

	making it valuable to the corporation. This corporation had a non-compete clause in it's 2018 contract with us which we negotiated to a lesser stringent clause acceptable to us. When the contract came up for renewal in 2021, a more stringent and non-negotiable non-compete clause was in the contract, restraining individuals in our group from practicing in the area where for decades we had built and maintained the practice and created the value the corporation now owned. This is grossly unfair. By 2023, the group had lost a net of 1.1 FTE physicians, lost numerous employees and was in decline under corporate ownership. The corporation mismanagement had eroded the value of the practice we had built, yet it persists in restraining our ability to practice independently in the area. Again, this is grossly unfair, anti-competitive, and anti-free market. Furthermore, other physicians and practitioners employed by this group have left the area because of the non-compete clause, contributing to the loss of important medical specialty providers from our already underserved area. Please ban non-compete clauses. Thank you. Yours truly, Paul D. Blanchard, MD, FACP"
George	"This would be a huge win for most workers, so let's hope the fundamentalist activist judges on SCOTUS don't undermine yet another policy that would actually benefit citizens."
Paula	"Simply put, non-compete agreements are unfair to both the employee and to the business. • Employees might be dissuaded from accepting employment if asked to sign a non-compete fearing that future employment opportunities will be negatively affected. • Signing a non-compete means that the lower wage workers may have reduced economic opportunities and mobility to seek better wages and improve their working conditions. This affects women and minorities disproportionately. • Both employers and employees could find themselves in frivolous litigation • Non-compete clauses are difficult to enforce, requiring additional resources from the business • Non-compete clauses may reduce market competition by preventing workers from starting their own competitor companies"
Eric	"Non-compete agreements harm employees in every industry. They decrease labor mobility and encourage employee mistreatment. Please ban them."
Christian	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. They run directly against the foundational principles behind our market economy in order to stifle competition and trap employees. Thank you for your work, and please issue a final rule that bans noncompete agreements and then forces employers to alert all employees that these clauses are null and void. Sincerely, Christian Boyd Saint Joseph, MI"
Eric	"Please do away with this law, it forces employees to stay with companies that have below average wages."
Michael	"I am a physician. I have seen these used extensively in healthcare to prevent mobility. I myself stayed with a toxic and unethical employer, because I didn't want to disrupt my family. when I finally quit, I had to leave the geographic area. My employer could not find a replacement, and sonic of my patients had to drive several hours away for similar care. My absence at a surgery center caused a significant drop off in business leading to several people being laid off My children

	suffered through an unnecessary move. My personal health suffered from the stress of making this decision. In the city, I live in, a failed negotiation with a private equity corporation, caused an entire anesthesia department to lose their contract. While the company had no employment to offer them, they were barred from taking jobs in the very hospitals they had worked in for years. They were pawns in a negotiation which lead to dozens of people losing their jobs and relocating. Furthermore, the hospital was so short staffed that they could not cover required inpatient surgical care let alone elective procedures. These contractual clauses have been abused for far too long, and should be abolished."
Julie	"A non-compete clause for someone doing gardening and landscaping is ridiculous. These are not trade secrets, these are low-income workers committed to doing what they like in their community. Restricting where someone in this type of job can work if they leave an organization is unfair to the employee, especially if it's a smaller community."
Jamison	"I support the proposed non-compete clause rule. I work in mental healthcare and have noticed that the proliferation of these clauses and simultaneous growth in hiring independent contractors to provide frontline care in healthcare and mental health services is contributing to shortages of services in areas where an employer that is not investing in an area nonetheless prevents others who have worked for them from doing so simply by renting an empty office in an area and claiming to serve that population."
Jason	"Non-competes are un-American. I have no idea how these could even be remotely legal when compared to our founding documents. These clearly go against the pursuit of happiness as they limit one's ability to move jobs. We already have non-disclosures in place to protect any data or research. In addition, this seems to disproportionately affect lower level employees, how often are CEOs or SVPs bound by non-competes? Please abolish these."
Shawn	"While I strongly support the ban on non-compete clauses, I am dismayed to see the move to exclude physicians from this movement. Physicians should be free to practice medicine in the best environment possible to provide care for our patients. Non-compete clauses are deliberately harmful to doctor-patient relationships and narrow the opportunities we have as doctors to engage in good patient care."
Sue	"I strongly support the elimination of non-compete agreements. They are hurting American workers who can not afford to fight these ridiculous limitations when they are simply trying to make a living. You are crippling our working Americans' rights to start new businesses and hurting our economy for decades to come. It needs to be stopped now."
Dagan	"I support the rule suggested, eliminating Non-Compete contracts or clauses within employment contracts. While executive level exceptions are potentially possible (EVP President or C-Suite level) they are typically negotiated in good faith between companies and knowledgeable individuals (or their lawyers) at the start of employment. The company I work for insisted on all employees sign a non-compete contract, which eliminates their ability to move employment in the industry of their specialty, thereby restricting opportunities for advancement. There was no negotiation in this process and was a clear message from the company, sign or leave the company. Employees are considered "at will" and this clause is a one-

	way advantage to the company to prevent an employ from advancing with the industry, especially when the company prevents advancement internally."
Barbara	"Non-compete rules are hurting workers and should not be required of people earning less than the highest paid/compensated employee of a company"
Julie	"As the President of a niche faith-based financial services company who does not support tying employees up with non-competes I'm firmly supportive of this new Non-Compete Clause Rule. Our industry competitor has long believed in tying up its employees with non-compete agreements and has pursued them aggressively with legal action when employees pursue other opportunities. Employees accept a job offer and compensation and are required to sign a non-compete cause. They later find that the employer can and will change the compensation at their leisure, can easily have a culture where employees are mistreated, yet the employee cannot pursue another competitor option where they have the opportunity to be more productive and earn higher wages for their family, in fear of getting sued over a non-compete. I have seen how this results in lower wages because the employees are handcuffed. The employers are not forced to earn the hard work and loyalty of their employees. Additionally, many non-competes are overly broad in scope and are intimidating for employees. Even though some may not be enforceable, the employee is fearful and cannot afford to risk their careers and household earnings to test it by leaving. Some non-compete clauses even apply after the employer decides to terminate the employee! At the very least most non-competes force employees to exit their trade or industry entirely, or pick up their family and relocate out of the restricted territory which is a significant hardship. If non-competes were eliminated market competitors would likely have to raise wages and/or have to have a culture of respect and professional advancement, one that matches the best worker to the employer and maintains an equitable voluntary relationship, not one that retains unhappy employees unfairly and suppresses their earnings potential!"
S	"Non-compete clauses are often used by employers in the healthcare industry to restrict the career advancement of their workers. This can lead to limitations in pay and position. Such clauses are often used as a means to keep workers in lower-paying or less desirable jobs by threatening legal action."
Ryan	"I support the ban of Non-compete clauses hindering the pay check to paycheck workers in this country."
Steven	"Noncompete clauses are an abuse of power."
David	"About one in five American workers approximately 30 million people are bound by a non-compete clause and are thus restricted from pursuing better employment opportunities. I believe that this is detrimental to our economy and these forms of contracts should be banned."

Michael	"Comment on Non-Compete Clause Rulemaking, Matter No. P201200. I am in support of implementing the rule. I worked for a major US based industrial corporation and was presented with a non-negotiable non-complete agreement with my promotion to a business leader Directors role. The agreement provided a list of specific corporations that I was prohibited from joining globally for a two year period after leaving the corporation and in addition, included a statement that said any competitor of my employer. Additional companies were added to the document with each change in responsibility. My employer had a broad product line which prevented me from seeking employment elsewhere when my position was eliminated during Covid and has effected my livelihood. My employer also prevented me from taking any consulting roles unless i specifically told them who the companies were, which was not allowed under the consulting contract tenns. I have found the agreement to be anticompetitive because: 1. The bargaining power between employers and workers are unequal. 2. The non-compete clauses limited my ability to practice my trade. and 3. The non-compete clauses has effected my livelihood."
Suzanne	"Non-compete clauses hurt people. My brother was left without the ability to work and support his family out of fear of reprisal from a firm he left due to an untenable situation with his boss. He was in lower management in a field he had worked in for 20 years. The harm to the workers is far greater than any harm done to employers who have the means to hire and train new employees, while workers are left unable to feed their families. Workers or former workers should not have to live in fear of obtaining a new job."
Kelly	"I am in support of restricting employers' use of non-compete contracts. I was recently let go for no reason cited. I built a book of business from nothing to SIM over a period of 9 years with my old employer. No severance, and a 2 year non-compete that forces my customers to do business with other professionals even though they want to follow me. The problem was that I made too much money. I was a math equation (the employer reduced payroll significantly and absorbed my book). The noncompete protects the multi-billion dollar company who let me go, and leaves me stranded with no outlet to find an employer to match my income (\$300k and climbing annually). I am scared to start my own business as well, as my ex employer is not afraid of litigation and I cannot afford to be sued."
Michael	"I have been left unemployed for the past 3 months now. My previous employer is notorious for their "Hire and Fire" campaigns, and target fresh faces (recent college grads, first time in this type of career, etc.). My self and others who have never worked in logistics and with 3pl's were forced to sign an overly broad noncompete at the start of hire or risk losing their position. Then after 3 - 6 months of making 100s of outbound dials and onboarding new customers, this particular company "cuts the fat" and fires most of their newer staff with zero notice; day of firings. How fair is it that I and others are bound to no longer work in a field that we are interested and may have a better opportunity with a different company."
Cara	"As a physician I support the elimination of non-compete clauses which stifle the labor market and add to the already astronomical amount of power that employers have over their employees."

Stefano	"I would definitely support the elimination of non-competes in healthcare. As a Hospitalist physician who do not take a patient census along with him if he were to leave my noncompete is solely being used as leverage by the corporation that owns our healthcare system. This is the experience of most physicians like myself. Non competes, especially in situations like my own, do not protect the employer in any way but are used as leverage to manipulate employees to remain in jobs with unfavorable terms. In order to promote a legitimate free market for medical professionals service non competes should be eliminated Non competes provide a illegitimate and unfair advantage for healthcare employers allowing them to take advantage of their employees in some cases when they cannot relocate geographically."
Braden	"This is such an important step in leveling the playing field and preventing uncompetitive behavior by corporations. Specialized employees with noncompete clauses are subject to intensely asymmetric bargaining power - the company can easily replace them, but they can't replace the company in turn (at least, not without changing their vocation or uprooting their life). This new regulation helps to fix that unfortunate fact. It's needed and long overdue."
James	"I support the elimination of new and existing non competes, it makes it very hard to hire potential employees in an already tough market, I have personally experienced lower wages due to a non compete. It ties up the courts and other resources with unnecessary lawsuits."
James	"I strongly support the elimination of non competes, they make it hard to hire new employees, they tie up the courts and suppress the wages of the working class, I feel that non competes should stay in place in the case of the sale of a business, but should not exist for the employees."
Justin	"I'm agree with banning non compete agreements. I am a victim. I worked as a self employed sub contractor. I decided to take a job with a corporate company that I had brought a lot of clients to because I was promised better opportunities down the road within the company. That was all a scam by the corporate company to still my business. After 10 years with zero training or added customers and a capped pay scale I was forced to quite. I decided I was going to make. Y own future by going back to being self employed. I now had to back out of an opportunity to operate on my own because the corporate company forced a non compete on my last minute and threatened my lively hood and my job . Do to court order out of St Louis Missouri where I have never been in my life. I can't service customers that I have serviced prior to the employment to the other company I can't make a living now in the Detroit Metro Area . Please help and if there is any one that can help me that would be great ."
Melinda	"I agree with eliminating non-compete clauses, especially for low wage workers. If companies want to retain workers, they should treat them well and pay them fairly!"
Andrew	"Non-compete clauses are bad for workers and bad for the economy, stifling innovation and competition. I strongly support this proposal."

Christopher	<p>"As a physician, I am writing to oppose non-competes. They exacerbate the physician shortage and reduce access to care for patients. This is especially the case in rural and underserved areas. I am currently under a 1 year non-compete that prevents me from working in almost a dozen counties spread throughout my state. Due to a non-compete clause, I am currently sitting on the sidelines after leaving my prior job. I am unable to work at my preferred location in a rural underserved area where there is a desperate need for physicians. Non-competes facilitate unjust/unsafe work environments, and allow employers to abuse their staff and patients, leaving employees/caregivers without power to foster change or improve broken, abusive systems. Non-competes essentially tell employees, "Do what we say and you can never leave or we will make your life miserable." This is a mafia-style tactic. There is no credible evidence that a physician relocating takes anything away from that employer as the physician has already been trained, having paid for their own education and trained through an internship/residency. They are not stealing "trade secrets"; they come into their jobs already knowing their trade. The only thing employers lose is the employee themselves and this reflects a problem with work conditions which need to be addressed. Employers frequently look at patients as their property which will be "stolen" if a physician relocates across town. Patients are not property. There is no shortage of patients in this country. They are selling water in the desert. Non-competes have nothing to do with "competition"; they use as a tool that is wielded to exert control of employees and patients. It appears that the FTC's current proposal intends to exclude non-profit hospital systems. It needs to be emphasized very clearly that, if legally applicable, that the FTC proposal MUST include non-profits as large "non-profit" hospitals systems (which use the same business model as for profit institutions) are among the worst offenders. Eliminating non-competes would improve physician shortages and access to care—especially in underserved areas. It would improve work conditions, and patient safety. They are unjust and need to be eliminated in both for-profit and non-profit institutions. Eliminating non-competes would be a valuable step in improving healthcare in this country."</p>
Abhinav	<p>"Non competes for physicians need to be banned regardless of whether they work for a non for profit or for profit organization... there should be freedom to work for an organizations which gives the physicians a fair deal rather than having to be locked into working for an organization due to the non compete which may mean that some physicians have to move out of the area if they choose to change their job"</p>
Govind	<p>"I think this is a great effort to empower employees to freely choose where they want to work. Being a medical professional, this will empower me to maintain my patient base if I chose to switch to a different practice in the same area. I fully support this effort."</p>
Nancy	<p>"I have seen many young people and their families hurt by non-compete clauses, which often for families to uproot their children and move in order for one parent to escape a toxic work environment. A company I worked for forced us to sign non-compete clauses that weren't in our original contracts with the threat of firing. Corporations have too much power, and people are being hurt."</p>

Austin	"I have worked as a sysadmin and as a information security engineer both roles that contain provide no operational knowledge that could be used against the org or as a benefit of a competitor. .it is common to see non-compete clauses in both for employer who hire IT directly and agencies that do IT work as a third party for organizations. These contracts make employees even in toxic and unhealthy work places afraid to apply to jobs local to them as they do not have the time/energy/money to deal with a possible legal battle even if they will come out successful in the end. Furthermore it may discourage employers from hiring employees with non-competes because the business does not want to get into a protracted legal battle. This further hurts the employee while providing little material benefit to the employer except employee control."
James	"I agree with the elimination of non competes, it makes it hard to recruit new employees, it forces lower wages, it keeps people trapped in toxic jobs and it ties up the court system."
Ronald	"Thank you for considering this situation. Health care professionals often have a different perspective on the vulnerable people they serve than do the large health care corporations that often organize their care. Increasingly - all decisions about health care are purely business decisions even in "nonprofit" health care corporations. Cun-ently I am board certified in family medicine, geriatrics and hospice and palliative medicine - the last two which is where I have spent my whole professional career of 35+ years serving in caring for frail, vulnerable and largely unprofitable populations. If my current employer decides that they do not want to further serve these groups - I am not free to stay in my community and try to find some other provider or entity that will continue to serve them because of the non-compete that is in my current contract. Geriatricians are extremely hard to find and recruit as are HPM doctors. We have had several positions open for about three years at competitive salary and benefits offers. Yet I would be forced out of my community rather than staying in spite of the need due to the non-compete situation. Thank you for considering ending this intolerable practice."
Rainey	"Non compete clauses are in direct conflict with the patient/doctor relationship especially in a setting where the physician is a direct employee. A patient should be able to follow their physician to a new facility within a reasonable geographic location and not be forced to "start over" with a new physician if the employee/employer relationship changes. Additionally, unlike a partnership relationship or private group where the physician may not be a direct employee but rather a member of a partnership(where this relationship would be governed by a mutually agreeable operating/business contract), an employee is does not have any direct control over termination or changes in the contract. Employed physician's cannot readily negotiate a new contract effectively with no leverage which is ultimately gained by having the freedom to easily seek employment elsewhere. And though they may not be "at will" employees directly, they are still subject to employment rules and regulations. It is unethical at best to force a physician to remain in a position due to a non compete clause simply so they can remain in the same geographic location and maintain their home and family. A physician should be able to "market" the skills that they have paid so highly to obtain, and they should be able to operate as a regular employee does. A non physician employee is able to seek new employment in the locale if the

	employer/employment relationship is no longer mutually agreeable. They are not forced to uproot their families, move, and re-arrange their whole lives simply to secure another position."
Bradley	"Years ago, my wife and her entire department were forced to sign a non compete clause at her work. It stemmed from her supervisor leaving her position for another company. For context, my wife has a skilled position that doctors will call to help fit patients with the product, they never call out to doctors, all calls are incoming. They either signed this document, or were told that refusing to would be considered a 2 week notice if they didnt. Months later, she was offered a job with another company that could use her knowledge to fit their products, these 2 companies sold different products, so we felt they weren't competitors. The owner heard she took another position, and hired a lawyer to sue us for everything she earned, unless she quit immediately. Without the funds to fight the cease and disaster order, she resigned. She was at the prior job for 22 years, and was told she wasn't going to make anymore than what she was currently making, but started the new position much higher than her current pay. It turns out the original company is paying their employees far under the industry standard, but those employees are stuck there, or do what my wife had to do, and take a year off from skilled trade they worked hard to achieve. This particular non compete isn't being used to protect the company's product secrets, development, or client lists, as these positions don't seek business. It's being used to make sure the employees can't leave for better employment with higher wages. And that's just wrong."
Adam	"I support this wholeheartedly. Non-Competes are plainly exploitative of workers from the highest to lowest levels. They keep skilled workers from finding new work without giving them compensation, and they're used to depress wages for low skilled workers by keeping folks flipping burgers from doing so elsewhere for higher wages. In addition, the ban on non-compete agreements was a big part of the success of Silicon Valley, allowing workers to be more efficiently allocated into projects that fit their skills and interests and provide them a fair compensation, rather than keeping them locked down by incumbent monopolies guarding obsolete tech."
Katie	"I support the proposed rule to eliminate non-compete agreements Particularly when applied to those who are not highly compensated individuals in their state."
Anne	"I believe that most non-compete agreements for lower wage workers especially in service industries are unnecessary as those individuals are using their skills and not proprietary or patent-protected information. That employers are so willing to handicap former employees is ridiculous, particularly when there is a labor shortage in so many areas of our economy, particularly for those employed in direct service and sales positions."
Diane	"Noncompete clauses are, by definition, anticompetitive and should be banned in general. In medicine, they are particularly problematic. I am a physician in a subspecialty and I serve a rural community. The employee physician contract for our practice includes a 60 mile, 2 year noncompete clause. We have a monopoly in our subspecialty in our geographic region, and we are short-staffed in terms of physicians. This means that should any of our doctors leave, they would not be

	<p>able to practice anywhere within 60 miles for 2 years, and our community, already underserved, would be even more underserved. This also has the effect of preventing choice for patients. The patients must see this one practice regardless of whether they are happy with the care they receive, or travel unreasonable distances. The medical field is currently experiencing a crisis of burnout, and these clauses exacerbate this. Physicians who are unhappy in their work environment are forced to choose between their own well being and serving their patients and community. In my own practice, we are well aware of the harm that would be done to patients if any of us left, as there simply would not be enough doctors left to care for them. Most physicians feel a strong duty towards their patients and will put their own needs second to their patients, but at some point this becomes unsustainable. Practices which require these clauses know this physician tendency and exploit it. They can avoid improving working conditions because they know that ultimately, the physician will have to stay or feel they are abandoning their patients. There is also a current trend towards consolidation in medicine. Large hospital complexes are merging, and private equity is buying up practices. If noncompetes are allowed in medicine, as these mergers move forward, the prohibited area for medical staff will grow ever larger. Using my practice as an example, we have multiple offices. If we enforce a 60 mile radius noncompete, any physician leaving the practice essentially has to leave the state. This uproots families, disrupts education, and severs patient-physician relationships solely for the benefit of company revenue. In short, noncompete clauses eliminate choice for patients, allow employers to avoid improving benefits and working conditions, worsen physician burnout, and decrease patient access to care. Noncompete clauses should be prohibited. There should be no income level at which they are allowed."</p>
Jeremy	<p>"As a physician for 19 years, every contract I have signed had a non-negotiable non-compete clause. This has definitely kept me from looking for another job as I would not be able to practice in my community and would have to leave the area. In medicine, by stifling the ability to practice in an established location, non compete clauses harm the community. Furthermore, employers can erode working conditions further because they know physicians cannot leave which increases burnout. In my experience, elimination of non-compete clauses will not increase physician salary significantly since this is already monitored with MGMA percentiles. Rather it will require employers to improve their working environment for physicians. This will finally do something to help with burnout and ultimately help the community served."</p>
Emily	<p>"I urge the FTC to ban noncompete clauses in order to strengthen the American labor market."</p>
Tom	<p>"I wholeheartedly agree with this rule change. Employees have very little leverage when being hired and are forced to sign a non compete that is often overreaching and keeps them from moving elsewhere. I am similarly affected and am essentially barred from employment throughout my highly technical field."</p>
Carol	<p>"Non-compete clauses stack the deck against the worker by making it harder to move on from a job that underpays or mistreats you and by allowing your former employer to sue you if you go to work for another company in the same industry."</p>

Andrea	"Hello, I am a physician who is currently under a non-compete clause that essentially prevents me from seeking employment without moving from my location. The type of medicine I practice does not threaten my employer with regards to my patients because I practice in hospital medicine and if I left I do not have a patient population base that would go with me. I also do not have proprietary knowledge that would be beneficial to another hospital system. I think that the non-compete clause essentially keeps us wage restricted because many of us with families and children in local schools find it hard to move to another location for employment. I strongly support striking down the legality for non-compete clauses. I personally see them more as they wait for companies to control employees, mobility and control wage increases."
Karsten	"Some argue the proposed rule will put pressure on small businesses. GOOD! Freeing up the labor market will force businesses to be run more efficiently. Will some businesses be forced to close? Yes...in favor of better run, better managed operations. Promote free enterprise. Promote competition. Pass this rule."
Philip	"Non-Compete Clause Rulemaking, Matter No. P201200 I started in machine repair in 2000 and had signed a Non-Compete for 1 year. I left in 2002 and started my own business in 2005. In 2016, I was offered a job and became Service Manager at a company that did the same work without a Non-Compete. On 12-1-22 that company sold out. The new owner requires a Non-Compete to be signed. Unfortunately I signed it. 3 months later I was approached by another company to work for them for more money, they area competitor of my current employer. I'm in Michigan but the Non-Compete was written that Georgia laws would apply due to that is where the Parent Company is. After talking to 2 attorneys, one from Michigan and 1 from Georgia, they both said I may win a court case due to missing "geographic area" in the contract. I would never sign one again being it would stop any future opportunities I could have. It also stops fair competition. I had 95% of the knowledge when I started there. Customers followed me there because of how they are treated. They will follow when I leave. Non-Competes should be made not enforceable. They only hurt the employees."
Iris	"Eliminating non-compete clauses would be so wonderful for me and my co-workers. Currently, I would have to move to work for someone else, or drive a great distance from my home."
Geoffrey	"Dear FTC, The only thing non competes SHOULD be used for is protecting extreme trade secrets and preventing client poaching. 99 percent of Non Compete Clauses do not deal with these and place undue stress and burden on people. Please get rid of them Regards Geoff Foster"
Sars	"The ban on noncompetes is necessary and needed. It is dramatically limiting physicians especially those in primary care and wasting health care dollars on corporate entities."
Johanne	"Non-Compete Clause Rulemaking Matter No. P201200 From a broadcast sales person perspective, non-competes are unfair. On-air talent have agents to protect them and negotiate their deals. As sales people, we are given an agreement which includes a non-compete and told to sign it in three days or else your fired. How is that fair when they can change comp plans mid year, lower compensation, move

	accounts around etc. and then expect you not do what is best for your family and move on."
Ruth	"The Non-compete Clause Rule has been very detrimental for the ASD ABA programs Staff-mg issues since COVID 19 Pandemic have negatively harmed children seeking ABA services. Please support the ruling that would allow essential staff to work where they are needed with no waiting period."
Julie	"I absolutely support banning non-compete clauses. This especially harms providers in the medical field who often carry large student loan debt burdens."
T	"Please abolish non competes in healthcare specifically for physicians. It impedes access to care for all patients. Please INCLUDE NONPROFIT entities and hospitals in this abolishment. Nonprofit hospitals are now huge money making conglomerates and act with mercenary aggressive tactics. They should not be exempt. Physician burnout and suicide rates are increasing in part due to mistreatment and abuse in the work place. Most of these are under strict noncompetes and therefore cannot get a new job without uprooting their families This traps them and is leading to many leaving the clinical workforce entirely when we already have a shortage of clinical physicians."
Karin	"Abolish non-compete clauses and help the poor and middle class Americans. After all, Congress members do not have NCTs when they rush to get millions as lobbyists when they leave Congress. How is that not a direct conflict of interest? If it's fine for Congress members, it's fine for me. I don't owe a company my life."
DONALD	"There is no reason any business needs it's employees to be bound by a non-compete agreement other than restraint of competition. A non disclosure agreement would address any other valid concerns about an employee going to work for a competitor or starting a competing business. The non compete agreements cost American workers billions of dollars each year."
Drew	"Non-compete clauses are fundamentally abusive to workers, especially in an economy where the vast majority of power remains in the hands of corporations. For the few cases where there could be an actual case for the protection of intellectual property, NDAs (non-disclosure agreements) can be used. Non-competes provide zero value, except to chill the ability for workers to move to another job, or use their ability to move as leverage for negotiations."
Karen	"As stated before, large employers routinely used the burden of litigation to intimidate employees, seek revenge for the employee's perceived personal disloyalty. This is not used to protect any legitimate employer interest. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200. I'm"
Henry	"it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new

	career opportunities for 30 million people — but the FTC hasn't approved the policy yet. Corporate lobby groups are bitterly opposed to banning noncompete agreements because they want to keep competition for the labor force as low as possible"
Kelly	"I am 100% supportive of this action. Noncompete clauses are anti-capitalist and anti-free market and anti-worker. Nobody should be an indentured servant in America, forced to stay forever with the same employer regardless of wages or working conditions because of an agreement that the worker has no ability to negotiate. Please, please, PLEASE implement this new rule."
Matthew	"I am restricted by a non-compete clause at my current workplace. I uprooted my life and moved across the country to be served a non-compete on the first morning of my first day of work. I was not aware that I would be forced to sign this document to work. I believe this is a common practice and gives the employer an unreasonable amount of power and control over the employee."
Bill	"I am a successful midcareer (40 years old) business professional. I work for a multi billion dollar company whose growth strategy is company acquisition. My role was previously with another employer that was purchased, and was also with another employer before that, which was purchased. So now I am in a legacy role, perthnning duties that are not done anywhere else in this huge company. I have the opportunity to create my own company to serve a client who requested I do so. This would not take my employers client, only the legacy services that the employer is unequipped to provide properly. However, my employer forced me to sign a very strict noncompete clause. I could request the HR department or legal department to grant me a waiver, since I will be performing services that the company describes as legacy and have stated they don't want to expand on. However, I also risk the chance of just getting fired for violating the noncompete agreement. I 100% support prohibiting noncompete agreements. It is not only in equitable, but it is stifling new business growth and the ability to best serve businesses."
Ryan	"Please stop undue influence by corporations and employers on our lives beyond employment with them. If we leave their employment, they should not get a say in who employs us. That is monopolistic behaviour and should be stopped. It is an attempt to remove our options in life and only benefits major corporations."
Thomas	"Non-competes should absolutely be banned. Businesses can protect their interests by using non-disclosures without handcuffing and preventing ex-employees from making a living. Not to mention the misuse of the justice system asking courts to grant injunctions on former employees. This is a tool solely used by the wealthy to unfairly monopolize employees. I can't even put my name on this for fear of employer retaliation."
Sabrina	"People should be able to get jobs in fields they are trained in after they choose to leave their place of employment or are fired!"
Sam	"I agree with the FTC that non-compete agreements hinder personal growth and income potential as you grow within your industry."

Holly	"We were forced to sign no compete clause or not get job in home health care. Our client wants to change health care companies because he is so unhappy with this company. He is a quadriplegic on life support. We we're told if he changes companies none of us can continue to work with him or they will sue us if we do. They have no other jobs in at least 75 miles to give us. Really client and staff get punished with this non compete clause. Patient would have a very difficult time trying to replace his entire staff."
Heidi	"Please vote to END non-compete clauses in contracts. It is not good for workers and in my field, it is not good for patient care and healthcare. Non- compete clauses need to be eliminated."
Julieann	"I strongly support the Non-compete Clause Rule because it supports workers' rights, even those who are not protected by a union. Please do not allow powerful hospital lobbying organizations to obtain an exception to the Non-compete clause rule for physicians and other healthcare workers. We work hard in dangerous conditions (ex: COVID-19 pandemic) and are subject to strict non-compete clauses. Most physicians are not protected by unions and health care systems take advantage of us. Please do not allow lobbyists to remove us from the protections of the Non-compete Clause Rule. We deserve the same protections as others to seek out better employment opportunities without uprooting our families to do so. Physicians are leaving the field in droves and non-compete clauses are just one more reason to leave the field to find better working conditions rather than uproot one's family to find another hospital far enough away to satisfy the non-compete clauses."
Meghan	"My employer is requiring a non compete with my next contract. If for some reason I need to leave this job, this will force me to up root my family. I am a subspecialty physician and my services are relatively hard to find. This would be a disservice to my patients."
Hugh	"I strongly support FTC's proposal to ban non compete agreements. The deny a person's freedom to move to a better paying position thus bettering his or her financial status."
Jonathan	"I believe I am in favor given worker and therefore patient safety in medical field. It is unethical to hold workers partially handcuffed from looking and obtaining better working conditions and pay due to non-compete clauses. Being a physician, I've had had to sign one with not being able to look or switch jobs within substantial area as per non-compete clause, which means I would have to move to completely new area and leave continuity of care behind for patients."
Farrah	"As a physician, I cannot work within 10 miles of my location. That means I would need to consider a job far away. I have two small children at home, this would be a huge inconvenience to my family and for my work life balance. Noncompete clauses are just for employers, but do not help working families."
Kirk	"I fully support any rule that removes employers ability to require non-compete clauses. Employees should have free will to change jobs and work for whoever they choose and in the process, increase their earnings potential."

Daniel	"Block the NON competes. I'm a massage therapist and wanting to start my own practice. However I'm locked into a non compete and all my clients want to come with me. This is costing me dearly."
Mary	"On behalf of my husband and our family i believe the FTC's ban Non-compete agreements because large establishments such as, massage therapy, or health and wellness facilities have been able to gain legal "hold" over entire cities in regards to new massage therapist attempting to establish their own small businesses. For example, my husband signed and agreed to a non-compete with his now former employer, knowing he would not "poach" clients from them, rather he used his time massaging their clients as practice to gain enough skill to start his own massage journey in massage therapy. Said employer has explained to my husband, that if ANY client who's EVER been seen at their business comes to him for a massage, even if he never massaged them, then lie would be violating his non-compete. Furthermore, said employer had informed my husband that he will need to call his former employer to check and make sure with the front office staff that anyone booking with my husband has never been seen at his former employers business before performing any sort of massage service on them. We understand not taking regular clients with him, that has never been his intention, but to have a non-compete with a 20 mile radius, and say any massage therapist who leaves their business has to verify they are not or have not been a client if Creative Wellness is outrageous. These large companies are making it nearly impossible for other therapist trying to create their own brand. It's unfair, and it holds "small fish" back from providing for their family adequately without the constant threat of lawsuits held over their head. This needs to end now!"
Benjiman	"I am one of the many people affected by non competes. I was coerced into signing one shortly before the owner the company announced he had sold the business. The new owners have made numerous changes that have drastically reduced my income as I'm a commission based employee. Now I am trapped in working conditions that I never would have agreed to with no way out other than to start over in a completely different industry. This is unfair and unethical. I should be free to pursue better working conditions and better pay. I encourage you to do what's right and allow the free market to actually be free."
Emily	"Non-competes serve no purpose but to punish veterinary professionals."
Matthew	"I fully support the much needed elimination of no compete clauses as they stifle employees ability to receive a competitive wage by controlling our ability to work ibr the same job within our community for higher wages or work multiple jobs to increase earnings. These rules give all the power to employers and limit our earnings and mobility. Please make this rule permanent."
Kurt	"The non-complete clause which I had to sign in order to be employed at my position which I held from 1989-2021 kept me from considering any other options. As a family practice doctor in an excellent group this was not an issue, but it certainly was for others in our town. One had to commute to Grand Rapids for a year before returning to Kalamazoo as a busy neurosurgeon. One relocated to South Haven for a year as an OB/GYN before returning to Kalamazoo. I was

	<p>fortunate, but was I? I could never explore other chances for income. Who wants to run 30 miles away every day for a year? Please eliminate this nonsense. It seems incredible that it was ever allowed to become legal in the first place. Thank you."</p>
Jessica	<p>"I am writing this comment in strong support of the FTC's proposed ban on noncompete clauses. I am a family medicine physician. Like many physicians, every job I have held after residency has forced me to sign a non-compete clause. (One survey found that 90% of doctors were subject to a non-compete either currently or in the past). This has significantly hindered my ability to direct my own career path, and has harmed numerous patients as well. I worked as faculty at a medical school from for several years, and the non-compete in my contract restricted me from practice within the surrounding area, such that I could not work within the entire city should I end my employment there. I did not intend to leave, as academic medicine is my calling, and this location was near my family and friends. I bought a house, developed a robust panel of patients I loved. And then I found out that one of my colleagues was involved in practices that put patients in imminent danger, in many ways that I won't belabor here, and many layers of administration were covering it up. I elevated my concerns to multiple levels, including, ultimately, the state medical board. In this process, it became clear that I could no longer be a part of an institution that allowed this to continue. Because of my non-compete, I was not able to apply to any jobs that would have allowed me to stay in the area. I had to leave behind hundreds of patients with whom I had built relationships, sell my house, move over an hour away from my family. The non-compete did not protect any legitimate business interests of the university. I took with me no special training or trade secrets- in fact, I left behind a wealth of experience and expertise that significantly benetitted the school. Had my patients followed me, the institution would not have suffered in any appreciable way, as with the current primary care shortage, I could have taken three times my patient panel and they still would have had more than enough patients to go around. Not a single entity benefitted from this non-compete. I was personally harmed, but the biggest losers in this situation were the hundreds of patients that had to start over trying to find a new doctor. If doctors and other health care professionals were no longer bound by non-compete clauses, we would personally benefit by having the freedom to practice anywhere we desire, and employers would be incentivized to offer more competitive pay, safer working conditions, and accountability for their own actions. But moreover, society as a whole would benefit by patients being able to maintain relationships with their doctor if that person is able to keep practicing nearby and not forced out of town should they choose to leave their current employment."</p>
Mitchell	<p>"This is absolutely vital to worker's rights; banning Non-competes is a VERY good thing!"</p>
Glenn	<p>"I support the proposed rule regarding non-compete clauses. As someone who works in the tech industry I have seen the harm non- compete clauses cause me and my peers. They limit our ability to work in our chosen field of study. They stifle innovation. They limit earning potential. And lets not forget the stress and anxiety caused by the looming threat of litigation. Despite industry concerns, a ban of non-</p>

	<p>compete clauses would result in a more competitive and dynamic workforce which means greater innovation and economic growth. A ban would allow workers to make the best choices for their careers and encourage businesses to focus on retention through fair compensation and favorable working conditions. In other words, the freedoms American workers expect and deserve. Businesses can protect their intellectual property through legally enforceable confidentiality agreements, which do not result in the same damages to the workforce."</p>
Justin	<p>"Please support this clause!! It helps providers find better jobs in better environments without having to travel far distances to do so!"</p>
Jay	<p>"Please ratify this proposed rule, it supports the livelihood of all Americans."</p>
Jonathan	<p>"Thank you for proposing a rule to ban non-complete clauses. I support such a ban. Most people's main asset is their labor. Non-complete agreements interfere with workers choosing where to work, suppressing wages. They can also have other deleterious effects, preventing people from moving to somewhere with better working conditions. it's time that non-compete agreements to be banned."</p>
Jamie	<p>"Completely unethical and un-American."</p>
Sherin	<p>"Please end non-compete clauses in healthcare. We already have shortages of providers. This non-compete is another barrier to this. Let providers be able to deliver quality healthcare in their communities without needing to worry about non-compete clauses."</p>
Lindsey	<p>"I agree that non- competes harm the economy. Thank you for trying to fight this."</p>
Manthe	<p>"The Non Compete Clause is causing a vet near me to limit services and is causing potential clients (requesting her service) to not have her vet services available to them due to their location being too close to her former employer. It is preventing competition where she lives and where she would like to serve animals at!"</p>
Mike	<p>"I strongly agree with the new proposed Non-Compete Rule. I was responsible for placing a non-compete clause for a on-site staff of eye care industry consultants to prevent them from being able to work for another company that would allow them to work from home. I am retired now and I have come to see that this was not fair to the staff for holding them back from increasing their salaries so our company did not have to pay more to keep them."</p>
Pamela	<p>"I feel that the NON COMPETE clause that working people are required to sign to start a job is unconscionable. This clause denies working people work! I find it hard to believe the things i read regarding this clause. Its UNAMERICAN!"</p>

Kevin	<p>"I support eliminating or substantially limiting noncompete agreements. Noncompete agreements can be harmful to physicians. Medical practices are increasingly owned by large hospital systems and the geographic boundary mapped out by these agreements makes it practically impossible for a physician to leave that system without completely uprooting their life or commuting long distances. This promotes physician burnout and reduces patient access to care (as physicians who may have a panel of 2,000 or more patients have to leave an area when they part with an employer). The reduced access to physicians caused by noncompete agreements is even more severe on patients who are elderly or have chronic diseases."</p>
Nicholas	<p>"I work at a contracting company for IT. The company has a non-compete clause that prevents me from coming on as an employee with my client. The nature of this business is to profit off of contracts that I work. This contract is designed to restrict the autonomy of the employee and make them dependent on the firm for gainful employment. My employers use of non-compete contracts is frankly despicable, and done purely in the pursuit of squeezing a much income out of their employees as possible. In my opinion, all forms of non-compete should be retroactively made illegal, with the exception of cases where corruption or fraud is a legitimate concern. No company should have as much power over their employees as my employer does. If you would like more context please research the company EnhanceIT based in Marietta, Georgia. It is likely not the only company that does this though. Please feel free to contact me for more information on this company as well."</p>
Mayar	<p>"I am in full support of terminating don't compete for all businesses. It's is a selfish rule that ruined many lives."</p>
Peter	<p>"Hello, my name is Peter Kapelke, I am an ABC certified Prosthetist Orthotist which means I have passed the American Board for Certification Exam in the disciplines of Orthotics (providing Braces for upper and lower limbs, spine, and cranium), and Prosthetics (artificial limbs for upper and lower extremities). The use of non-competes has become the norm in our industry. While I am happy with my current employer, I was forced to sit out a year of work after quitting a job for an unscrupulous employer. The expense and time spent to attain my education and experience has not been reflected in gains in salary personally or for our industry as a whole. In fact, salary levels (not even inflation adjusted!) have decreased since 1996 since I began work in the industry. This is certainly partially attributable to non-competes. In economic terms, labor is a commodity, yet my education, experience, and labor in this industry cannot be put fairly on the open market due to non-competes. A simple change of job to improve my circumstance would require I move my family far beyond our current residence. I would have to pull my children from their current schools and social relationships. I would need my wife to quit her job and find another. My ability to improve my working circumstances, whether it be pay or wasonable demands of my employer - has been distorted greatly by non-competes. The United States must allow labor to flow to employers which best serve employees - financially, morally, and personally. In our industry the idea that 'trade secrets' must be protected from company to company is a</p>

	canard. We all generally do very similar things - as clinicians and technicians. Please confirm and enforce this rule to end non competes."
Christi	"I am a registered thetitian by profession. Non-compete employment agreements are fairly common in my field of work. I support the FTC's ban on non- compete clauses. Workers area very valuable asset to a company. If a company desires the best talent and is willing to pay the wages and benefits that worker is worth, they should be allowed to do that. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth."
Lawrence	"I am a board-certified surgeon. I would like to state that I strongly support the FTC proposal to ban non-compete agreements. Non-compete agreements are harmful to medical care and interfere with the ability of physicians to provide care to their patients. If an employer or hospital does not provide the resources for a physician to properly care for patients, non-compete agreements prevent a physician from being able to find another hospital or employer to partner with to achieve their goal of caring for patients. Hospitals and employers are protected by non-compete agreements because they know they do not have to meet requests health care workers ask for since employees are not free to leave without penalty. This results in a lack of economic competition between employers. This issue is further compounded by the fact that health systems and employers for physicians are often completely unwilling to negotiate or change the terms of a non-compete agreement. This forces physicians to accept the terms of a non-compete even when the physician does not agree with it due to the lack of employers willing to negotiate them. This also allows employers to word the non-compete agreement to cover a very broad geographic area, often encompassing an entire geographic region within a state that may be 50 miles or greater. Patients deserve the right to keep their physician. Continuity of care is paramount to safe patient care. Non-competes force physicians to leave geographic areas even if the new employer is not in direct competition with a former employer. Furthermore, if a physician were to try to leave an employer and remain in the often sweeping non- compete radius, they are often faced with huge penalties. As a result of the sweeping geographic radius of many non-competes that physicians and other health care workers are forced to sign, health care workers are left with no recourse if an employer refuses to improve the work environment to ensure the safe and effective care for patients. This lack of economic competition between employers results in continuously deteriorating working conditions for physicians and other health care workers. Often times, this ends up hurting patient care because the deteriorating of working conditions leads to burnout and can also lead to increased incidence of patient safety events since hospitals are disincentivized from addressing concerns that workers raise. We have a crisis in health care staffing and allowing non- competes to continue to stand will perpetuate the continued spiraling of this crisis. In the end, the enforcement of non-compete agreements ends up hurting patients because it may force the physician to completely leave the community that they wish to provide care to. Furthermore, the wording of non-compete agreements makes it sound as though the physician is gaining a lot of intellectual property by working for that employer when the reality is usually the complete opposite. When a

	<p>physician accepts a job for a health care system, they are often sharing over 15+ years of hard earned medical expertise and/or surgical skills that will allow a hospital to expand the care they are able to provide to patients. The reasoning that it is the physician gaining the advantage by taking a job with an employer is false. When there are new advancements in medicine and surgery, employers can refuse to purchase equipment and ultimately leave the physician with no way to partner with another employer to make sure patients get the true care they deserve. Surgeons are thus prevented from being able to provide state of the art care to patients if hospitals refuse to support the purchase of equipment and since almost all physicians have non-compete agreements signed, there is no way to partner with another employer to get equipment to advance the care of patients. Not only would a physician face a penalty for leaving an employer for another employer, but many employers refuse to even consider hiring a physician due to the risk of litigation if the physician has a non-compete. Again this hurts patients the most by stifling innovation. The power often rests solely with the hospitals and employers. Furthermore, if a physician or other health care worker identifies issues that affect patient care within a health system after they have already begun to work for them, hospitals or employers often have no penalty for failing to address these concerns since the employees are trapped. In the end, the employee is forced to either quit or accept that their employer will not meet their request. Ultimately, this hurts our patients the most. Hospitals and employers have far too much power and often times only make decisions if they are economically advantageous to them. Non-competes should be banned entirely and previously signed non-competes should be non-enforceable."</p>
Bekah	<p>"I absolutely believe banning noncompetes will allow worker the freedom to seek high paying jobs. My employer uses them keep long term employees from to competition, even though the work environment is toxic. Even though they may lose, our company forces previous to spend money on legal fees to contest. Companies typically have deeper pockets."</p>
STEVEN	<p>"Noncompete clauses unfairly restrict a person from seeking employment that they are qualified for when they are no longer in the employ of the company instituting the clause. This deprives the person from being compensated fairly for the value they provide - both with the company requiring the clause because they now have a monopoly on that person's services within their corporate niche and do not have incentive to pay the person a competitive wage and it does not allow the person to pursue higher paying positions in their current area of expertise where they are able to contribute maximum value and be compensated more fairly with the new employer. This amounts to a situation related to indentured servitude. While not working for no money, they are working for less than their full market value."</p>
Mitch	<p>"Dear Chair Lina Khan, The looming threat of possible legal action stopped me from starting my business for years and caused massive headaches. I had signed a non-compete/Non-disclosure agreement with a company that had a hand in teaching me the skills that I have today, But that company eventually became so expensive to work with that it was not possible to continue. With the non-compete, All I could do was quit and wait. Non-Compete should be banned and I fully support it. There are tobacco shops in town that have all of their employees under non competes. Everyone is stuck where they are and no one is getting paid more. Employers have less incentive to treat their employees like assets because what</p>

	are they gonna do? Work for the competition? Sincerely, Mitch Keizer Grand Rapids, MI"
Veronnica	"Non competes are often forced on a new employee and allow the employer to "hold it" against the employee in turn limiting the employees choices for jobs if they choose to move on. If you have an abusive employer, it forces the employee to put up with abuse verses moving on to a job that they may like better for a less abusing employer. I have an employer that uses this against me and I love my job and I am good at it but he is extremely abusing and over-reaching in my personal life and knows that I am not likely to leave because I am passionate about the mission of my job."
Madelyn	"I completely agree that noncompete clauses are harm both workers and companies. I hope this rule is established and support the FTC fully."
Allison	"I support the FTC in banning non-competes across all industries. The increased use of non-competes stifles employee salaries and benefits. Non- competes should be banned across all sectors, including the medical field and for physicians."
Jordan	"I live in Sturgis Michigan and have worked in the fire protection industry for 12 years. Saving has not been easy but have put money aside for years hoping to achieve my goal of starting a small fire protection business. My current employer is owned by an investment group, buying all the small fire protection businesses it can get its hands on, claiming customers as their own. I was forced to sign a non compete agreement years ago for a whopping \$100. Can't even fill my gas tank. I have created a promising trustworthy relationship with my community and surrounding communities as well. I'm nervous my current employer will come after me and sue me. The non compete agreement was 8-10 pages long. I only make \$24 an hour trying to provide for my family... pay bills...and start a business. Sounds a little excessive to me. This non compete makes me feel like I cannot succeed. I just want to do better for my family and be able to provide. The non compete consists of a geographical area of a 50 MILE RADIUS from home and Kalamazoo office. Many locals here are in need of services due to shortages of workers in our industry. Small business owners are struggling right now fighting off our high prices. I just want to help businesses get the services that they need in a cost efficient manner."
Alicia	"I support the banning of non-compete clauses. They pose an undue burden on workers, preventing them from pursuing FMV for their work and pursuit of career advancement, only serving to benefit large corporation"
Jean	"I strongly support the elimination of these non-compete clauses. They are anti-worker, anti-business, anti-innovation, and anti-economic growth. They tend to have a disparate impact, imposing relatively greater harm on lower wage workers. Economists have found that these anti-compete clauses have played a substantive role in the dramatic decline in real wages for lesser-educated workers. Given the longterm decline in unionization rates, the persistence of non-compete clauses have just further tipped the scales against workers. We as a nation talk a lot about personal responsibility and economic freedom, yet these anti-compete clauses

	make "pulling oneself up by one's bootstraps" that much more difficult. They are wrong, they were always wrong, and now we are in a position to eliminate them. I strongly support this proposal to eliminate these restrictions on worker mobility."
Tina	"I am a physician. In my unfortunately broad experience, non-compete clauses in medicine allow the employer to treat physicians poorly, understaff them, increase the size of their panels, cut reimbursement and RVU compensation, mainly due to the fact that they know that most physicians will not leave to work at a 10, 15, or 20 mile radius from their home. Physicians have no collective bargaining power and although the public perception is that we are paid enough to just shut up and work, the reality is that reimbursements continue to decline while the cost of business increases and staffing shortages for ancillary staff run rampant. Non compete clauses ensure that large employers can control an entire healthcare market by restricting the ability for an actual free market to exist. This decreases the ability of patients to find alternatives for care. Please don't get me started on facility fees and other things that overall increase revenue for the larger facilities without adding a single benefit for their actual health care. The tide needs to turn. The current health care consolidation and the chokehold that these organizations hold on the necks of physicians is both anti free market and anti patient. Thank you for your consideration of rescinding this awful anti physician, provider, and patient rule that has no place in healthcare. Only free market competition will level the field and improve overall patient care by physicians who work for a fair organization that treats them well because they value them and know they must show this by treating the physician or non physician provider and their staff as though they could lose them."
James	"Non-compete agreements are awful. Most companies create a work environment based around giving your all to the company and not forming a 2nd plan or escape route. You end up working for a company for years and years without a backup and then something happens with the company, they change things, essentially force you out, and then you can't go work somewhere else with the only true skill you know how to do? How is that fair and legal? What about the worker's rights? What about the human being's rights? I'm sick of companies having more rights than people. If a company goes bankrupt they can just file for it and later down the road open up another company doing the same thing, but people who have families and dependents can't go and do the same thing they've been doing for years? How are they supposed to provide for the people who depend on them? Why do companies get protections and people suffer? It's so backwards. This needs to be addressed."
Jennifer	"I support putting a stop to Noncompete Agreements in order to support our economy and working population"
Edward Carl	"Non-compete hurts workers by keeping them from accepting a better job offer in their home area. This is only benefiting employers, what trade secrets is a Taxi Driver or Hamburger Flipper taking to the new employer, or even a Doctor starting a new clinic or going to another local Hospital?"

Jer	"Non compete clauses forced a doctor I know to leave their patient panel. It took 6 months waiting time for the patients to see them. The patients begged this doctor to not leave the area. Since the public (corporate in disguise) hospital system, owned satellite clinics and multiple hospitals across the state, the doctor had to leave their area they had lived in for 25 years, and find a job 4 hours away. Every time the doctor wanted to see family, they drove 4 hours. Some of the doctors patients were so desperate, they drove 4 hours to see this doctor. Why should a public (corporate in disguise) hospital have a non-compete? They already get a tax break in exchange of HELPING THE COMMUNITY, don't they? How is controlling the market and reducing access to healthcare deemed helping the community. Not only should non-competes "non-exist" in healthcare, hospital systems should NOT be allowed to gobble up every small private practice NOR other hospitals outside of their origin. How is it helpful for a hospital to own 1/3 of the hospitals across the state? This is called a corporation. Stop the abuse of healthcare by these greedy corporate giants."
Bryan	"Thank you for doing this and being a proactive supporter of workers. As a physician, I am subjected to a non-compete that would essentially require me to move states in order to comply. I hold no additional trade secrets and carry no patient list that would necessitate having this agreement, but it is essentially non-negotiable from my employer. I've had partners essentially work themselves to a burnout because they have no other options (it's with stay with this healthcare system or uproot your entire family for a year). It's insane and unfair."
Adam	"As a healthcare provider these non competes hurt access to care for the public. If I leave one contract I can't work within so many miles of my old employer. As an a Certified Registered Nurse Anesthetist, I am not able to provide care elsewhere where it is needed."
RaDonna	"Non-competes are about protecting company secrets, they are used as a way to attack employees for leaving or as further rejection after being fired. I have been attacked by a former employer, that had laid me off, claiming it was a legality and they could do nothing to help me when another job offer came. I have watched co-workers be attacked for making the employer look bad when they finally decided to leave a toxic environment. They were spied on to see who their next employer was and how there was possibly a connection that could be construed as a competitor. They were told by the employer "we see them as a competitor, therefore if you accept the position, we will sue." And they followed through with their threat and began a legal attack on the new employer and my previous co-worker. Now non-competes are used as a threat tactic, claiming it's protecting us. I have not seen a non-compete work as it was intended, to protect company secrets. Companies should be able to find another way to protect their secrets without threats and controlling employees. This has to stop."
Jason	"Any rule that limits an individual's ability to seek better terms of employment elsewhere hurts the worker and benefits the oligarchy. Please ban non-competes now."
Andrew	"I am a victim of a non compete clause in Michigan. I was unable to change employment as a dairy farm service technician to better my pay scale. I was only a mechanic not like I knew the secret ingredient of a recipe. I was treated like I was a criminal. I was taken to court with threats that I would be sued and have to leave

	my place of employment. I think that non compete agreements are very unjust and should not be used"
Jonathan	"Hi there, 40yr old tech worker from Michigan here to say YES, please ban non-compete clauses to support workers, innovation, and more efficient labor markets. Thanks!"
Andrew	"Please BAN non-compete clauses, as they are unfair to employees."
Micah	<p>"Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC proposal. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the</p>

	<p>hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Michael	<p>"I'm an ex employee of a company that forced me to sign the non compete and at the same time was told I'd never be let go ever because of family friendship. Well it happened and the day they let me go I t lol of them I'd be staring my own and they gave m verbal permission to do so! Well I did and they as soon as they found out weeks later I got a order from their lawyer demanding I refrain from doing so...and mind me the contract the lawyer sent me was only signed by me with no witnesses... I have work to do and they are holding me back lol! I never wanted t sign it because of this and I only did because I felt I wouldn't get hired if not!!! Thanks non compete statues and I believe it should be voted out to help the true blue collar workers earn a real living within a he land of the free!"</p>
Buffie	<p>"Noncompete clauses not only have a negative impact on an individual's ability to obtain employment within the same line of work as they provided for an entity, but it fluffier cripples the ability of services offered some of our most vulnerable populations. Within the mental health field, those providing therapeutic services to individuals with often severe mental and emotional disabilities are unable to continue providing services to the same individuals if they seek employment with a different agency, either as an employee or contractual employee. For example, a person with a mental health diagnosis including but not limited to post traumatic stress disorder, bipolar disorder, major depressive disorder, or any other diagnosed mental health disorder receives therapeutic treatment from a professional such as a licensed social worker or counselor, and the therapist leaves the agency, the current noncompetc clause is utilized by agencies to prohibit the professional from providing continued treatment to the same individual for whatever timeframe and geographical location an agency incorporates into the noncompete clause. The courts are left with the discretion to determine if the hind-mune and geographical location are appropriate to enforce the noncompete clause. This has been expanded to even prevent professionals from providing the</p>

	<p>same services via telehealth if provided within the same geographic location, even if the clients are not located in that area. Thus a therapist is not only prohibited from providing services to individuals with whom they had an established relationship with simply because they have changed agencies for whom they are providing the services through, but they are not able to provide services to individuals not seen by that agency, simply because they provide the service from their home office located in the same geographic area, even if it's to a completely different population outside that area. This is a broad scope of noncompete that is unfair to the employee. Also, the relationship between a therapist and a client is one that should not be limited by a noncomplete clause given the nature of the service. If someone is able to trust a professional to the extent they are comfortable enough to share personal details that have impacted their lives and the professional chooses to provide this service through a different agency, it is unfair that the client is not able to chose for themselves if they want to seek therapeutic services with that same professional in order to continue their recovery and treatment. The boundaries and limitations of a noncompete should not limit the ability for clients choice and instead the clients should be supported in their right to seek services where and when they choose and with whom they decide (ic person centered planning). As a professional, the decision to change employment should not create undue stress on ones self given the nature of the work is to help others, but a noncomplete clause leaves them feeling as though they've harmed the client as they are no longer able to work with them and often not even permitted to notify the client of their leaving, where they are going, etc. because the agency wants to ensure the client doesn't follow the therapist to a different agency. The client is left feeling abandoned and has to start the process over with a new therapist, if they agree to even continue therapy, but many don't because of the difficulty opening up with a therapist and trusting them is in it's self a therapeutic process. However, if the noncompete clause was not legal, the client would have the ability to continue their therapy with the same therapist, just at a different location and the therapist would be permitted to allow the patient the right to make that choice by sharing where they will be working and permitted to provide services to anyone able to been seen for that services regardless if they have provided services to any individual previously with a different agency. The noncomplete clause in this setting does more harm to our vulnerable population than it does to protect any agency from losing clients. A professional should have the right to provide these sensitive, but essential services to anyone, anywhere and at any time without being limited by a noncompete clause. The reality is these professionals are not seeking to harm an agency if they chose to move to a different agency, but to provide the services where they feel most valuable and equally compensated for their work. Noncompete clauses often prevent professionals from moving to a new agency or working for themselves, where they are able to make more income and better their own lives while helping the lives of others."</p>
John	<p>"Restrictive covenants are tantamount to wage suppression and nothing less. As a urologist (60%of us are employed by large hospital systems) my ability to practice freely and without constraint improves patient care as well as my well being. If I left my practice I would have to take my children out of their school, move them away from their friends and established extra cunicular activities solely due to the restrictive covenant in place that is remarkably onerous. I'd have to move out of</p>

	state. The restrictions benefit the large hospital systems only. Please see the foley in restrictive covenants"
Robin	"This law should be done away with. The government should not be able to tell me where I can take my animal for veterinary services. This limits the Publics choices. Wrong wrong wrong."
D	"I support this proposal wholeheartedly. I have been unable to find work in my sector (educational management) since my previous employer let me go and enforced a NC on me knowing that I needed to find employment asap. Despite trying hard to stay away from any of their clients and contacts - I happen to know the same people they do - and have had a few leads offered to me by compassionate people in this difficult job market. The company continues to hound me with cease and desist letters and threats & I don't know what else to do. We are a single income family with 3 children to feed - I feel like I have had my hands tied behind my back and am unable to use my skills yo earn an income. I have not disparaged or attempted to undermine this company at all and they are using their power to try and crush me - all because they can. This law will protect people like me - and I hope it will end this merciless attempt to destroy the lives of people, especially immigrants like me, who simply need to earn a living."
Kathryn	"This is important to pass to help support workers. Non complete clauses are often excessive and requiring a worker to move their entire family to continue working and earning a living is not reasonable."
Glen	"I am a primary care physician in a city of 80,000 people. My non-compete clause prevents me from working for another practice in the city for a period of 2 years. This impacts the residents of the region who are already feeling an acute physician shortage not to mention keeps me from practicing medicine and fulfilling my life's calling. My alternatives at this point are to uproot my family of four teenagers and wife tbr a larger urban area versus find some work outside my field of practice, such as expert testimony or medical consulting, which are both less rewarding for me personally, and less acutely required by the residents of this region."
Sheena	"I am in an industry where non-competes are very nonnal and I have been at the executive level. I feel that these are not fair and hinder good talent. Companies should not be able to control their employees from performing in their areas of specialty for a period of time simply as a way to prevent them from leaving but if you are released from that company for any reason, even position elimination you are still stuck. Companies should work hard to earn and retain their employees not through the act of control. I understand a non solicitation agreement but I do not agree with a non-compete. I just signed one that will lock me in for 6 months if for some reason this position does not work for me. I've worked for companies who have been less than ethical and as an employee you feel trapped."
David	"Forcing physicians into non competes is a practice that is unfair and illogical. Banning non-competes is the right course and there should be no exceptions. There is not a good argument for why the majority of physician specialties are even relevant to have a non-compete. It is also an anti-competitive practice by organizations to suppress a free labor market."

Rajendra	"Agree with FTC that no compete clauses suppress wages. Employers should not have the right to restrict where an individual can work or practice there profession. Non compete clauses are un-American."
Michael	"A lot of non- compete statements out there just leave the contract over a barrel- - you can't leave because you aren't allowed to use your skills in the same industry, and if they fire you, you can't find work in the same industry. It's just not fair."
Eduard	"Yes this should absolutely be done. Businesses should not have the right to tell someone they can't work in this place. Almost all of the problems they say would be caused without these could easily be solved by non disclosure agreements. I have had 2 low paying jobs make me sign non competes and while competitors would raise wages. My store refused to. And I had no choice but to stay. It is unfair to deny workers higher wages. It is a clear violation of our rights and another case that shows this country favors corporations Banning non competes would be a massive step in the right direction for giving workers a fair shot. Noones asking for workers to get 100% what we want. Of course we have to give some things too. But this Is not one of them. Do not listen to businesses and listen to the workers for once please"
paul	"I have worked on both sides of noncompete agreements. They provide no real legitimate purpose other than hurting and preventing individuals fonn earning income to support themselves or family. Currently, I work for a roofing company selling roof replacements. This work is a one time transaction, either people buy or they don't. There would be no adverse effect to my existing company if I'm working for one of the many other companies in the area that they are already competing with. Its used as cudgel against employees. In some cases where you have a repeating customer base and employee leaves and attempt to pirate your existing account base that would be a concern but can be addressed separately. The noncompetes I've seen are extremely burdensome and clearly unfair to an individuals rights to earn a living. The real problem is that companies use them as vendetta's and threats against employees out of spite. I've seen them used as weapons to intimidate employees. companies holding back leads and work thats paid on a commission basis so the employee is forced to quit. Therefor being forced to find employment outside of hisler area of expertise. Finally, these noncompetes are almost never uniformly enforced by employers they pick and chose there victims."
Daniel	"As a primary care physician rooted within a certain geographic location to see patients, I can say non-competes are bad for communities trying to attract primary care physicians. They are also bad for patients and patient care. I have seen many patients who have been forced to change doctors because they were forced out of their community. Primary care is about continuity and long term relationship. Hospital systems don't make large profits off of primary care and physicians should be allowed to operate outside of hospital fiefdoms to continue to see their patients. There's no shortage of patients needing primary care, and if a community ever had a "surplus" of primary care physicians they would likely be a healthier community. I'm happy with my current position as an employee physician, however I have often seen scenarios of hospital systems taking advantage of physicians out of greed knowing that the physician is disincentivized to leave out of a care for his patients and non compete clause that would force him to uproot his family in order to

	continue practicing. Most new primary care doctors are burdened down with debt and are starting young families. They want to lay down roots in a community. However non competes contribute to burnout and primary care doctors leaving communities and leaving their patients to be without care. Non competes in medicine are bad for everyone except the hospitals' bottom line. The hospital lobby will claim is that it has patient interests at heart, but this is a fallacy. I implore you to ban non compete clauses."
Kathy	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets — and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their walkers better pay, working conditions, or benefits. One in five American workers have signed noncompete agreements — and it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new career opportunities for 30 million people."
Susan	"This is the best rule Pve seen for workers in a long time. Too many employers have workers sign non-compete clauses to lock them into their jobs by prohibiting them from using their experience to obtain higher paying positions in the same industry. Most of these jobs are not high level professionals, they encompass workers at fast food restaurants, service industries and more. The only ones who benefit are employers who use these agreements to keep wages low and employees from leaving for better opportunities and benefits."
Nicholas	"I've been working for a computer company for almost six years, my employer has kept me from taking multiple jobs because of a noncompete clause. These jobs offer similar pay as what I make now, however they offer significantly better benefits. When I started working for my current employer I was single with no family, today I am married with two children and I am unable to adequately provide for them with my current pay rate and health care benefits that are offered. I have multiple certifications within my field and a Bachelors Degree in computer science. I received no assistance from my employer to acquire any of those. Yet I am unable to accept a better position within my field because of the noncompete."
Anna	"I support the abolition of the use of Non-Compete clauses for employees wholeheartedly! Non-Compete clauses give employers power and authority to dictate the most important aspect of your life (earning a living) even after your employment with them has ended. No employer should be able to drive me from the community where I was raised, where my extended family resides and where I own a home, so that my skills and talents as an employee can't be utilized by their "competition". It goes against basic human rights, free enterprise, and it is simply not ethical. As a medical professional and a human, I fully support a complete ban on any and all non-compete clauses for employees of all types! Thank you!"

David	"They should be done away with. I worked for a company that had a position just to find ex employees who may be breaking their non-compete. You should have kept your employees happy then they would not have left"
Elizabeth	"As a Michigan consumer, non-compete clauses limit my access to innovative, competitive business. As it stands now, should talented individuals choose to break off from established organizations with restrictive non-competes, they are often limited in their ability to join alternative institutions, but even more severely dissuaded from venturing into business on their own for fear of legal and/or financial retribution. Thus, non-compete clauses are a direct affront to the free-market, stunting commerce and squashing innovation. It is outrageous that a powerful business aimed with a non-compete can essentially establish a monopoly in a community. This is at the expense of consumers certainly, but moreover, non-competes hold employees hostage vulnerable to poor working conditions, inferior pay, professional stagnation, etc. Cultivating a culture of fear and restriction, bolstered by the safety of a non-compete, a powerhouse business is no longer held to a truly competitive standard. This leaves all involved — employees and customers alike — with fewer quality alternatives and arguably less quality overall. Healthy market competition is touted as a cornerstone of the American economy. Let's prove this is so by banning non-competes and allowing the best to rise to the forefront instead of blindly bolstering those who were simply there first."
alexander	"I am a veterinarian who is in support of banning non compete clauses as they exist only to benefit the employer. These rules are anticompetitive, stifle innovation and economic competition. They often result in employees staying with an employer in a job that they are unhappy with. Many employers have non compete clauses which extend to in such a large geographical area that veterinarians can no longer practice medicine in the same city. The arguments for maintaining non compete clauses generally boil down to the desire to not take away the client base from a particular practice. Non solicitation agreements and medical record protection laws are sufficient to assuage these concerns without limiting an employee's workforce mobility."
Liselle	"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. It is impossible to move on in your field if you are blocked from looking for work or going back to work because of a non-compete clause."
Eric	"Support removal of non-compete clauses from physicians especially pediatricians at Tenet owned Children's Hospital of Michigan in Detroit, MI where we were told we would be sued for breaking away from University Pediatricians practice plan if we stayed with Wayne State University. Then, we stayed with WSU but UP never sued us BUT nearly 100 physicians were scared of being sued so they all stayed. Time to fly my brethren!"
Christie	"I support a ban on non-compete clauses because non-competes slow down innovation, disrupt the relationship between doctor and patient, and remove doctors from the workforce (in a time where we are already short-staffed). Banning non-competes is a good thing for patient care."

Sarah	<p>"This ban is necessary. Employers hold non competes over employees heads to underpay them. If these employers would just pay their employees fair wages these would be a non concern. Especially for anyone in sales."</p>
Lawrence	<p>"I have been in a service industry for over 35 years. Every company I have worked for has had a non compete of 12 to 18 months. Time spent with each company has ranged from 1 year to 20. Many of these changes were the result of my competency and reputation in the industry (come work for me) While with them I watched them claim to pursue non compete compliance against others, for taking clients as they left. The basic understanding was I could not directly contact former clients. However every company I had joined wanted prior customer lists, so that their sales department could pursue the client. Many the clients these firms already knew of, just had not been able secure contracts with them. In 2022 I was released after almost 10 years with the company, no write ups in my personnel file. The terminating statement made was "they did not feel I was grasping the current program". Because I own my home, and my wife has longevity with her company, I have been forced to change industries. This change has reduced my compensation by over \$15,000. With my 35 years of experience, I would have loved to start my own business. I understand some of the reasons for the non compete. But have several thoughts related to them. 1) I believe it should not be a one side agreement. They terminate justified or not, the contract should be voided. 2) The Customer / Client should be able pursue the vendor or service specialist they are comfortable with. If the employing service providing company cannot meet the customer needs, that customer / client will likely find another provider when the contract ends. If the employee is so critical the company business, the employer should be better engaged in employee retention. Creating a better work environment or compensation package so that the employee has no desire to leave, or be lured away. 3) Customers / Clients do not change vendors / service providers without cause, There are to many corporate processes required to justify a contact terminate to simply change vendors I agree with eliminating or modifying non compete agreement, restricted convents, etc..."</p>
Erica	<p>"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can</p>

	<p>help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."</p>
Anne	<p>"I am a veterinarian. When I was in my final year of vet school and looking for jobs I was offered a job that was excellent except for the non-compete clause. It was a great practice in an underserved area with only a few practices. The non-compete clause was 50 miles for 5 years. The practice was located in a rural area. The non-compete clause would prevent me from working anywhere in that region if I left the practice. I was not comfortable moving to a new location and new practice with this contract term in place. I ultimately did not take the job because of my concerns with the non-compete clause. I know other classmates that took jobs with these kinds of terms and have suffered great hardship either with having to move or drive long distances to be able to work or incur significant legal fees. There are not enough veterinarians to serve the public and non-compete clauses make it harder for us to leave practices and stay in underserved areas."</p>
Melanie	<p>"I highly support this proposal. As a practicing physician i can attest that non-competes have contributed in part to the burnout problem in physicians. By forcing them to chose between sustainable work and family geographic obligations this leads to emotional distress and even leaving the workforce."</p>
Andrew	<p>"Non-competes give organizations an unfair advantage over labor. These agreements are often forced as terms of employment, taking advantage of a person seeking new opportunities. This needs to be stopped to give working people fair opportunity!"</p>
Nick	<p>"Non- compete clauses stifle income growth and innovation and should be banned."</p>
Ed	<p>"I support removal of non-compete clauses, including those for physicians. As a now retired physician and physician leader, I was subject to a non- compete clause in both my clinical and leadership roles. The non-compete was quite extensive given the footprint of the organization. It essentially required me to leave my community and most of the State. The leadership non-compete was tied to severance. However the severance was only for one year and the non-compete was for two. The clinical non-compete did not exist when I started with this company in late 2014. In late 2020, in the middle of the pandemic the leaders of the organization determined that non-competes for physicians were what would be needed for the organization to preserve our employment and keep us whole. During this stressful time, when the opportunity to look elsewhere was challenging, the minimally veiled threat that job security was tied to a non-compete, resulted in very little push back. Almost everyone signed them. I retired before the end of the pandemic so I am not aware of what happened to those who didn't. It should be noted that in my leadership tenure we had many more physicians join us than leave. This included those who worked out their non-competes from other local organizations in other communities and then returned to us. We retained most of our employed physicians WITHOUT non-competes. Those who left did so because they didn't want to be employed by larger systems. They remained in the community and provided high quality medical care. When they needed hospital</p>

	care, these physicians used the system in which they were formerly employed. Good for patient care. Good for the community. Good for the system. Again, NO non-compete. The way to retain those you want is to treat them with respect, compensate fairly, and make working with you the best choice for them. Forced engagement with non-competes, while penny wise in the short run is pound foolish in the long term."
David	"I have two thoughts on the non compete. When I was a device rep, there was a non compete I had to sign. This kept me from jumping to another company and potentially taking my customers with. In my 25 years as a rep, Whenever someone jumped to another company, it was rare that they took many of their existing customers. What this rule effectively did was allow the group I was contracted with to underpay me for my services. I have since moved on to be a Certified Nurse Anesthetists, working at a Critical Access Hospital in rural northern Michigan. We are expanding our surgical services and are in need of an increased number of CRNA's. I know of at least two CRNA's from another hospital that we are not allowed to approach, even though they have since left their prospective practices. As an OR based anesthesia provider, they will not be stealing any proprietary information, or taking patients from their previous employer as patients do not travel from one hospital to the next based on the anesthesia provider, but based on the surgeon performing the procedure. For rural Critical Access Hospitals, this makes it very difficult to provide safe anesthesia without the proper amount of personnel."
Larry	"Non-compete clauses continue to place downward pressure on competition and wages for workers. They should not exist as this only benefits an employer and can banns employees forcing them to uproot their entire lives to comply with them."
Chris	"Non-compete clauses in employment contracts area detrimental practice that should be banned. These clauses restrict the mobility and earning potential of workers, often leading to lost wages and reduced earning power. First, non-compete clauses disproportionately harm low-wage workers and limit their ability to secure higher-paying jobs. For example, a fast food worker may be restricted from working at a similar restaurant for a year after leaving their current job, even if they are only making minimum wage. This puts them at a significant disadvantage when trying to find new employment and limits their ability to improve their financial situation. Second, non-compete clauses are also often used to prevent highly-credentialed professionals, such as doctors, from moving to new employers or starting their own practices. This stifles competition and innovation in these fields, as well as limiting the options available to patients in need of medical care. Third, non-compete clauses can also be misused by employers to prevent workers from leaving for a better opportunity. This can lead to an overall reduction in worker bargaining power, resulting in lower wages and fewer benefits for all workers. A total and retroactive ban on non-compete clauses is necessary to protect the rights and earning potential of all workers. This ban should apply to all workers, regardless of their level of education or job type, and should be retroactive to cover all current and past employment contracts. This will give workers the freedom to seek better opportunities and improve their financial situation, leading to a more fair and equitable economy for all. In addition to the negative effects on individual workers and specific industries, non-compete clauses are also a symbol of the shift

	<p>in power that has occurred in recent decades between workers and employers. Over the last —50 years, the balance of power between workers and employers has shifted dramatically in favor of employers and corporations. This has led to an unacceptable status quo where workers are at a significant disadvantage when it comes to negotiating wages, benefits, and job security. Non-compete clauses are just one example of the ways in which employers and corporations use their power to limit the mobility and earning potential of workers. This shift in power has led to a decline in worker bargaining power, resulting in stagnant wages and fewer benefits for workers. This not only harms individual workers and their families, but it also has a negative impact on the national economy. When workers have less money to spend, businesses suffer and economic growth is stifled. Additionally, when employers have too much power, they are able to maintain higher profits at the expense of workers, which contributes to income inequality and undermine the overall economy. In order to address this power imbalance and create a fair and equitable economy for all, there needs to be a concerted effort to strengthen worker protections and level the playing field between workers and employers. A total and retroactive ban on non-compete clauses is a step in the right direction, but it is just one of many necessary actions that must be taken to restore balance between the interests of workers and employers."</p>
Chet	<p>"As a practicing physician, given the employer-employee model of medical practice these days, I strongly support the invalidation of non compete clauses, especially as I do not construe anything that would exempt physicians and physicians in training from its protections"</p>
Michael	<p>"Employers I've known who force workers to sign non-competes have been scumbags, so for that reason alone I oppose non-competes. If we must have capitalism then the workers should at least be tossed this bone."</p>
Summer	<p>"I am writing in support of the proposed rule banning Non-Compete Clauses. Non-Compete clauses are utilized today in a widespread manner, and they often cover lower level employees who are forced to work in different industries or risk being faced with litigation that may have resulted in the non- compete being found illegal, which they do not even have the opportunity to find out because of the high costs of litigation. Employees cannot defend themselves against corporations who have general counsels the side of a small business with millions of dollars to litigate every manner presented to them. People are forced to accept the conditions of employment presented to them, which are often unfair and extremely harmful to people, their careers and livelihood. I believe the overuse of Non-Compete clauses in employment handbooks and agreements are extremely detrimental to employees, especially when many of them prevent employees from working in the very industry that they have been trained and have knowledge in. These employees to note pose a risk of competition to their former employees, it is away to intimidate and threaten employees into submission. I strongly urge that the FTC publish a final rule preventing the use of employee non-competes as soon as possible because this is an urgent issue."</p>
Lisa	<p>"Thanks you for trying to stop non-competes. These contracts limit my ability to provide healthcare/anesthesia services in my metro-Detroit home location. One company's contract had a 50 mile radius no-compete from any of their contracted facilities for 2 years. That would have banned me from working in almost all of</p>

	lower Michigan. I would therefore be unemployed. The healthcare field does not have any "company trade secrets." How we care tin patients is universal ie. same medications, surgeries, procedures, etc... at all facilities."
Lisa	"I am for the non-compete clause rule. I am in independent contracting CRNA (certified registered nurse anesthetists.) Administration of anesthesia has no trade secrets. Anesthesiologists & CRNAs both do it the same way. Healthcare professionals are in demand & the shortage is real - everywhere Limiting where a person can work contributes to the shortage & impairs access to care. However, a no solicitation clause is different."
Syed	"I strongly support the ban on non-compete clauses. This rule/policy must be permanently banned. I am an expert in my field, with 30+ years of experience. But when I joined one of the company, on the day 1- they asked me to sign a `non compete" document, which prevented me to have another job in my field for a period after leaving the company. I had no choice but to sign the document. I already resigned from my previous company. On the day one, either I sign the document or I become unemployed. The company never disclosed that I have to sign a non compete clause during the processes of "multiple" interviews. It was presented to me on the day one when I joined the company. I had to find something else before getting back to my field."
Babu	"Non compete laws should be removed. They are preventing a physician to earn a living and preventing access to care for patients. It's morally wrong. It's a blatant misuse of our by hospital corporations."
Vera	"Noncompete clauses in healthcare are bad for both physicians and patients they essentially penalize physicians from voting with their feet if they don't agree with decisions being made by hospital systems. They either have to be complacent to a system that places profits above patients or they have to risk unemployment/lack of job prospects in the very community where they've dedicated their time to. Obviously this is to the detriment of quality medical care or clinician career longevity. 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families."
Beshoy	"End non-competes"
Audrey	"Non-compete classes break up families."
Bradley	"Mom competes about absolutely be banned. I work in anesthesia, and if I wanted to leave my job, I would have to physically move my family to avoid the restrictions set forth in my contract. I can't take business away from my employer, so the idea that I would be "competing" with them should I leave is nonsensical."

Mohannad	"Do it"
Sarah	"Having recently started a consulting company in which I am providing statistical and data analysis advice to a number of different companies, I strongly support eliminating non-compete clauses. I have found companies wish to constrain even consultants where there is a minimal relationship on a per- contract basis using non-compete agreements just because it is standard in their state's hiring practice. This harms the ability of consultants like myself to have a full complement of clients and also harms companies looking for specialty expertise on a per-contract basis. However, I do believe that non- disclosure agreements remain important to maintain trust between consultants and clients that their proprietary information will not be shared with other clients. While I think non-compete agreements should be eliminated, I would prefer to see appropriate non-disclosure agreements continue to be enforceable."
Jonathan	"I am a private practice orthopedic surgeon in Michigan. I recently quit my job due to the poor decision making patterns of my prior employer. I signed a 10 mile noncompete that my prior employer enforced. The noncompete effectively blocks me from working in the practice of my choice and serving the people of my city that I seek to serve. I talked with a lawyer that informed me that my best way forward is to not fight the noncompete. But a ruling blocking all noncompete clauses could change everything. I would be able to work where I want and help the people that need me in my community. Therefore, I enthusiastically recommend this rule be voted into effect. My opinion is that employers need to be incentivized to value their employees so that they don't want to leave in the first place. Removing the noncompete effectively provides a proper incentive."
Kevin	"This should not even be a question. Non-compete clauses penalize workers by denying them the opportunity to change jobs and practice their skills and knowledge. It verges on a form of slavery."
Mary	"One in five Americans have been forced to sign noncompete agreements at the time they were hired, leaving these workers with lower wages and worse benefits. It's clear as day that noncompete agreements are bad for workers. Stop these attacks on workers for the greed of companies."
Mary	"This policy would raise wages and increase opportunities for workers. This policy needs to end!"
Janet	"Non-Compete Clause Rulemaking, Matter No. P201200 I am a consumer who has been affected by Non-Compete Clause in the major and minor ways. I believe that Non-Complete Clause is an unfair way to keep employers in control, lessen the control workers have on their own careers, and negatively impact clients. My doctor left the area due to a non-compete clause. I was not able to find another doctor with her compassion and specific skills. Yes, I found another doctor, but did not receive care commensurate with what she had provided me. Hairdressers are not as important to me as doctors. However, their employment is vital to them. Having a hairdresser move her place of employment far from my neighborhood

	does affect me, and affects her and her family. There is no valid reason for employers have this heavy handed control. Janet Osborn"
David	"This is outstanding. Thank you for doing this for our people and country. Corporations have too much power and no agency or party seems willing or able to address it. Very happy to see this proposal."
Paul	"From a healthcare perspective, the benefit that every American would see in improved care is so great it is difficult to put into words."
Paige	"This is excellent! As an employed physician x 2 different employers, I speak from experience. This idea that a physician has to uproot their life and move abandoning patients — because they changed employment is devastating for the doctor and the patients. Patients are not owned by any health system or business, they can seek care with whomever they chose. Forcing doctors to move miles away and transition to a different hospital, is devastating for all involved. Non-competition clauses force physicians to stay in unfair work environments with unfair pay because the cost to move is overwhelming."
Kartik	"Non compete are detrimental, especially in the healthcare field. We don't have the freedom to change jobs without uprooting our families, lives, and friends. Creates havoc for families and children, especially when they have to leave friends. It gives the employer and hospitals the upper hand in terms of negotiations and unfair treatment This clause also needs to include non-profit organizations because it should be any different when their CEOs are paid millions. Coming from a hospital employed physician."
Anne	"I am a hairstylist. My non compete agreement was almost a career killer. My old employer came after me with lawyers and bullying tactic. It was a horrible year for me and my family. I gave her 17 years of employment. And when I wanted to better my life all I got from her was a threatened lawsuit. Non competes effect so many commission based hair stylists. And the fear of breaking them keeps these poor people in bad work environments all the time. Do away with non competes!"
Stephanie	"Non-compete clauses negatively affect any field where they are implemented. Their only purpose is to take agency away from employees and their ability to move jobs for better pay, work/life balance, or opportunities. I personally am an emergency Veterinarian who is impacted by a non-compete clause. Corporate veterinary clinics have rigid contracts that an employee signing on has little to no say in what can be changed and the veterinarian is taken advantage of being a single person against a team of lawyers. It negatively impacts an already struggling profession. There are not enough veterinarians to patients in the United States and every veterinarian that leaves the field puts more strain on the ones who stay. Many veterinarians I know would rather quit the field entirely than continue in the confines of a non-compete from a job they are likely wanting to leave due to terrible work hours and work life balance. There is a high rate of suicide in my field. Partially because veterinarians fee trapped in jobs that do not align with their skills or desires and their inability to go across the street to a slightly different model of practice where they could be working in a place that aligns more with their ideals. I personally believe that the ban of non-compete

	<p>clauses would positively impact the veterinary field and we would lose fewer doctors. It would positively impact doctors influence on their own lives, help with mental health and overall lead to better work environments that ultimately lead to better patient care for our pets."</p>
Ben	<p>"I am an Interventional Radiologist in Michigan. I currently am employed by a very large radiology group, the third largest in the nation. Over the past few years, our group has expanded and merged with numerous other groups in Michigan and now service 85 different sites. It goes without saying that our footprint is very large in Michigan. Our contract included a 3 year non-compete clause stating we can not work within 15 miles of any site serviced by our group. My current position has me located at one site in the middle of the state and I do not travel to any other site. With the size of our practice and the wide spread coverage throughout the state, I would likely have to move to a different state in order to change jobs. Obviously, this is undesirable for a family to be uprooted because I wanted to change jobs even in a sizeable state with many opportunities which are not possible given the non-compete clause in my contract with the third largest group in the country who services a very wide geographic area throughout the state of Michigan. I urge you to ban non-compete clauses in contracts. I believe ultimately this will greatly improve care through increased job satisfaction because physicians will be able to work where they want and for who they want and they will not be stuck at in a position in which they are unhappy or being forced to relocate. Thank you for your consideration."</p>
Devin	<p>"A company should not be able to fire you at whim, and then hold you hostage when you have separated to work in the area of expertise. People. Are. Not. Property. You should not be able to dictate the livelihood of an individual if they choose to leave or were forced to leave."</p>
Rodger	<p>"A non-compete cannot be ethically justified if an employer lacks legitimate business interest for it. Non-competes were originally created to protect trade secrets and other confidential information. While they remain prevalent for well-paid and highly educated workers, these agreements are increasingly more common even in underpaid industries, irrespective of job duties or access to confidential information. This original purpose is rarely present now and particularly in the case of hospital employment where trade secrets needing protections are very rare. In the medical community non-competes are employed to limit the ability of physicians to move freely even when all other indicators may suggest the alternative is better for both the Physician and the community. This variety of non-compete is often used offensively by the hospital against physicians doing business in any way that may be construed as competitive. The medical industry is marked with wide sharing of process improvement and best practices. Taken together these two facts result only in an unfair protective advantage to the hospital as compared to the physician who may have better avenues for self and or the community than they experience in continued hospital employment. For businesses, these restrictions block competitors from entering and expanding their businesses. Physicians often find hospital employment necessary at the beginning of their career for financial reasons after graduation and or to establish skills and reputation but they then find themselves prevented from taking advantage of improved circumstances and innovative ideas and business skills elsewhere for their own or community benefit. There is a range of studies suggesting that, in</p>

	<p>industries where enforceable non-compete agreements are used en masse, the whole labor market is slower moving, there are fewer job offers made, job mobility is lower and job satisfaction is lower. In general, noncompete contracts block workers from freely switching jobs, depriving them of higher wages, better benefits and working conditions, and depriving other similar businesses of a talent pool that they need to build and expand. By ending this practice, the FTC's proposed rule would promote greater dynamism, innovation, and healthy competition.</p> <p>Noncompete restrictions harm both workers and competing businesses. The legality of non-compete agreements of course differs from state to state. In most states, noncompete clauses are allowed so long as the scope of the restrictions are reasonable. Reasonable covenants not to compete are permitted in Wisconsin on freedom of contract grounds so long as consideration is exchanged. This may be why so many States have already banned non-competes. In California, North Dakota, the District of Columbia, and Oklahoma, non-competes are either entirely or largely unenforceable as against public policy. Other states, including Maine, Maryland, New Hampshire, Rhode Island, and Washington, have banned non-compete agreements for low-wage workers."</p>
Kimberly	<p>"We are from a small town with very little options. Our current non-compete covers such any area I cannot remain a part of my community to practice if I left my current employer. They use this as leverage against us to not negotiate fair contracts. The only ones who benefit from a non compete are corporations. It has nothing to do with good patient care."</p>
Chris	<p>"I urge you to consider banning Non-Compete Clauses, especially for anesthesia providers for a variety of reasons. I signed a non-compete as a new grad not really understanding the ramifications as a 26yo grad student. I spent 17 years with the company and they changed many things over the years without our ability to negotiate in response, yet I couldn't leave because of the non-compete. As a nurse anesthetist I do not have proprietary company knowledge, I do not have exclusive clients, nor would my leaving lead to a loss of business as they have the contracts with the hospitals. However, the Non-compete has caused wage-stagnation which has kept them in the lowest quarter of the region, allowed them to enact staffing changes (longer hours) without any means to object, and a loss of new recruits to make the working conditions easier. My non-compete has since expired but I asked to leave and work 43 miles away (non compete was 60mi) at a location two other former employees were allowed to go to. I was denied because I was deemed too valuable to them. So I took a position 62 miles away and have driven that far daily since I left in 2020 as other positions inside that area are now filled. My non compete lasted 24 months and was excessive in both duration and scope because my leaving would not hurt them directly. Since I left I know 16 providers have left in the past 12 months alone. ALL of them driving more that 60 miles and leaving my community short of essential highly trained nurse anesthetists. This impacts healthcare for me, my family, and my community as they continue to make new hires sign this restrictive covenant and have not hired anyone in the past 8 months. Please end these ridiculous clauses and open up the labor market to competition to allow the best work place to recruit and retain talent. I do support clauses for protecting client lists or proprietary company information as that is intellectual theft if used against a former employer for gain at a new employer."</p>

Joseph	<p>"s of: March 21, 2024 Received: March 15, 2023 Status: Posted PUBLIC SUBMISSION Posted: March 19, 2024 racking No. Ifi-hm48-npgz Comments Due: April 19, 2023 Submission Type: API Docket: FTC-2023-0007 Non-compete Clause Rule (NPRM) Comment On: FTC-2023-0007- 0001 Non-Compete Clause Rule (NPRM) Document: FTC-2023-0007-21167 Comment from Quigley, Joseph Submitter Information Name: Joseph Quigley Address: Kalamazoo, MI, Redacted Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I have been directly affected by them and your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. My non-compete, while written terribly and would not hold up in court, has enough of a chilling effect that I am seeking work in a different industry, as I an unhappy with my employer but do not have the moms to defend myself legally in court. My employer knows this and uses it to artificially suppress my wages because they know I could earn more elsewhere but the threat of legal action is preventing me from leaving. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Joseph Quigley Kalamazoo, MI Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I have been directly affected by them and your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. My non-compete, while written terribly and would not hold up in court, has enough of a chilling effect that I am seeking work in a different industry, as I an unhappy with my employer but do not have the means to defend myself legally in court. My employer knows this and uses it to artificially suppress my wages because they know I could earn more elsewhere but the threat of legal action is preventing me from leaving. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Joseph Quigley Kalamazoo, MI 49004"</p>
Mary	<p>"I have been impacted by non-compete clauses for most of my career. I'm in tech and they are very common in my industry. I invested heavily in my education to prepare for a career in tech. I have build a base of experience that many companies would value. My education, but mostly my experience are what make me marketable and enable me to earn an income. Non-compete clauses have been so detrimental to my ability to seaarch out better opportunities, higher pay, and better working conditions. At one point I had a non-compete agreement that was so detailed and air-tight that when I was layed off I was still not able to work in my industry for 1 year. Because changing industries is so difficult, I didn't work and had no income for 1 year. I have often wondered how these agreements can be legal since I've had no choice but to sign them (if I want to work). If I did not have to sign them I would have more MUCH more career mobility, I would be earning a higher income today, and there would be better working conditions and more innovation, in general, in my industry. I have considered fighting the non-compete agreements that I signed in court. I had a situation where I was offered a job that I wanted to accept but my non-compete prevented me from accepting. The company offering me the job was not a direct competitor of the company I was currently at, but the agreement I had to sign was so broad that my attorney felt strongly that I would lose in court if my current employer wanted to sue."</p>

Ramin	"Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physician's at risk of being strong, aimed into practicing unethical medicine, and into putting their employers over their patients. Physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine."
John	"Non compete clauses are used to trap physicians in jobs removing their agency in decisions about relocating that may be based on any number of things included unhealthy working environments, burn out, limitations on practice, and family concerns. It is my fervent hope that these clauses are banned. They have unreasonable outcomes on employed physicians abilities to pursue happiness in their work. Furthermore, unreasonable non compete clauses deter physicians from practicing in areas they may be needed because many of my colleagues will not sign a contract based on the nature of a non compete. Removing these clauses will provide more latitude in physician choices related to their career and practice location. Furthermore it may have the pleasing side effect of encouraging physicians to practice in locations where they are most needed."
Gagu	"I was stuck on a former job with a non-compete agreement. This sort of agreement, should only be applicable to jobs that at lower level. At this level, these agreements serves the employer by keeping wages suppressed. Kudos to FTC proposal to ban these sort of agreement Thanks"
Stephen	"Slavery was outlawed in the United States, yet we still allow non-compete agreements, which enable a modern form of employment servitude. I fully support the proposed rule and applaud those responsible for advancing it as a new rule."
Chris	"I am in favor of this rule. Non-compete clauses as now used by employers serve no purpose but to limit the rights and power of those employees under them. Please take the necessary steps to provide a more level playing field. The employer/employee relationship should be mutually beneficial, not tilted in favor and power always toward the employer."
Steve	"Please Stop the Non Compete... I am 62 years old and only had 2 jobs for the past 40 years of my employment. I would like to take a job in my same industry but I have a non compete. I want to leave because of bad leadership but I am stuck. I only have a few years left for me to provide for my family and cant move"
Beeravolu	"I am opposed to No compete clause by corporate hospitals and practices. It defeats the purpose of free and fair competition and tramples on the freedom of practicing medicine"
Naomi	"I think it's a great idea to ban non competes. An employer shouldn't be able tell a worker what they are allowed with their time after they no longer work for them Non-competes also takes away bargaining power from employees. If an a person works in a more niche job they can greatly limit their job options. There should be no exception for ANY profession. The rule should be amended to include

	independent contractors and should still keep professionals and exempt employees because they deserve the same rights as everyone else"
Robert	"Just about every physician who has ever signed an employment contract has been affected by a non-compete clause. They are wrong and affects patient care negatively. Right now there is an issue that relates non-competes in Grand Rapids Michigan between Trinity Health and Orthopedic Associates of Michigan. This is affecting our ability to cover orthopedic patients in our ER and affects my ability to get my patients needed orthopedic care. This proposed rule cannot come soon enough."
Rayna	"Noncompetes have prevented me from leaving toxic work environments and seeking employment elsewhere. You don't really ever have an option to decline signing. It's predatory, and needs to be done away with."
Eric	"I fully support and look forward to this non-compete rule taking effect. Thank you. The healthcare industry in particular is filled with non-complete clauses that allow hospitals and clinics to underpay their workers or fester toxic or unsafe working conditions, holding their workers hostage with fear of their non- compete clauses. It is unacceptable from a mental health and work-life balance perspective for the doctors, nurses, and other workers. Please do not acquiesce to any healthcare industry lobbying and make sure that non-competes are banned for doctors and nurses, including veterinarians. It is about time the employers in that industry have to compete for talent on a level playing field. I understand that the proposed rule's scope is only to ban non-compete clauses, and does not speak to non-client-solicitation or non-disparagement clauses. A doctor does not necessarily have the right to poach a previous employer's patients. That being said, a doctor should have the right to advertise their new/current place of business and allow patient transfers if they happen to find the doctor's new location outside of any direct solicitation. I would request that the FTC clarify that when an employee leaves an employer, they are allowed to advertise their new work location, but not necessarily directly solicit previous customers/patients. To forbid advertising your new work location would effectively still be a non-compete clause. For example, you should be allowed to list on a business's website that you work there, and your previous employer should not be able to prohibit that. Similarly for online professional directories like Lirikedin or other professional memberships/associations, a previous employer should not be able to prohibit you from listing your new employer. For example, if a veterinarian moves from one clinic to another due to poor working conditions, they should be allowed to list on the new clinic's website that they work there, as well as list with the American Veterinary Medical Association or other professional directories."
Shelby	"It is unfair for employers to impose non competes on employees. Young professionals are being negatively impacted by these rules. I am for the ban on this policy. Please consider this highly."
Robert	"I personally have been impacted by this recently. I accepted a promotional position at a competitor of my previous employer. My new employer read my non compete and put in place processes so that I would not violate my non compete. My old employer ended up suing my new company and my new company didn't

	want to take on all the legal fees associated with "winning" in court and allowing me to continue working for them. So they ended up letting me go because of this. Now I am unemployed and starting from scratch. Non competes need to be removed and replaced with common sense regulation. There was no conflict between my old role and new role at the competitor and it ended up being that my old employer had deeper pockets than I am now unemployed."
Kari	"In any profession, a person should always have the right to seek employment elsewhere. I cannot think of any situation where a physician should not be able to leave their employer and be free to work in another establishment. As a patient, I want to know that the doctor I'm seeking medical attention from is happy in their profession. I'd say being forced to work somewhere or else, would cause subpar care."
Thomas	"Non-competes stop us from getting jobs when we get laid off. This needs to stop because we need to feed our families!"
Deborah	"This is vital for a number of reasons, in my view. They endanger workers. It removes any avenue to defend your right not to be abused by a Corp. or it's poor management. Why let wrongs be committed on the American workers in the name of greed, dishonesty & power imbalance. The greedy get greedier & the rest of us suffer. No more hiding!"
Jordan	"While I do not work for a business that has a non-compete clause, I understand the effect they can have on an individual's life. I can see that they cause harm not only to those seeking new employment after they leave a company, but to the local economy by stifling potential competition. I am in favor of the proposed rule by the FTC."
Seely	"Please ban non competes as they hurt so many veterinarians every year!"
Myles	"I am currently a sub-contractor with a non-compete clause. My options are to quit my profession or uproot my family and move to the other side of the state if I want out. I'm locked in with no way out, and can be terminated without cause at any time, but the non-compete still applies. I'm literally being forced to work for them or risk losing everything."
Sonam	"I am against non compete. It would be great if this rule is passed as it's currently harming employees as they are not able to get the market average salary, treated unfairly all in the name of non compete. Employers know that the employee is unable to resign to take a better position elsewhere and in the long run it hinders growth. Without it there will be a true exchange of salary and growth per any one person's qualifications and expertise."
steve	"from reddit and I agreed with the below statement. "Non-compete clauses should not exist. When threatened with regulation corporations claim they stifle the free market and unfairly restrict business. What are non-compete clauses but a restriction on the market of labor? Make them illegal and restore a tiny bit of the power back to workers.""

Scott	"Intellectual property is protected in US law in many, more-than-adequate ways. Non-compete clauses are a tool to suppress economic mobility of the workers. Regulating the ability of a corporation to exercise extra-market controls over its workers will improve the economic growth and stability of the workforce, putting money back in their pockets to then circulate for homes, cars, consumer goods, vacations, rather than lining the vaults of the uber- wealthy, stagnating our economic growth as a country."
Richard	"I am 100% behind removing non-compete clauses. Even though I'm not under one, I believe an employee should have the freedom to move about if another company offers better conditions, wages, benefits. I'm using the term freedom since we are a free country, and no business should ever be granted the right to restrict a citizen's civil rights. What I've seen over the years is companies that have these clauses tend to be lower paying. Now some of the higher end wage earners also fall under this, it should still be outlawed as it restricts the employees ability to move up. I know a few radio personalities that were let go from iHeart radio during the big purge they had. Those employees were barred from going to another radio station until the non-compete clause period ended. How does that help someone who was in radio for 20+ years if they have to wait months or years? Another example is tv news personalities. A local tv meteorologist decided to leave a local station due to pay, and the availability of the chief meteorologist position at a competitor station which had better pay and benefits. That said meteorologist was forced to stay off air for 1 year in any local market competitors. She ended up going to Chicago taking the same position offered in Lansing, MI due to not being able to be on air. Even some trucking companies are trying to add these in (that is my field), or else they'll black list you on or psp claiming you abandoned a load. It's time businesses have to compete with each other, and raise pay, benefits and working conditions to stay competitive. If a company cannot compete then they should fail if no one wants to work for them. We the people deserve to be free to choose whom and where we work, and no company should ever be given the upper hand with a decision that belongs to us."
Garrett	"I endorse this idea. I have found it stressful and non-competitive for companies to give non competes. The current situation of stopping employees from being able to seek any employment is a restriction of financial freedom and personal well being"
Carol	"People must be able to go on to a better paying job without threats from their former employer. It is absurd that individuals cannot improve their living/job situation without harassment from a former employer."
Cody	"Hello! I want to voice my support of removing the non-compete clause. I am personally working in the mortgage industry where wages and opportunity vary drastically depending on the lender or company you work for. The pressure should be on the company to keep and retain good employees not trap them. Removing this barrier would create more innovation across all industries, new opportunities in local neighborhoods with small businesses, and overall a win for everyone but the "big business" Owner. If maintaining your employees is a problem, the business should focus on getting better not attacking those who leave. I would love to create a small brokerage in a local community. Employ and impact locally however I live in fear that my "big box employer" Will come after me."

Paul	<p>"Non-complete Clauses are very common for physicians. This leads to an inability to remain in the same community to continue to serve the same patients who have developed a doctor-patient relationship. When a physician wishes to find a new employer (i.e., a new health system or physician organization) they are forced to move out of the community. A common stipulation on health system contracts is a geographic barrier of 25 mile radius from the physicians work place. This traps a physician to one health system. If the physician has a family and home in the community they have no choice but remain with the same health system. Why is this done by the health system? It is the doctor-patient relationship. Most often patients stay with their known primary care physician. If the physician moves to a local competitor the health system will lose potential future insurance revenue due to lost services. The practice of non-compete clauses in healthcare leads to poorer work environments for physicians, earlier physician burn-out, and physicians leaving a career of direct patient care for non-clinical work which is not bound by the non-compete clause. Look at the Toledo Ohio community where the ProMedica Health System has become the dominant healthcare employer. The more dominant one healthcare system becomes in a community the more difficult it is for other health systems to flourish as the pool of healthcare providers is locked out of moving to the competitors. This leads to a lack of diversity of options for healthcare in communities. With the growing trend in having a shortage of healthcare providers the non-compete clauses that limited physicians' movement need to be eliminated."</p>
William	<p>"I currently work in sales for an Asphalt company in Michigan. The company had me sign a two year non-compete agreement to not work for any other asphalt company within 50 miles if I decide to resign. After two years with the company I have been disheartened at how poorly customers are being treated and how often product quality is sub-par. I would love to start my own business because I see this as an opportunity to provide a better service at a lower cost; However, the non-compete agreement stand in the way even though there is no trade secrets and too many customers in this market."</p>
Ally	<p>"I support and agree with this proposal. I would like to seek other employment opportunities but am not able to without moving or traveling far due to my non-compete clause. I believe it makes for more disgruntled workers and allows employers to show less values and appreciation for employees."</p>
Lily	<p>"I strongly support the ban on no-compete clauses. These clauses stifle innovation and growth and concentrate power away from workers. From a growth perspective and from a humanity perspective, no-compete clauses are harmful to society."</p>
Nitin	<p>"Good Proposal FTC, Appreciate this effort against BIG companies. This is really good news for employees like me, Please implement ASAP"</p>
Duane	<p>"Non compete clauses seem like a restrictive tool aimed to limit individuals who wish to move on with their skill sets. Organizations should have to compete for workers, not trap them into worker contracts that limit them beyond their term of employment. There are other tools available to protect IP and legally safeguard unique products or business practices. Please do what you can to eliminate non</p>

	<p>compete contracts that don't allow for the freedom of worker movement, particularly if employment has ended."</p>
Vandan	<p>"The ban on non-compete clauses absolutely should also apply to physicians. Hospital organizations and other similar interest groups have been using non compete clauses to hold physicians "hostage". They allow hospital systems to abuse physicians, leaving physicians only option to either put up with the abuse or move their entire family. A physician shouldn't be restricted from finding employment elsewhere if their employer acts in negative manner. Hospitals organizations should focus more on keeping their physicians happy rather than trying to trap them into their jobs with non compete clauses."</p>
Saad	<p>"I am in support of banning non competes."</p>
Nipun	<p>"The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate</p>

	geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."
Joe	"As personal trainer non-compete contracts unfairly keep me from being able to increase my business by changing to a gym that will pay be a higher rate. Some companies make you sign an agreement that bans you from working within 50 miles of your former workplace fur up to 5 years if you quit. This makes it impossible to leave your current company and continue working in the same profession. This is totally unfair to personal trainers and puts all the power in the hands of large gym owners. Please abolish non-compete contracts as it will raise the ability to make a living for many in my industry."
Jacob	"I am in strong support of the actions Lina Khan has taken when it conies to noncompete clauses. I'm currently in school studying Computer Science. I plan on working in the field of Data Science after I graduate, which is an industry experiencing explosive growth. As somebody who plans on working in the tech industry in the future, this means I'll be able to have more chances at receiving competitive compensation for the work I'll be doing without an employer making me sign a noncompete clause. Noncompete clauses strongly hinder a worker's ability to seek out higher wages. They also hinder competition in the labor market. Bravo to Lina Khan for the proactive work she's doing at the FTC. I feel like my tax dollars are actually working for me, at least when it comes to the FTC. Thank you, Lina Khan and everybody at the FTC who has been pursuing this legislation."
Leslie	"Non-Compete Clause Rulemaking, Matter No. P201200 I am in support of removing non-compete agreements. I recently had an experience with an employer who lied during the recruiting process, promised a 40 hour work week and regular bonuses. This employer also required all employees sign a 3 year non-compete agreement, making it all but impossible to get another job in the same industry without moving due to the very restrictive terms used in the agreement. Once employment began, it became apparent that the job was actually 55+ hours a week and the requirements for bonuses made it impossible to achieve them. Additionally, the owner of the company verbally abused all of his employees and used threats and fear to try and motivate people but instead made the most toxic work environment I have ever encountered. I eventually had to quit the job for my own mental and physical health and am unemployed due to the restrictive non-compete. This company owner used this legal document to trap low level employees in jobs that stunted their growth and made professional advancement all but impossible. I fully support the banning of non-competes. There are other ways that companies can ensure that employees stay on past training periods such as making them pay back bonuses, etc. . I also feel that non-solicitation agreements are still important as it can take a lot of time and effort for organizations to grow their customer base and business network. If you area good employer that does right by your employees - they will stick around. Or they will

	leave and force you to become a better business. The need for competition is the entire reason that Monopolies are outlawed in the US."
Michael	"I am a physician. My family, my patients, and I have been severely impacted by a non-compete agreement. My goal as a physician has always been to practice medicine and care for the communities in which I have grown up and continue to live. I was able to do this until I was threatened by a now former employer regarding a non-compete clause in my contract. I had to drive over an hour away to find a suitable employment opportunity. This caused significant stress and increased risk of car accidents for my patients, who decided to drive to see me, and for me. A patient-physician relationship is a sacred bond. Patients' lack of access to a physician whom they have grown to trust can have significant and detrimental effects on their health. Patients should have the choice and access to be able to see the healthcare professional who they feel understands their needs. Healthcare professionals are NOT interchangeable. I strongly encourage the Federal Trade Commission to remove non-compete clauses from contracts to allow all of us as patients, whether current or future to have access to the care we need. I am happy to discuss this further if I could be helpful in any way."
Carol	"Banning noncompete clauses would be much better for employees and consumers as well as helping to further competition in the market. Presently I have to be careful due to a noncompete clause, which prevents me from reaching out to past customers even when I could actually help them."
David	"I am a primary care physician. Non-Compete clauses make caring for my patients mom difficult."
John	"I support banning Non-Compete clauses. It's ridiculous to try and control someone's life after termination of that employment after an employer fails to meet an employee's needs. Moreover, it's ridiculous to try and control someone's life regardless of an employer meeting an employee's needs. There should never be any circumstance where a person can't work because an employer holds a signature over them."
Karen	"I recently left a position where I was not only silently underpaid my base salary for two consecutive years and a victim of sexual harassment in the workplace for almost two years. I was just slapped a non-compete that was almost 7 years old when I left to go to a competitor, that had a head hunter find me! I was offered DOUBLE in MY BASE SALARY in addition to more opportunities, larger percentage of commissions, and a company that respects me and is thrilled to have me on their team. My former employer also threatened my new employer (which I have not started yet), to sue them for 10k for allowing me to work at the new company. It is ludicrous and unreasonable to have an employee not be able to better themselves and have to endure sexual harassment until I was forced to resign. The employer still employs the perpetrator. That is not legally fair! Please pass the bill to lift non-competes!"
Richard	"No more non compete "agreements", because they are not agreements; they are actually forcefully signed under duress of not getting a job, or a benefit, or separation pay."

Trevor	<p>"We need freedom from the "non-profit" hospitals that restrict our work. Through their massive budgets and legal powers they are able to push out independent physicians due to their non-compete rules. Please remove the exception of non-profit hospitals and employers and the exception of not including physicians from the new non-compete FTC laws. We need freedom to be able to work where our patients need us instead of where a contract allows us to work. Our families and loved ones should not have to be separated from us for us to continue serving patients in our profession. I am tired of moving and am considering changing from clinical care to consulting after only 4 years out of residency due to the anti-competitive rulings in my state and in our country. We need competition to improve patient care for our family members and loved ones! Currently I am not able to accept a position at a critical access hospital that needs more care to take place under its roof to stay in business in Sheridan, Michigan. This community loves and needs a hospital and I am not able to work there due to a non-compete. This is of greatest loss to the patients of this community. Please listen to our pleas. Our patients need us to be free from these entrenched interest restrictions."</p>
Suzanne	<p>"I agree with getting rid of non-compete clauses which workers are forced to sign. Many of these workers are in low-wage jobs and should allowed to move into a better paying job if one becomes available. This helps not only the worker who gets more career opportunity but also their family and the local economy where they then spend their additional income."</p>
Hassan	<p>"Non-compete clauses are contracts between employers and employees that prohibit the employee from competing with the employer for a specified period after the termination of employment. Non-compete clauses have become a common feature of employment contracts in many industries, including healthcare. While non-compete clauses are often seen as a way to protect an employer's business interests, they can be harmful and disadvantageous for physicians. In this comment, I will explore the negative impact of non- compete clauses on physicians, particularly in the context of healthcare. I will also discuss the legal and ethical implications of non- compete clauses, and examine whether they are truly necessary to protect an employer's interests. The Harmful Effects of Non-Compete Clauses on Physicians 1- Limits Career Opportunities: Non-compete clauses limit a physician's ability to practice medicine within a particular geographical area. This can be a significant obstacle to a physician's career advancement, as it restricts their ability to seek new employment opportunities. Physicians who are subject to non-compete clauses may find it difficult to transition to a new job, even if it is in a different geographic region, because they may be prohibited from working in the same specialty or with the same patient population. 2- Limits Patient Choice: Non-compete clauses can limit patients' access to healthcare. If a physician is unable to practice within a certain geographic area, patients who rely on that physician may be forced to seek care elsewhere, which can be challenging, especially for patients with chronic or complex medical conditions. Patients who have built a relationship with a physician may also be reluctant to switch to a new provider, which can lead to delays in care and other negative outcomes. 3- Limits Innovation and Research Non-compete clauses can hinder innovation and research in the medical field. If physicians are unable to work with or collaborate with others in their field, they may be less likely to share their knowledge or to engage in research and innovation. This can slow progress in the medical field and limit the development of new</p>

	<p>treatments and technologies. 4- Limits the Rights of the Physician Non-compete clauses can limit a physician's ability to work and earn a living. They can also limit a physician's ability to practice medicine in the way that they believe is best for their patients. For example, a physician who disagrees with their employer's policies or procedures may be forced to leave their job and move to a different geographic region, or risk violating the terms of their non-compete agreement. The Legal and Ethical Implications of Non- Compete Clauses Non-compete clauses raise significant legal and ethical questions, particularly in the healthcare field. One of the key concerns is the potential impact of non- compete clauses on patient care. Patients have the right to choose their healthcare providers, and non-compete clauses can limit that choice. Patients may be unable to see the physician of their choice if that physician is subject to a non-compete agreement, which can lead to delays in care and other negative outcomes. Non-compete clauses can also limit a physician's ability to practice medicine in the way that they believe is best for their patients. Physicians have an ethical obligation to provide the best possible care to their patients, and non-compete clauses can limit their ability to do so. For example, a physician who believes that a particular treatment or procedure is in the best interests of their patient may be prohibited from offering that treatment if it is not approved by their employer. Non-compete clauses also raise questions about the freedom of contract. While employers have a legitimate interest in protecting their business interests, non-compete clauses can be overly restrictive and can limit an employee's ability to work and earn a living. Some legal scholars have argued that non- compete clauses are incompatible with the freedom of contract and that they should be subject to greater scrutiny by the courts."</p>
Trina	<p>"I am in support of the banning of noncompete contracts. They give employers an unfair advantage and undermine the free enterprise system of the United States of America. Thank you for your consideration."</p>
William	<p>"Banning non-competes is a great idea. The most ridiculous non-compete I had signed was in my early 20's I worked for a company that did Chess classes for grade school kids. I was an instructor for a while, a few years in I did sonic graphic design and layouts for the company and had to sign a "7 year" non compete. The information I had access to didn't change. The only change was now I was laying out the files that would become the worksheets that all the instructors were using. The work was no different from any other graphic design job I would do for another client except for the non-compete. To this day I haven't met anyone who has signed a "7 year" non-compete. After this I have worked on other educational programs as well as working on IPs for aerospace and medical industries and never had a non compete last that long. I believe in a total ban of non-competes based on how it can negatively impact the total pool of knowledge and talent in any industry thus slowing the progress of an industry. Thank you, William Stanigar"</p>
Zach	<p>"Hello, This ruling would open up so many doors for employees who feel trapped in industries and professions they have dedicated their working lives to. I have been coerce into signing non competes in four different skilled trades and companies. The latest is my current trade and company in contract line work. Our client company has had several mid level management personnel ask me to apply to their company. They would love my experience and skills put to work through their</p>

	<p>company, however the non compete strips that reality away from myself and my family. Better benefits, more time home, and better work life balance. The client company went as far as to read through the non compete to find a "loop hole", turns out my company found it first and amended the loop hole to ensure no employee from my company would have a chance to thrive at our client company. I signed a non compete in the past, as I could not have been hired without it, that stated I could not work for a competing company or open my own company in the same field within a 150 miles radius to our company office if I quit or if I were fired. This is from a pest control company where I earned a base \$13.00 an hour. Middle class blue collar workers are taking the greatest hit while the companies that strong-armed us into these NCs are happily paying us less than we are worth knowing we have to either completely uproot our lives to find better companies in the same field or change trades all together. Middle Class men and women should not have to give up on countless hours of mastering a craft in order to make better living conditions for ourselves and our families. I pray that this ruling passes and passes quickly. So many men and women have better opportunities that want their experience, work ethic, and dedication to their craft. One piece of paper strips them of all of that. Thank you for bringing it to the table, it gives the working class hope"</p>
Nick	"Non competes are unfair and stall careers. Get rid of them. Thanks!"
Lori	<p>"I am in favor of banning non compete clauses in employee/employer contracts. These are an unfair practice that can cause harm to not only the individual employee, but to the community we live in. An example of harm against the individual: big box companies hire an individual from their competitor. The business makes an irresistible offer to the individual and part of the offer includes a non compete clause for an extended period of time. Employee accepts and starts the new job. Employee is then fired early in their employment. Business has removed an outstanding employee from their competitor but has destroyed an individual's career in that field (ie manager of a specific department at a big box store). 2nd example is a young veterinarian who lands her dream job at a clinic in her hometown. She is outstanding in her job for 3 1/2 years but has discovered that working in this clinic is not the dream it was presented as - 70 hour work weeks, on call 24/7, and what some would consider to be an abusive owner. But this vet's contract prohibits them from working within a 10 mile radius of the city for two years. There is a severe shortage (as in 0) vets working in their specialty area within that area. So they are prohibited from providing lifesaving care due to the noncompete clause in their contract. This vet is threatened with lawsuits if they practice within that 10 mile radius, which includes most of the population of this very rural area. This is life and death for animals and great heartache for the families who love them. And yes, this vet signed the contract with the noncompete clause, but there was no job without it. Especially in this time of worker shortages, I strongly hope that noncompete clauses are eliminated."</p>
Melanie	"Non- competes hinder a workers ability to seek employment in a field that they are familiar with. I work in sales and my non-compete states that I cannot work with a referring business partner that I spent years developing the relationship. The

	<p>partnership is based on my working hard to take care of their clients and the interpersonal relationship I built. Many times It is after business hours. My company because of this non-compete has employees fearful of finding another job with a competing employer who might be offering better pay, or benefits. A hard working employee should be able to work wherever they want without fear of a lawsuit. It is unfair to hinder that employee, it's the employee that puts in the work so that employee should be able to take their skills to another employer. Non-competes should be eliminated for all workers."</p>
Simon	<p>"We are a country of immigrants that moved to this land for freedom, the non-compete is the exact opposite of the origin of this country. Non-competes in my opinion represent oppression, the government nor an employer should ever have the ability to deter an individual from making a living or a better living; this is exactly what non-competes are doing. If abolished you will see economic growth as well as innovation, individuals stuck in situations will be able to not only look for better work but in many cases be able to open more efficient businesses of their own. Please abolish the non-competes."</p>
Sean	<p>"This is a wonderful rule! Americans have an inalienable right to work and earn a living. Taking that away from people is frankly immoral."</p>
Sean	<p>"This is long overdue! All Americans have an inalienable right to earn a living. It is inexcusable for companies to be able to take away someone's very livelihood via non-compete clauses."</p>
kevin	<p>"While I applaud the FTC's proposed Non-Compete Clause Rule, I fear employers will simply migrate to Non-Disclosure Agreements or similar instruments to maintain their insidious and unabating fear of litigation. May I suggest a broader definition of a Non-Compete Agreement to include most Non-Disclosure or similar agreements? Otherwise I think decades of litigation will be spent over semantics. Why not be clear from the beginning?? Thank you."</p>
Michael	<p>"I am writing to support the proposed rule. Non-compete agreements, as they exist in practice, are bad for business and for employees. I recognize that companies are interested in protecting such things as client lists or specific trade secrets. However, many agreements go beyond that. The agreements I am currently bound by have vague language. There is no way for me to consider a particular position and verify that it would be allowable under my agreements. The employers are not obligated to identify the specific information, industries, or competitors I may not work for. My current agreement says I may not "... engage in or support the development, manufacture, marketing, or sale of any product or service that competes or is intended to compete with any product or service sold, offered, or otherwise provided by [my employer] ... that [I] worked on or supported, or about which [I] obtained or received Confidential Information." There is no well-maintained list of "confidential topics" that I can consult. The criteria of something being "intended to compete" is impossibly vague. I cannot know what might run afoul of this agreement. While a non-compete may be reasonable for executives and officers, it is unfair for employees. The only way an agreement would be fair is if the employer was required to provide a list of competitors they are concerned about or a list of specific trade secrets that may not be disclosed. With mutually</p>

	understood constraints, I can know which employers I can move to, and they can hire me with the confidence that there will be no resulting litigation. However, that's not how today's agreements work."
CT	<p>"To whom it may concern: Thank you for asking for public comment. Shortly after I started my medical career in the early 1980's, I learned about the non-Compete restrictive covenants in some work contracts. They were a new thing. These usually were not being upheld in courts-of-law and also were generally overlooked when an employee left their job. The idea was that your colleagues would not go down the street and set up shop to compete with your business, especially after you may have trained that individual. Now with very large conglomerate companies owning and buying hospitals and medical practices, things have changed. Promises are made to employees and not kept. Under the guise of these promises in order to keep a job they may have had for years, employees are required to sign a "Non-Compete" agreement when the practice is purchased by a venture capital group. What is more the courts are now upholding these coerced contracts. These generally effect doctors just starting their careers. For instances, a medical specialist I know would need to go out of state or move to the upper peninsula of MI at least 50 miles from the bridge to seek another position because of the restrictive Non-Compete clause signed by her to keep her job. The practice was sold to a "for Profit organization" just after this physician got settled in up north in MI. Commuting is out of the question and taking call would be impossible. Additionally, I've seen a similar "buy out" within three months of my daughter starting her job in a Veterinarian practice here. It is no small move to come to the upper part of MI. Home purchase, children in schools etc. I have learned that the same has happen to other Veterinarians in different practices in the area. While the distance of the restriction is less, the circumstances are similar, i.e. promises made, non-compete contract signature required to keep the job and nothing changes except the company takes money off the top. No new equipment. In rural up-North Michigan it becomes necessary for these doctors to do "fill in" work if they leave there position and they often need to work up to 66 miles away from their families. That is a ridiculous commute created unnecessarily by these non-compete Clauses. That is why I believe that the non-compete covenants are restraint of trade and a personal hardship imposed by big business on small families with few available options. These young doctors cannot fight this in the courts. They don't have the time or the money. They are just wrong."</p>
R	"Non competes are an unethical way to keep workers from leaving jobs for more favorable working conditions. They should not be legal."
Tina	"I fully support this rules change. Having been a family physician in a rural area, and being forced due to a non compete clause to travel a significant distance to a new practice, this was a difficulty for me as a new physician. In addition, I had a very loyal patient panel who also did their best to travel to see me. This place a significant strain on the health care in the community. With primary care physicians being such a significant shortage allowing corporate medicine to utilize non-compete clauses is negatively impacting the overall healthcare availability in communities particularly those in rural areas."

Nikki	"A non-compete clause forced me to have to commute 70 miles one way and drove me put of practice."
Nathan	"I unequivocally support a stop to non-compete clauses. They are nothing but predatory and, from an economic standpoint, stifle competition in the workplace. They have helped stagnate wages and do nothing but hurt workers."
Meghan	"I support the ban on non-compete clauses in regards to employment contracts. As a board certified, licensed, physician assistant, who works as a part of a medical team it is unfair that an employer would be able to set the terms under which I could find additional employment, even if leaving a job in good standing. The fact that an employer can set the terms that can limit one ability to find additional employment, inhibiting one's ability to provide for their family regardless of their actual ability but only based on geographical distance is laughable."
Mary	"I work in a remote rural area. A company owned by venture capitalists bought our health system. The health system can not provide the care my patients need. My non-compete clause is 2 years and 50 miles! For the sake of myself and my patients' welfare, I joined a non-profit health system 1.5 hours drive away from where I live. I drive treacherous winter roads most days to provide my patients with the care they deserve. Many of my former patients have followed me. My sister the at age 18 due to a MVA during a winter storm, so I do not take this lightly. I have 4 school aged children who I refuse to uproot and move. Please pass the law outlawing non-compete clauses so for profit venture capitalists can not do this anymore!"
Kirk	"Dear Chair Lina Khan, I have several friends that work in the construction industry or housing industry that have been stuck in jobs where they are unhappy and underpaid. This because of non compete clauses. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Kirk Trainer Ferndale, MI"
Rachel	"I am in support of passing this new rule, Non-competes only benefit the employer and prevent employees from perusing better opportunities in their field. Forcing an employee to stay in a job they no long want to be part of is counterproductive for both parties. Unhappy employees are not very productive. On the flip side if you treat your employees well and pay them fair, they will want to work hard for you. For businesses with intensive training who don't want a revolving door maybe a 2-5 year employment contract would be an acceptable alternative. They should not be locked into a non-compete with a specific company indefinitely.."
Cal	"Essentially half of the amount of money I could be making as a contractor goes to my contracting agency and I'm locked into quitting my job for a year to have the opportunity to try and get it back or take a position with less pay to get out of it. This new rule would allow me to change my income by at least 50% in the 6 months after it takes affect and then by another 50% a year later without changing my actual job position or duties."
Amy	"Thank you for addressing this topic. Non-competes have become pervasive in nearly all physician contracts now and I strongly believe they should not exist. They only serve to allow hospitals to treat physicians poorly, limit fair market influences, and compromise patient safety by trapping physicians in toxic jobs with

	worsening burnout. In the face of massive physician shortages, a pandemic that has spiked burnout to an all time high and thousands of healthcare workers leaving the workforce, non competes only worsen these effects. To understand, for a physician to leave a toxic workplace it first requires 90-120 days on average notice as well as 4-6 months to become credentialed at a new institution; add on top of that non competes that in order to change jobs force doctors to leave the city they serve, move their families (often out of state entirely) and it's clear the burden is unreasonable. I beg the FTC to do what is right and protect our healthcare workers who have protected our nation during this pandemic and do away with the toxic practice of non compete clauses."
Lauren	"To whom it may concern: I am highly in favor of passing the proposed restriction of non-compete clauses in employment contracts. Non-competes prevent workers from seeking alternate employment for their own benefit. Companies should seek to retain employees by adequate wages and benefits, not by making it legally difficult to leave. Non-competes stifle free-market movement of employees. I have also come to understand that the AHA has recommended that doctors be specifically excluded from the non-compete restrictions. Employed physicians should not be treated differently than other employees and should not be excluded from this law. Physicians should be able to change employers if it is advantageous for them to do so - regardless of where they move to. If physicians are, in fact, excluded, hospitals should be required to pay full wages for the duration of the non-compete clause. This would prevent hospitals from taking advantage of its employees' inability to leave. There is no shortage of patients needing medical care. If hospitals are losing patients due to physician movement, the solution to that problem cannot be "legally require the physicians to stay where they are." The hospitals must employ and retain excellent providers and provide excellent medical care, and patients will gladly come for treatment. Thank you for your consideration, Lauren Verstraete, DO"
April	"I think we should get rid of non-competes. They make it impossible to leave bad working conditions."
Christopher	"Please help independent contractors/self employed individuals reach there true market value Banning non-compete clauses would definitely provide a competitive and fair market throughout the country."
Matthew	"in the past, I had a non-compete in place with an organization that was not able to provide the services they wanted me to sell. Because I had a non- compete in place, I had to hire a lawyer, at my own expense, to get out of the non-compete and continue my career. It was an expensive lesson to learn, and I will never take a job offer with a non-compete in place again unless it offers back end compensation for the duration of the non-compete period. Additionally, employers would put a clause in the non-compete that part of your salary is to pay you for agreeing to the non-compete. They don't define how much, but as non- compete's are removed, salary should not be removed from the employee."
Stephen	"Other than trade secrets of a specific company, if an employee is so integral to the functioning of an organization that them working for a competitor gives a company a specific disadvantage, shouldn't the company just retain that

	employee? Non-compete clauses seem to just put undue power in the hands of a corporation. If employees are indeed expendable enough to be released wantonly or treated poorly enough to leave, they can't possible cause such harm to the organization in their release."
Patricia	"I am a physician requesting that noncompete clauses be outlawed. Non compete clauses historically have protected businesses from training workers who then took their skills to another local business. Now, they are used to strong arm professionals into staying in increasingly toxic and frankly abusive employment situations without recourse. We have families and communities and simply cannot move our families and lives long distances to satisfy noncompetes. Noncompetes are unfair labor practices that must be outlawed."
Rebecca	"I STRONGLY support The FTC's proposed ban on NON Compete Contracts. Having been employed for 17 years, to be FIRED early January this year and told they would be enforcing my Non-Compete. It was completely crippling to me and these contracts not only hold you hostage, they can absolutely cause financial mishap for a person. They limit competitive ability for both employers, and employees. I had to hire an employment lawyer to force my previous company to release me from said contract."
Lucas	"This is outstanding policy that will directly increase socioeconomic mobility for everyday workers while raising the standards for products across the board as companies compete for the best and brightest laborers. In an age of ever increasing consolidation and anti-labor initiatives, pro-worker policies such as this are imperative to protect democratic norms and deliver an equitable future for both current and future laborers."
Renae	"I had no idea this was happening in what I consider the regular job market. I always thought the non compete clause was reserved for hi tech jobs. I had no idea this could happen to anyone! It's obvious this rule is being abused to keep people loyal regardless of their work environment & to keep wages low. It's actually quite ten-ifying to learn. It's an abuse that should not be allowed to continue. I see why businesses are fighting so hard to keep this rule in place. Why wouldn't they! It's got to be abolished. Please listen to workers, not businesses."
Chris	"I am a nurse practitioner, I have been laid off once as a nurse practitioner and spent five months trying to find work that would work around my noncompete clause. I ended up finding work as a regular nurse writing clinical guidelines, and that company lost a contract and I was laid off there. I'm currently under a two-year restrictive noncompete clause. I think they should be abolished. It has prevented me from furthering myself, and it has prevented me from getting wage increases. I think if employers don't treat their employees well, they should lose them to their competition. Nice to think about someone looking out for the little guy ."
Denise	"My family is in health care; patient care is impacted negatively by forcing physicians and nurse practitioners to move their practices out of the area instead of being allowed to provide continuity of care. The noncompete allows hospital systems to effectively lock in their providers benefiting no one else especially the patients."

James	"Physicians are locked into a location because they do not want to move and change the whole family dynamics because they continue to have noncompete clauses even after years of work and are held hostage to the organization no matter how they are treated."
Brenda	"I agree with the ban, our average wages are far below the cost of living. We as American should be allowed to improve our quality of life, as stated in the constitution. So in essence being forced to sign this contract should be unconstitutional."
Gabriel	"I strongly agree with prohibiting non-complete clauses. I am currently bound by a non-compete clause myself as an employer of a large health care system. I, like many other employees, carry no "trade secrets" or "company secrets" with me. The non-compete clause only serves to restrict my choice of employer. Employees like me are forced into long commutes or financial hardship to try to escape these anti-competitive contracts. Non-compete clauses are clearly suppressing wages (studies have borne this out). They lead employees like me to resent their employers. Please listen to employees like me, not to wealthy corporations, and ban non-compete clauses."
Kelly	"Non-compete agreements trap employees. They are solely for the benefit of the employer. These contracts overreach and are often not specific i.e. "cannot provide similar services" when in fact services are not similar and are not direct competition. Employers intimidate employees and employees are afraid to leave because they might violate the agreement. This leads to employees tolerating poor management and low wages while employers have the upper hand by threatening the employees with legal action which the employee often cannot afford. Employees are unable to improve their financial situation or are subjected to undue hardship by having to commute far from their home to a new employer outside of an arbitrary mileage mark set at the employers whim. This replaces "at will" employment and "traps" the employee instead. Non-compete rules should be abolished."
James	"I support the proposed rule. Non-competes limit a free market and hinder the ability for individuals to grow and excel."
Mary	"I believe a person should be able to leave a job if not getting enough money to pay his bills and feed his or her family. I know from experience it happens time and I worked two minimum wage jobs."
Nathan	"Non compete clauses artificially lower wages and make the marketplace less efficient by trapping people at their current employer."
Robert	"The Federal Trade Commission should ban the use of non-compete clauses in employment contracts. These clauses violate anti-trust laws because they work to limit competition in the labor market. We have a largely free enterprise economy. Workers at any particular company should continue to be free of any legal constraints to leave a current employer to seek a better position at another company."

Jamison	"I have never been subject to a Non-compete agreement, but I am a Soldier with 20 years of service. I'm preparing for retirement and entering the civilian workforce. I have a broad and specialized skill set that I hope brings me into well paying, white collar jobs. The idea of having to deal with NCAs frightens me, and makes me apprehensive to work with certain employers. Banning them is the right move."
Kuan Ting	"Noncompetes are anti business. I am in favor of making noncompetes illegal."
Laurel	"I agree with the proposed rule. I am a Certified Nurse Midwife and my current employment agreement contains a non-compete clause. This gives the employer far too much power, especially in subsequent contract reviews and salary negotiations. I agree with the current document's points, elucidating the reasons why non-competes are problematic, and the ripple effects to other workers and areas of the economy. I strongly support this proposal to end non-compete clauses."
Taima	"Non-compete agreements can be very harmful to workers and the economy, and I believe that banning them in the United States would be a positive step forward. Firstly, non-compete agreements can limit an individual's ability to find new employment and make a living. They prevent workers from using their skills and knowledge to earn a living in their chosen field, even if they are not competing with their former employer. This can lead to reduced job opportunities, lower wages, and decreased economic mobility. Secondly, non-compete agreements can stifle innovation and progress. If workers are unable to move between companies and industries, it can limit the exchange of ideas and expertise. This can hinder the growth and development of new technologies and industries, and limit the benefits that they can bring to society. In addition, non-compete agreements can be particularly harmful to low-wage workers and those in industries with high turnover rates. These workers are often the most vulnerable and may not have the financial resources to challenge or negotiate the terms of these agreements. Overall, I believe that banning non-compete agreements in the US would help to promote a more competitive, innovative, and equitable economy, and provide greater opportunities and protections for workers."
Anna	"s of: May 04, 2023 Received: March 04, 2023 Status: Posted PUBLIC SUBMISSION Posted: April 18, 2023 Tracking No. leu-27kq-72nc Comments Due: April 19, 2023 Submission Type: Web Docket: FTC-2023-0007 Non-compete Clause Rule (NPRM) Comment On: FTC-2023-0007-0001 Non-Compete Clause Rule (NPRM) Document: FTC-2023-0007-15146 Comment from Young, Anna Submitter Information Name: Anna Young Address: Charlevoix, MI, 49720 Email: agyoung555@grnail.com Phone: 12314974164 Redacted Comment Please remove the Non-compete clause. As a physician in a rural area this program is very harmful for filling positions for all providers and all support staff. We need a free competitive market for employees. Non-compete clauses really harm employees. Thank you for your consideration in this matter. Anna G Young MD, Charlevoix, MI. I am happy to discuss this further with you. Original Comment Please remove the Non-compete clause. As a physician in a rural area this program is very harmful for filling positions for all providers and all support staff. We need a free competitive market for employees. Non-compete clauses really

	harm employees. Thank you fur your consideration in this matter. Anna G Young MD, 411 prospect, Charlevoix, MI 49720. I am happy to discuss this further with you."
Daniel	"Unleash innovation and improve American competitiveness by letting workers accumulate skills and move to their most efficient place in the knowledge economy without being penalized."
Sameena	"I support a federal ban on non-competes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people. Physician employers also often change their contracts/impose pay cuts etc and then physicians have no leverage to negotiate due to restrictive non-compete clauses (and employers know that)."
Sarah	"Physicians play a crucial role in ensuring access to quality healthcare, especially in underserved communities. Non-compete clauses in physician contracts limit their ability to practice medicine in a specific geographic area after leaving their current employer, making it difficult for them to move to areas with greater need or to start their practices. Moreover, such clauses restrict competition among healthcare providers, which can lead to higher healthcare costs for patients. They can also limit the patients freedom to choose the healthcare provider they prefer, which is essential for fostering a robust and accessible healthcare system. Therefore, banning non-compete clauses for physicians could lead to greater access to healthcare, increased competition among healthcare providers, and lower healthcare costs for patients, ultimately resulting in better healthcare outcomes for all."
Kelly	"I support banning non-compete clauses because it restricts worker autonomy to find employment in the industry where they have experience. Work satisfaction and company culture need to align with an individual's goals and desires. Working in another industry or geographic location doesn't necessarily support 'life, liberty and the pursuit of happiness' for someone. I've seen families torn apart by one parent bound to stay in an area (a teacher) while he husband was laid off as a healthcare finance executive with a non-compete had to live 3 hours away from his family for years. It was stressful and disturbing how a company could restrict a person's ability to support their family in person. Totally not what our forefathers intended."
Catelyn	"Noncompetes are horrible to work with. Keeping noncompetes for truly privileged employees is fair. Yet Michigan, I see noncompetes from people making sandwiches at Jinuny Johns. Yes, the sandwich makers were apparently contractually prohibited from working any other foodservice job upon leaving JJs. Ridiculous. Even for the majority of office workers, they are not privy to actual trade secrets. Noncompetes hurt our workforce. Companies will not be materially affected by employees working in the same industry after leaving any specific place of employment. The spirit of noncompete clauses is to prevent trade secrets from being exploited, but employers use them to chain employees to jobs by threat of unemployment. My partner is a physician in Michigan and he is unable to work within a 60 mile radius of his previous employer, regardless of reason for leaving

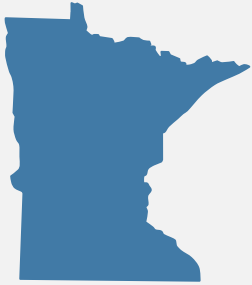
	<p>employment. What possible trade secrets could he be taking to other employers? He is one of the few physicians who will work in the city because of this contractual stipulation from this employer (who is one of the only healthcare providers in the city). So the citizens suffer because of an employment policy that scares talent and trained providers away. Banning noncompetes is a good thing!"</p>
Isaiah	<p>"Some non-compete clauses are written in a way that is mutually beneficial for both the employer and the employee. In my case, I have an agreement with my employer to pay my salary and some other benefits for 1 year after my employment is terminated, so long as I do not join a competitor during that year. This clearly benefits both of us. I would like this new ruling to take into consideration mutually beneficial scenarios like this one. Paid non-compete periods should either be allowed so long as they conform to reasonable mutually beneficial limits, or they should be allowed without limit so long as they are completely voluntary and nullable any time after employment is terminated."</p>
Donald	<p>"Upper Great Lakes Family Health Center (UGLFHC) is a 501(c)(3) nonprofit, Federally Qualified Health Center (FQHC) that, based on our current understanding, would not be subject to the Proposed Rule. UGLFHC is exempt from coverage under the Federal Trade Commission (FTC) because we are not organized to carry on business for profit. In the event our understanding of the Rule's applicability is incorrect, we offer the following comments. UGLFHC admires the FTC's efforts to address the potentially negative effects of unequal power between employers and certain types of employees. UGLFHC employs a variety of personnel, from clinical support staff like medical and dental assistants to nurses and licensed clinicians, such as physicians, dentists, and clinical social workers. Some employees are extensively educated: some have completed entry-level training programs. Some are highly compensated: some are lower wage. Given this variety of staff, not all employees present the same considerations with respect to non-compete agreements and we are apprehensive at the prospect of rulemaking that applies one standard to all employees. For example, UGLFHC has no objection to prohibiting the use of non-compete clauses with individuals that are, or would be hired as, low-wage earners. These employees experience the greatest degree of power imbalance in hiring and employment processes and are more likely to experience negative impacts from non-compete arrangements. In fact, Michigan's state legislature is already considering legislation that would prohibit non-compete arrangements with low-wage employees (as numerous states have) and we have expressed no concern with that aim or approach. The intention to improve fairness in employment practices for low-wage employees is admirable. However, highly compensated clinicians working at UGLFHC, like licensed medical, dental, and behavioral health providers are different from lower-wage employees. In most employment circumstances, these highly paid employees have significant leverage in negotiating their employment arrangements with little of the power imbalance observed with lower-wage employees. In addition, health centers often make extensive investments to establish a clinician's practice within their organization and reasonable non-compete arrangements provide some assurance those investments will result in stable services for health center patients. Additionally, our communities experience an ongoing shortage of licensed clinicians. Non-compete arrangements help moderate scarcity-driven competition which can lead to wages skyrocketing well</p>

	<p>beyond what would be considered fair or competitive compensation. These factors can be community-specific, which is reflected by the fact that not all health centers need or choose to use non-compete clauses. We strongly feel it is important for our organization who has a deep knowledge of the workforce landscape in our communities to have the flexibility to use reasonable non-compete clauses with highly compensated employees when necessary. We encourage the FTC to re-focus the Rule to more narrowly focus on lower-wage employees who have genuinely unequal power and thank you for considering our comments."</p>
kathleen	<p>"I am writing to state my views regarding non-competes between Franchisor and Franchisee. Although it is imperative that franchisees do not immediately open in the same spot a directly competing business, one that is a direct replacement to the franchised business, the non compete in the FA must be specific to this and not be so vague that anything even slightly related to the franchised business is considered a violation. Consider my situation. I owned an Honor Yoga Franchise from 2016-2020. Late in 2020 I had to file bankruptcy as the FA was up and due to disagreements with the operations of the franchise I did not want to renew. I opened a well-being coaching business that offered mindset classes that used mediation and movement classes, specifically not marketed or intended to be yoga but be an option for those overweight and unhealthy to slowly get back in shape. These classes were not the core of our business, but rather an entryway to our coaching programs, the bread and butter of the business. The franchisor, Honor Yoga, is now suing me for non compete violation. But my expectation of a competing business would have been a yoga studio, offering and marketing yoga classes, not a coaching business with classes similar but not yoga. This limits what an owner of a franchise can do for work after leaving the franchise for whatever reason. A non compete within a franchise agreement, must allow the franchisee to work in the industry, but not directly compete. It must be limited to specific direct competition. Many FA's simply state "competing business" and this is far too vague. If there is a non compete clause in a FA, it must be specific and detailed in the agreement so there is no confusion as to what is implied."</p>

Constituent Support for the FTC's Noncompete Rule

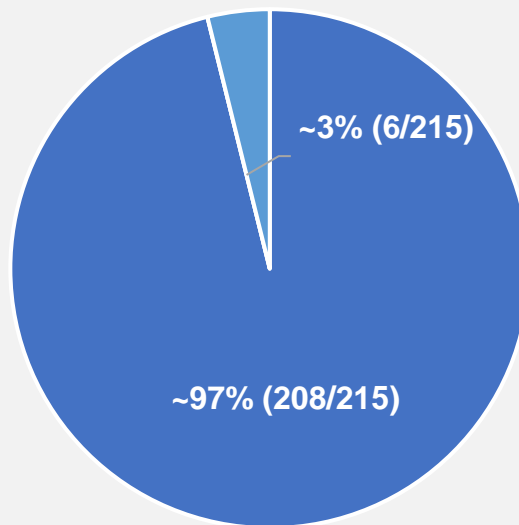


Minnesota | Statewide Impact



On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade.




Notice of Proposed Rulemaking: 208 of 215 MN Commenters Support





Non-Duplicate Public Comments Received by by % ■ Support Rule ■ Neutral ■ Opposition to Rule

Support Across Sectors of the Minnesota Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 I am a doctor in a pediatric subspecialty field. My contract with one of the children's hospital in my city includes a non-compete. My specialty is fairly small and thus I am generally required to work in a place with a large population. The non-compete essentially bars me from being gainfully employed within the metro area of my city outside of this institution if I chose to leave on my own. This means that I have essentially no bargaining power for myself unless I am willing to move to another city, uprooting my family and leaving our extended. I do not know if your rules will extend to 501-3cs or non- profits. This should be given consideration as some of these companies, like my hospital, are wielding these contracts the same way any for profit company would."</p> <p style="text-align: right;">-Ben</p>
	<p>"I'm a Service manager at a dealership in Minnesota, my employer forced me to sign a [non-compete] for what was initially 2 years and 100 miles covering service, sales, and parts....I managed to get it negotiated down to 1 year but the auto industry is all that's on my resume, no other auto shops or sales in the area use them by my employer uses them as employee retention claiming we have trade secrets but I have yet to find any reason our shop is run any different from any other auto shop. Under this clause I can't even go work a minimum wage auto parts store job and I have no other option for employment. Additionally in my pay plan is a clause that allows my employer to change it at will...There's no reason except using the non compete as an employee retention tool...Non competes for high paying executive jobs can make sense, but people like me on the lower end of the spectrum who aren't living in lavish conditions are being pinned down and held in place intentionally using these agreements when a simple non disclosure non solicit agreement would protect the [business] just fine."</p> <p style="text-align: right;">-Brennan</p>
	<p>"I am a veterinarian and have been subject to non- compete clauses throughout my 16 year career. When I was young, I was able to uproot my life to move to a new job outside my clause, but that is not feasible with a family. After leaving my most recent job, I've been forced to commute at least 2 hrswaltz a day, in order to follow the rules. I'm not willing to move and make my husband resign from a job he loves, and attempt to find daycare in a new location. As the breadwinner of our family, it's outrageous that I can't continue to do my job in the community we have been a part of for so many years. Other vet clinics in the area are desperate for help, yet I am not allowed to provide them with my much needed skills and experience. Truly just harming everyone involved. Non-compete clauses are outdated and harmful to so many industries, I encourage you to abolish them."</p>

	-Brandi
	<p>"(I)am a physician and mother who worked 5 years at an academic center in a rural state. My non-compete was 35 miles. When I was ready to leave the university, I had to leave the state because of the non-compete. Our family left a home, friends, neighbors, and an entire support system that took years to build. Non-compete clauses can hurt parents especially, as we rely on our communities (family, services, neighbors, schools, colleagues) as we raise our children. Many physicians will stay in unfavorable work situations to avoid the toll of a move on their families and themselves. They end up accepting lower salaries and poorer working environments because of this."</p> <p>-Erin</p>
	<p>"I strongly support this rule and would be positively impacted. I work in the technology field, which is plagued by onerous noncompete agreements. Non-compete agreements negative impact innovation, because engineers are prevent from moving to new teams within their industry working on new technology to displace existing technologies owned by large corporations. With this rule change I would be able to actively change jobs within my industry and not fear of legal repercussions."</p> <p>-Cole</p>

Additional Support from Minnesota

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Alison	"Non competes force good doctors to leave even underserved areas to escape bad situations. Especially when private equity firms buy practices."
Amina	"I'm a physician in Duluth Minnesota, a small town of about 60k residents. This town has 2 hospitals and both have a practice of having non-competes to include each other in their contracts. This is such a disservice to the patient population of this community. Even those physicians who may not want to move from this community are forced to move from the city if they decide to quit their jobs at either of these hospitals. They are both also non profit hospitals. Almost all large hospital systems are nonprofit hospitals where their CEOs and other hospital admin makes million dollar salaries excluding bonuses. Why should physicians be excluded from this legislation? Please consider not restricting it to for profit hospitals, non-profit hospitals all make millions. It's a well known fact. Please include physicians and both non profit and for profit hospitals. Thank you Amina Adil MD"

Pradyumna	"Removing non compete clause is absolutely vital to improve employee wages and not forcing employees to forcefully relocate families due to geographical practice restrictions."
Laura	"Please put this rule in place. Without this rule, employers continue to use these clauses in contracts as an unfair business practice to reduce competition and depress wages."
James	"Non-compete clauses are not fair and rob workers of the right to fully participate in the market. Companies do not offer anything near reasonable compensation for giving up the right to participate in the labor market. Many years ago I passed on a good job because the employer had a non-compete agreement that laid claim to anything I might create or think of during the time of my employment. This did not seem like employment so much as ownership of me and my creations and thoughts whether I came up with them in off hours or not. It clearly wasn't fair to me and I passed on the job offer. Luckily, I was able to find other employment that did not include such a restriction of my rights. But after being out of work for a while due to my former employer failing and closing I was close to having no other choice for a while. This seemed and still seems unfair and just not right. I fully support the elimination of all non-compete agreements as they are clearly heavily weighted in the employers' interests and provide little protection or acknowledgement of the value employees provide. In a so called free economy they are a severe restriction of employees freedoms."
Anna	"I am writing in support of the proposed rule banning non-compete clauses. Non-compete clauses are damaging to the economy, to communities, to new businesses, and to individual workers. Communities should not lose doctors, nurses, and other health care workers because those individuals are not free to open new practices or seek new jobs in their local area. Businesses should not be blocked from the labor pool by non-competes imposed on workers by competing businesses, but should be free to hire local talent. And no worker should face the choice between unacceptable working conditions or having to leave either their community or their trade in order to find acceptable wages and working conditions. California has fully demonstrated that banning non-compete clauses supports vibrant and innovative businesses. In cases where actual company/trade secrets are involved, of course it makes sense to have NDAs. But everyone should be free to use their skills, training, and experience in their field to make a living where ever they choose."
Anonymous	"I support this rule. Non-compete clauses and restrictive covenants have become a tool used by corporations to shackle workers, communities, and local economies. I work in healthcare, as a rural physician. Rural communities used to have multiple small physician-owned practices working independently but altogether caring for the community. But then corporate

	<p>health systems began buying out these practices and now have a monopoly in our rural communities. These same corporations who claim to be non-profits squeeze struggling rural residents and laden them with medical debt, and overburden the healthcare teams into burnout. But when the healthcare providers like me seek to form our own practices so that our rural communities don't lose physicians we find that we cannot practice in our own communities due to non-compete and other restrictive covenants. My practice has lost five providers in the past 3 years because of this. Rural health is already under a lot of threat from multiple angles and these non-compete practices are adding one more burden that is worsening the healthcare workforce crisis that we are currently facing. Stopping non-compete clauses should apply to both for-profit and non-profit organizations because hospitals are non-profit in name only. Healthcare executives are after self-interests and not after improving the health of our communities, so they will naturally oppose this rule in the name of competition when the workforce trends show differently."</p>
Edward	<p>"I strongly support this measure to eliminate non-compete clauses. Workers of all industries should have the right to seek better employment opportunities at any time, and it should not be the burden of the employee to mete the impact of their departure on their employer. An employer who seeks to disrupt or delay an employee's move to a better job is doing so out of their own failures, not that of the employee. If they have concerns regarding sensitive information or an employee moving to a competitive business then they have other legal avenues to prohibit trade secrets from being misused. It is sad that non-competes single out individual workers when it comes to a situation that is negative for an employer but when it comes to supporting, recognizing, and incentivizing that individual to stay with a company they feel no obligation to provide for them."</p>
Cami	<p>"I don't know what else to say that if you ban Non-competes, you will save the financial life of this Trans Woman, the cleaning industry is ripe with these, i can barely work with them at every company and have insane and over bearing tees. I just want to work again, please, for the love of God, ban Non- competes."</p>
Katie	<p>"I agree with non compete clause. This is particularly important for physicians and physician wellness."</p>
Sydney	<p>"I am a Senior Supply Chain Consultant and I have had a terrible experience with non-competes. At my former company, I was unaware that I was signing a non-compete agreement during my hiring process. I had been at that company for about 2 years before I found another company that offered me a much better salary with a 401k and benefits that I did not have at my current company. I took the offer and let me current company know I was giving my 2 weeks notice. I was bullied, pressured and threatened due to the non-compete and was sent letters from the companies lawyers saying</p>

	I couldn't go to the new company. I couldn't believe that in America, they allowed these non-competes which stops Americans from being able to find a better job and position themselves into a better life. This is the exact meaning of the pursue of happiness and in my opinion, this should not be allowed in America from an employee's perspective."
Dan	"The proposed rule addresses the long held imbalance of power between employees and employers, by returning a workers right to move to where they feel their services are most valued. While I appreciate an employers desire not to lose employees they have invested in, and avoid potential loss of clients to former employees that developed relationships while in the employment of these companies, the current balance of power disproportionately favors companies over employees with the specter of non-compete clauses hanging over workers simply seeking an opportunity to receive fair compensation for their labor, or opportunities to start anew. Abolishing non-competes is the quickest and simplest way to level the playing field, however if exceptions are to exist in the future, a reasonable balance in negotiating power should be required, such that at-will employee should never be subject to such agreements. Non-competes should only be carefully limited to specifically contracted situations, and employers must be required to pay employees full wages from the date of notification through the non-compete period to an employees date of departure, and such date of departure should never exceed a reasonable time period needed to replace that employee or a maximum of 180 days."
Maggie	"I strongly support the proposed amendment to limit the use of noncompete clauses. In fact, I think that power should be reduced even further than what is being proposed. Noncompete clauses only serve the interests of companies while harming workers, consumers, and communities. Women are also at a greater risk of sexual harassment due to noncompete policies as they are often forced to work under predatory employers in order to make a living."
Andrea	"Please know that I and many in my profession strongly feel these non compete clauses must be disbanded or severely restricted. Unreasonable non- compete clauses for veterinarians can cause one to have to move states because of non-competes severely restricting unreasonable ranges. These are anti- competitive for the job market and anti-capitalism"
Sara	"Non-profit hospitals and Healthcare organizations do not equate to "morally good". They are run like businesses often with the sole exception of not having shareholders. If anything, this makes the boards less accountable for their decisions. They should not be give an exemption from non-compete clauses. Limiting the freedom of physicians and other Healthcare professions to change jobs without leaving the geographic area (something that is likely given the ever-growing number of mergers and consolidations) has not and will not be a good thing for patients or healthcare as a whole.

	<p>Having to stay at a job you dislike because you would have to move out of state if you quit, does not make you a better worker. Limiting your working hours to the bare minimum you need to financially survive does not improve patient access. Healthcare organizations and hospitals should be expected to hire and retain workers the same way every other industry is expected to by improving working conditions and offering fair compensation. The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families. Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage."</p>
Kevin	<p>"My wife and I work as caretakers at a condominium in Minneapolis. As caretakers we take care of the common area space in the high rise community and also live in the building for the convenience of residents so that we can be "on call" for emergencies. I work for the largest multifamily property service company on the continent, FirstService Corporation. A few weeks ago both my wife and I were fired from our jobs. We suspect this is retaliation from union organizing, and even though the company claimed we were fired over an "incident" with myself, my wife was fired as well because "we were hired at the same time". Now, my wife and I are not only unjustly without employment but also effectively homeless as we live in the building. We both signed Non Competes, agreeing to not work in the industry and being forced to show termination."</p>
Jack	<p>"At my company (an engineering firm in MN), Non-Compete agreements have consistently harmed both the business and the employees. In one instance, an employee who was effective in his role was given a different title, and moved to a different department, while effectively maintaining the same duties. All other employees with this title, were apparently subjected to Non-Compete Agreements, and he was told that he would need to sign one too. He refused, and was terminated. The company felt like they couldn't justify treating him differently from the other employees with that title, and he didn't want to relinquish his right to leave and do the work he had</p>

	experience doing with a different company in the area. Because of the use of Non-Compete Agreements, the company had to scramble to replace an important employee, and the employee lost his job. Both sides lost. If he had surrendered his rights and signed the Non-Compete, he would lose a critical form of leverage that he has as an employee: the ability to leave freely if he is unsatisfied with the conditions of his work, or if a better opportunity should appear."
Gina	"As a rural physician , I support eliminating NCC. It is so hard to move a whole family then have the job non be what was promised but unable to move to the other place in town to try to maintain the family stability. Please end them!"
Lillia	"Strongly in support of this proposed rule. Iain a nurse practitioner and my company would like me to sign a non-compete clause which is borderline dangerous in my opinion. I have already suddenly been furloughed (without income) during 2020 for Covid, and to limit my other opportunities to support my family is ridiculous. I still have not signed this and may consider leaving my position if they don't amend the non-compete clause. As a woman working in healthcare, I absolutely think non-competes are inhibiting our ability to earn a living for ourselves and our families and support our local communities should we be called to another opportunity. Please eliminate non-competes!!!"
Nathan	"I just wanted to comment that I believe this is an important rule that needs to be made. It will help increase wages and will stop anti-competitive practices. Being able to change jobs is an economic liberty that everyone should have."
Jerome	"I'm a MN attorney and in my professional capacity I have dealt with non-compete agreements for employers trying to enforce them, companies defending suits initiated by other companies alleging that my client is employing someone subject to a non-compete and individuals who have been sued by a former employer based upon a non-compete agreement. In addition I have advised countless individuals about the validity and scope of non-compete agreements they will be subject to upon termination of their employment. Over the years I have observed the following: No client I have represented to enforce a non- compete or plaintiff employers I've opposed that were attempting to enforce a non-compete (contracts that restrict future employment) experienced actual damages, I would describe every situation as a power struggle; every individual I'm aware of who was forced to defend against enforcement of a non- compete experienced significant personal/professional disruptions and financial burdens because of this; and I can't say that I ever recognized a social value served by enforcing a non-compete clause. PROHIBIT THEM."

Will	"Oh, heck yes, ban non-competes! There's already laws on the books to deal with ex employees stealing trade secrets and confidential information, so the only benefit here is as an additional lever to get the employee to put up with insufficient pay or otherwise intolerable conditions. This is a great idea that will increase competition between employers to treat employees better! The market isn't just for products, after all."
Michelle	"As a physician , I strongly support banning non-complete clauses. They lock young physicians into practices/hospitals whether or not these institutions continue to align with a physician's goals. They give institutions free rein to abuse physicians. There are better ways to retain physicians than non-compete agreements."
Joshua	"I work in the IT industry and one of the most popular and growing methods of obtaining IT service is through what is called a managed service provider. Many of these providers including the one I work at ban me from working at another managed service provider a year after I leave the company. As more and more internal IT positions go away and get absorbed my managed service providers, I have been put into a position where if I quit my job or even get fired from my job I would not be allowed to work for a year after leaving. Non-compete clauses need to be banned. They hurt everyday working people and they only help large corporations who are already powerful enough and don't need the help of something like a non compete clause to maintain that power."
Clara	"I believe the non complete clause should be banned for medical care providers, including physicians . By allowing for non compete clause to apply to physicians, you restrict the free market in competing for physician talent. Non compete clauses for physicians have limited physician services in certain markets and May cause physicians to leave the labor market all together. Please ban non compete clauses for physicians."
Josh	"Non competes stifles innovation and limits the ability for individuals to control their own destiny. Although I have never been impacted personally, I have seen the results of over zealous enforcement of non competes ruin or severely impact many of my colleagues. Please consider passing this nile."
Concerned	"Non-competes are unfair and prevent employees from switching to a better job. Employers do not need to worry that an employee will leave, as they will need to leave the area. They are truly unfair and should be eliminated. We need competition!!"
ian	"i have worked for a company for almost 12 years and have made more money that i ever expected and i want to say that upfront because the reason i am for absolutely doing away with non competes has nothing to do

	<p>with the money the environment that myself and my co workers are subjected to everyday has created so much mental stress, anger and frustration that everyone of us wants to leave purely to get away from the owner. we are constantly disrespected and threatened over commission deductions and increases to cost markups so everyone lives in a state of fear. i work in the automotive parts industry and parts break which is why we have automotive service shops all over this country. when one of our parts breaks it takes fighting and arguing with the owner just to be able to take it back and take care of the customer so there is zero customer service at the top. every employee understands that is flat our wrong and we need to warranty parts, but we should have to go through the brain damage that we get from the owner to take a \$50 part back. i could go on and on with examples of threats and why the work atmosphere is literally toxic but there wont be enough text space. the main reason i believe non competes need to be illegal is restricting worker movement to get out of a toxic work environment and go work for someone who can be respectful and non threatening. die owner can also control our pay program and make adjustments that lower our commission rate at any time depending on which way die wind is blowing and we as the employee should have die right to go and work elsewhere for a fairer compensation plan without having to stay out of the industry and make money for a year which is the term restriction on our non compete. doing away with non competes can only be good for the American worker, but also for creating new business and growth which only contributes more tax dollars to the system. by restricting employee's rights only one person wins and that's the owner of the company that has their thumb over the employees I attached an email thread from die owner showing the threats lie sends out almost everyday to employees. no one should be subjected to working for someone like this Attachments 85ced7 1 e-7310-4726-be7e- d62cc158b301_Redacted"</p>
Chris	<p>"I emphatically support a ban on non-compete clauses. If we are to exist in a free market society then that market cannot be limited to the ultra wealthy and corporations themselves. Removing these onerous contracts would impact workers across all sectors of the economy and have an inundate boost to the market."</p>
Michael	<p>"The use of physician noncompete agreements has become a common practice in the healthcare industry, despite the harm it causes to physicians and the healthcare industry as a whole. Noncompete agreements restrict physicians from practicing medicine in the same geographical area as their previous employer after leaving their job. The inclusion of noncompete agreements in employment contracts limits a physician's autonomy and career options, and can be incredibly disruptive and stressful for both the physician and their family. The importance of removing physician noncompetes cannot be overstated. Physicians are highly educated and trained professionals who should be free to make their own career choices. Noncompete agreements serve only to limit die options of physicians, making it harder for them to find new job opportunities. The limitations on a</p>

	<p>physician's autonomy create a barrier to their professional development, which is unacceptable. Physicians who wish to leave their job for reasons such as burnout, job dissatisfaction, or a desire to pursue new opportunities may face difficulty doing so with noncompete agreements in place. In some cases, physicians may have to relocate to another city or state to continue practicing medicine, which can cause significant stress and financial burden for both the physician and their family. Additionally, noncompete agreements harm patients by limiting access to care, particularly in areas with a shortage of physicians. The projected physician shortage in the coming years makes the removal of noncompete agreements even more crucial to maintaining access to quality healthcare. The healthcare industry relies heavily on the talent and expertise of physicians, and limiting their career options can make it harder to recruit and retain the best professionals. The healthcare industry must create a more competitive job market to attract and retain talented physicians. Non-disclosure agreements, confidentiality agreements, and trade secret agreements provide alternative means to protect healthcare organizations' interests without limiting a physician's ability to practice medicine in the same geographical area as their previous employer. In conclusion, the use of physician noncompete agreements is harmful to physicians, patients, and the healthcare industry as a whole. Limiting the autonomy and career options of physicians is unacceptable, particularly given the projected physician shortage in the coming years. The healthcare industry must take steps to create a more competitive job market and provide alternative means of protecting their interests without limiting a physician's ability to practice medicine. The removal of physician noncompete agreements is imperative to ensuring access to quality healthcare for all."</p>
Michael	<p>"The use of physician noncompete agreements has become a common practice in the healthcare industry, despite the harm it causes to physicians and the healthcare industry as a whole. Noncompete agreements restrict physicians from practicing medicine in the same geographical area as their previous employer after leaving their job. The inclusion of noncompete agreements in employment contracts limits a physician's autonomy and career options, and can be incredibly disruptive and stressful for both the physician and their family. The importance of removing physician noncompetes cannot be overstated. Physicians are highly educated and trained professionals who should be free to make their own career choices. Noncompete agreements serve only to limit the options of physicians, making it harder for them to find new job opportunities. The limitations on a physician's autonomy create a barrier to their professional development, which is unacceptable. Physicians who wish to leave their job for reasons such as burnout, job dissatisfaction, or a desire to pursue new opportunities may face difficulty doing so with noncompete agreements in place. In some cases, physicians may have to relocate to another city or state to continue practicing medicine, which can cause significant stress and financial burden for both the physician and their family. Additionally, noncompete agreements harm patients by limiting access to care, particularly in areas with a</p>

	<p>shortage of physicians. The projected physician shortage in the coming years makes the removal of noncompete agreements even more crucial to maintaining access to quality healthcare. The healthcare industry relies heavily on the talent and expertise of physicians, and limiting their career options can make it harder to recruit and retain the best professionals. The healthcare industry must create a more competitive job market to attract and retain talented physicians. Non-disclosure agreements, confidentiality agreements, and trade secret agreements provide alternative means to protect healthcare organizations' interests without limiting a physician's ability to practice medicine in the same geographical area as their previous employer. In conclusion, the use of physician noncompete agreements is harmful to physicians, patients, and the healthcare industry as a whole. Limiting the autonomy and career options of physicians is unacceptable, particularly given the projected physician shortage in the coming years. The healthcare industry must take steps to create a more competitive job market and provide alternative means of protecting their interests without limiting a physician's ability to practice medicine. The removal of physician noncompete agreements is imperative to ensuring access to quality healthcare for all."</p>
O	<p>"Over the last few years, several non-medical financial institutions have been purchasing medical practices and using non-competes to control the medical system within several cities. As this continues, it will force good physicians to leave and slowly, those spots will be filled by less qualified physicians and non-physician providers, ultimately hurting patients. Non competes do not help protect practices, but rather force physicians to stay in bad situations versus the alternative of leaving an area they call home. They need to be eliminated in order to allow the our medical system to operate at its best. Simply Look at the fields of ophthalmology and dermatology in the last 5 years and you will find large PE groups purchasing practices, young physicians leaving those jobs, and several lawsuits scattered across the country including DC, Minnesota, California, and a myriad other locations trying to force young physicians to honor non competes even though their offers of partnership were not honored."</p>
Daniel	<p>"I strongly agree with the proposed clause to limit non- compete clauses. They hurt American workers. They are especially harmful to young doctors such as myself, do to the inherent power imbalance between large corporate hospitals and physicians, especially as entering into private practice is no longer a possible practice model for the majority of specialties. Non competes hurt doctors and patients."</p>
Lori	<p>"I would definitely be in favor of banning noncompete clauses nationwide. I would imagine most employees would favor this also. The opposition seems to be large corporate employers."</p>

Joseph	"Hello my name is Dr. de Jonge and I am a resident physician . I am commenting to urge you to ban non-compete clauses as they stifle innovation and benefit the powerful. Please also do not exclude healthcare workers from this. Non-competes are not in the interest of patients. Healthcare workers make great sacrifices to serve our patients, don't let hospital systems limit our ability to serve with unfair non-competes. Thanks!"
Stuart	"I think that non-compete clauses are unfair to workers. They put unnecessary strain on the American economy. I think that the rule should move forward."
Lane	"This is absolutely a must. Why are we currently giving employers autocratic reach even AFTER employment? Why are we suppressing the first amendment after employment at all? Workers' rights must be greatly boosted."
Sagar	"It is a tragedy when communities and patients lose access to their specialist physician care and long-standing doctor patient relationships because of non-compete clauses. When a corporation makes a physician's employment conditions untenable, and forces that physician to quit (and then move, because of the non-compete clause), it is the patients that suffer."
William	"Please move forward with this rule change. I have received threatening letters from my former employer because I went to work for a competing company. I feel the non-compete is too long (2 years) and too restrictive. It is very, difficult, expensive and time consuming for individuals to fight these companies who threaten legal action under non-compete agreements."
Drew	"Please implement this for the good of all American laborers!"
Jane	"My employer has continually reduced my commission income on existing clients, but due to the non-compete, I am prevented from leaving to another company that would pay me appropriately and fairly. If the non-compete was cancelled, I would have the right to move to another company, but more importantly, it would force my existing company to treat me more fairly, as well as treating all other salespersons in our office fairly."
Steven	"As a physician , I strongly support this proposal. Hospital non-compete clauses inhibit medicinal professionals from changing employers or starting their own practices which help better serve patients in our community. The current environment of non-compete clauses in physician contracts limits our ability to better serve our patients by overly restricting practice areas,

	sometimes not even allowing physicians to practice in the same state for years after terminating a contract with an employer."
Steven	"Do not allow healthcare lobbyists to create a 'physician, nurse, etc.' exception. This would only allow hospitals to continue exploiting physicians at the expense of better patient care. Such an exception would be absolutely deplorable."
Shanda	"Noncompete clauses should be banned, including but not limited to healthcare."
Mary Ellen	"I have always thought "non-compete" clauses were totally ridiculous and an unfair practice. I should be able to leave an employer and go across town to another or start my own business. My daughter just graduated from veterinarian school and she had me read her first contract. "What is this non-compete clause," I said, "I would ask for that to be removed." "They all do it," she said. "Well, what are you supposed to do if this doesn't work out and you have already bought a house etc?" was my question. This is the stupidest idea in the world. I thought the USA had free enterprise and competition was part of that economic structure. So yes, I am all for getting rid on non-compete clauses."
Dimitri	"Hello- I'm writing in support of the proposed ban on non-compete clauses. I am a physician , working in an academic setting where I advise trainees as they receive their first job offers. Increasingly, health care systems are inserting such non-compete clauses into their contracts. The main consequence of this is that employers recognize that it is now much more difficult for their physicians to leave, which has made administration far less willing to address problems or otherwise make their system a desirable place to work. In short: it's easier to make it unattractive to leave than it is to make it attractive to stay. As a result, I have seen colleagues reluctantly leave the city (or even the state) where their family has settled, since they can't seek a better job nearby. These non-compete clauses stifle competition and impose significant hardship on employees and their families. They should be banned."
Ralph	"Non compete agreements just keep qualified workers under or unemployed. Obviously not good."
Leah	"As a physician I build relationships with patients. They chose to come see me when they are worried or suffering an ailment. They come for their regular exams and screening tests which is part of our shared decision making process. This patient-physician relationship is of the utmost importance in providing patient centered healthcare. However the organization controls my ability to change health systems and thus making me choose to possibly start over creating these therapeutic relationships or

	<p>stay in a system that may not be best for my own well-being or career goals. If the non compete clause was removed providers could choose what was best for them and their patients and also maintain die years of trust built from working in a community as their physician. I feel this non complete should be removed as it is what is best for my patients and our communities."</p>
Keith	<p>"My Son and Daughter-in-law just moved from Minneapolis to Longmont Colorado. My daughter in law worked for General Mills in Minneapolis in the lab. She had to sign a non-compete agreement that she would not work for another food company for 1 year after separation. they are currently threatening her that she cannot work for another food company! she moved over 750 miles away! She also was not salary. I believe making around \$24.00 an hour. She has 2 job offers and is scared but needs to help provide for the family and rent at \$3000.00 a month! I told her to take the job and General mills will have to come after her if they are smart enough to find out! This is a real problem and i support doing something about it! Im alright with signing an agreement not to share company secrets but that is way different than not being able to get a job! Thank You. Keith Edwards"</p>
Reid	<p>"As a physician, I agree wholeheartedly with die striking down of the legality of non-compete clauses. This would allow for a more competitive marketplace in which doctors could "vote with their feet" in ensuring optimal patient care and maximal medical system efficiency are both honored. This is applicable in both areas with high physician density and low physician density. The banning of non-compete clauses empowers the individual against the overwhelming force of hospital corporations."</p>
Kim	<p>"I support the elimination of a non-compete clauses. There's enough business for everyone. Although I do support any no direct contact or stealing of previous company's customers unless they contact you first. And, no harmful disrespect, gossip or spoken about previous company. Everyone should be able to make it on their own merits. I was in an industry for 30 years and signed up with a company that had a non-compete clause. It was my livelihood/career. Unfortunately when 1 chose to leave they diligently reminded me of the non-compete. I was lucky enough to fight for my basic needs to continue my career and eventually was let out of the non-compete. It would have been devastation if I could not have continued in my long-time career (the only thing I knew how to do well)."</p>
Bryan	<p>"Please ban non-compete clauses. They're anti worker and only serve the interests of conglomerates that'll drop us workers like a bad habit."</p>
Jesse	<p>"I worked at a small union commercial paving company in the Minneapolis area was Senior superintendent/ Vice President, the owner was 70 and looking to sell. Our account manager had the idea to buy it but she</p>

	<p>couldn't get the SBA loan without assurances I would stay from the bank. They brought me into the to the room and explained it . I agreed because I liked my job and my men in that paperwork was a non compete agreement and dangling sweat equity ownership after the 1st year of employment and the fifth year of employment. Al's the first right to buy the company. So I signed because I believed everything would stay the same plus there was an opportunity for me and my family. I signed it December 10 2021 . We went thru first paving season together full of struggles due to i inflation her lack of leadership etc but managed to get all the work done in the busy paving season. Which ended November 23 2022. On November 28 2022 I was fired before I got my percentage of ownership without any reason . I' in an asset in our industry. I felt betrayed and she was throwing this non compete in my face with malice. So I signed the paperwork for her to get the company then I'm fired when I'm due sweat equity and this non compete making near impossible to find work near my home. These non competes are unfair and used as tools to suppress the working people of America and needs to be stopped immediately. I'm the one who's being run out of town for my hard work and ownership gets to do whatever they want. This is unamerican -and unfair I'm in 100% agreement on this ban it suppresses individuals and opportunities as well as higher wages. Thank you for your time."</p>
Diana	<p>"This rule should be approved, people should be able to work for the employer of their choice. If we don't have that freedom what other freedoms are going to be taken away? We won't be a democracy any more if this rule stands."</p>
David	<p>"Fully supportive of abolishing non competes."</p>
David	<p>"Physicians must be exempt from any non compete clauses. They are exploited by hospitals."</p>
Kimberly	<p>"I am an Obgyn who has worked for 15 years in Minnesota at the same large company. The environment is so caustic that I and multiple other partners need to leave. The non compete affects not just us, our budget but our patients as well. Patients should be able to follow their doctor who is already close to where they currently live. Forcing us to move to take another position is not just about the physician but patient care as well!"</p>
Kim	<p>"I signed a contract for a dance fitness type of franchise in about 1983. I had a lawyer look at it and the recommendation was to start my own business using my own name. I think that was probably good advice because I was inexperienced and went out of business in three years. The contract had a non- compete clause rule which said that I would agree not to teach aerobics for about three year within the territories to which I had been assigned after I went out of business or sold the franchise. I complied."</p>

	<p>I never did try and start up another franchise for dance/aerobics. I went on to study and receive a B.A. degree in dance instead. My only issue with the non-compete case rule is that it requires a lot of written contractual type of business transactions for worker with a wide span training and/or experience. Business can be tricky in that there's also non- verbal agreements. Some of these franchises work out of church offices or church basements where they hold monthly meetings. Christian churches who teach and preach about Jesus Christ and Him crucified are well known for the verbal agreements of offering one's life up to Jesus in Faith because they believe He's God's only begotten Son. King James Version John 3:16 of the Holy Bible states. "For God so loved the world, that he gave his only begotten Son, that whosoever believeth in him should not perish, but have everlasting life." In contrast, breaking of a verbal agreement in business transactions because the manager says a franchisee can't prove there was an offer to take over summer classes in a territory where earnings might be large enough to keep a franchisee in business. This happened to me. I didn't write down a verbal agreement anywhere. I know we agreed upon it in the church. The manager was of a different faith than me. Possibly it as an object lesson. I don't know but it was particularly difficult because the manager pitted me against another instructor I knew for a long time. I went out of business. I paid cash for my franchise but the other instructor paid with loans. I guess with loans a franchisee has more written documents and proof of agreements, etc. I was frustrated but I tried to cope as best I could and even sought mental health counseling. It didn't help sometimes because the other instructor who took over the summer classes worked for the health insurer where I got medical care. It seemed like for years the names of these people would pop out and disturb my peace but I kept trying to keep my faith in Jesus Christ and Him crucified. I felt a bit crucified and would like to say that's the irony of the Non-complete clause rule. It's a Ruling that marks an employee as a non-profit earner but no the manager had a strangle hold on me there too. They worked in both profit and non-profit. I guess there's another old adage about being weary of a person who doesn't leave a mark on you. That's probably what Non-compete Clause Rule doesn't do it doesn't leave a mark on you so be weary. Let the Buyer Beware. Be ye Perfect as Jesus is perfect is another bible verse I recall."</p>
Michael	<p>"I am opposed to non-compete clauses in most cases. It is anti-competitive and puts specialized workers, like me, in an impossible position - either stay with your current employer, or move to an adjacent industry and take several steps back from a career perspective. With all the power with the employer, there is no incentive to treat employees well. In technically specialized industries like mine (Medical Devices), this is a trap for employees."</p>
Patrick	<p>"This new law allows a worker to leave an employer free to choose a new job....any job."</p>

Rian	"Non competes serve no purpose but to suppress wages and restrict Americans freedom to choose a job that best rewards them for their work. These contracts should be illegal."
Stephanie	"As a physician , I am hoping non-compete clauses are removed. I am trapped in my job due to die non compete clause. I must move cities if I want to go to a different job. 117,000 physicians left practice this year and there is a shortage of physicians. Noncompete clauses contribute to burnout. Hospitals also do not allow fair market competition due to noncompete clauses."
Karen	"I would LOVE to see the onerous non-compete agreements removed from the insurance industry. The fact that any one person could actually move an account, can't say any disparaging things about the employer (even if they are TRUE), can't attract good people away from a poor employer that doesn't care a whit about their employees and makes their live's miserable during employment and afterwards should NOT be legal. Yet, some of the non- compete agreements I've had to sign in order to start a position, are that onerous. In my view, some of the one's I've had to sign could prevent me from making a living - something that should NEVER happen. That's paranoid on the part of the employer. If the insurance broker is that good at what they do, they should never go after an employee who leaves - for whatever reason. If they drive the employee out through bad mouthing, making up lies about their performance, threaten them with the lack of a paycheck, etc. then their non-compete agreement should be null and void - not enforceable. So I'd like to see the non-compete agreements for the insurance industry go away for GOOD!!! Then maybe employers would treat their employees with more respect. Without employees you are out of business!!!"
Rob	"Non-compete clauses are bad for physicians and bad for patients. The American Hospital Association does not speak for physicians. I strongly disagree with the American Hospital Association stance. I vote to abolish non-compete clauses. Robert Fraser, MD"
Lindsey	"Non-Complete clauses should all be deemed not enforceable. As a young professional, I was obligated to sign and non-compete- locking me into my current position before I really understood die possibilities of my career path. I now am locked into where I am now, or if I leave, cannot work within my same field and maintain my desired salary range."
Erin	"I am a physician and mother who worked 5 years at an academic center in a rural state. My non-compete was 35 miles. When I was ready to leave the university, I had to leave the state because of the non-compete. Our family left a home, friends, neighbors, and an entire support system that took years

	to build. Non-compete clauses can hurt parents especially, as we rely on our communities (family, services, neighbors, schools, colleagues) as we raise our children. Many physicians will stay in unfavorable work situations to avoid the toll of a move on their families and themselves. They end up accepting lower salaries and poorer working environments because of this."
Tom	"As a yoga teacher and psychologist I am in full support of the Federal Trade Commission's proposed rule that would impose a nationwide ban on almost all non-compete agreements between employers and workers."
Michael	"In favor of banning non-compete clauses. They cause undue burden on your average worker and are anti-capitalistic in nature."
Hannah	"I am writing in support of the proposed rule to ban non compete agreements. I work as a nurse practitioner in geriatrics. After working in the ICU as a registered nurse while going to graduate school, finding my first job as a new graduate nurse practitioner was not as easy as expected. I eventually landed a job as a geriatric nurse practitioner serving residents of long term care and assisted living facilities. After receiving an offer, I was also told I needed to sign a non-compete upon accepting the offer. I was quite naive about the new world I was entering as an advanced practice provider. I did not consider how restrictive this non compete measure would prove to be in the future. I was told by several that my employer took non competes seriously. After 3 years of working for this employer, I realized quickly that the non compete agreement was a clever trap to reign in cheaper and lesser experienced clinicians, and keep them from transferring to competitors within the geriatric field. This, despite offering no formal performance review process or merit increase. I had one salary increase in my 3 years of working there, and this only happened after raising my threshold to receive a productivity bonus. Essentially, it was a wash. I have a passion for treating the geriatric population. This non compete has impacted my ability to continue this work with an employer that serves both its employees and patients in the way they deserved to be cared for. It has allowed this employer to become stagnant and pay little attention to staff retention and paying fair wages."
Billie	"Please ban noncompete clauses. I am a physician . Non compete clauses only allow corporations such as large healthcare organizations to force physicians and other healthcare workers to stay in positions under disturbing working conditions. It essentially allows for forced labor. Additionally, it is harmful to patients in that it restricts access to good physicians in many areas of the country because those physicians have to move far away from underserved areas. It also leads to decreased choices and poor healthcare for those patients. Hospitals will spend millions of dollars to fight a ban on noncompete clauses rather than spend that money investing in their healthcare workers and direct patient care, which should

	show you how abusive die system is. I urge you to please ban them. Billie Jo Grieve MD FACS"
Erika	"I work in healthcare in Minnesota and have faced some very restrictive non-compete clauses. This significantly impacts my ability to find a job and also reduces the options to find a more competitive salary. The healthcare system is already losing workers and many of the clinics or hospitals are short staffed. This therefore reduces both the quality of care and access to care for patients. I believe we should not have non-compete clauses, especially in healthcare, because it is impacting our essential workers and patients."
Heather	"I am in full support of the FTC banning non-competes."
Laurie	"I support this rule. Non-compete clauses have gotten out of hand and make it too difficult for workers to switch to better-paying jobs."
Ryan	"As a physician , I completely support this proposed rule"
Thomas	"I'm glad to see action being taken by the FTC to get rid of this anti-competitive corporate behavior. Non-competes stifle worker mobility and have become so common place they are an unavoidable part of working for any major business. I support ending all non-compete clauses."
Charles	"The FTC should implement the ban on non-compete clauses as proposed. These clauses are unjust and destructive the to societal well being brought about by employment. It is contradictory to demand the unemployed work but allow these destructive barriers to employment to remain in the marketplace. Please ban them without exception."
Jonathan	"Non-competes may be responsible for stifling the ability of workers to freely leave corporations, move between areas, and negotiate a competitive wage. It is in the best interest of the government and businesses to discontinue this practice, as constraints on the labor market are not helpful to either the employer, who suffers an artificial shortage of viable candidates, or the government, who suffers an artificially lower tax-take born from the lack of growth in highly productive sectors, born from a lacking competition between companies. If the law should punish the transfer of trade secrets given in-confidence, then it should punish that activity. It should not punish workers, companies, and governments as well."
Mike	"Ridiculous concept! You can bet that these "rules" don't apply to the people who are coining up with them! Imagine if you told an executive that *they* couldn't leave their position for a better offer! It's truly preposterous."

Erik	"Please institute this change. As a practicing physician , I have seen noncompetes severely stifle innovation and mobility. They also unfairly harm providers who become stuck in jobs that are not working for them but they are unable to leave for a better job in the same area because it would violate their noncompete and we can't just easily switch professions. Noncompetes are an unfair limitation on an individual's ability to work for an employer of their choice and should be abolished."
Ryan	"A ban on non-compete clauses would be a win for The American Dream."
Vince	"Things began to get worse years ago. We were in the middle of another court case where *** was suing someone that had left the company for allegedly violating their no compete clause. On this day we were called into another meeting where he looked at all of us and said...."I AM GOD we will do things my way. If you don't like it you can go work for somebody else." When asked if he would release us from our no compete clause he said NO. That's the kind of person that owns the company I work for. One of my coworkers told me that he said "I AM GOD" again in another meeting I wasn't there for that one. Myself and 3 coworkers are the only ones brave enough to step forward at this point. Our employer is a narcissistic, toxic, aggressive, degrading human being. Unfortunately, I was forced to sign a no-compete clause when I started working at *** out of Minnesota. I dread going to work every day. This no compete clause is like a chain and I am the dog that can't escape my daily beatings. It's not just me as I mentioned I have 3 co-workers that are brave enough to step forward. Us four made over a million dollars last year and we still want out. All we want to do is escape."
Emelie	"In medicine, doctors have become employed service providers. It is unfair to subject them to a noncompete that prohibits them from working within a certain mile radius of any office owned by a practice for 2 years. Doctors cannot do no clinical work without losing their license in the meantime. And moving is disruptive to families in particular school children. in each area there are only a few health systems, job opportunities are. It plentiful (despite a doctor shortage). It is not fair to prohibit work in areas where people need to be. Especially when doctors spend a decade training and incur high debt. Nonsolicit of patients can be reasonable, but not compete is not."
Karen	" Physicians are leaving medical practice at an incredibly high rate. Each physician who leaves medicine in their prime represents a loss to our society. Noncompete clauses make it much more difficult for physicians to balance work life responsibilities and can push physicians out of medicine. There are no trade secrets in medicine."

Karen	" Physicians are leaving medical practice at an incredibly high rate. Each physician who leaves medicine in their prime represents a loss to our society. Noncompete clauses make it much more difficult for physicians to balance work life responsibilities and can push physicians out of medicine. There are no trade secrets in medicine."
MMaria	"Please complete this ban. As a physician and got all it is inappropriate."
Kyle	"I agree with the proposed rule to end the ability of employers to use non-compete clauses in employment contracts. My fiancé is subject to such a clause as a physical therapist and this harms not only her economic prospects but her patient's care. That is because many of her complaints about her current employer is how she is forced to treat multiple patients at a time, even if one of the patients is a fall risk. If she was able to find a new job nearby, not only would she be able to keep her commute distance low (the location of the clinic was a large part of our decision to buy a house in the area) and therefore keep our transportation costs down, but her patients could receive better care."
Michele	"Please end the non compete clause contracts so many workers are forced to sign. I recently met a young hairdresser who can't work within 30 miles of her former employer's salon for 5 years! It was her first job & she had no idea what she was signing when hired. This is not right. End the no compete contracts for low wage workers."
Penny	"I support the FTC proposed ban on noncompete agreements. These agreements don't allow workers to find better jobs with better wages and benefits. I believe workers should have the right to seek employment elsewhere if they are not satisfied in their current position. Companies have enough control over hirings, firings, wages and benefits. Workers need control as well."
Mitchell	"I know commentators have provided exhaustive commentary about the negative effects of non-competes. All I have to add as a physician is that I'm literally not allowed to serve patients in a 50 mile radius of my current hospital because of these arrangements. I would love to work with rural clinics that need psychiatric support, but my current hospital forbids outside employment. This is especially unfortunate since they don't provide any opportunities to nearby small towns."
Adam	"Non-compete clauses or contacts are a significant issue across many industries. They put workers at an unfair disadvantage when seeking employment from a corporation that requires them. In many cases, employees have no choice but to sign the non-compete and hinder their

	future career prospects should they choose to leave. Non-compete clauses/contracts must be eliminated"
Lia	"As a doctor that has practiced for 20+ years I have been limited to moonlighting or finding a better paying job throughout my career My hospital pays me <50% percentile because they know that if I leave o can't work anywhere close to my family This has affected my investment in my wellness and my productivity I think banning all noncompete would push hospitals to strive for excellence the same one they require and expect from us Thank you"
Michael	"Used to work for a Canon copier outlet that had a burdensome quota. Left employment for an office supply store. The fact that I could sell paper & generic toner prompted legal actions against us both."
Joyce	"After being held under a non-compete for 17years I am praying this ruling goes through."
Brian	"I can't thank you enough for undertaking this endeavor. I am a physician and an independent business owner who was previously employed by a large health care system as medical director for nearly a decade. The medical community has long lobbied to eliminate these horrible and un-American clauses that only function to prevent people from obtaining gainful employment. In Minnesota, after one health care system incorporated a non-compete clause 11110 their contract, they have all now incorporated them, making it nearly impossible for physicians and other health care professionals to change employers. This is highly problematic if a provider needs to move to another suburb, say to change school districts for their children. It is especially terrible in rural areas, where providers must move to another city or state in order to secure employment. All of our health care systems are overwhelmed by patient care needs - especially in my field of mental health. Each health care system has more patients than they can service, yet they still enforce a non-compete clause for mental health providers, which deprives their own patients from obtaining services from smaller, independent clinics that are in no way a threat to the larger health care systems. This is a disservice to patients and creates an undue burden on primary care providers, who are ill-equipped to deal with the challenges of patients struggling with severe mental illnesses such as schizophrenia and bipolar disorder. Obviously, these large systems are more concerned about retaining providers who bring in larger dollar amounts for patient care (surgeons, cardiologists, gastroenterologists, etc...), but since they must treat all providers equally, they force everyone to sign non-compete clauses across the board. The reason I say that a non-compete clause is anti-American, is because competition is the heart of capitalism, and America is built on small businesses. To forcibly prevent competition by law eats at the heart of the free market, causing irreparable harm to the economy through consummate legal wrangling. When you graduate from medical school with

	<p>over a quarter million dollars in education debt, you are obligated to work and repay the money the government invested in you. But when all of the contracts you sign contain a non-compete clause, this is by no means voluntary, but compulsory, which subsequently transforms any willful employment into indentured servitude, as no matter how hard things get with contract changes, a global pandemic, staffing shortages and even mandatory furloughs (all of which we recently experienced), you are forced to remain with an employer who may not have your best interests in mind. or even the best interests of the patients. There are so many other ways to entice providers to stay within a health care system. I know about simply supporting their needs or using financial incentives, such as signing bonuses, retention offers, and phased-in vestment for pension plans? This is the carrot as opposed to the stick. Again, thank you for righting this terrible wrong."</p>
Heather	<p>"My husband has worked for 15 years at a small, family-owned fire protection company and has loved his job. Just recently however, this company was bought-out by a national company, and everything has changed. They forced employees to sign a non-compete agreement, even though we live in a state where those are prohibited. This corporation has also made moves to shut out any local customers that cannot afford their drastically increased prices. So now my husband has to explain to these long-time customers why all of a sudden prices have increased by 200%. For this reason alone, myself and my husband would like to start our own small business selling fire extinguishers in order to help out all of the customers who can no longer afford to buy from his current place of employment. But now before we can even get started, we have to hire an attorney to see what can be done about the NCA he was forced to sign. This shouldn't have to happen. We should be allowed to pursue our dream of having our own small business and not worry about being sued by a huge corporation...one that won't even consider taking on the small customers that we would be helping. Needless to say, I am in full support of the FTC's proposal to ban these types of agreements."</p>
Lauren	<p>"Non-compete clauses are a significant life altering piece of legalities aimed at protecting large companies, allowing them to undervalue their employees and treat employees poorly. If the employee asks to be treated fairly, the employee is forced to make a decision to completely upheave their lives due to the restrictiveness of the ability to provide/work to support their families. No one should have to sell their belongings, homes and relocate due to a job not working out."</p>
Ryan	<p>"As a future physician I think banning Noncompete Clauses would have huge benefits for the medical community as a whole. If an employer is not treating an employee fairly or how they view they should be treated they should be allowed to shop their skills elsewhere to see if they can find a better fit. The optimal fit leads to the optimal use of one's skills and</p>

	noncompete clauses directly prevent this. Abolishing this will help remove employers who treat their employees poorly while also giving good employers a chance to flourish."
TJ	"The compete clause significantly impairs clinicians ability to practice freely, especially when there is significant shortages. Corporates cannot be allowed to dictate where clinicians practice"
Kaitlyn	"Non-compete agreements prevent workers from leaving poor working conditions. It's important to me to see workers mobility open up."
Elizabeth	"I am in favor of banning the non-compete clause. I am a healthcare provider and am subject to a non-compete clause. This means that if I ever want to stop working for my organization I will need to move, or commute out of my own community to practice elsewhere. It is antithetical to the idea of adequate access to healthcare, during a crisis in primary care."
Samantha	"I believe that companies should not be able to "force" people into a non-compete agreement. It hinders competition, growth for the company and employees, as well as a person's income. I had to sign a non-compete agreement once and it did affect where I could apply for jobs when I wanted to leave the company. My dad had a non-compete agreement and when that company laid him off he had to make a tough decision. He was only able to get severance pay if he continued to follow the non-compete agreement. He decided to not take the severance pay that he deserved and needed! Non-compete agreements hurt people and company growth."
Jessica	"Non compete clauses unfairly limit physicians . I work in a large metro area, and was limited in where I could work after the work environment I was in became toxic. There is no shortage of people needing primary care here. The "justification" of non compete as not taking patients makes no sense. In primary care we are booked weeks out. The non compete was only in the contract to try to force me to stay at the practice. They would not take it out before I signed."
Elliot	"Specific to the crop insurance industry , which is supported heavily by die US taxpayer, and administered by USDA's Risk Management Agency, is stricken with non-compete employment contracts on the private-sector side that provides agriculture grower support and service. The AIP (Approved Insurance Provider) private companies use non-compete widely for upper management, sales staff and claims adjusting staff. Even IT staff are restricted to pursue employment with another crop insurance company for a period of time when leaving current employer. Many of the covenants restrict employment up to 2 years to work for a competitor. The Federal Crop Insurance system advances quickly with necessary changes and new insurance offers as frequently as monthly as Congress and USDA react to

	<p>natural disasters. Some of the best and brightest are contractually detained, as exiting the industry for 1 to 2 years would cause these individuals to lose expertise. The second tier, the independent licensed agent, is heavily restricted by non-compete contracts. This has created regional monopolies. New talented agents are held at compensation level that they could easily exceed with the ability to create their own agency or take a higher compensation offer from another agency. Rural America and America's farmers and ranchers need the best of best to deal with the risks that they face on a daily basis. Innovation and expertise is being thwarted by die viral use of non-compete employment agreements."</p>
MICHAEL	<p>"Non compete agreements depress wages and oppress workers on every level of the economy. If the talents or knowledge of an employee is valuable, that value should be compensated fairly. The market is not fair, if it is not fair to all of the participants."</p>
Mark	<p>"I am a physician in my final year of training, and I am currently in the process of finding my first job. There is a relative shortage of physicians with my skillset and in my specific field. I am astonished by the number of employers that try to include non-compete clauses in their contracts. In many of the towns or cities I am considering employment, I would be the only provider with my skillset. If honored, these clauses would effectively prevent thousands of patients from having access to cutting edge care--all in the name of corporate profits."</p>
mick	<p>"I have a very niche profession as a Competitive Intelligence Analyst in the extremely saturated cybersecurity market. I've been doing this for over ten years, and it is the only profession I intend to pursue. When I left one company to join another, I was threatened with legal action for months if I even spoke the name of my previous employer to the new one. It was extremely unsettling. I know that my current employer has taken legal action against colleagues that decided to resign and take a new position with a competitor. The company was successful in forbidding this person to take the new job for one complete year, costing this individual who knows how much in lost wages and legal fees. This is not acceptable. I fully support the eradication of non- compete orders between companies and employees."</p>
Brandi	<p>"I am a veterinarian and have been subject to non- compete clauses throughout my 16 year career. When I was young, I was able to uproot my life to move to a new job outside my clause, but that is not feasible with a family. After leaving my most recent job, I've been forced to commute at least 2 hrs a day, in order to follow the rules. I'm not willing to move and make my husband resign from a job he loves, and attempt to find daycare in a new location. As the breadwinner of our family, it's outrageous that I can't continue to do my job in the community we have been a part of for so many years. Other vet clinics in the area are desperate for help, yet I am not allowed to provide them with my much needed skills and experience. Truly</p>

	just harming everyone involved. Non-compete clauses are outdated and harmful to so many industries, I encourage you to abolish them."
Victoria	"I support the proposed rule to ban employers from imposing non-competes on their employees. I am a veterinary student and we learned about non-competes because they are so prevalent in our industry - I believe about 85% of veterinarians' contracts have them. Veterinarians have some of the lowest income: debt ratios of any profession and adding a non-compete clause to contracts continues to exacerbate that issue. Oftentimes if you want to switch jobs you need to relocate, not just to another neighborhood, but to a completely different city, which can mean relocating your whole family. It also prevents veterinarians from starting their own practices where they live, which is a great way to increase one's earnings, and increase competition in the area, thereby lowering prices and increasing the quality of veterinary care. Veterinarians are also 2.5x more likely than the average person to commit suicide. I also fully support this proposed rule because it will help give veterinary professionals the freedom in their lives that they need to be successful and happy."
Greg	"§ 910.1 Definitions (b) (2) "Functional test for whether a contractual term is a non-compete clause" should be amended and broadened so that its second sentence includes language to the effect of: "The non-compete clause includes a contractual term that is a de facto non-compete clause because it has the effect of prohibiting the worker from seeking or accepting employment ***or executing job duties associated with employment*** with a person or operating a business after the conclusion of the worker's employment with the employer." It is important to include a direct reference to language to the effect of, "or executing job duties associated with employment" or else this rule will be immediately and completely circumvented via a contractual provision already in place and used to enforce non-compete clauses at Epic Systems Corporation. I have no doubt that similar companies would also adopt similar language to prevent their employees from achieving employment in their field of work. Background: I am a former employee of Epic Systems Corporation ("Epic"), based in Madison, WI. which requires all employees to sign a non-compete clause when they begin working. Their non-compete clause prevents employees from seeking employment at their competitors. My role at Epic was as a software developer working on improving a narrow aspect of their scheduling software. Epic's non-compete requires that former employees do not work at a list of their competitors. This list has thousands of entries, and includes many of the large, high paying companies in the healthcare software industry. The contract also prevents former employees from working for their customers. Epic's market share is so large that this precludes working at all large hospital systems in the United States. I have attached an old version of this list. I believe that this non-compete: * Substantially and adversely affects the ability of former Epic employees to be employed at the market value of their skills and services * Forces former Epic employees into work outside of the healthcare industry, where their

	<p>previous work experience is less relevant Epic Systems Corporation employs at least two different strategies to force employees to abide by its non-compete. First, they require new employees to sign the non-compete clause for a term of 1 year after the last date of employment, and extend the clause to two years if they receive stock. In practical terms, the combination of a one or two year lock-out from any medical software consulting company, or any direct competitor, is a death knell for the former employee's career for one or two years. Many former employees have discussed "waiting out" the non-compete in less lucrative fields. The second, and more pernicious strategy, is that Epic has signed contracts with their customers, as well as with any consulting companies who work with their customers, which prohibit those companies from employing former Epic employees. Epic enforces this contractual agreement by not giving former employees access to key pieces of job functionality for their (potential) new role working for their customer. They do this by restricting "UserWeb" access."</p>
Kacia	<p>"I strongly support elimination of non-compete clauses. When non-compete agreements are enforced, workers are simply stuck in their jobs, even if their circumstances, or the job itself, changes. This is especially true for physicians. Highly trained physician specialists, who can only find jobs at tertiary care centers in dense urban areas, can essentially be forced to stay at the same job for their entire career unless they are willing and able to move their entire life to a new urban area outside the non-compete radius. This also stifles recruitment by other employers who would benefit from their expertise. Ultimately, non-compete clauses end up being harmful to both employees and employers. I urge you to enact this rule, and eliminate non-compete clauses as an option in employment contracts."</p>
Emma	<p>"Non-competes should be abolished"</p>
Sina	<p>"My non-compete kept me in a job that had me incredibly burned out because I couldn't work anywhere within 30 miles of my practice. My mental health suffered horribly, and when I finally left I had to drive 1.5 hours each way to stay outside the boundary for another two years."</p>
Dr	<p>"This rule is long overdue and within healthcare will have a huge impact on improving patient care, access and provider satisfaction. We know the healthcare system in the US needs to be changed and with the shift to value based care, a crucial component has to be the ability of patients to continue to see the physicians that have cared for them for years, and noncompete rules unfairly restrict patient access, limit a provider's ability to practice medicine effectively and cause undue hams and financial burden on essentially everyone involved. Please pass this post-haste!"</p>
Jackson	<p>"As a physician, I have twice been subject to the deeply unfair nature of non-compete clauses. My first experience was in Utah. I joined a clinic on a</p>

	handshake and at a later date, the owner had me sign a contract. The contract had a 50 mile radius non-compete. This effectively kicked me out of Utah since the clinic was in the Salt Lake City area. My second experience was in Minnesota. I moved from one clinic to another. The nature of how I left the 1st clinic made the non-compete null and void (I paid a lawyer \$7500 for the privilege of learning this fact). Nonetheless, die new clinic placed me far away from the main site. This adversely impacted my productivity and my contract was not renewed. In my opinion, and based on my past experiences, non-compete clauses should be eliminated nationwide."
Jackson	"I wholeheartedly support a ban on non-compete contract language. As a physician , my career depends on the unique and personal knowledge in my head. A clinic, hospital or physician group only provides infrastructure, not intellectual property. I have been burned several times by a non-compete and I have also had a new company ban me from certain geographic areas for fear of a non-compete lawsuit (despite there being no basis for that fear). By banning me from going to certain locations, I lost business and had to seek new employment. Non-compete contract language should be banned from ALL businesses nation wide."
Joseph	"This proposition is especially important in the software engineering world, where the very definition of "non-compete" can get very murky. It's not uncommon for software engineers to look for work in fields that are familiar to them, and for companies to look for engineers whose work history aligns with the company's line of work. I understand the need for corporations to protect their intellectual property and investments in research and development, but non-compete clauses are not the answer. Agreements that hinder one's ability to find work in any way should be at least easily disputable, if not downright illegal."
Katelyn	"Hello, due to a non-compete that my previous employer was known to enforce, I had to leave my career for an entire year and take a job that paid about 1/4 of my wage. Most other coworkers who left the company end up paying approximately \$20,000 for their right to work because our previous employers loves to sue anyone who leaves. I was sent a certified letter threatening legal action against me during my year off even though I hadn't even found a job yet. We are hairstylists, and having a non-compete like the one we had prohibits us from entrepreneurship or ever being able to leave the company without fear of being sued for \$20,000. That is a ton of money for working families!! Please help us be able to thrive instead of work in fear and get rid of non-competes!"
Joan	"Dear Chair Lina Khan, Thank you for reading my message. 1100% support banning of noncompete agreements. Noncompete agreements only benefit corporations and place undue restrictions on individuals. This creates a monopoly of sorts, which regulators try to block when companies try to merge, so why do noncompete agreements get a pass? These agreements

	handcuff individuals who could advance their income or opportunity by being able to move to a competitor. Individuals do not have the legal or financial resources to risk a violation of a noncompete, so they stay. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Joan Maher Excelsior, MN Original Comment Dear Chair Lina Khan, Thank you for reading my message. 1100% support banning of noncompete agreements. Noncompete agreements only benefit corporations and place undue restrictions on individuals. This creates a monopoly of sorts, which regulators try to block when companies try to merge, so why do noncompete agreements get a pass? These agreements handcuff individuals who could advance their income or opportunity by being able to move to a competitor. Individuals do not have the legal or financial resources to risk a violation of a noncompete, so they stay. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Brianna	"Non-compete clauses are the modern-day vestiges of indentured servitude. They are created by those in power to benefit those in power. And, in order for all of us to live in a more just world, those in power are going to need to give up some of their power Banning non-compete clauses is one step toward a more just world and a more equitable distribution of power. Ban non-complete clauses now!"
Megan	"I am a PA from Duluth, MN and I am hoping the NPRM is banned. Myself and colleagues have struggled with being forced to sign a non-compete clause when new hospitals or facilities open up in the area. We live in a smaller area with only 2 hospitals to choose from. Because of this, providers in northern Minnesota are grossly underpaid and forced to work in unfair conditions (understaffed, higher work load than feasible, and not given time or tools for continued education). This affects patient care and local economy negatively. I hope for the preservation and safety of the public the non compete is banned."
Jessica	"Non-competes are excessive and abusive to employees. As a professional, if I decide to leave my job or get fired, I would have to move my family to find another job with a 30 mile and 3 year non-compete which is what my original contract states. This doesn't protect the business as I'm prohibited from using trade secrets and from contacting previous clients anyways. It does nothing but cause us to upend our lives"
Nathan	"I think all non-compete contracts should be illegal and void. It greatly affects doctor/patient relationships when a Doctor is forced to move miles away when fired. This affects not only physicians but also veterinarians like myself. They have great negative affects on the family of any worker subjected to these horrible contracts, forcing children to move miles away from their friends and relationships that they have built for years. Both the AMA and Bar associations have called non-compete clauses as unmoral. I agree. The reason California has the best technology companies in the

	world is because workers are able to move from job to job or create their own company at any time. Innovation is greatly stifled if workers are prevented from capitalizing on their great ideas. The tech companies haven't suffered any from this either as they are the leaders in the world. These contracts only benefit the companies and not the workers or citizens."
Kate	"I support the opinion that non compete clauses should no longer be apart of employment contracts. Non compete clauses in Healthcare interfere with continuity of care which is extremely important in patient care. A non compete clause also reduces employment options with out having to completely up root your family. In addition it reduces work place competition."
Cole	"I strongly support this rule and would be positively impacted. I work in the technology field , which is plagued by onerous noncompete agreements. Non- compete agreements negative impact innovation, because engineers are prevent from moving to new teams within their industry working on new technology to displace existing technologies owned by large corporations. With this rule change I would be able to actively change jobs within my industry and not fear of legal repercussions."
Michael	"I strongly support the Commission in adopting the rule to ban noncompetes. I have often seen these abusive contractual limitations in employment letters for family and friends in low-level positions, such as entry-level sales associates on the floor in big box retail stores that sell hardware and home improvement materials. Also in engagement letters for college students in internships. These were people who had no access to any kind of important trade secret information, who were paid minimum wage or low hourly wages, and whose employers kept them below 40 hours/week to avoid providing benefits. Their noncompetes were completely non-negotiable and were abusive, terrifying blocks on their ability to look for better jobs to improve their situation. An exception to the rule can be made for high-level executives and people who sell their businesses, and trade secret law and confidentiality agreements can be used by employers to protect legitimate trade secrets. But ordinary workers should never be subject to noncompetes. Please adopt this rule."
A	"I am in support of NOT allowing employers forcing non-compete clauses on employees. It traps individuals to work for an employer and limits their freedom to take their skills and talents elsewhere if they wish. Most people need to job hop to get a raise, a non-compete agreement would make the ability to seek higher wages and a better life difficult to impossible depending on where they live."
Trevor	"Non-compete clauses unfairly restrict right to work. They also unduly burden me as an individual if a company decides to enforce a non compete

	clause, potentially coating me legal fees just to continue working. Please make non competes a thing of the past."
Matthew	"As a physician, non-compete contracts limit opportunities to engage in care improvement, impede collaborative efforts and negatively impact providing health care. In 2023, there is no longer a valid reason that non-compete clauses should be a part of physician contracts, much less any professional contracts."
Paula	"Seldom is a non-compete clause anything but injurious to the worker. I applaud this rule and support its goals."
Richard	"This is long overdue. I work in a field with a very limited number of employers, and I have been forced to relocate and change industries several times over the last 30 years because these agreements are standard It has cost me dearly in both monetary and quality of life terms."
Bethany	"My name is Bethany. I am a Licensed Independent Clinical Social Worker and work in Outpatient Mental Health Therapy in Duluth, MN. Iain currently bound by a non-compete clause. If and when I choose to transition to a new agency, this non-compete clause negatively impacts the clients who would want to continue seeing me for therapy. I would argue that it also negatively impacts the agency, as they would have to find therapists who often already have full caseloads for my clients to see. This often results in clients having lapses in care, which can lead to lack of follow through with the new therapist, thus leading to worse mental health outcomes. In addition, any research out there will tell you that the therapeutic relationship is the most significant factor in what makes therapy effective. When this is disrupted due to non-compete clauses, and an individual is transferred to another therapist, this is a setback at LEAST in the change/healing process, and potentially can stall progress altogether, especially when the client has difficulty with trust and building relationships. In addition, the pay for mental health can be abysmal compared to the cost of obtaining the degree. If mental health agencies were forced to offer more competitive wages in order to retain staff, this could likely mean that there would be less turnover from agency to agency."
Diana	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves

	aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Martin	"Support revised changes because they will allow for lower health care costs. As a consumer, this is very important because non-competition means higher prices."
Monica	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Jamie	"I am in favor of abolishing these contracts based on the abuse I and other co-workers face on a daily basis. The owner of our company publicly threatens us, shames us with name calling, and abuses us if we even think about leaving his company to do our same job at a different business. This non compete contract has us unfairly imprisoned. I feel like I am in an abusive and dysfunctional marriage with my current employer. Many of us have commented in support of this ruling."
Carolyn	"Hospital non competes lead to physician burn out and many leaving the profession. Hospitals will use die fact that a doctor has community connections and doesn't want to uproot their families to push profit over humane working conditions. When physicians are over worked and cannot leave to practice elsewhere in the community everyone suffers, including patients."
Shirley	"I've heard & read about the negative impact of 'non-compete clauses' on departing employees...many who just want to improve their lives....I am for limiting the power of these businesses to impose such clauses."
glenn	"As a physician , I strongly advocate for a ban on these clauses. Not only are health care professionals handcuffed - with limited options on where to seek new employment, but patients also suffer as they need to find a new provider when theirs is forced to leave town because they desire a better employment situation."
Gary	"The veterinary clinic I work in was recently bought by a corporation in another state. Besides die suppression of competition, which is antithetical to a free market, the non-compete clause can stifle ones ability to stay in a community they are rooted in. I live in a rural area near family where I want to be. If I choose to leave the corporation, I have to leave my community and home to work somewhere away from home while a corporation in another state grows roots in my home that they have no interest in. Seems to infringe on my right to life, liberty, and the pursuit of happiness as well."

J	<p>"I worked for an abusive boss and had job offers from other companies. I was forced to stay at my position due to a non-compete clause, even though the new employer did not directly compete with my current company. Threatening letters from my current employer's lawyers were sent to me and the new employer who wanted to hire me. I had no choice but to stay as I could not afford to quit. I stuck out working for the abusive person for a few years and the retired early. I would have normally worked 3 to 5 years longer and would have been able to save additional retirement money, but did not. This non- compete from the abusive boss will impact me for the rest of my life. Last year the abusive boss was finally walked out the door-too late for me but good for rest of employees."</p>
John	<p>"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a formal rule that bans noncompete agreements. This should be banned in the USA as i see it only hurts the people of this country. Sincerely, John O'Grady Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across die country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. This should be banned in the USA as i see it only hurts die people of this country."</p>
Betsy	<p>"I support the FTC taking action to limit the use of non-competes, especially for lower wage workers. This is a discriminatory practice that is limiting access to opportunity for many workers."</p>
Heather	<p>"the FTC should eliminate noncompetes altogether or at the very least severely restrict the conditions under which they may be applicable and enforceable. Other mechanisms such as non-disclosure agreements and patents already exist to prevent trade secrets from being disseminated. Companies are using this as a proxy to force retention in substandard working conditions, reduce wage competition, and restrict the economic freedoms of individuals. Companies should bear the burden of creating environments where employees choose to stay without coercion; if they are</p>

	not capable of taking good care of employees, perhaps they should not be in business."
Emily	<p>"I support the FTC to ban non competes. Imagine your child looking up at you, and telling you she wanted to be just like you and style hair for a living. My non compete as a hair stylist and regional director to 4 different salons said: I couldn't do hair for 2 years within 25 miles from ALL locations. Nor could I do hair of any client that T serviced for a year prior to my departure, within those same parameters- that included my mother. IF I decided to leave, I would be sued and have to also pay their legal bills on top of mine. I had to short sale my house because I couldn't pay my bills. I had to use my 401k (after being taxed) to support my family. Your see, I had bills that my income of over a decade in the industry afforded me. I had to start all over at the bottom of the totem pole. I had to apply and receive, welfare, even though I was able to work and make a living. If I went 25 miles away from the closest business, (doesn't mean from my home) I had to work there for 2 years and rebuild my clientele because they were considered "property" of the salon. Then what? After 2 years come back to the cities to start all over again just so I could work close to home? This is absurd!! I couldn't solicit my clients- Even the ones that had been referred to me because of MY work. The clients that I brought with me to that salon- I was not allowed to do their hair for 2 years within 25 miles of any of the salons. I received my education from a school- not a salon. Since when is coloring someone's hair a trade secret? I only did hair out of one of those 4 locations- why is it 25 miles from ALL locations? This is abuse of power. Modern day slavery. How is it legal that she hijacked my career? She destroyed my ability to provide for my family- a simple notion. The income threshold should NOT be tested. It will not change the behavior of the non-competes. Very young people walk into a salon with little to no education past high school. They are given a non compete to sign or they wont have a job- They don't know what it says and they feel the pressure to sign. This is signing under duress. Something that would be valuable for the stylist in court. If they had the money to have someone represent them- OUR LEGAL RIGHT. The companies have deep pockets and they stylists/ spa employees can't contend with that. We have to claim bankruptcy, short sale a house, go into foreclosure, or use up our 401K. Often times the stress of this, (speaking from experience) splits up a family. The children of this world are affected because a young adult chose the right to pursue happiness; unaware of the wolf in sheep's clothing, about to destroy their future if they ever decided to make a lateral career move. This is unjust. This is abuse. This should not only make non- competes illegal; The people behind such non-competes should be prosecuted."</p>
Colleen	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job</p>

	mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Emily	"I cannot overstate my support for the elimination of non-compete clauses. I am over-the-moon happy that this action is under consideration by the Federal Trade Commission. I commend the dedicated FTC staff who have demonstrated vision and the bravery to bring this action forward to die benefit of employees and workers across many industries and professions. I have read many of the existing comments and appreciate others who also oppose non- compete clauses. I, too, have seen first hand in my own occupation (the medical profession) how such 'non-competes' keep physicians in unhappy positions or force unwanted relocations of families to find new work. Over the years, I had read that 'non-compete clauses' should not be allowed due to die restraint of a person's 'trade'. I believe that this is true. Please, please, please get rid of the non-compete clauses across the USA in private and public sectors!"
Jennifer	"I'm a retired RN & worked mostly in the state of MN during my 45 year career. Thirty plus years of my career I worked in hospitals under the MNA union contracts. But I also had a number of friends in other states & at hospitals who weren't under the MNA union contracts who were told they weren't supposed to talk about their salaries with others. These weren't non-compete contracts; but once these nurses did talk about their pay, it was found that there were huge discrepancies between hospitals for salaries, benefits, and workplace conditions. It also became apparent that men were paid more than women across the board, just because they were men! I don't know what I'd do in a non-compete contract back when I was just starting out in nursing (in 1969); but I definitely knew by the mid-'80's that what was being done back then was wrong. I can't imagine a non-compete contract working in a nursing field now-a-days either. I do worry about my kids & future generations being enslaved by such contracts, however."
Elaine	"Non-competes need to be made unlawful. They prevent competition and all for bad behavior by leadership. Please get rid of them"
Amelia	"I support the proposed ban on non competes because they help suppress wages, not just for high earning positions but also in low wage industries. In some cases fast food workers or janitors have to sign non competes, forcing them to stay at their jobs even when they many have opportunities to make more money at another company within their industry."
Anne	"My brother thought he had found his dream job. He signed the non-compete clause as required by this company. This job turned into a nightmare Due to the non-compete, he was not able to work in the same **state**. Commuting to another state for years to support his family caused

	lost wages and extreme stress on his wife and young girls. He eventually had to leave the field he had trained for which caused further loss in wages, impacts on his health, and even more stress on his family. And why? Not because he had any special information. It was just because the company wanted to control its employees and prevent them from finding better opportunities. RIDICULOUS!"
Patricia	"Non competes are extremely harmful to competition, creativity, and mobility. When they are used in situations in low-wage jobs they can limit someone's ability to have a stable economic life...They should not be allowed to continue. If employers cannot pivot, be creative and retain good employees that is on them. Workers should be free to find employment where they can."
Brett	"I am currently a physical therapist . Please ban the non-complete clause."
Tiffany	"I entered into a non compete in a buy out situation of my families company. I am still working for the new ownership but felt in order to get the business sold I needed to sign that non compete. It's a 3 year after termination non compete. I've been in this business for 15 years and it is all I really know. I regret this decision because I do have better opportunities that have come up. I am a single mom, with two kids. I sell powder coating and have a good knowledge in the industrial manufacturing field. These people pay not the greatest, add on tasks, their benefits package is bare minimum, but I am stuck because of the non compete I felt I had to sign in order to get the buy out done for my family (mom). I would be extremely pleased with the FTC to get rid of these restraints employers think they have upon their valuable employees. As a mom of 16 and 6 I want to explore my options for making money to provide for the well-being of myself and my kids."
Zach	"This is great news!! These oppressive non-competes are so widespread and overused. It especially cripples independent contractors. This is a critical step forward for worker's rights and hope you don't scale it back or leave any loopholes for businesses to hold people hostage. This is especially important when small businesses have such strict language in the non-compete that prevents people from leaving even when they discover unethical behavior by the company leaders. This is happening to my wife in Minnesota as I write this comment! Thank you."
Harley	"I am in favor of the FTC's non compete ban. Non compete agreements are detrimental to the average worker, preventing them from pursuing better paying job offers or from starting their own business in the same industry. I am directly affected by a non-compete clause I had signed as part of a job acceptance. I am now forming my own business in the same industry as my employer, and cannot do business within a 50-mile radius of my employer. That radius covers the hometown I live in. Even though we are in the same

	industry, we have very different target markets. I believe non-competes are unfair to positions that don't involve "trade secrets" or any other high level information."
Anonymous	"As a physician with a non-compete, we have had many physicians in our practice who want to go to a better practice and cannot as they have a non-compete. Even physicians who have been fired by our organization are not released from their non-compete. Non-competes limit competition and give the organization more power than they should have."
Jim	"Non-compete agreements for legitimate company protecting purposes represent less than 1% of the situations in which they are imposed on employees. I was the victim of one for four years and after ultimately being laid off, could not find a job in my field for five years at which point, I had to change careers. Morally, no company has control over your life once you leave or are asked to leave except in exceptionally rare cases where one has created a unique product. How judges have EVER sided with a company over the individual is insulting to any decent person because it harkens back to the days when workers were dehumanized. Well, we are Truman. Our futures are our own and unless a company can prove financial harm, employees should NEVER be bound by non-compete agreements. To prove the point, a sandwich shop franchisee uses these things in MN to prevent minimum wage employees from working for a competitor. That is an example of how egregious and repulsive these GD things have become."
Adam	"I am currently under a non-compete and think that they are a terrible idea. There was a time in the past where it was held over me and I was unable to take another job for a substantial increase in pay. My job had been eliminated and department closed down (my employer didn't even offer the service anymore) and they still would not let me take a position at another competing company doing what I had been doing. I consulted a lawyer and was even to the point of willing to move. The lawyer did say that they thought they could get me out of it if we went to court but would cost anywhere between \$25,000-75,000 in fees. I do not have that kind of money sitting around. I ended up taking a different position with the non-compete employer and still was not the salary offered by the other previous position. I am still under a non-compete with this employer. In my opinion, this unfair practice, should be eliminated and should not be allowed."
Patrick	"I think it is a burden to a former employee to not be able to work for a competitor. Perhaps they just gained competency in that field and now have to wait out a year and go to a different field and wait 1 year before continuing to refine their skills. It puts that employee at a significant disadvantage in a competitive work environment. They also fear legal action by a well financed former employer should they break their non-compete."

	This is troublesome for the little guys who have no recourse to legal protection or hiring an attorney."
Stuart	<p>"I am an employee of 8 years at a printing company in Minneapolis, Minnesota. I have been in the print industry all of my adult life and I am 47 years old. Upon hiring I was asked to sign a non compete. As a printer I have never heard of such a thing. It was never explained to me and was part of a string of paper work. I foolishly signed it. Months later as a coworker tried to leave he found out that he could not get a job at another print shop for 18 months. That is when I found out what a non compete actually was. I asked our HR department, when we had one as we do not anymore, if I signed this form and I did. Many others at my shop were unaware of what they signed as well. We all admit our mistake when signing but we do not hold any trade secrets. It was something that is unheard of to us. It is just a way to keep us working for them. To hang on to talent if they choose. I have been there 8 years now only amassing an extra 3 dollars per hour in pay since my hire. The non compete to me feels like I am trapped. And in a way I am. Other print shops have not hired other coworkers of mine because they do not want the hassle of having to go to court to fight it. I am VERY glad you are taking this up as it seems it is frequently used to lock down employees and not give them the ability to move on and find better pay. Thank You."</p>
Andrew	<p>"I support banning non-compete clauses. 1. They have a broader societal impact than just the employee and employer. The employee must weigh whether to move his/her family (if any) outside the non-compete zone, to change employment type, or to simply put up with an employment situation which is injurious to their physical and/or mental health. 2. They deprive the public access to the skills and advantages of a particular employee. An employee may leave and enter a business activity slightly different than their prior work, but sufficiently close in nature that a non-compete clause prevents the employee from transferring their skills to a new opportunity. Example: Mary works for a coffee roaster that does not provide any flavored coffees. She sees a market opportunity and wishes to start a boutique roaster}, which only makes flavored coffees. A non-compete prevents her from "any coffee roasting activities," and so she cannot expand into a new niche of the market, one which her current employer has not entered. 3. Non-compete clauses mean consumers may lose the ability to use the services of a specific individual- -one who is important to their well-being. Example: Florence has been treated for her breast cancer by Dr. Smith. Faced with a poor work environment, Dr. Smith's departure means Florence's health may be adversely affected; she now has to find a new oncologist, learn to work with that person, and the increased waiting time for access due to Dr. Smith's departure may mean her chemotherapy is delayed--reducing her likelihood of survival."</p>

Nate	<p>"Non-compete clauses should be banned and uplifted. I am currently battling with a former employer because of a non compete and it is the most ridiculous thing. Employers should have no hearing over where and who you choose to work for. If you are good at your job and you are effective that sometimes leads to better opportunities."</p>
BRENNAN	<p>"I'm a Service manager at a dealership in Minnesota, my employer forced me to sign a noncompete on disclosure/nonsolicitation for what was initially 2 years and 100 miles covering service, sales, and parts. Basically the entire auto industry, I managed to get it negotiated down to 1 year but the auto industry is all that's on my resume, no other auto shops or sales in the area use them by my employer uses them as employee retention claiming we have trade secrets but I have yet to find any reason our shop is run any different from any other auto shop. Under this clause I can't even go work a minimum wage auto parts store job and I have no other option for employment. Additionally in my pay plan is a clause that allows my employer to change it at will. My position is a high stress high turnover position claiming 5 managers in the last 8 years but I have no other option than this 7014ear position. There's no reason except using the non compete as an employee retention tool. Minnesota is pretty tough on non compete agreements but they're still vastly legal and enforceable, and even with my pay affording an attorney to challenge it in court is next to impossible. Non competes for high paying executive jobs can make sense, but people like me on the lower end of the spectrum who aren't living in lavish conditions are being pinned down and held in place intentionally using these agreements when a simple non disclosure non solicit agreement would protect the business just fine."</p>
Patrick	<p>"I support the ban on non-compete agreements. As a worker in the tech industry, I have been compelled to sign them, and always found the practice dubious. I agree with the sentiment that if a company wants to invest in their employees and ensure that the investment pays back, they will treat their employees well. The use of non-competes treats people like they are things, like they are property. Employees thrive when they are treated like people, with wants, and desires, and personal motivations. When employees thrive, businesses thrive."</p>
Sandra	<p>"Non-compete clauses in employment contracts need to be stopped. I am a physician who has seen significant damage to the medical profession and patient care due to such clauses. Too many excellent providers have had to move and leave their practices and patients when in an unsustainable, miserable work environment. If an employer is responsible and good to their employees there should be no need for a non-compete clause. Only the abusive employers need such clauses to hold on to providers/employees. We have lost so many in the medical profession to the regulations. The non-compete employment clauses only add to the onerous craziness of our</p>

	health care system contributing to the burn out of the medical professionals."
Paul	"Non-compete clauses in employment contracts do exactly what their name states, prevent competition. And since a freely competitive market is at the core of our capitalist system, we need to support a freely competitive job market as well. I believe this policy will not only help individual workers better their lives, but it will also help employers value their employees labor for what it is actually worth."
Lois	"Get rid of noncompete contracts. This isn't a country of communism. If a person wants to leave a job, they can do that. Stop protecting die businesses for once. They have too much control over employees or what shit their product is, that it needs to stop. The employees shouldn't have to give up their rights when the company doesn't"
Mel	"One of America's mythologies is that it's an unfettered land of opportunity for those willing to work hard enough. Non-compete clauses in employment contracts are an example of where that mythology fails. They're a method of controlling labor for the benefit of large business entities, especially when enforced upon people making non-executive wages (massage therapist, general office staff, hair stylists, etc.). An argument could be made that some people really have "trade secrets" that should not be shared, but that's not most of the people to whom non-compete clauses apply. A job skill is not a trade secret. A personal example of non-competes causing harm. My aunt finally found a good rheumatologist, after years of insufficient care for a chronic condition. When he moved from Practice A to Practice B, he wasn't allowed to practice in the county where my aunt lives (where his old practice was), for a period of 1 year. My aunt's relationship was not with the Practice A entity; it was with her doctor, who she suddenly couldn't see anymore unless she drove to a different county. For a healthy person, this might have been doable, but for a woman in assisted living whose transport options were limited to her own county, this removed a trusted doctor from her reach, to the detriment of her health. She has a new doctor now. He's inattentive and doesn't have rapport with her. Her doctor could have retired or moved to another part of the nation and taken himself out of her orbit without the non-compete, but the non- compete in this case is what severed their relationship, to the detriment of the consumer. The doctor, a well-paid specialist, will be fine, but his patients suffered an unnecessary loss."
GEOFFREY	"One in five American workers have signed noncompete agreements -- and it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly hound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete

	<p>agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new career opportunities for 30 million people. Corporate lobby groups are bitterly opposed to banning noncompete agreements because they want to keep competition for the labor force as low as possible. BAN NONCOMPETE AGREEMENTS."</p>
Emily	<p>"I am commenting in favor of the proposed ban on noncompete agreements. I am a psychologist and currently personally impacted by an overly restrictive noncompete agreement that impedes my ability to serve my community, which has a profound need for mental health providers. My current employer has implemented increasingly unhealthy and borderline abusive practices in recent years including being unwilling to support needs imposed by my documented disability. I must leave my employer for my own health, yet they will not release me from the non-compete agreement. In order to leave my employer I must take a job with a long commute for a year, as the noncompete has both distance and time restrictions. This harms my clients who benefit from my care, the community that has a profound need for services, and harms me, my quality of life, and my ability to support my family financially. I have no trade secrets to steal and I cannot possibly provide enough competition to harm my current employer in any way as the need for care in my community is so great. The noncompete is simply a device allowing my employer to bully people into continuing to work for them and put up with their abusive practices. Noncompete agreements have no place in industries where there are no trade secrets to protect. They only serve to limit employees ability to hold employers accountable for maintaining healthy, ethical work environments. Quality employers do not need to strong arm their employees into staying. Eliminating noncompete agreements will help restore balance in employer-employee power that will promote increased fairness and standards across many industries."</p>
David	<p>"Non-compete clauses give unfair power to big hospitals corporations and administrators and diminish the individual rights of physicians. Given the bum-out crisis in our already-stretched physician work three, putting an end to non-compete clauses would be an important step in reinforcing physician well-being. As it stands now, non-compete clauses facilitate physician abuse by hospital systems."</p>
Mark	<p>"I couldn't agree more strongly with getting rid of non-competes. As an IT worker (not in CA), I've had to sign a ton of these. Most recently, my old company was bought by a competitor. When they merge platforms, a bunch of features/ideas are going to be lost. In addition, we had a bunch of ideas for improvements queued up for the old platform. In order to make a living in the here and now, I needed to sign a document saying all ideas I had ever had belong to the new company (whether they were going to use them or not), and I couldn't go to work for a competitor for 4 years. I can't imagine anything more stifling to innovation than letting a company basically put a wet towel over the implementation of any ideas generated by an employee if</p>

	that idea was related to their business and they came up with it while they were employed at company X (even if they thought of it while at home). If I wanted to have the option of joining a competitor and implementing even ideas/systems that the new company wasn't even going to use, I would lose my current employment immediately. And if there hadn't been a bankruptcy and re-setting of contracts even that wouldn't have been an option unless I found a job in some other sector for 4 years. These clauses in contracts are inimical to a dynamic economy."
Daron	"In the best interests of workers and innovation please ban non compete clauses"
Jay	"I would love for non-competes to go away. There are times I feel trapped by not even really having the option to explore, or gather information about other companies, opportunities, and pay. It's potentially really stunting career growth. I would be in favor of this ruling."
Tabitha	"I am writing in support of the proposal to eliminate non-compete clauses. I am a STEM professional currently bound by a non-compete agreement with my employer. The phrasing suggests that I cannot work in any area where my employer does business for two years, even though my work for my employer has been narrowly focused. This is a considerable hindrance to any job search I might pursue. My employer has additional specific trade secret policies and protections in place for which I have signed agreements. I believe the trade secret agreements are adequate to cover any risk to intellectual property loss to my employer, and the additional highly generalized noncompete puts me as an employee at a significant disadvantage in the marketplace."
Luke	"Dear FTC and Chair Lina Kahn, Thank you for proposing a Ban on Non-Compete clauses in employment contracts. I work in pharmacy, which like many industries has experience significant concentration into a small handful of firms. Non-compete clauses trap pharmacists into terrible working conditions and prevents them from leaving and finding a better job. Please do everything you can to fully ban Non-Compete employment contracts across the entire country."
Dave	"I am a physician and owner of my own practice for the last 10 years. I had a non- compete clause when I left my previous practice and feel it puts an undue on physicians and often times their families. In my case I did locums for 6months 120miles away while my wife was home with our 6 and 8 year old boys. I believe that there is no reason a physician should not be able to leave a practice and not have patients follow if desired. We have our own pediatric now and employee 3 doctors/3 physician assistants/6 psychologists/3 occupational therapists—none of which have non-compete clauses. Healthcare professionals should stay in organizations where they

	are valued and retained out of a mutual partnership—not financial and career blackmail. Thank you. Dave Smith M.D."
Randall	"I write regarding the FTC's proposal to ban noncompete clauses. I am a retired attorney who at one time specialized in employment law. I attempted to enforce noncompete clauses, and I resisted them on behalf of employees. I can tell you two things from my experience. First, noncompetes are abused by employers and encourage employers to abuse their employees. They are often hidden in employment contracts. If the prospective employee asks about them, they are described as a technicality of little significance. They often appear late in the process of negotiating an employment contract, when the prospective employee has already mentally and emotionally committed to the job. And, employees who sign one may be unable to take another job in their field if they leave their job, no matter how unfair or abusive working conditions may turn out to be. Second, noncompetes are applied in a fashion that is almost arbitrary. Their enforceability varies by jurisdiction. Judges apply them, or don't, largely based on the judge's political and social biases. And all of this leaves employees in a legal quicksand that is much more easily navigated by the comparatively wealthy employer. Please abolish noncompete clauses."
Andrew	"Non-Compete Clause Rulemaking, Matter No. P201200 I support this measure. Please pass this."
Karen	"Noncompete clauses hurts sales representatives . There are no competitive wages for us. It's -this" base salary and only 1-2% commissions. There isn't any negotiation involved. Also they can change the commission structure as they please. If you are unhappy with changes you can't leave the company and go to a competitor. We literally have to leave our industry for 12 months. Which is so stressful and hard on your career. Which makes life miserable for you and your family. Even if you take a different position within the company and you aren't making enough money to feed your family they will not let you leave and if you do they will sue you. This clause gives the employers all the power. For a single mom like myself it makes life really tough! Please ban this terrible clause! Please free us!"
Chris	"I fully support the proposed changes to regulations governing non-compete agreements. I have worked in several jobs in the healthcare sector which required as a condition of my employment that I sign a non-compete agreement. The first two positions were in retail pharmacies, followed by a more rewarding and enjoyable position with a medical records software vendor. The working knowledge of retail pharmacies which I gained in the first two positions were critical in building the skills and knowledge needed to succeed in that position. To be very clear, at no point would it have been necessary or even advantageous to leverage anything considered proprietary from those businesses in my current role. The critical knowledge that I gained was entirely around general business practice, and hands-on

	<p>experience filling prescriptions for patients. Because my both pharmacies required me to sign a non-compete, I was very worried about the possibility that my previous employer could take legal action which easily could derail my employment and future. Fortunately this never happened, and in retrospect it likely never would have happened. In my opinion it would have been a waste of time and resources on their part. The simple fear of having an unnecessary and very broad legal arrangement which limited my employment prospects hanging over my head is something that I still deal with today. Every employer I've had in my adult life has also required this sort of agreement, so this is very much an ongoing worry. In summary, I find the current law which allows employers to hamstring former employees is both exploitative and unnecessary. It hampers not only innovation, but a young worker's willingness to be bold and take risks early on in their career. It is my hope that young women and men entering the workforce in future years will not have to confront this issue, as I did."</p>
John	<p>"The business that pays all the fees for licensing and training should be able to have that employee for at least two years. Employees should not have more authority than the employer when it comes to leaving employment and starting work with a competitor."</p>
Nick	<p>"I've been in industry for 20 years as an engineer and the trend lately has definitely been towards highly restrictive non-compete agreements. The employee is at a distinct disadvantage in every case, it limits compensation, and is used by organizations to restrict career growth of employees. I am in strong favor of the proposed FTC rule change to nullify these kinds of agreements."</p>
Gary	<p>"I worked for 30+ years with a \$3 Billion private company who acquired over 50 companies in the packaging machinery industry. I left the company and took a position with a Company that did not compete with my old company, then my new company was bought by a parent company who did compete with a division of my old parent company. My old company threatened my new smaller company on a non-compete basis and I lost my position and have been unemployed since October 1, 2022. I cannot find employment in entire packaging machinery business because my former large employer has a division in many machinery building companies in the entire packaging field. Since I was in Sales, they feel that I am a threat to any company that builds packaging capital equipment machinery. So, most companies will not take the risk as the lawyers of the \$3 Billion company have much money to keep me from working to support my family. Very Sad that I gave this former company 30+ years, I helped sell over 7700 machines. Hard to believe the treatment I am getting."</p>
P	<p>"Non competes should not exist in healthcare."</p>

Anthony	"Fully support rule with no exceptions: Behind every unfair and illegal employment contract is a lawyer who drafted it. It's unethical for a lawyer to file a frivolous complaint, and it should be unethical for a lawyer to encourage a client to enter into an unenforceable contract. chilling their ability to get a better job and reducing their leverage to seek better wages or working conditions in their current position. no time to review the contract and no choice but to sign if he wants the job. Restatement, and noting that the initial evidentiary burden is on employer to show that the restriction is reasonable on its own as well as necessary for the protection of legitimate business interests)."
Jack	"I am in support of the rule limiting non-compete clauses. They are an unnecessary burden on individuals and the broader economies by greedy employers. The FTC should enact this rule as soon as possible."
Owen	"I know that large hospitals are probably advocating to make an exception for medical staff to be not included in the ban of non-compete agreements. I emphatically plead not to do so. Hospitals and healthcare companies use these clauses to reduce competition and restrict our ability to leave bad practices. They serve nothing but interests of billion dollar companies who don't want to have to work to actually retain their staff. Thank you"
Cal	"Non-compete clauses are inefficient taxes on career growth and innovation. They should be considered illegal immediately."
Leslie	"I support banning noncompete contracts. My family was impacted by a previous employer trying to enforce a noncompete. It went to litigation, and the noncompete was thrown out and my husband was allowed to work. We incurred legal fees to accomplish this. the main outcome of the noncompete appears to be to hinder Americans from providing services and providing for their family, or clogging judges and courts with litigation. Both a tragic and colossal waste."
Mindy	"I agree with banning non competes. There is too much power with companies (who continue to grow and monopolize communities) Eliminating the NC will help the employees."
Sandra	"I am a physician and in our space, noncompetes are a standard part of most contracts, and routinely enforced. Noncompetes benefit corporations and employers but deter competition and harm the individuals providing the actual health care and ultimately the patients and their access to care and to choice in their care. Hospitals and health care CEOs may tell you they will suffer, but in fact, who has the high salaries and profits? CEOs and especially insurance companies... not physicians. The market should be free for physicians to vote with their feet if their employer has policies or requires

	<p>systems of work that the physicians deem unsafe or inappropriate patient care, or otherwise problematic, such as unfair compensation. We should not have to move - and leave our communities with physicians - in order to do this! Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. Physicians should also be able to speak out about issues of corporate profit and patient safety and quality care, or leave their jobs, without fear of retribution or the inability to provide for themselves and their families. Noncompetes effectively prohibit this. With physician burnout and people leaving the practice of medicine, the proposed rule is a prime opportunity to give physicians better incentive to focus on quality care in their communities, and be able to pursue fair compensation for it. A single physician leaving a large hospital system would not significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system: however, one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en bloc and not be a part of that hospital's mission. Physicians don't leave easily or take the decision lightly, regardless of noncompete clauses, so it would have to be something big and problematic to cause a large exodus. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. To clarify: I am in favor of ending noncompetes in both for-profit AND NOT-FOR-PROFIT health systems."</p>
Joshua	<p>"NCAs stifle employee mobility, career growth, and a healthy exchange of ideas. The only beneficiaries are the largest companies who can afford to over hire, leading to concentration of talent, uselessly."</p>
Benjamin	<p>"Banning Non-Compete Clauses is a great policy. They are only used to suppress competition and wages for workers. They also being massively abused for jobs that should not require them just to control the workforce. It's an abusive practice."</p>
Nicholas	<p>"As a physician I have worked in 2 large non-profit healthcare systems, both of which are one of the largest employers in their respective states, and one of which is a multinational corporation. Many of these nonprofit health care systems are very large entities who behave like many other large for profit corporations, including the prioritization of profits over patients, fierce competition with each other in order to capture larger portions of their market shares, and the use of unilateral contracts with their employees in order to limit benefits and to restrict movement within the healthcare sector."</p>

	<p>This has a negative impact on all involved, including employee retention, and disproportionately affects primary care patients and health care providers in rural areas. It is absolutely critical that a non-compete rule addresses nonprofit healthcare systems, as they contain a large portion of the health care sector workforce and have a substantial negative impact on tax-paying employees and communities."</p>
Alex	<p>"Remember the High-Tech Employee Antitrust Litigation in 2010, where several SF Bay Area tech companies illegally conspired to suppress wages by not competing with each other for talent? Non-compete clauses are a legal way to do the same thing. Non-competes harm the economy by causing inefficient allocation of resources, and harm workers by making wages artificially low. I support the proposed rulemaking by the FTC to ban them."</p>
Ben	<p>"I am a doctor in a pediatric subspecialty field. My contract with one of the children's hospital in my city includes a non-compete. My specialty is fairly small and thus I am generally required to work in a place with a large population. The non-compete essentially bars me from being gainfully employed within the metro area of my city outside of this institution if I chose to leave on my own. This means that I have essentially no bargaining power for myself unless I am willing to move to another city, uprooting my family and leaving our extended. I do not know if your rules will extend to 501-3cs or non- profits. This should be given consideration as some of these companies, like my hospital, are wielding these contracts the same way any for profit company would."</p>
Edward	<p>"Hello, I wish to express my utmost SUPPORT for this rule. I believe that non-compete clauses are incredibly toxic and damaging to prosperity. They are a perversion of the free-market, directly (and brazenly) removing the single-most powerful tool in the hands of employees to improve their station: the ability to leave their current job for one that provides greater reward to them (however the employee would define that). Non-Compete clauses directly suppress wages on an individual and economy-wide level by providing a legal framework for reinforcing monopolistic and -- more specifically -- monopolistic action. In addition, from the point of view of the country as a whole, non-compete clauses are immensely destructive toward economy-wide innovation. By their nature, such clauses restrict the flow of information throughout die economy by keeping experience and expertise "siloeed" within particular firms. This prevents wide- scale adoption of innovation and makes it less likely that a given technology, practice, or strategic position is available to a firm that may make use of it. From a personal standpoint, non-compete clauses are both present and deleterious in the medical field (the field in which I am fortunate to be working). Physicians straight out of residency are often shackled with non-compete clauses of one kind or another, locking them into disadvantageous "initial" contracts that leave them ripe for overwork, underpay, and (eventually) bum-</p>

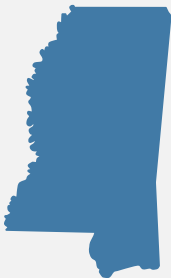
	<p>out. The latter point in particular is relevant to American society given the significant shortage within the healthcare workforce. By restricting the ability of a physician such as myself to take up a better job, non-compete clauses prevent us from seeking out a career that would leave us less burned out. In the later stages of a physician's career, this would make them far more likely to just retire and leave the field entirely rather than seek out a different practice -- something a non-compete clause frequently legally prevents them from doing. I urge the Federal Trade Commission to follow through with this salutary and important rule. This will make a meaningful difference in the lives of many individuals, and leave the economy of the United States of America much better positioned to bring prosperity to all."</p>
Michael	<p>"Non-compete clauses encourage bad behavior by employers and are often used as a part of severance packages where the employer will decline to provide promised severance without the employee agreeing to non-compete language. This practice gives way too much power to employers both control former employee's fate and application of skills in finding a new role, along with the threat of loss of severance funds and health care provided as a part of the severance agreement. Making non-competes illegal is a good choice and will make the US a more competitive economy."</p>
Mason	<p>"I can't tell you how overjoyed I was to see this proposed rule. As a sales professional in the medical device sales space, the opportunities afforded to me in the call points that I work are severely limited should I choose to pursue a new job - my non compete lasts for a full year, which is ridiculous. Thank you for this. It will change my life and grant me opportunities that I wouldn't have had before."</p>
Kirk	<p>"Eliminate non-compete clauses and support workers"</p>
Bethany	<p>"I have been under a non-compete/non-solicitation now with two different companies where I was prohibited from calling my clients for a year. The second time was after only 4 months of work. I definitely support removing this clause as my ability to choose where to work and how to make money was limited in both of these cases."</p>
David	<p>"Please enact this legislation to prohibit noncompetes, specifically for medical practitioners, MDs, nurses, PAs and other medical technical specialists. I have worked in ophthalmology for 34 years and have known scores of younger and older MDs and optometrists whose livelihoods and family security have been unnecessarily traumatized by corporate medical entities who chose to inflict the threat of legal action to bind their employed practitioners to desist from seeking employment outside of their employment with the big entity. In a time when many medical practitioners are in high demand due to limited availability of care givers, many have to sit out for months or years and suffer the financial strains of doing so because of the</p>

	<p>avarice and predatory activity of the larger corporations. Case in point, a very large national LASIK company currently holds the majority of the country's full time refractive surgery practitioners (of where there are relatively few) hostage by noncompetes. I personally know of dozens who have had to move to different states to change work. Many of the noncompetes extend to most or all of the US states as well, wherever the company has other clinics. As a consequence, they can suppress the pay of the indentured staff, technicians, and doctors. Many have been threatened with lengthy or costly lawsuits if they dare to breach a noncompete. I believe it is wise counsel for the FTC to take a stance and protect the work force, if not for the benefit of the medical workers, at least for the safety and welfare of their patients who should be able to seek care from their desired medical practitioners wherever they want to work. Thank you for bringing this issue to consideration."</p>
Kimerly	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and hams working people. This policy will make it easier tier workers to earn what they're worth! I think there are better ways to prevent industrial espionage and secret-sharing."</p>
Gerry	<p>"Non-compete clauses are a harmful and predatory practice that inflicts harm not only on workers but on American industry as a whole. There is a fundamental imbalance of power between employer and employee in the first place that gets exacerbated by these practices. At the VERY minimum, employers should be required to pay a worker for the duration of any non-compete clause to avoid them being able to take away the worker's means of support for potentially months or even years on a whim. To pretend that employers provide so much value to their employees that they should be able to retain the employee's skills without pay is ridiculous. Anything so valuable provided by the employer is already adequately protected by NDAs and patents, non-compete clauses are simply an additional power grab in a quest to kneecap wages and employment mobility in order to avoid fair competition on the free market. As such they should be eliminated completely."</p>
amy	<p>"I would support a rule eliminating the non-compete clause as it pigeon holes those of us who have one into our jobs and does not allow seeking employment at nearby opportunities in the same field. Making the market more competitive is a good thing for employees and requires employers to do their due diligence and offer honest, well paying jobs."</p>

Constituent Support for the FTC's Noncompete Rule



Mississippi | Statewide Impact

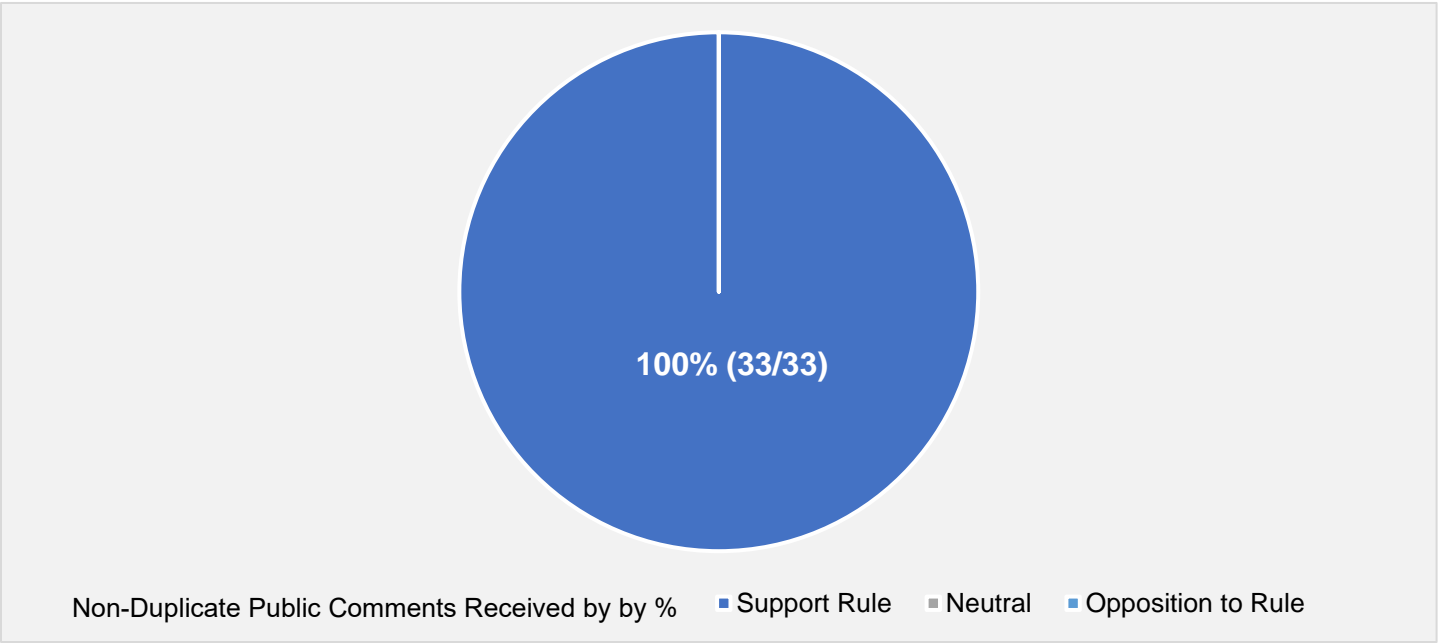


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Mississippi**:

Mississippi Covered Workers	Increase in Total Annual MS Worker Earnings	Increase in Average Annual MS Worker Earnings
916,362	\$384,971,551	\$420

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 33 of 33 MS Commenters Support



Support Across Sectors of the Mississippi Economy

*Some comments condensed due to length.

Profession	Comment
	<p>“As a physician and in a rural underserved area I think doing away with noncompete clauses is incredibly important both to physician autonomy and patient care...A physician might want to serve a slightly different underserved population currently serviced by a competitor...This population may even need more care than their current patient population. They are not able to leave due to noncompete. Rural areas also struggle to recruit and retain physicians. Non-competes can scare off some potential physicians.”</p> <p>-Craig M.</p>
	<p>“This Sunday, I'll be leaving my wife and 2 kids behind in Mississippi as I go take a new position in the Cayman Islands. I'm doing this because in a small industry such professional mosquito abatement, it was almost impossible for me to get anyone to hire me because of my existing non-compete agreement...So, I'm moving internationally until my 2 year non-compete is up, then hopefully can come back to the United States....I signed [the non-compete] several years ago to get a raise and promotion. I needed the money then, so I didn't have much choice. I am in support of making these agreements illegal...”</p> <p>-Kris N.</p>
	<p>“I am a marine mammal trainer and our company had us sign a non-compete for up to 24 months, with a 40-mile radius. This field is very small...this would require me to change specialties or travel 1-2 hours more to work in an area that is outside of the agreeable radius. Please consider passing this ban to allow workers to seek out better paying jobs without having to move large distances or retrain.”</p> <p>-Jennifer P.</p>
	<p>“Non-competes are incredibly outdated...There is such a vast shortage of veterinarians now...the original purpose of the clause, used to prevent "stealing" clients, is no longer valid given the conglomeration of veterinary clinics making it impossible to find a job if the non-compete refers to any sites owned by the company.”</p> <p>-Emili M.</p>
	<p>“I have been a social worker and a pharmaceutical rep in the multiple sclerosis space for almost 20 years... I am still tied to this agreement and cannot go work for another MS company...I have been approached by other MS drug companies offering more money and promotions, but so far, I have had to turn them down because of the non-compete.”</p> <p>-Leigh A.</p>

Additional Support from Mississippi

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Indiana	<p>"In my professional career I have been subject non-compete agreements. Each time, I've found these documents disgusting and anti-American....The excuse for implementing these agreements is based on the employees proximity to "proprietary" information that other companies may try to steal....I was never in possession...of proprietary information that, if divulged to a competitor, would financially damage the company to a significant degree if at all....[T]hese agreements are primarily used to obtain...absolution of responsibility for the employer at the expense of the employee instead of legitimately safeguarding industry secrets.... allowing noncompete agreements represent a shoddy framework for protecting these assets...non-compete agreements are primarily an intimidation tactic that uses financial insecurity as a bludgeon to keep employees aboard. The worst thing about non-compete agreement is the fact they represent an encroachment on the liberties of their employees.... The practice of these agreements are monopolistic, tyrannical, and spit upon the very principles of liberty to which our nation was founded. It could even be argued that these agreements represent a modern form of slavery: for what is slavery than an individual being powerless to determine where they can and cannot sell their labor, being beholden to another's whims instead? As such, the practice should be banned to encourage competition among industries for labor, to allow career growth of individuals to go unhindered, and to better reflect in our labor laws the principles of liberty."</p>
Michael	<p>"Non-compete clauses exist merely to prevent employees from leaving for better jobs. As a hospital physician, I have absolutely no proprietary information. I don't have a patient pool that can travel with me because I am dependent on what comes through the emergency department. But I am an at-will employee who cannot work anywhere else in my county for two years if I were to quit due to wage stagnation and worsening conditions. There's no legitimate reason for a non-compete to be in my contract but I can't find a job as a physician in my county without signing one. If anything, it's bad for the community, because if I leave the county will lose another physician.</p>
Caitlin	<p>"As a physician, this rule will help and prevent doctors who want to change jobs from having to move to another city or state to be able to do so. In this day and age of physician shortages, all a non-compete clause does is limit the ability of institutions to hold onto good physicians. I am all for the banning of non-compete clauses."</p>
Vivek	<p>"The non-compete ban rule is a great idea, since companies or organizations try to control the life of their employee and try to have more power over somebody than necessary. If the non-compete ban passes, there will be more competition among</p>

	prospective employers to hire the desired talent. This is necessary to increase accountability of employers.”
Lindsey	<p>“I am ObGyn in Mississippi. In a rural state where resources are often limited, patients deserve to be able to maintain a relationship with their doctor. Our state has small, scattered cities where some types of healthcare are offered.</p> <p>Physicians shouldn't be required to stay in an unsafe or unfriendly work environment or move their entire family several hours in order to continue practicing.”</p>
Spencer	<p>“Excluding physicians from the non-compete ban would be unbelievably unjust and incredibly harmful to physician morale. It is already clear that the healthcare industry doesn't care about patients through its profiteering, allowing hospitals to control physician choice through extortion by means of requiring complete upheaval of one's entire family when a hospital ultimately decides to take advantage of you for the last time would be extremely disheartening. It is clear through hospital turnover that even with non-compete in play physicians are still deciding that employment conditions are not acceptable, imagine how many more physicians feel that way but are unable to act based on fear of the effects of a non-compete. Don't cater to lobbyists, non-competes are harmful for physicians, do the right thing and let workers make their own decisions. Force hospitals to ensure good working conditions and make hospitals a place where doctors WANT to be.”</p>
Stephen	<p>“I fully support this action. As a physician and healthcare worker, this rule does not allow us to care for patients across healthcare systems. It limits our ability to not only earn income but imposes a major barrier to exiting a position that we may not be entirely content with. This is especially important as private practices are being bought out, and healthcare companies are increasingly being bought and becoming part of a single hospital or single private equity group.”</p>
Alisha	“Unnecessary, affects livelihood.”
Spencer	<p>“I fully support removal on non-compete clauses in contracts. Employers must find a suitable way to meet employees needs without holding the non-work aspects of an employee's life hostage. This would also drastically improve competition amongst desired skillsets and improve employee compensation.”</p>
Christopher	<p>“I am in favor of the proposed FTC regulation. As a physician, there are often restrictive covenants in our contracts which restrict our ability to change practices within a certain geographic area. These unfair limitations keep a doctor from leaving one practice and joining another one. Forcing one to leave the current geographic area, especially if the doctor is a specialist which is hard to replace, results to harm to patient care. I believe that there should be no restrictions in physician contracts that restrict changing practices in the same geographic area. The current laws limit competition and lead to unfair situations which compromise the healthcare of others. Therefore, I would encourage the FTC to pass this rule</p>

	for all workers, regardless of income or occupation, and bar non-compete agreements in all contracts.”
Wendell	“This new regulation would be fantastic. As a physician , there are often restrictive covenants in our contracts which restrict our ability to change practices within a certain geographic area. These unfair limitations keep a doctor from leaving one practice and joining another one. Forcing one to leave the current geographic area, especially if the doctor is a specialist which is hard to replace, results to harm to patient care. I believe that there should be no restrictions in physician contracts that restrict changing practices in the same geographic area. The current laws limit competition and lead to unfair situations which compromise the healthcare of others. Therefore, I would encourage the FTC to pass this rule for all workers, regardless of income or occupation, and bar non-compete agreements in all contracts.”
Joshua	“I am wholly in favor of banning non-compete clauses in employment contracts. Having had to sign contracts with these clauses before, I wholly believe that they unfairly inhibit American workers from finding other gainful employment in a given area. It's time for this madness (which is wholly antithetical to the free market) to end.”
Mohammad	“As a physician I believe this is [non-compete ban] needs to pass. Part of the reason why there is such shortage and lack of American healthcare is due to non-compete clause. Non-compete also decreases competition between institutes and in turn there is no real drive to improve quality of care in certain specialties. Abolishing non-compete is the right step in alleviating some of the burden and shortage in healthcare sector.”
Jason	“Non-compete clauses should be banned from both for profit and nonprofit health systems . These clauses adversely affect physicians' spouses and children in the event the physicians find the employer is not a good fit.”
Stanford	“I am strongly against non-compete clauses. If an employee of mine is dissatisfied, has a better idea, or simply doesn't like the environment they envisioned, then shame on me for not asking, not participating, and not noticing. The ability to compete is the backbone of capitalism and free enterprise. I am one of the few independent physicians still in practice ONLY because I would not join a group with non-competes.”
Brittany	“As someone in a very specialized profession, the non-compete clause gives few options for additional work without relocating very far distances. Companies should be confident in their benefits, pay, and overall treatment of staff rather than forcing new hires to sign legal documents that limit their ability to advance in their career without uprooting their entire life. If the job is fulfilling for staff, then they will want to stay. I am in favor of revoking the non-compete clause.”
Michelle	“I currently work under a non compete, and I can verify that it is affecting my ability to seek other employment. I am prevented from working as a recruiter for any

	company for 2 years if I leave my current company. Given recent changes in how our work product is computed, I will likely be let go in the very near future. Until this week, as long as we had production sufficient to cover our draw commission balance we were "in the good", but now the uncollected amounts don't count. Since we get draw commission and have to pay \$300+ a month for "tools" - online resources - most of us at the company are in the hole. We can't go work for another recruiting company because of the non-compete."
Bridget	"I am in support of outlawing non-compete clauses. Non-competes are far too bias[ed] towards business and industry and removes citizen's rights to their pursuit of happiness as enshrined in our Declaration of Independence. They simple go against the basic foundation upon which our country was built. Non-disclosure agreements should be enough to protect proprietary info with impeding an employee's ability to find a better situation within their chosen industry.."
Evan	"Noncompete clauses in healthcare work only in the interest of corporate entities, disincentivizing physicians from tailoring their offerings in response to the changes and needs of the healthcare market. They serve to suppress physician compensation and flexibility in serving their community by adding friction and financial burden to potential alternative employment opportunities. This friction adds bloat to the already top-heavy healthcare market. Please do not consider any exception to a ban on noncompetes for healthcare entities suggested by corporate interests."
Herron	"I support ending non-compete agreements. I have had difficulties hiring employees for fear that they could be sued by their former employer. I also have been subject to non competes which I feel prevented me from receiving better job offers."
Michael	"PLEASE BAN THEM. Non-Competes have prevented us from starting our own business, and our former employer is spitefully using them to keep us from being financially stable."
Jeremy	"...Many of these non competes written by massive hospital systems serve to ruin the lives of physicians by creating huge swaths of the country in which physicians would be unable to practice. A doctor should not have to leave...[the] area at the behest of corporate hospital system."
Harold	"I agree with the aim of this proposed regulation...wish that it could be codified as law. Non-compete agreements are typically signed during the hiring process and are particularly onerous to the worker who is later discarded by the company for any reason. It is bad enough to be unemployed, but worse if you cannot apply for work with prospective employers in your field because of a non-compete signed years earlier."
Bethany	"I fully support eliminating the non-compete clause. I have 2 Nurse Practitioner colleagues who are having difficulty finding employment due to a non- compete. Given the healthcare disparities in the state we reside in (Mississippi), this is

	especially disheartening. They are essentially going to have to travel over an hour away from their home to work, even though there are many open positions in their area. Non-competes are barring access to healthcare and need to be eliminated.”
Robert	“I am writing in support of a potential ban on non-compete agreements. Non-compete agreements limit an employee's ability to work for a competitor or start a competing business after leaving their current employer. This is harmful to employees and the overall economy. Non-compete agreements limit career opportunities, stifle innovation, and can be used as a tool of oppression by employers. Employees may be unable to pursue career opportunities they are otherwise qualified for and may be unable to leave a toxic work environment. Non-compete agreements can prevent the development of new products and services, which can ultimately hurt consumers. Employers may use non-compete agreements to intimidate and control employees, creating an environment of fear and mistrust. Instead, employers should focus on creating a positive and supportive work environment and not restrict an employee's ability to pursue their career goals.”
Jeff	“Abolishment of non-compete agreements would be a win for workers across the United States. I am 100% in favor of their abolishment.”
Blake	“I am in my third year of medical school , and I have already seen the negative effects of non-compete clauses on doctors and nurses. I fully support making non-compete clauses illegal.”
B	“Non-competes are oppressive and give corporations permission to create toxic work environments and mistreat employees on many levels. I am told if I choose to leave the toxic healthcare environment, I can expect a lawsuit simply because I want to work in a healthier environment and use the skill set I have worked hard to achieve. I am in full support of banning non-compete agreements so I can find joy in working once again.”

Constituent Support for the FTC's Noncompete Rule



Missouri | Statewide Impact

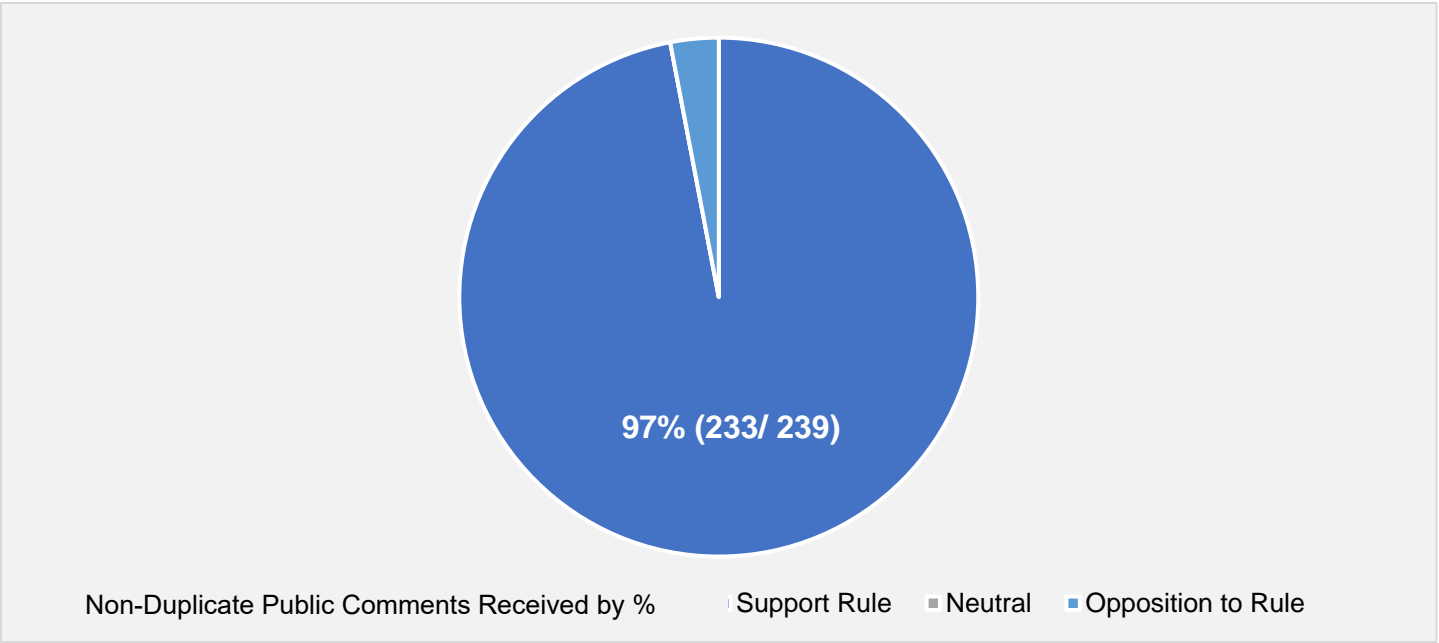


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Missouri Covered Workers	Increase in Total Annual MO Worker Earnings	Increase in Average Annual MO Worker Earnings
2,256,955	\$1,184,012,673	\$525



[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)




Notice of Proposed Rulemaking: 233 of 239 MO Commenters Support

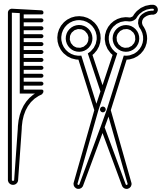



Support Across Sectors of the Missouri Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I've been both a regional director responsible for internal HR and an HR consultant. I have ALWAYS been appalled at the use of NCA's! My company used them only to prevent the possibility that proprietary information / processes would be taken to a competitor, but never to stop a person from getting a job and making a living. We usually used an NDA instead of an NCA, and that was sufficient protection for our company. What is so appalling about NCA's? Very simple. They essentially say that you have legal rights -- but oh by the way if you want a job you have to sign those rights away. Employees are trapped into signing them if they want the job. "Sign away your legal rights or you can't get a job." What on earth is the point of saying people have certain rights but then make them give up those rights in order to get a job? PLEASE! Redress this wrong and disallow NCA's! NCA's are the 21st century version of "the company store" -- a trick that traps people into giving up otherwise legal rights if they want to hold down a job. NCA's are one element of predatory capitalism and should have been stopped years ago. Thank you for tackling this festering and difficult issue!!</p> <p style="text-align: right;">-Nancy</p>
	<p>""I'm a barber and violated a non compete about 6 months ago. My non-compete radio is miles for 1 year. Sounds reasonable, but not really. I live in Kansas City where barbershops are sparse. Working in the city area is less than a 5 mile radius and is the only place to make money. If I worked outside of the 5 mile radius, that would put me in the suburbs where barbershops are extremely limited and charge as little as \$16 a haircut. I'd roughly make only 20-25k a year in the only industry I know. I worked for my previous employer for two years in a toxic environment. I told my employer how work was affecting my home life on more that one occasion and she did nothing. I was micromanaged and in -trouble" for something on a weekly basis. How was I to know that I would be working in a toxic environment when I applied? So ultimately, I decided in order to be happy and make a living wage, I'd have no choice but to violate my non- compete. She came after me in no time flat. Now I'm paying legal fees and at risk of going to court and losing my job for 6 more months. What's the point here? I go outside of my non compete, lose the clientele I worked so hard to build. Those clients are nobody's property. If they want to follow me wherever I work, they should be entitled to do so. And if I'm working in poor working conditions, I should be able to work where I please. For two years, my job and employer affected my mental health...If a job is affecting your mental health and home life, how can this be legal? And let's get the ball rolling on this so we can all be free to work where we're happy in peace!"</p> <p style="text-align: right;">-Ally.</p>

	<p>"Non-competes are harmful to employees!! Very long story short. I worked in the audio/visual industry. I, along with the entire company, were furloughed in June 2020. July of 2020 I found a new job with a competitor and three days in lie sent over paperwork for a non-compete I don't remember signing in 2011. Since it was Covid they couldn't afford to fight for me and I was fired. Tried mediation but after I paid for the mediation and the date was set, he came in as wouldn't mediate anything. I sued to get the non-compete reduced from 3 years, he counter sued me for damages and attorneys fees. The three years is up in June so we dropped our suit since it has dragged out this long but he won't drop his. We also told him if he does win damages that I can't pay that I will file bankruptcy. They said they will still carry through with the suit."</p> <p style="text-align: right;">-Jeff</p>
	<p>"I am in favor of outlawing all forms of non-compete. I was recently terminated by my employer under their "workforce reduction" umbrella. I have been in this industry for 17 years. At the age of 47 it is difficult to enter in to new industries. I have had several offers from other companies in the same industry I have been a part of for nearly two decades, but all of these companies are a little worried about the non-compete. Coming from a small rural area it is hard to find jobs that pay even close to what I have been making for the last two decades. The non-compete is very disruptive to my livelihood."</p> <p style="text-align: right;">-Jeremy</p>
	<p>"Good morning, I happened across this proposed rule by chance while reading my daily legal highlights for the construction industry. I think this is a wonderful idea and long overdue. I have seen countless instances through my 33 years in the business where employers use these these clauses to bully their employees, force workers to stay in hostile and unhealthy work environments, and use it as a tool to keep the wages at a level that is below their competitors. I am a bit different and it may surprise you that I am a business owner and the only non family owner in a family business. I did not get my ownership by birth, I got it my the sweat of my brow and working my way from job superintendent all the way to Vice President and part owner. I was naive enough at the time they offered ownership purchase to sign a non compete agreement. I actually paid for my stake in the company while the incompetent son was given most of his. I have watched him work less hours, take more time off, and cause undue stress to other office workers all for the same pay as I was making. When I asked to get out they happily pointed out the no compete and stated you will have to leave your home area if you want to quit. Fast forward 11 years and they realized their key people were getting offers from others much more fitting to their skill level. They decide to offer a very small amount of stock to these individuals to cover up the fact that they would now be required to sign a non compete. I urged them not to sign but the allure of the "ownership" was too much for these people to overcome. Now they wish they would have listened. The original owner didn't think his non compete was broad enough at 200 miles from the office so they changed it to 200 miles from either of the two offices which are only 65 miles apart but that pretty well covers the state of Missouri and a good portion of Oklahoma, Kansas, and Arkansas. I told them it was too broad to stick and their response was "they will need the money to fight it" These people are the poster</p>

	<p>children for banning non compete clauses. I am anxious to see this proposed rule become law for the people who work here and other similar employers. Thank you for your time in reading this."</p> <p style="text-align: right;">-Sean</p>
	<p>"I worked for a toxic hair salon for 6 years with a non compete. The only reason I was able to leave was that my mileage requirement was lower than the rest of my coworkers. The owner uses this to bully people into staying by using the non compete as a scare tactic. Knowing that they can't afford an attorney to fight it. There are no trade secrets in my industry that require this to be a part of the hiring process. In fact it keeps people from being able to leaving a toxic environment. Please pass this."</p> <p style="text-align: right;">-Becke</p>
	<p>"A non-compete has me, a below minimum wage tipped worker, facing a \$10,000 lawsuit. The company tricks you into signing it without really explaining it during hiring paperwork; They unreasonably enforce it for 50 miles. This non-compete has effected my ability to do my passionate livelihood, make a livable wage, and now I might have to file for unemployment since they terminated me over the non-compete... and I'm not even employed by any competitors. When I asked the Employer for a copy of the Non-Compete for my records, they refused. I have to wait and see if they do file a lawsuit and hire a lawyer to recover my own paperwork I have legal rights to."</p> <p style="text-align: right;">-Olivia</p>

Additional Support from Missouri

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Elizabeth	"I am extremely in favor of banning non-compete agreements. I am bound by on at my current job and it has kept me from being able to seek out other job opportunities with higher pay. I feel so trapped and stuck in my current position and my non-compete has me too afraid to look for something better out of fear of legal repercussions. Please ban non-competes!"
Deborah	"As an optometrist , a contract I had was so broad that if I quit I would either have to drive an hour or move. Over the years they kept adding stuff that I never should have put up with such as taking away 2 1/2 days from one site, adding them to another. They added all their fees to the new location but saw " no reason to remove" those days fees from the other location and in fact then shortly raised all those fees. I complied as it was cheaper than moving."

Kat	"Totally agree to ban non-compete clause. I have known people forced to stay with bad employers, like slaves, because they could not afford to not work for 6-months or more. And what a joke when it is applied to hapless hourly workers."
Gavin	"Please ban non-compete agreements! They are terrible and only serve to give employers more power over employees that don't even work for them anymore!"
R Scott	"Do away with these, immediately and permanently. They are inherently unfair and biased in favor of businesses. Workers deserve equal footing in negotiation and freedom in marketing their skills to a better employer."
Loren	"As a physician I find non-compete clauses to be in opposition of freedom of practice for highly trained individuals. They have, in effect, become a tool of ensure that physicians do not have negotiating power against the larger healthcare corporations that we support. I began practice 4 years ago and, during that time, have served my organization and community dutifully. I have a family, children in school and friends in the area. I moved to a new city to start practice after a total of 10 years in training The standard contract offered by virtually all healthcare companies includes a non-compete clause which specifies a geographic region around your practicing hospital and a period (often 2 years) during which you cannot be employed. When these were originally written they were to avoid a physician taking clients away from a practice and moving to another site however they have, in effect, been used to subjugate physicians and prevent them from moving to another company without uprooting their life. This is an unfair practice as modern healthcare and insurance coverage agreements nullifies the original intent of the non-compete agreement. Since network coverage has financial ramifications for patients, a physician leaving a practice (in virtually any field) is unlikely to bring any substantial portion of their patients with them. However, healthcare companies can make it extremely uncomfortable to move jobs by ensuring that you cannot practice locally or be recruited to a local competitor using the non-compete clause. This unfairly restricts career prospects for physicians and limits terms of negotiation between physicians and their employers. Since physicians do not, generally, have unions and healthcare companies have a vested interest in preventing local competition for their workforce - the non-compete clause that is present in virtually all contracts becomes a unilateral cudgel with no recourse by practitioners. It is unfair and should be eliminated."
Drew	"I believe this will be beneficial for the competition in the job market. If enacted will this rule retroactively nullify previously existing Non-Compete clauses?"

Grant	"I have personally been affected by a non compete clause and was not in a position to afford a lawyer to fight the non-compete. There were plenty of jobs in my area that I could have used my skill set for, but due to the clause from my current employer at the time I could not leave or I would not have a job. After 1 and 1/2 years of searching I was able to find something far enough away that it was not classified as a competitor but if not for work from home I would have had to move to seek better employment."
Jacqueline	"I support a ban on non-compete clauses for physicians. My general physician (who is a woman) is leaving her current practice and is under a non-compete for a year. I have to now find a new physician for the next year. This is frustrating and annoying. As a woman I feel more comfortable with having a woman physician. I finally found a woman physician who listened to me and respected my requests. I now have to go through this process all over again - or hope I don't have any issues for the next year. Physicians being under non-compete clauses are bad for patient health."
Richard	"I have worked in the Cremation service industry for 33 years. I have recently left employer I was with for 15 years. They are claiming the entire United States as their territory so I cannot work in this industry for 2 years? This is crazy. Their are anti monopoly laws for a reason. They think because they are a multi billion dollar company they can bully people"
Gary	"Noncompete agreements should be banned nationwide. They are extremely unfair for most wage earners. It is also anti capitalist and suppresses wages for average workers."
L.D.	"Non-Compete Clauses at times seem to make sense, especially given the sensitive nature of certain trade secrets in the business world. However, as pointed out in the Notice of Proposed Rulemaking, adequate trade secret protection is provided under other subsections of existing US Federal law. I agree with the conclusions provided in the notice, and additionally, would like to comment that in states like my home state of Missouri, where certain non- compete agreements may be assigned to the purchaser of a business in a merger or acquisition transaction under current state law interpretations, these agreements are extremely unfair, as they were not established at their inception between the original parties to the agreement. A merger or acquisition changes so many things for an employee, including the company culture, its standard business practices, the management the employee reports to, the human resource systems by which an employee will be evaluated by, and many other aspects of the employee's work life that may or may not be for the better. I caret think of a rational example where an employee would sign a non-compete and expect it to remain both enforceable and assignable in the event a business is purchased by new owners who come in and flip the existing company in a completely different strategic direction. The employee and their family are then expected to endure the consequences of such a merger or acquisition transaction, including change in job roles, decreases in income, changes in work hours, etc. under the premise that "Well, we (the acquiring company) paid for it." I can't imagine a single merger and acquisition

	<p>transaction where the decision on whether or not to purchase either the assets or the stock of an existing business would truly change based on whether or not the assets acquired included the existing intangible value of that company's non-compete agreements. Even if such weight was given to existing non-compete agreements, how could any business say with any certainty that enough employees subject to non-compete agreements wouldn't switch careers in a way that the contracts' value wouldn't evaporate? The continued existence of a non-compete can't go so far as to force employees to stay against their will, so how do these agreements provide value to the public interest? It is my hope, that at a minimum, a non-compete agreement is limited in enforceability only to the extent it is made in good faith, for more than the consideration of at-will employment, and is truly between the original owners or company managers serving at the time of the agreement and the employee only. These agreements should not have lives past the lifetimes of the original owners and transfers of business interests can bring material changes to a business that no employee can expect to be able to assess at the time of signing one of these agreements. Thank you for your consideration."</p>
MaryAnn	<p>"Yes to this - rule has been a long time coming!!!!"</p>
Jean	<p>"I believe the FTC should pass a rule to prohibit the non-compete clause in work contracts. Workers have enough disadvantages when dealing with employers, especially since so few of them are unionized. Nothing could be more American than workers seeking better employment and no one should stand in the way."</p>
J	<p>"Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model...Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC proposal: As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations.</p>

	<p>Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not- for- profit and for-profit hospital systems. As a physician who has been impacted personally by non-compete clauses and the multiple downstream effects, I respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Kimberly	<p>"Noncompete clauses unfairly limit the opportunities of hardworking essential professionals. As a physician who works in a very needed specialty (psychiatry & addiction medicine), I would have to move my family or travel significant distances just to maintain my employment. My specialty is needed everywhere, and people are suffering everywhere —please allow me & my colleagues to not need to uproot family, schools, homes, spouses life to make a change in my employer. These decisions are never taken lightly."</p>
Jay	<p>"I am a physician currently affected by a Non-Compete Clause (the contract of my last hospital employer). The restrictions of the N.C. are: I cannot practice any medicine in a 50 miles radius (of the town where the hospital is located) and for 2 years. The hospital clearly threatened me (with litigation) not to speak to patients, give them my phone number, or instruct them where I was working next. The hospital clearly stated that they considered the patients (I treated in my busy practice for 8 years) were a property of the hospital. The financial success of the hospital is directly related to patients getting medical care at that institution. The hospital is afraid that if patients see me at another practice, they will lose revenue. The N.C. that is used in the Medical field is not good for patients. Patients are not commodities. They are people just like you. me, our family members, our neighbors. When they find a doctor that they received good medical care and trust, they want to have their care with that doctor, not the hospital. The success of the practice I led was due to me and our team, my outcomes, and how we cared for patients, not the hospital. This non-compete is specifically designed to force a doctor to leave this geographic location or suffer 2 years with a financial penalty (less income- currently I am working part time outside the non-compete radius). This is bad for patients who want me to take care of them. This is bad for physician families. ICI leave this location, my wife has to quit her job. My kids would have to leave their schools/friends/church that they love. Physician marriages have a higher incidence of divorce at baseline. As a culture/community, we would all agree that the priority should be on patients, families, and kids. Life is hard enough already. The power these large organizations have in medicine is excessive and beyond what is good for our communities. My success as a physician isn't related to a building or an organization. I could work at a hospital with the best</p>

	<p>administrative leadership team in the USA but if I am a bad doctor, I will still have a unsuccessful practice. Patients would not want to see me. True success of a hospital system is not related to threatening people with lawsuits if they leave and start another practice in the same town. If the hospital is successful, then why are the employees (physicians, nurses, staff) wanting to leave? It is only the failing hospital system that needs to utilize the non-compete clause to threaten employees. When in the history of our country has stifling competition led to worse opportunities for patients. Competition is healthy for the systems that need to improve and innovate. Should Hospital systems that don't care about patients, don't care about modern standards, but only care about revenues (at the expense of everything else) survive? Don't we as a community want more options versus less for our friends/family members/neighbors? The hospital I left is a major employer in a small Midwestern town. They have 1 other hospital for competition but with the non-compete clause it transforms their power into a monopoly. This hospital has a revolving door of staff because the administrative leadership views the staff as components on a market that they can buy. If they need another surgeon, they just recruit one with a financial offer. The leadership does not care about patient outcomes. Every young physician that I recruited to be a partner over 8 years would quit (move away after-2 years because the hospital would not invest in helping doctors improve the care for patients). Without real competition the hospital can survive because patients would have to drive hours for the next hospital. I would love to be a resource for anyone or team at the FTC working on this to give more insight or to help this cause. Please contact me at my cell phone:. Jay Bridgeman MD, DDS Columbia, Missouri."</p>
Stephanie	<p>"My spouse has a non compete with a company that was acquired by another, larger company. If this larger company can enforce this non compete, it will directly affect the marketplace in my area. When the acquisition occurred, it removed services and employees from a sector of business that will no longer be serviced. If these employees are not able to support other related businesses, there will be a direct loss for consumers. And for new business. Let's get rid of the non compete and let capitalism truly be driven by innovation and not money."</p>
Lara	<p>"The field of medicine has been destroyed by a thousand cuts, do not compete clauses are one of the deeper wounds. These clauses are predatory and unjust and hurt physicians and patients alike. Physicians who have are part of a community they care for, must often choose between deplorable working conditions and uprooting their families and abandoning their patients, because of these restrictive clauses. In the years I have been a physician, I have seen them appear, then strengthen, and then become outright audacious, as the corporate health care administrators and lawyers have become more and more aggressive and emboldened. Usually, the clauses even go so far as to imply that the hiring entity somehow is the one that has allowed you to practice medicine and as such would incur injury if you were to compete against them. This is particularly insulting, since none of these slimy business people helped us to work our way into medical school, get through medical school, get through extensive medical training and certification hurdles and they certainly don't respect our practice of medicine, ethics or oaths! Why should I be beholden to them, when I sacrificed decades of my life in</p>

	<p>order to practice medicine? Why shouldn't I be allowed to practice medicine in whatever locale I choose, as long as I have earned the privilege and satisfied the licensing requirements? I have even been presented with contracts that stated I agreed to remain 60miles from ANY location that the healthcare business operated, owned, was affiliated with OR planned to open. I actually laughed out loud at that contract and refused to sign. Sadly, I know many new doctors who do sign these exploitive and unethical terms because of financial stress or the need to secure J-1 visa status and so on. This is why it is a predatory practice. If physicians were allowed to remain within the community they have been practicing in, without the threat of do not competes and legions of corporate lawyers coming after them, their communities would be all the better for it. Their mental health and the stability of their family life would be improved. The ability of these health care organizations to dominate the local markets, drive doctors out of practice and out of town, would be curtailed and true competition would arise. This would be competition for who was providing patients with good medical care. This NON-compete clause rule, proposed by the FTC, is long overdue. It is a just move and one that can truly change the broken healthcare system for the better for the American Physician and the American Public that needs us!"</p>
Carson	<p>"I am strongly in favor of banning non-compete agreements. I am currently under contract which imposes a 1 year non-compete clause after the termination of employment. Not disclosing confidential information is acceptable and understandable, but I will be prohibited from, "research, discovery, development, manufacture, importation, marketing, promotion, sale, or use of one or more Competing Products". Breach or threatened breach of this contract can, "will cause COMPANY to face irreparable injury which may be difficult to quantify monetarily". I will also be required for two years after termination of employment to inform any Future Employer a copy of the agreement and advise COMPANY of Future Employer and my obligations to the contract. The contract is incredibly vague to where any other employer tangentially related to my area of expertise could be considered a competitor and thus I am disallowed from working there for a period of one year after employment termination at current company. This will result in either me staying at current employer for a period longer than I would like to maintain my salary, or potentially take a large loss in salary to transition to a completely unrelated role in another industry for a period of at least one year. These effects limit employee mobility and fair compensation, and thus loss of tax revenue for the federal government, states, and municipalities. Banning non-compete agreements at the federal level will level the playing field among all employers so no one is particularly at a disadvantage and employees are free to move between companies to achieve competitive compensation Banning non-competes will not affect companies ability to seek recourse for disclosure of confidential information inappropriately by previous employees or protected by intellectual property. Non-competes are explicitly designed to make it difficult for current employees to switch between companies and to suppress wages, which I view as antithetical to a fair, competitive, and capitalist marketplace. Attachments Employee Agreement 2023"</p>

Andrew	"I this this is a big step for worker's rights, non competes prevent a competitive marketplace and stifle work prospects"
Phil	"This is one of the most unfair business practices there is for employees. I have worked in the broadcast industry for 30 years. Non-competes have done nothin but drive good people out of the industry. Too often the non-competes I have seen, have had very little to do with protecting proprietary information. They are meant to keep people from looking at and taking higher paying jobs in the same industry in the same city. It rewards lazy or poor management. Non-competes force people out of the industry or forces them to move. This is a long time coming Please see this through."
Kristen	"I was terminated by a large hospital organization suddenly with a thriving, full Pediatric practice . Patients depended on me. My contract has a non- compete that only applies if I am terminated without cause which is a point of argument right now. I filed in arbitration as per my contract against my employer. My lawyer and I believe the non compete does not apply in my circumstances and that the noncompete is overly broad, restrictive, and harmful to the public (my patients). I started seeing my patients mostly gratuitously in their homes so they would not go without the care they wanted and needed. My patients need me and depend on me and do not feel they can find another Pediatrician who provides the same care I have for them. Many of my patients are complex with high needs and are not easily transferred to another pediatrician. They trust me. I refused to let them down. Right as my case was headed to arbitration, my former employer filed in court for a TRO to stop me from practicing medicine all together under the premise the noncompete does apply. Judge granted it without allowing me to testify at the TRO hearing. We fought. My patients spoke up. Families were ready to testify about their needs and the harm that they would be done if I could not care for them. The judge did not allow ANY patient testimony, no evidence about the office issues leading to my termination were allowed to be heard and my employers lawyer repeatedly hammered home that I had to abide by this noncompete because I was causing harm to this GIANT hospital system by seeing 350 children out of the 5300 in the practice and over a hundred thousand in the hospital systems clinics. The judge awarded the order and I was told I cannot talk to patients on the phone, text patients, zoom visits or provide any pediatric care within my non compete area. Patients are angry and panicked. I'm worried every day about my patients and how I can continue to care for them. The original noncompete barred me from engaging in the practice of medicine entirely not just as a pediatrician in primary care. That means I cannot practice ANY medicine in the area even though practicing as in an Emergency room is not a competition with my former practice which provides primary care only. It's disgusting. I'm still fighting because I love what I do and I will not abandon my patients but it's not looking good for me and these patients.. In a city like St. Louis with 3 large hospital systems, specialists cannot leave Washington University if treated poorly and underpaid/undervalued or unhappy because they cannot move to one of the other organizations due to the no competes in their contracts. There is no recourse for an employed physician

	<p>against a toxic work environment and concerns of patient care and safety issues. Patients should always come first and that is not happening."</p>
Kathleen	<p>"I think noncompete clauses give the employer too much power over the life and future of its employees. This is especially harmful for professionals like physicians."</p>
Louis	<p>"I agree with the proposal to get rid of Non Compete laws. I am currently in a non compete that is preventing me from changing jobs."</p>
Mark	<p>"Non-compete clauses are a severe hindrance to freelancers like myself. I have run my own business for over 30 years and if one restaurant (for example) hires me to design a website for them and wants me to sign a non-compete, that's ridiculous. I can't design another restaurant's website for 2 years? No, that's dumb. Every company uses these because lawyers just throw everything at the kitchen sink into their boilerplate BS legal docs. Even when the effect is utterly anti-business."</p>
Amrita	<p>"I urge you to ban non-compete clauses. They harm workers who are unable to find a job with better pay and make it unable for those who experience harassment on the job to look for other employment. Employers already have a significant power differential over employees. Please save employees the right to leave a job and look for another one."</p>
Cameron	<p>"Please ban unfair non compete clauses, they are detrimental to workers and industries."</p>
C	<p>"Thank you for considering a ban on non-compete agreements. As a pediatrician who is employed by a large health system, my non-compete has adversely impacted my career path. My partners and I have all considered leaving our positions on many occasions, but the terms of our non-compete make that nearly impossible. We are unable to simply leave the practice of medicine for one year so that we can start over in a different office after our non-competes have expired. We also do not desire to move our practice to a far location, as we anticipate the loss of many patients as well as a poor commute with greater inconvenience for ourselves. Furthermore, as physicians who have received 7 years of training specifically to become pediatricians (4 years medical school, 3 years residency) and incurred \$100K+ in debt to do so, we are not in careers that simply allow us to pivot and pursue a different career path. Due to all of these challenges, my partners and I find ourselves continuing to work for a medical system with a toxic culture, 40% pay reduction in the past 2 years, and really no feasible way to leave. I am aware that one argument in favor of physician non-compete agreements is that a physician who leaves a medical practice to join/start another is also taking with them proprietary information. I would argue that the greatest asset that I could</p>

	<p>take with me if I were to leave my health system is my own medical knowledge and experience taking care of patients. This is not proprietary information and nothing that has been imparted to me specifically by my health system. If the FTC enacted a ban on non-compete agreements, my partners and I would have the freedom that MANY employees in other professions have to pursue meaningful employment, either in private practice or with another health system. We would be able to finally leave our toxic culture and pay reductions in order to pursue options that are better suited to our talents. Thank you for your time."</p>
Calvin	<p>"I think this is an important rule that needs to be implemented especially for healthcare providers such as physicians and doctors. Too many times we are forced to adhere to noncompete causes and contracts that are extremely restrictive and outlandish (e.g. 20-50 mile radius from the last job) which is really detrimental to continuing patient care. Because of this, employers/hospitals really do have the upper hand and will leverage this to continue to not pay physicians at fair market value and to essentially "trap" these physicians into terms/contracts that are terrible for the physician. Doctors fear that they cannot continue their established lives with their family (spouse job, kid's school, etc) if they choose to leave their job. The other reality is that noncompete's are detrimental to continuing patient care. Too many times we have seen that when a physician left and was forced to abide by a very restrictive noncompete, patient care was lost and/or established with another provider that does not know that patient very well. This can drastically change treatment of that patient especially if they were stable on their current treatment plan."</p>
William	<p>"I strongly support the FTC's proposal to federally ban noncompete agreements. These provisions effectively remove highly talented people from the job pool, thereby harming us all."</p>
Edward	<p>"I agree with doing away with Non Compete and even non solicitation agreements. They are too restrictive and make it impossible to make the living that I am accustomed to making, should I decide to change employers."</p>
Natalie	<p>"I am 100% in favor of banning non-complete clauses. I work in the beauty industry and am being held back from starting my own business and making a significantly higher profit. My current non-compete clause states that I cannot work within 10 miles of my current establishment for a year after leaving, resulting in me having to go to a completely different town to work in if that were to happen."</p>
Victoria	<p>"I support this proposed rule to ban non competes in veterinary medicine. Living in a small town can mean you could be trapped at a clinic that you have no idea when signing on is a truly toxic work environment. If the non compete exists you could then be forced to drive >100 miles in many cases to find work if you choose to leave. In an industry with a shortage of veterinarians already the fact that this still exists is ridiculous."</p>
Ms.	<p>"It is beyond ridiculous that average workers in sandwich shops, factories, and offices are forced to comply/sign non-compete contracts to work. I strongly support the FTC's proposal to federally ban these "agreements", which are in fact not agreements at all. They are conditions imposed by employers.. For decades, exploitative noncompete agreements have barred workers from pursuing better</p>

	employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone."
Jason	"Do not be swayed by the hospital associations and private equity groups' attempts to exempt healthcare workers from this proposed rule. Non-compete requirements prevent physicians from leaving terrible management situations for better opportunities to care for patients. How fair is it for a physician to have to move out of a county/drive 50 miles/up root their families/etc just to practice their highly specialized skill? A non-compete stifles productivity, limits consumer choice, and overall is only a tool which is used to harm an individual should they exercise their right to change employers. Please include physicians in the proposed rule change."
Venu madhav	"Please end the noncompete clause in the physician contracts."
Kalyan	" Doctors should not be exempt to non-compete as this unfairly disadvantages patients. Doctors should be freely mobile to join new institutions and broaden access to care without being held back by no compete clauses. Non-compete clauses only serve large Hospital non-profit entities and corporations who seek to lower doctor salaries and disadvantage patients with lower quality care and decrease access."
Adam	"I just got laid off and my non-compete hurts my ability to be hired in my industry. My vote would be to abolish non compete agreements m so everyday workers become more valuable to organizations and so we can still find a job after being laid off in our industry. Many of us have only been in one industry so a non compete can be a death sentence in the jobs market."
Autumn	"Please make noncompetes illegal. They are decimating the physician workforce in many communities."
Michele	"This is long overdue. Large hospitals or employers use this option to hurt employees or professional employees. It is a way to reduce salaries and limit competition. Please make mom-competes illegal."
Walter	"In response to a request for public comment on "Non Compete" clauses. To whom it may concern: I am writing to encourage the Federal Trade Commission to make "Non-Compete" clauses unlawful. I am currently a practicing physician in a town of approximately 40,000 people. Our town is home to two hospitals and a large multi-specialty physician group. Like many towns of a similar size, we struggle to recruit and retain quality health care providers. As is a nation-wide trend, physicians who come to our area are expected to sign a contract containing a "Non-Compete" clause. This gives the hospitals in our town far too much leverage over employed physicians. For example, if a physician comes at odds with their employer hospital, and wishes to seek new employment, they must leave the town entirely. We then, as a community, are left without a physician who may have

	<p>otherwise stayed to serve the community in mother capacity. There are many rural areas across the country that face the same struggle to retain health care providers. In our city, we seem to have a revolving door of physicians that come and go on a two to five year cycle. Patients are constantly left scrambling to find new physicians after their familiar ones leave. There may be situations where care can be enhanced by allowing like-minded physicians to unite as specialty groups. `Non-Compete" clauses stifle physician collaboration by preventing physician group formation. This is anti-trust issue. One that inhibits innovation and progress. Sadly, I have seen "Non-Compete" clauses tear apart families. It is not uncommon for physicians to be married to other professionals who have jobs that are dependent on geography. If a physician loses their job, they are then faced with the choice of giving up medicine as a profession or forcing their spouse to give up their job. The community is then deprived of two productive professionals. In conclusion, "Non-Compete" clauses are frankly Un American. As Americans, we should not be restricted in our ability to earn a living and make a difference where we choose. This is a basic freedom that should be insured by law. Thank you for thoughtful consideration, Walter Coats DO, FACC Interventional Cardiologist Jefferson City, MO"</p>
Nick	<p>"I support this move. Many young engineers are entering the job market and realizing that they are significantly limited in their job options if they would like to leave. The non-competes, recruitment strategy, and the unforthcoming details of sonic positions mix to make many companies predatory of young engineering graduates."</p>
Dillon	<p>"I have been under a non compete agreement with the same company for almost 10 years. In the past 8 years I have not had a raise in pay and have been told there won't be a raise. The ban would help me and the employees that I work with make more money by either getting a raise or being able to go work for another company and or being able to start my own company. With that being said, I am in favor of banning non compete agreements. It would definitely boost more entrepreneurs to start their own companies and make more money to support their families like I would love to do."</p>
Joe	<p>"Controls Engineer here, Non-Compete Clauses are a method of extorting tech-savy employees into being dependent on a given employer. They are unethical and prevent the 'free market' of at-will talent from moving elsewhere to other opportunities."</p>
Katy	<p>"Please ban noncompete clauses and include physicians! We are committed to serving the greater good for our patients but are forced to endure awful working conditions in many locations, severe staffing and equipment shortages, unpaid time, and threats of retaliation as a result of our noncompete clauses. We can't change jobs without uprooting our families. We have sacrificed so much of our family lite and Mental health to take care of people only to be treated poorly by those who employ us. We have the highest suicide rate of any profession now. We are facing major physician shortages. We continued working and helping during the pandemic despite pay cuts. Help us take care of ourselves so we can take care of you."</p>

Daniel	<p>"Good afternoon, my name is Daniel...from Central Florida, now living and working in Missouri. My education and career path has taken me to work in the private English tutoring world. Yet, throughout this work, I have been hounded by non-compete clauses which have prevented me from working with certain groups of students at certain times, and have meant that, on multiple occasions, I have had to leave my loyal clientele base behind since my contract with the private tutoring company has been the only method by which I am permitted to have or remain in contact with these clients, less I breach my contract. I am a very capable teacher, and the results of my work show in a student's abilities and grades, both of which improve under my tutelage. Yet, as a result of non-compete clauses, I am unable to keep many of my clientele for the long term, and would lose that clientele should I leave for a better paying opportunity at another company. For all the work I put in to my students, I am underpaid, and the families I work with agree with me in this regard (yes, I have talked to them about it). Noncompete clauses limit my ability to provide comprehensive tutelage services for my students- both by stripping me of better opportunities, and by limiting my ability to remain in contact with potential clientele once I am released from my private contract. To see the end of this toxic practice would benefit both myself and my students (since I might be able to dedicate more time to my students should I be able to take a better opportunity), and would even give me access to more potential students, as I would be able to dedicate more of my time to teaching, an industry I care much about"</p>
Daniel	<p>"As a medical resident in radiology graduating from an ACGME approved fellowship in 16 months, I strongly approve of the proposed non compete clause rule applying to physicians, regardless of their employer. After I graduate, if I move to a town where there are 2 radiology practices with strict non- compete clauses I would be forced to move to another city if the first job is not a good fit for myself or the employer, since a non-compete clause would bar me from working for the only other employer in town. This 1) disparages physicians from working in smaller towns with limited employers and/or 2) unfairly punishes physicians by forcing them to stay with an employer that may not be a good fit or treat the physician well. There is little if any trade secret information within healthcare organizations that a physician would be able to take with them to a nearby employer, which is a primary reason to instate non compete clauses. Additionally, non competes clauses are used against physicians by employers to coerce them continue working within potentially toxic workplace environments because the only alternative is to uproot their families from their communities and move to a different town outside the area of non compete. For these reasons I fully support the proposed non compete clause rule and urge that it apply to physicians as well."</p>
Don	<p>"The FTC's ban on non-compete clauses is good for workers. It will help improve working conditions and raise wages."</p>
Thomas	<p>"I am fully in favor of the Federal Trade Commission's proposed rule to terminate the effective outcomes of any existing non-compete agreements between employers and employees, thereby making them moot and ineffective. The decision to work for one company or another needs to remain with the individual being paid for his/her services, and holding an employee hostage in a position is an unethical business practice. No employer should have the right to prevent an</p>

	individual from working in their profession for a competitor who may offer a less-stressful work environment, a more lucrative benefit package, and/or a better salary. I fully support President Biden's position that such non-compete agreements are unfair to employees and should be banned by federal law, and if it matters, I wish to state for the record that I am a retiree from the workforce."
Michelle	"My fiancé works for an employer who has a very strong non-compete section in his employment agreement. He has been told by his employer that he cannot work in any technology position for any company in the state of Missouri for two-years following his departure from the company. This has made it impossible for him to accept job offers for better positions and more money. Attachments Employment Agreement"
Sreekanth	"As a physician, I strongly support removing non-compete clauses. This clause gives hospitals monopoly over physicians and limits their ability to work at multiple places"
Robert	"I was laid off as a nurse in the enteral medical device field . I had no choice but turn to another specialty within the nursing profession because of the non-compete clause. STOP NON-COMPETE!!!! Allow workers to work where they want when they were never given a choice to be fired or laid-off"
Stefan	"I am a physician who has been affected by noncompete. In my personal experience, hospitals will not even consider negotiating more reasonable noncompete rules because they know everyone is doing it and doctors don't have other options. These need to go away or have limitations."
Concerned	"I strongly support the ban on non-compete clauses. I have worked in the banking industry for 15 years. I have seen first hand how Chief Banking Officers push veteran bankers out of their positions because they (CBO's) know that the veteran bankers cannot work for competing banks do to the non- compete clause. I believe this is an unfair, life altering practice which allows a former employer to continue to control the ability of a former employee to work and provide for their families."
JARED	"I am against non-compete clauses. Get rid of them."
Kwasi	"The executive action of this regulatory change would be a massive boon for laborers across the country. It is very common for my profession, physicians, to be inappropriately forced out of our metro areas because of unreasonable 15-50 mile non-competes. Effectively eliminating competition for any surrounding hospital system for our services. This also breeds complacency on employers' sides to give negligible benefits and foster toxic work environments where physicians with large debt burdens are held captive or else risk uprooting their families to continue to practice medicine/surgery. The long-term impacts these non-competes have on patient access are heavily understated. As we enter an era of American history rife with income & wealth inequality, an eroding middle class, and dismal population growth prospects due to financial insecurity of our upcoming working classes, this FTC proposal would be a significant mark in U.S. modern history of an administration's attempt to change the tides for the masses."

Jennifer	"I fully support banning non-competes. They infringe on individual liberties and give too much power to administrators and executives. Frankly, telling a hardworking person they either remain working under a power-hungry boss or else move their family to an entire new city/region contains hints of slavery. As a physician who has worked tirelessly to obtain my education and training, followed by years of work as a general pediatrician in a small town, I deserve the basic freedom to provide for my family and care for my patients should I choose to change employers."
Kimberly	"I agree with overruling noncompete clauses. I currently work under a noncompete that is not paying the standard RVU rate and I cannot go to work for any of the competitors in our area for a year. I would have to completely uproot my family and move my kids to another school to change jobs which is unfair."
Cynthia	"I am a consumer/employee under a non-compete and believe they should be outlawed for the exact reasons proposed under this new rule. They should be Federally banned with MINIMAL exclusions for only those with an absolutely necessary reason for a non-compete. I am not able to pursue positions within my industry that are competitive offers due to my own non-complete and they are enforceable in the state of Missouri and should not be."
Jareer	"As a physician, the non compete has hurt families a lot. If a physician leaves a practice, most of the time he has to move out to another city, causing his family , kids to suffer. This non compete has benefited the big corporations and destroyed many lives. It needs to go!"
Semra	"Non compete agreements hurt individual business owners and entrepreneurs. Please end non-compete to support a free and open market!"
Josh	"The non-compete agreement from an employee's standpoint really makes you feel trapped. I have been working at pest control company for about 5 years. When I was first hired there was no discussion of a non-compete agreement throughout the hiring process. After I had worked there for around 6 months, they ask me to sign the non-compete or really lose my job. So, at that time what choice do I have? I have a wife and daughter to provide for, so I NEEDED my job, so I was basically forced to sign a prison sentence. I understand the company wanting to protect their assets but keeping me from better myself and creating my own assets possibly with another company just seems unfair. If I were to leave my job now and remain in the industry, I would have to move almost 3 hours away from all my family members such as parents, siblings, and grandparents. I would have to move away from my entire family support system just to be able to work. Nobody tells the business owner what they can and can't do, they get to make their own rules and do as they please. I have nothing wrong with them benefiting from building a business. I think they deserve the financial abundance for taking a risk on themselves, but I shouldn't be penalized or not denied the same opportunity. On another note, the company I work for has been using chemicals in a manor that is unsafe to employees, customers, and is purely violating the laws and labels set by the department of agriculture and EPA. But what can I do about it? I want to leave but I'm scared that I might lose my job here and not be aloud to go work for another company and really penalize myself for trying to do what's right morally. Please put

	a stop to this dictatorship that the business owners have over their employees and allow us to be free to live and make choices to better are families and situations."
Dallas	"It is about time that non-competes were abolished. Support this decision 100%."
Ellis	"I have been working under non compete for the last 25 years. If not for the non compete I would have and still would state my on business and be contributing 8 to 15 million dollars annually to the economy's taxable income."
Thomas	"Noncompete for doctors is essentially forcing them into an unethical dilemma. If the disagree with their employer and feel they have to leave their employee arrangement they are forced to abandon their patients because of the noncompete. Bad for patients. Bad for doctors. Bad for American healthcare."
Christine	"Non-compete clauses should be illegal. They are the exact opposite of a free market system and capitalism. In addition, non compete clause only helps further an organization developing a monopoly which is also a problem. Getting rid of noncompete clauses helps drive costs down, prevents monopolies in an area by encouraging competition. It also improves patient care and patient access to doctors. Especially if a health care system is doing something wrong, a noncompete clause just encourages that wrong behavior to continue. Competition is the foundation of our economy. Why noncompete clauses were ever considered legal is beyond me."
Dr	"I am a physician who practices in the states of Illinois and Missouri. I am in favor of banning all non-compete clauses from workers contracts both in medicine and at large. But I can specifically speak for my own field which is hospital medicine. I have myself been subjected with non-compete clauses which are overly broad and detrimental to my ability to find gainful employment. I have been threatened by hospital administration in the past with having my ability to practice medicine be denied by a court injunction DURING COVID if I were to practice within 30 miles of my current hospital. But my city is barely 3 miles wide. Non-competes are anti-worker. These are anti-physician. If you care about medicine in America, you will ban non-compete clauses for Doctors and all other medical staff"
Adthe	"I am in favor of the proposal to ban non-compete agreements. This proposal helps workers to earn a better living by allowing them to take their talents to companies that will pay them their worth. Traditional non-compete agreements are oppressive and limiting, and prevent workers from supporting themselves effectively."
Theresa	"Non-compete agreements, also known as non-competition clauses or restrictive covenants, are provisions in a contract that limit an individual's ability to work for a competitor or start a competing business for a specified period of time after the termination of their employment. While these agreements can offer some protection to companies by preventing employees from taking sensitive information or client relationships to a competitor, they also have several potential drawbacks and criticisms. Infringement of individual rights: Non-compete agreements can be seen as limiting an individual's right to work and pursue their chosen career. In

some cases, these agreements can prevent people from working in their desired field or force them to relocate to find work. Stifling innovation: Non-compete agreements can also be criticized for stifling innovation by preventing employees from using the knowledge and skills they have gained in their previous job to create new products or services. Lack of fairness: Non-compete agreements can be perceived as unfair, especially when they are used to restrict lower-level employees or those who do not have access to confidential information. Vagueness and overbreadth: Non-compete agreements are often written in broad, vague terms, making it difficult for employees to understand exactly what is prohibited. This can also lead to disputes about what constitutes a violation of the agreement.: Non-compete agreements can create financial hardship for workers who are unable to find employment in their chosen field or start a new business due to the restrictions imposed by the agreement. **As a educator for nurse practitioners and DNP students**, I play a critical role in preparing future healthcare providers to deliver high-quality patient care. I am a registered nurse (RN) with advanced degrees and specialized training in nursing education. I use my knowledge and experience to impart the clinical, theoretical, policy, and practical skills necessary for students to become effective practitioners. I have taught in a variety of settings, including universities, colleges, and healthcare organizations. I am responsible for creating and delivering course content., leading class discussions and clinical simulations, and evaluating student performance. In addition to teaching, I also participate in curriculum development, program evaluation, and research. To be an effective nurse educator, I hold excellent communication and interpersonal skills, a deep understanding of nursing theory, practice, policy, and a commitment to continuous learning and professional development. It is also important that I am able to inspire and motivate students, encouraging them to take an active role in their own learning and to apply what they have learned to real-world scenarios. As a nurse educator I play a vital role in shaping the future of healthcare by preparing nurse practitioners and DNP students to provide high-quality patient care. Through my teaching and mentorship. I help to ensure that the next generation of nursing professionals is well-prepared to meet the challenges of the rapidly changing healthcare landscape. That is why I am critical of the non-compete agreements for nurses with advanced degrees and doctors as these non compete contracts can be a contentious issue, where they may restrict the ability of nurses and doctors to work in their chosen field and can limit an individual's job prospects and earning potential. In President Biden's State of the Union address, which is a yearly address given by the President of the United States to Congress and the nation, Biden outlined the Biden Harris Administration legislative agenda and priorities that included criticism of non-compete agreements (here is the link: [https://www .nbcnews.com/video/biden-criticizes- noncompete- agreements- in- state-of- the-union-address- 163 12787776](https://www.nbcnews.com/video/biden-criticizes-noncompete-agreements-in-state-of-the-union-address-12787776) 1) Finally, Vice President Kamala Harris's home state of California, has banned non-compete agreements for certain types of low-wage workers and other states also have more lenient laws. Ultimately, the laws and regulations surrounding non-compete agreements should be banned by governments and should be changed through the legislative process this year to accomplish this legislative priority of the Biden-Harris Administration. As Biden said, let's finish the job!"

Megan	"Physicians should be included in the banning of non-compete clauses."
Ally	"I'm in the hair industry completely in favor of banning non-competes. I worked at my barbershop under a toxic employer for 2 years before deciding that my job was making too much of an impact on my mental health. I chose to go against my non-compete after unsuccessfully finding a job where I would make enough money to support myself. I am now at risk of paying my old employer money I do not have to keep my job. This is completely one sided and unfair."
Susan	"Noncompetes constitute an unfair method of competition and therefore violate Section 5 of the Federal Trade Commission Act."
Robin	"Mental health clients should have the right to choose their provider. They should be able to stay with the counselor that they have built a rapport and worked with to create a better life for themselves."
Matthew	"My wife and I are physician scientists at an academic university in a medium sized metropolitan area. We were both required to sign "standard" non-compete agreements for our first faculty contracts that were not negotiable. These are very extensive and essentially would prevent one or the other of us from working as a physician within the metropolitan area the two years. The express purpose of these non-compete clauses is to prevent competition between our institution, the other major academic institution, and other practices in the area for physicians so as to reduce salaries and benefits. We do not have "trade secret" information. If one or the other of us becomes unhappy with our job (but the other is happy) we could still be forced to both move to new jobs outside of the metropolitan area because of these non-compete clauses. This likely would case a lot of stress for us as a family. This is also a new phenomenon, more senior physicians do not have them."
Sheena	"As a physician I feel it completely ridiculous that you would allow hospitals to lobby to exclude physicians from this rule. For years Healthcare corporations have been using non-compete clauses to tether physicians to their organizations because the physician is not able to them go elsewhere to practice without disrupting their whole life and uprooting their family. There is no reason physicians should be exempt from this new rule."
Chris	"Corporate America needs to stop holding current and former employees hostage. There are already laws against corporate espionage, if the employee reveals proprietary information from their previous employer."
Jacob	"I am a physician at a large tertiary care center hospital in the Midwest. Although I personally do oppose non-compete clauses in general based on philosophical grounds, I want to specifically comment on the American Hospital Association's statement on the proposed FTC rule change. They claimed to speak for their associated physicians when they came out opposing the new rule, and I want to specifically say that no physician I know employed by a hospital agrees with this position. The fact that a large industry trade group would claim to represent all

	hospital employed physicians is totally absurd, should be illegal, especially when the majority of the employed physicians do NOT support non-compete agreements."
JEFFREY	"I support the elimination of non compete clauses including the elimination of noncompete clauses for physicians. Please do not exclude physicians from this important legislation."
Mark	"I desperately needed a job. I signed an employment agreement which included a broad 5 year noncompete clause. I was fired after 15 months without any negative explanation. I now feel extremely restricted in finding new employment. When I disclose my agreement in interviews, many employers will now rightfully reject me. I don't believe these types of agreements are fair. They restrict workers too much. Please adopt these new rules against noncompete agreements."
Kim	"I agree that non-compete clauses should be eliminated from employment contracts. They prohibit employees from bettering themselves, typically imposing distance restrictions that would require the employee to relocate to a different area to explore new employment opportunities. This oftentimes is impactful as many employees reside in the same area as extended family members and require this family network to assist with the raising of their children. Please pass this rule!!"
Randi	"Non-compete's are predatory on the worker and shouldn't be allowed to exist. In the time I have worked for companies that have formal non-competes I have only ever seen them used as a way to prevent the employee from finding a job as a form of retribution. They are hurtful to people that hone their skillset over years of professional work that could benefit the nation by being able to work in the field they have become experts in."
Kishore	"Non compete clauses inhibit freedom of work. We must make these illegal. Hospitals cannot be an exception to this ban. Physicians must not be subject to non compete clauses since non compete stipulations impact patient care."
YOUNGER	"In early 2022 I missed an opportunity to join a local medical device team that is thriving in my area due to its vendor agreement in my area, while my current team is failing mostly due to insurance acceptance and Covid shut downs. Not having a noncompete would have offered a substantially better income opportunity and mentally my stress levels would have decreased tremendously. My only other option was to have moved 70 miles away and leave my elderly sick and struggling parents alone with no help."
Hunter	"As a Kansas City, Missouri Resident I strongly support the ban on Non-Compete Clauses."
LisaLisa	" Physicians should be included in the noncompete Exclusion. We have to work and should not be tied down. Noncompete are unfair."

Christopher	"Non competes penalize employees and let systems and corporations claim vast territories requiring professionals to move to another city or even state to get a job. This effectively penalizes employees for leaving a job even if it is due to employer issues. Please end non compete clauses."
Mia	"Non competes often force people to remain at jobs they do not want - that may be economically or socioemotionally disadvantageous - because of non compete clauses. It is not reasonable for employers to say "if you want a job now, we will make you locally unemployable should you leave in the future." Circumstances change, jobs may turn out not to be as promised/expected, etc. Workers deserve to be able to change their employer if they find a more desirable option."
Michael	"I applaud the FTC for their efforts on banning non-competes. The non-compete only is used as a scare tactics by employers. I work for a company that hides their non-compete in their new hire paperwork that all employees are required to sign to be hired. They title the document "Employee Confidentiality Agreement" and in the middle of the document they have a paragraph called non-compete. They also do not disclose the "Employee Confidentiality Agreement" until you start the position. Most employees do not even know it is there or what it is. I was involved with a situation that a large healthcare provider hired a salesperson. Once the employee started with the company things were not as they promised and they were not paying bonuses as they said they would be. I hired the employee at a smaller regional company not expecting that the larger healthcare organization would pursue the non-compete well knowing the situation. They did pursue the non-compete and sent the employee a letter that she could be sued. Even worse they sent a letter to us threatening to sue the smaller regional company if we did not terminate the employee. The owner did not want to have to go through the possible legal cost to defend this in court. Well knowing the likelihood, the large corporation may not go through with it or that they would not win the case in court. In other situations I have had employers that would terminate or RIF employees and offer a severance package for a few weeks only if the employee signs a non-compete. This again is bullying the employee into something that only benefits the employer. The little guy is forced to agree just to be able to take care of their family until the can find a new job often in a different industry. My point in all this is that the non-compete hurt the employees from their ability to grow professionally and when companies use their money to bully the little guy it is unfair practice. These companies have many laws and rules that protect them from unfair competition, monopolies, and protection from trade secrets. We the employee have little protection from the companies bullying us with non-competes and limiting us from having the ability to improve ourselves professionally or financially. I again applaud the FTC for proposing this rule and hope that they will act quickly to abolish employee non-competes agreements."
Charla	"I completely oppose do not compete clauses. Especially in the medical field . It is hard enough living in a rural are to find a consistent doctor without them relocating every few years."
Jarrold	"Dear Chair Lina Khan, I doubt anyone will actually read this message, but I feel it is my duty as a citizen of the great USA to engage in these requests for public comment. I have never had a career position in which I wasn't forced to sign a

	<p>noncompete contract. Especially early on in my career, these contracts had an outsized effect on my willingness to change employers or start a new business that could have provided superior services for less money. I didn't write the below, but I agree with it wholeheartedly. Thank you for your consideration in this matter. I'm writing today in support of your alert to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Jarrod Holder Saint Louis, MO"</p>
Kevin	<p>"I have been forced to sign two non-compete agreements for two separate employers over the course of the last 20 years. Once when I was promoted into a higher level position (as part of the mandatory paperwork for accepting the promotion) and the other when I left the company in order to receive a percentage of my earned early retirement compensation that the employer attempted to deprive me of "unless I signed the non-compete. Both of these employers agreed to pay me for a period of time when I left, but for only half of the time that I was required to stay out of that or a similar line of business. This has cost me approximately \$350,000 in lost wages by being banned and blacklisted from an industry where I have spent most of the last 39 years. My only option now is to make 1/5 of what I was making before, forcing me to borrow money, max out credit cards, and leave some bills to go unpaid. COBRA alone is costing me \$1,908.17 per month. Something has to be done about this, it is wrecking peoples lives while these companies are reaping the rewards of locking previous employees out of their livelihoods. What gives them the right to continue to hold previous employees captive and starve them out of a living? Please end this practice as soon as possible and do not allow powerful lobbyist to water your actions down. No employer should have the right to keep "previous employees" from earning a living and supporting their families in their chosen field. Thank you, for addressing this issue. I would be more than happy to testify or tell my personal story regarding how these non-compete agreements have left a trail of destruction in my life and the lives of many others that I know."</p>
Jennifer	<p>"Physicians be entitled to the new FTC non-compete rule. Non-compete agreements allow large hospital systems a large advantage over physicians in the marketplace and make it difficult to leave unfavorable work or negotiate better terms. There is a large increase in physician burnout and physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Non-compete clauses eliminate competition, leading to fewer benefits and overall worse working conditions for physicians Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I have seen many physicians unable to practice anywhere from 6 months to 2 years due to their non-compete clauses, as they are unable to leave their current location due to multiple reasons. Given the shortage of physicians, it seems unreasonable to restrict physicians from providing patient care when they are attempting to find better working conditions. Sincerely, A practicing physician"</p>

Lucas	"I agree I, should not ever feel arbitrarily stuck to an employer and not be able to change jobs in my region of living without possible legal implications. If my skillset is within a certain realm it would make it possible to be sued finding a new job that offers better benefits, compensation, or better work environment. We should have full control over where we work. I am in, complete agreement. Non compete clauses should be banned and employers should not be able to force you to sign one. They should be held legally liable if they do."
Steven	"I worked for a company that pressured us to sign a non compete an i did like the rest of my coworkers. Now we sold to a competitor non competes transfer. How can a company sell you with out letting us know that we are for sale an hover over our heads a non compete. There are not really any secrets in trades most people can learn about trades at shows an YouTube.. in my opinion. I was there for 5 years helped the company grow as did all the people. It doesn't seem right people that don't want to work there can't stay in the same business without worrying that they may have a lawyer sending letters to then or a new employer they might rather work for it's wrong . It's like owning an selling a persons future"
Tiffani	"Please push this ban through! It absolutely hinders the ability of an employee to support one's family, to have the freedom to further one's craft, and prevents employers from creating a culture that makes an employee want to stay."
Ronald	"As a provider, I am in favor of eliminating non-compete clauses. I work for a small Healthcare system . Over the years, I have witnessed many physicians work for our facility for one year. After that, he or she returns to work closer to home because the non-compete clause is satisfied. This limits good continuity of care."
Elaine	"I am writing in strong support of the proposed non-compete ban. I am a physician and non-competes can make it impossible for physicians to live and work where they live, and need to uproot their families and interrupt care for their patients in the process. I personally am stuck in a job paying far below my market rate because a job change would involve a long commute and I am concerned my employer would come after me legally if I took a job in my city. Thank you for your consideration!"
Kelly	"A non-compete is a jail for providers. A friend was in an orthopedic group that was bought out by a hospital. After working for them for a few months he could see that he didn't like the way they were running things (read: they prioritized money over patients). instead of being able to take a job at the other hospital in town, he moved to another state to work for a year before being able to move back home to work for the other hospital. I don't know if you have ever spent time in rural America, but this is in a town of 35k people. Do you know how hard it is to get a specialist who did their residency at Mayo to a small town? It's nearly impossible. If my friend wasn't from there he wouldn't work in the area. Unfortunately, after getting a taste for coastal life, after a couple of years, he moved away again to a city of 2 million people, and we lost one of the best doctors in our area. The AI-IA says non-compete clauses are wonderful and their doctors love them. That's like Colonel Sanders saying that he has the happiest chickens. It makes no sense. If the AHA really follows it's own mission statement, it would have no problem letting providers choose where they want to work instead of trying to hold them hostage. Thank you for your time."

Daniel	"I support ending non-compete clauses. This includes ending them for physicians . The AHA supports non-compete clauses for physicians for the sole purpose of increasing their profits. Please end non- compete clauses and improve access to healthcare for our population."
Daquan	"I am subject to a previous employers non compete and I am miserable. My new job doesn't violate the agreement, but I still have to keep my job a secret. I left due to threats and harassment and if they knew I was still in my profession they'd wring every last dollar out of my pocket with a frivolous lawsuit. Would they win? No, but they would be satisfied with running my pockets dry by dragging things out for however long it took for me to go completely broke or leave the field forever. Non competes have no place in todays world or todays America It only exists as a tool for the powerful to dictate where and how the working class citizen can or cant work - even after the have parted ways. These agreements box innovators in while creating a host of opportunities for the employer to violate the employee's mental, emotional, or even physical health while keeping them trapped at that work location unless they wish to start their hard earned career completely over - which often means being sent to the very bottom of the compensation ladder in a new field."
Mike	"Very needed new rule. Will help keep needed primary care providers in rural areas instead of them being forced to move to provide for their families if they do not want to work for their current employer."
Abbie	" Nonprofit hospitals are that in name only. Physicians regardless of where they are working should have the legal protection from predatory employers who try to control their livelihood through restrictive noncompetes. It's bad for everyone, especially patients, when doctors aren't free to work in whatever setting they deem best. Failure to act will also exacerbate the looming doctor shortage."
Lori	"I 100% agree with limiting non compete clauses. They are unfair and encourages bullying if an employee wants to leave and work in the same field but are prevented from doing so due to a non compete. At least they should be limited to 5 years employment or less and then they should become null and void"
Penny	"Non-compete agreements are oppressive to workers. My 60 year old husband was released from employment in the field he has worked in his entire career. lie was asked to sign the non-compete 3 years into his 8 years of employment with the company. If the non-compete is enforceable, he will have to make a career change at an age where he is nearing retirement and this will create a huge financial hardship. If he tries to fight the noncompete in court he will be required to travel from Missouri to Kentucky to go to court where his former employer is headquartered. These oppressive practices by employers must be stopped."
Bonnie	" Physicians should not be excluded from these regulations. Forcing them. To non-competes is bad for patients."
Ross	"I agree with this action. I believe that non-competes are unfair, especially to younger employees that are starting to figure out their career. I think the clause should also prevent employers from getting around the new requirements. For example, sonic employers might require new hires to sign a two year service contract."

Janet	"My husband's workplace refused to let him leave and go to a competitor. They said they would take him to court if he went to that particular company because the owners were enemies. They basically have held him hostage and it damaged us quite a bit financially. That business opportunity made many of the first workers wealthy and much better off than we are now. I hate the company he works for. Others have left and gone on to different companies- and the owners had no problem with them leaving. It's only because my husband wanted to go to the "enemy." Chesterfield, MO."
Renee	"I am completely in favor of forbidding noncompete agreements"
Kelley	"One in five Americans have been forced to sign noncompete agreements at the time they were hired, leaving these workers with lower wages and worse benefits. It's clear as day that noncompete agreements are bad for workers !!"
Christina	"As someone personally affected by this, I feel that contractors and employees that are not full-time or benefit provided and have not been sponsored in their training should be able to market their services without the restrictions of a non-compete clause. This not only limits opportunity and income for the service provider, it also limits access to instructors and providers to other areas which may include underserved or underprivileged populations. Non-compete clauses particularly for positions requiring extensive training often result in employment that does not meet the cost of training, equipment and ancillary support, such as continuing education, subscription services etc. this is further compounded when the employee is a W-2 and cannot write off these expenses."
Jeffery	"I am a physician in rural Missouri. Non-compete clauses cause good physicians to leave health manpower shortage areas. The public suffers greatly. Most of the time the physicians are leaving due to unethical practices by hospital administration. They are not leaving due to financial reasons. We have lost 25% of our physician workforce due to non-compete clauses in the past year. Very sad. The hospital has more attorneys to fight the physician and it is better to just leave. I fully support eliminating non-compete clauses in contracts for the public's sake!"
Doug	"Ban non-compete clauses now."
Yonatan	"I strongly support this proposed rule. I am a physician in a niche specialty. I currently have a non-compete in my contract and it effectively prevents me from working anywhere else, unless I want to move my family to a new city. This would force my wife to find a new job and my children to switch schools/daycare. The other alternative is that I remain unemployed for 2 years. My subspecialty is in an ICU, and therefore I don't even have patients that I could take away from my employer if I were to leave - my job is essentially shift work. I have limited ability to renegotiate pay with my employer because of this restriction. I attempted to ask my employer to remove it from my contract and they flat-out refused. I strongly support abolishing non-competes as described in the rule. I wanted to attach a copy of the non-compete I signed, but I am worried my employer would consider that "disclosure of trade practices"."

Yonatan	"I've already submitted a comment but I wanted to submit another. As I've read more news stories about this proposed rule, I'm struck by the frequent complaint from companies that eliminating non-compete clauses will hurt their business. They're not wrong, but this is the whole point. As it stands right now, businesses hold an unfair advantage over individuals, and it's my hope that eliminating non-compete clauses will lead to a re-balance. Workers don't get much choice in this matter as many companies refuse to negotiate - my current employer refused to remove the clause under any circumstances, but there's no appreciable harm to them if I left, other than the fact that they'd have to recruit somebody new."
Brendan	"Any non- compete law that excludes physicians from its benefit hurts patients at the benefit of large corporations and is an acting to the extremely high level skills and knowledge that physicians possess. What an absolute mockery of a bill to exclude physicians from its benefit. This is no different than the years of abuse physicians have endured at the hands of corporations empowered by poor governmental regulations designed specifically to hurt physicians and in turn hurt patients."
Daniel	"The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families In sum as a board eligible orthopedic surgeon, I emphatically encourage the FTC to strike down non competes / restrictive covenants. They are unethical and antithetical to the American way of business."
John	"I am willing to share the wording in some of my employment contracts. They sound like a slave contract. There's no intellectual property involved, no special project bid, just an agency that skims 40% off your rate to cut you a paycheck. They also forbid you from accepting a permanent position with health insurance and retirement benefits. The agency never offers any benefits, so you can see how evil and harmful they are to individuals and the country."
Austin	"I fully support the non-compete clause rule. Non-compete clauses allow employers to limit the freedom of Americans to change jobs as they see fit. It denies citizens the freedom to make the choice best for themselves and their families. If firms want to retain employees, then they should focus on providing a salary and benefits that meet or exceed market rates for that position not trapping employees. Why do businesses get an advantage over workers in the labor market?"
Melissa	"It is time to ban non-competes. At a minimum, it is an outdated way to keep an employee from leaving a badly run job. If an employer has to legally threaten you from joining another business, it says way more about how poorly their business is run than the competitor. Lastly, in healthcare, it's the patients that suffer, as

	physicians are forced to leave a city or entire region to escape a terrible job, & that rejoin them loses out on great expertise & compassionate care. it's time to ban non-competes."
Trent	"I am strongly against any non-compete agreements. In these trying economic times, it is unjust to force employees to choose between working for an employer they want to leave or taking on a financial burden while waiting to switch to a better job in their field. If corporations are so worried about losing their employees, they need to work to create a more desirable workplace. Americans should be able to work for a company they choose, not one they are forced to work for."
Gary	"I am one person against a huge organization. This huge organization is so afraid of my potential ability to compete with them that they forced, or somewhat bullied me (I could have said no I guess) to sign an exit agreement that added more language to the no-compete. This exit agreement was thrown out at me with two weeks to review. I shouldn't have signed it as it limits me in so many ways. I signed the agreement as they had all of these wonderful plans to celebrate my retirement and I wanted to be able to take it in without this hanging over my head. I signed it three days before my last day. There was already "no compete" language in the contract that would have lasted for a year. They extended it for two years, and it limits my ability to work, to innovate, and to help save lives and help businesses. So, banning these no-competes would not hurt the previous employer, in my opinion. It only opens the door to so many entrepreneurs, allowing for healthy competition, creativity, innovation. The no compete limits these advances for society and business! The Non-Compete that I am being forced to comply to is limiting• 1) My ability to even have my hobby (which is directly related to my career) 2) Squashes innovation and the ability to advance ideas The no-compete allows the big organizations to harass. Everyone in this industry is forced to sign these no-competes. They say that "we will not hire you unless you sign it". And it is true. Every employee is forced to sign these, when it may only be designed for someone like myself that may actually have a creative and competitive impact, which should only help everyone! Keep in place confidentiality agreements. End no-competes in every way possible. If the huge organization wants to keep you, and they actually value you, then they must pay to keep you!"
Katie	"Whole heartedly support. Today employers can terminate you with a reorg and still hold the non-compete, rendering you completely unable to work."
Jon	"I've worked with a group of physicians at a large health system in the Kansas City metropolitan area for 15 year. The standard non-compete for this physician group made it so that no physicians could practice within a 200 mile radius for 2 years after employment. Physicians that wanted to practice medicine in underserved and rural communities were not allowed to do so unless they wanted to uproot their lives and move themselves and their families out of state. Non-compete agreements like this are contributing to nation wide shortages of healthcare providers and it is literally making us sick."

Gareth	"I strongly support this rule change. Non compete agreements are not an agreement, they are arm twisting by corporations that do not want a free market. They are inherently non-capitalistic."
Kara	"I am in full agreement for removing non-competes. As a healthcare provider , this significantly impairs us from finding a new job within a reasonable distance of our homes if we wanted to change. Or if a company you work for loses their contract with a facility (renewable yearly or every other year), then you cannot apply to work for the new company that won the new contract at the same facility if you wished to stay there. There are many reasons why non-competes are unfair to healthcare providers and create monopolies in communities."
Corinne	"Yes! Brilliant!"
Robbie	"Non-compete clause restricts physicians and access to care. It is detrimental to the healthcare of underserved patients in rural and suburban areas. It is difficult for physicians who have to move to find a new job instead of looking for another employer closer to home. Other employers do not require it, why do hospitals require this? The US already has a shortage of physicians and this makes it worse. Hospitals should not worry about patients following the physician as they have contracts with insurance and patients insurance usually dictates where they go and they can attract better talented physicians by offering better benefits to physicians."
Keith	"The non compete clause allows hospitals who employ physicians to abuse the way physicians are treated and it allows hospitals to force physicians to accept major changes to the physician's contract at any time and without any notification or discussion. This causes significant stress to physicians and adversely affects the way physicians practice and the physician's emotional and physical health. Physicians are forced to see more patients without the necessary supporting staff. This adversely affects patient care. The non complete clause should be ended immediately"
Tim	"Morning, non-compete should be banned. I have done what I do for a living wage for 30 years. I decided at the company I worked for was not treating me right so I put my two weeks notice in and they then pushed me out the door that very week. Now with the non-compete I can not go to work for another company that provides the service nore go to work at any of there customers places of business for 18 months. This limits what a can do for a good living wage. It's not right. My name is Tim and I worked for American National Skyline .thanks for hearing my story. I hope the ban passes as I then can move on in my life and make better money to support my family of 4. Thanks"
Kent	"I have been on both sides of non competes at the EKEE levels. I do not feel they are fair and restrict American ingenuity. I hope you stop noncompetes."

Tonya	<p>"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>
Brian	<p>"I emphatically believe that non-compete clauses should be completely banned, this would be good for US workers, our economy, and our country as a whole. Out of literally EVERYTHING that our entire government has been doing in the last many years, this announcement by the FTC' made me the most excited and glad. Non-compete clauses were originally envisioned to apply only to high-level corporate executives who knew trade secrets and future strategies, and could greatly damage a company by immediately signing up with a competitor. This is NOT what non-compete clauses are now. Now, non-compete clauses are simply a way for companies to gain immense and permanent leverage over their workforce. The single best way for a worker to improve their working conditions is often to change jobs, or to be able to threaten to so do. This is certainly what I have experienced in my career. Non-compete clauses often make this impossible. A common type of non-compete clause is that you cannot work in your profession within a 30 mile radius for one year, for example. This is the type of non-compete that my wife, a primary care physician, is subject to. If you are the main breadwinner and are supporting a family, who on earth can afford to stop working for an entire year?? (It's not like there is going to be another job exactly 31 miles away by the way). It is quite common for people who have a non-compete to need to relocate to another city away from their family for a year, in order to work. What if you have ailing parents or very young children, or both?? The point is that, although the non-compete might say one year or two years, it might as well say 30 years. There are many, many people who quite literally CANNOT LEAVE THEIR CURRENT JOBS, EVER. This is not even addressing the question of, what on earth is the justification for these non-competes to be allowed to exist and apply to so many workers in the first place? I am sure the business community is lobbying hard to keep them. I can certainly understand why; there is nothing better than having employees who are not allowed to stop working for you!! Do not listen to them. There is simply no reason why companies should be allowed to have that power over people, it is insane. Now, you might say, just don't sign a contract that has a non-compete clause. Well guess what. They all do. Industries where non-competes have proliferated, I am sure that every company uses them, so you can't avoid them. This is certainly true in medicine. When my family was relocating back to the city where my wife grew up, and my wife was looking for a job, EVERY SINGLE job she looked at had a non-compete clause. She interviewed at four or five major medical groups. Every contract had a non-compete. The job that she decided to accept, she negotiated hard to try and get them to adjust or remove the non-compete. They absolutely would not budge. Why would they? They know you can't do better at a competitor since everyone has non-competes in this field. After being there for two years, she has decided to leave this job, because of extremely poor working conditions and horrible management. I am sure that the bad working conditions were directly related to the fact that... YOU CANT LEAVE!!! Her employer actually said this explicitly at one point. She gave them notice she was leaving, and some time later it seemed like they were ignoring it. She reminded</p>

	<p>them that she was leaving on X date, and they said "Oh, we didn't think you were serious." They know it's so impossible to leave the job, they just figured she would decide not to. She did have the option to leave because I also work, but she is going to have to not work for a year. Besides being a senseless burden on our family, this is also a great loss for the city we live in. My wife is a primary care doctor, and the region where we live has a shortage of primary care doctors!! The whole situation makes me quite mad as you can tell. I am so glad the government may finally do something about this. Do NOT listen to the business community about how important the non-competes are. Critical company information can be covered by non-disclosure agreements. There is a whole field of law regarding intellectual property. There are plenty of ways to accomplish the legitimate goals of a business to protect its rights in an employment contract. This is not what these companies want. They want workers who are forced to keep working for them and cannot leave, permanently. It's very easy to see why, and why they will fight like crazy to retain the right to lock up their workers like this. Not being able to leave your job, unless you want to move to another city away from your family, I mean this is just un-American. I low did we even get to this point? Please do the right thing and BAN NONCOMPETES!!!"</p>
Jim	"End the noncompete"
M.	<p>"Besides the mistreatment of workers that noncompete clauses enable they are at their core anti-competitive. hi today's market the shortage of labor of almost any skill level is a major concern. This method of restricting labor mobility can be and is used to 'stick - it' to the competitors. Company 'A' can go on a hiring spree, provide terrible working conditions that creating low morale and productivity that can be used as an excuse for lay-offs (or quitting) and remove a skilled worker from the market. Offered as an example are the huge layoffs in the tech sector blamed on Covid "over" hiring. What are the chances that that many CEO's were that heavily short sighted about their future labor needs? Just maybe sonic were worried about the competition getting a step ahead. Cheal insurance."</p>
Quentin	"Get rid of non-compete agreements"
Wade	<p>"As a manger in the tech industry for 2 years, I support banning non-compete clauses by employers. It leads to suppressed wages and a lack of competitiveness in the US workforce."</p>
Scott	<p>"To determine the legitimacy of non-competes, we must understand their purpose and fitness for application in a free market society under US law. A non- compete, by definition is just that; a barrier to competition or entry. Referencing the law.comell.edu. the Sherman Antitrust Act... "Sherman Antitrust Act of 1890 is a federal statute which prohibits activities that restrict interstate commerce and competition in the marketplace. It outlaws any contract, conspiracy, or combination of business interests in restraint of foreign or interstate trade." So... Right from the</p>

	<p>start, a non-compete clause is a violation of the law vis-a-vis the Sherman Antitrust act. But... There are always exceptions where there is sufficient argument to the contrary supporting public interest or individual rights. To that we need to ask... Why the non-compete clause is included in contracts? The argument in favor almost always consists of protecting trade secrets and customer lists. But... In most contracts with a non-compete clause/agreement, there also exists non-solicitation and non-disclosure agreements. With these present, the purpose of a non-compete seems to not exist except to restrain competition or create a barrier to entry vis-a-vis 'trapping' a worker, forcing them to change profession/business, or forcing them to relocate. It is often argued that irreparable harm will be caused by the worker continuing, were that the case, the restraining business would be in a position to offer compensation in exchange for the worker being denied their right to seek gainful employment; surely some sum of money is worth avoiding 'irreparable harm'. Any non-compete clause owing to irreparable harm, ought require the restraining business to compensate the restrained worker. If we are to consider non-compete clauses as legitimate in contracts, they must prove their value supporting public good or individual rights; not exclusively for the benefit of the restraining business. Without that proof, non-compete clauses are nothing more than a violation of the Sherman Antitrust Act for the benefit of the restraining business to the detriment of public interest."</p>
Robin	<p>"Physicians should NOT BE EXCLUDED from this new policy!! It might be better for the hospitals and administration, but it is NOT better for patient care. Please do not tie our hands on this."</p>
Julio	<p>"Physicians should not be excluded for the non complete. Please reconsider."</p>
Clinton	<p>"I support the complete ban of non-complete clauses related to employment. It would be best if the ban were as broad and complete as possible, as this would be simpler to understand and enforce, for both workers and firms. The evidence shows there's no net benefit, even in situations where one would expect there to be benefits. So, I see no good reason to retain the practice in any context. As a tech worker working outside of California, I was personally impacted by a non-compete. In retrospect, my reduced mobility reduced my lifetime earnings substantially."</p>
A	<p>"Agree with removing non-compete clause for doctors. Why should we be limited when it comes to helping our patients?"</p>
K	<p>"I support the ban of Non-Compete Clauses. These clauses prevent skilled workers from leaving bad employers (low wages, limited benefits, poor working conditions). Employers are generally capable of providing sufficient pay/benefits/conditions that would encourage employees to stay. If they cannot, then employees should have a right to leave without restriction. In my experience, employers that are opposed to the non-compete ban are the employers that do NOT treat workers fairly, and that use the non-compete against them. I see this often in the home service industry, specifically with smaller trades like pest control or carpet cleaning In these</p>

	industries, the clients are generally loyal to the brand, not the technician. I understand that the employer may lose money by training these technicians, then having them leave to use their skills in another business, but I do not believe it causes a significant enough loss to warrant limiting someone's right to choose where they work."
M	"I am in full support of banning non-competes. As a physician, not only is it harmful for my personal career growth, fair wages, and autonomy, but it also can affect the patient/consumer by not allowing accessibility their preferred physician and continuity of care. The doctor-patient relationship is crucial to disease management and care compliance."
Anupam	"Removing the non-compete clause for healthcare providers (physicians) is paramount for improving healthcare access. How is it that there is no non-compete clause for hospital administrators, who can easily change jobs and share trade secrets from their prior position but physicians are bound by draconian laws requiring them to move out of town to change jobs? Removing non-compete clauses will create a competitive environment and would mandate that employers cater to retaining employees and improving their work conditions, and this will help customers i.e. patients . Capitalistic institutions like hospitals take unfair advantage of non-compete clauses to feed their bottom-line. It's time to end it to improve healthcare delivery to patients."
Scott	"I support the ban on non-compete clauses"
Joshy	"Dear Federal Trade Commission, I am writing as a physician to express my strong support for the proposed rule to ban non-compete clauses. Non-compete clauses have long been used to restrict competition and give employers unfair leverage during contract negotiations, resulting in a number of negative impacts on the health care industry. I quit my job earlier this year at a "not-for-profit" health system and have been unable to work at my preferred practice due to noncompete limitations. This system refuses to let me out of my noncompete. My patients are not getting adequate access to medical care in an environment where there is a physician shortage. First, non-compete clauses often result in mandatory relocation of physician families, which is disruptive and costly for both the physician and the patient. This disruption can lead to a lack of continuity in care, as the patient must start over with a new physician and the physician must build a new rapport with a new patient base. This can also lead to a lack of patient access to specialty care, as physicians may be unable to practice in certain locations due to non-compete clauses. Second, non-compete clauses can also limit competition and drive up costs, as physicians may be unable to practice in certain locations due to non-compete clauses. This limits the ability of physicians to compete on price and quality, which in turn can lead to higher costs for patients and a lack of access to care, especially in rural areas. Finally, non-compete clauses can also limit the ability of physicians to practice in the areas where they are most needed. This can lead to a shortage of physicians in areas with the greatest need, resulting in an unequal distribution of medical services. For all these reasons, I strongly support the proposed rule to ban non-compete clauses. This move would be a significant

	step forward in promoting healthy competition, protecting patients from unfair practices, and ensuring access to quality care for all."
Karen	"Consideration of individual employee interests above that of companies and corporations is long overdue."
PETER	"I SUPPORT YOUR PROPOSED BAN OF NON-COMPETE CLAUSES IN CONTRACTS. I AM A PHYSICIAN AND HAVE BEEN EMPLOYED BY BOTH PRIVATE AND CORPORATE ENTITIES. THE NON-COMPETE CLAUSE HAS BEEN A POINT OF CONTENTION IN EVERY CONTRACT I HAVE ENTERED. PLEASE GET THIS REGULATION THROUGH SO MY CURRENT NON-COMPETE WILL BE VOIDED AND OTHER PEOPLE ENTERING INTO CONTRACTS WILL NOT HAVE TO DEAL WITH THIS UNFAIR PRACTICE. THANK YOU"
James	"Sample comment: I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Faith	"I am against having a non complete clause when regarding employment."
Whitney	"Noncompete clauses absolutely suppress wages and limit the ability of workers to earn a living should they ever want to change employers. This is no different for physicians ; in fact it is often more important given the student loan burden and often have multiple relocations throughout their training already. I am firmly in support of abolishing noncompetes, and it is important that this apply to physicians as well."
Lauren	"As a physician , I am very anti non compete clauses. They are anti- American in my opinion. We should allow the free market to have competition between employers help employees find their best job. Happy employees make happier companies. I'm a physician and this rule makes it really hard for physicians to switch jobs without hugely uprooting but also other Healthcare organizations have a harder time filling vacancies. Please ban the non compete. Let's let the market push companies to improve their positions and let employees find the best job they can thrive in. There are a multitude of reasons why someone would not want to our could not move (significant other's job, elder care responsibilities, local resources for kids (medical, special needs, etc). Staying at a toxic job for the wrong reason benefits nobody. This also disproportionately affects lower income (don't have legal raises to figure out loopholes) and dual working households (and thereby women) as there is less flexibility with careers. The companies will adapt and will need to be more competitive and treat employees better to survive. Better working conditions and retention efforts will go farther to retain a happy, skilled, and productive workforce that non compete rulings. Not surviving because they have trapped people in their positions. Eliminating non compete clauses would also

	<p>allow for more upward mobility and career progression. In some fields you sort of have to change jobs or at least have an offer to get promoted and climb the ladder. As a woman physician, i know so many women who are feel stuck in a job but are afraid to leave because they don't want to disrupt kids' or spouse's situations. But if they were able to get a new position without relocating, this would help them get promotions or new titles that they might be passed over as an internal candidate. Please please please! I know the argument exists about trade secrets, etc. There are other ways to minimize this (NDAs, among other things). Overall, again companies would adapt and I think less of these arbitrary roles would foster more creativity and progress than stifling mobility and decreasing job changes."</p>
Daniel	<p>"Please ban them. How can it be that the knowledge a worker possesses can cause such severe damages to the company and yet the worker's value in pay be less than the value of that knowledge? This implies that the value of the labor of the worker, what work they actually do with the knowledge, is nothing. The disparity between the damages companies claim from non-competes and the compensation they give their workers is the proof of wage suppression and abuse."</p>
Cliff	<p>"I am a registered voter and physician in Missouri. I strongly support this elimination/limitation of non-compete clauses to apply to pre-existing and present/future contracts. This should be applied broadly to a wide variety of sectors and types of workers, including physicians, nurses, and other healthcare workers like myself who are taken advantage of especially when employed by large multi-hospital associations that effectively limit competition across large cities."</p>
Erica	<p>"As a barber, non-compete clauses are harmful to my industry. I have only seen them enforced when an employer has felt personally "wronged" by the employee/ex-employee. It is used to intimidate and control employees rather than protect the business. It creates a wedge between the employer and employees. Barbers work very hard to establish relationships with our clients and it is unfair to treat clients as property of a business."</p>
Ryan	<p>"Non Compete conditions are overall unfair for the growth of your career preventing you from branching out to better opportunities within your field."</p>
Charlie	<p>"Physician here. Please ban noncompete clauses with hospitals. This hurts doctors and patients. In my region I've seen this play out over and over again at huge detriment to Physicians and patients. I practice in a rural underserved area, but noncompete still exist, and it causes physicians to have to leave the area and leave patients with even worse access to care. Occasionally a physician will decide to stay in the area for family and his patients in the hospitals will make them pay an incredible price in retaliation and will not tell patients where the physician is opening up their practice if it is in the region. These noncompete only benefit one entity, and that's the hospital. They are so incredibly harmful to physicians and patients. This needs addressed years and years ago. I'm glad that @FTC is finally looking at it and hope that we can do away with these noncompete clauses and improve working conditions for physicians and help patients with continuity of care and access of care."</p>

Eric	"Physicians should be included in the new rule that bans non-competes. It banns patients when physicians aren't allowed to practice medicine because some hospital system is afraid of losing a couple of patients. Include ALL workers, or include none."
Federico	"This is a wonderful regulation and i am completely in favor of enacting it. As a tech worker I've seen several colleagues damaged by these clauses -- signed when they were fresh out of college and didn't know any better -- and forced to move into different industries since they were unable to advance in theirs due to the non-compete. Since I've always worked for California companies I've never had to even think about these agreements and nor should anyone else. Excellent work and please push forward with the enactment of this regulation."
ken	"This is in regards to the noncompete clause, particularly as it relates to physicians . A noncompete clause, especially after one has been in practice for several years, is completely unfair to the practicing physician as well as to patients. This clause creates excessive unilateral power to the organization that is imposing the noncompete clause. Trying to reverse such a clause as an individual is very difficult if not impossible. A physician who has been in practice for any duration has established a treatment bond with his or her patient. To tell that physician to go somewhere else and start over is completely unfair to both the physician and the patients being cared for by that physician. Why has such a unilateral control system been allowed to be perpetuated for so long? It takes a significant amount of time and usually several years for a physician to become established in a community. Having a reputation as a highly qualified physician who gives excellent care and sought out by patients does not develop overnight. I am a casualty of the noncompete clause with a hospital system. In what was my 18th year of practice, our group joined a hospital system in our community. So by the time we had joined the hospital system, I was already well established in the community. Ten years later, the hospital made a unilateral decision to end my employment not based on any patient care issues. I had a reputation as an excellent quality and caring physician with my patients as well as in the surrounding communities. If not for the noncompete clause, I would be still practicing in this community and seeing my patients with whom I had established a long term bond of caring. I have had several job offers both within as well as outside the noncompete zone. To take a job outside the noncompete zone would be like starting over again. I have received several high paying job offers outside the noncompete zone, but simply being well paid and not being able to continue seeing my patients seems pointless to me. The noncompete clause is completely unfair to physicians as well as to patients. I wholeheartedly support any FTC decision to end the noncompete clause."
Mark	"Please ban all non-competes. I support this proposed rule. Non-competes give power to business entities to control their employees, and do not let the employee make the best decision for themselves."
Clarice	"I support the ban on non-compete clauses. I had to sign a non-compete agreement as an entry-level employee many years ago. Two years later the company I was working for downsized but the non-compete agreement remained in force. After months of looking for work, I was fortunate to find an employer who was willing to pay my expenses to work 200 miles away from my former employer's

	<p>offices, but I still had to travel over 100 miles to that location every week until the term of the non-compete contract expired. This created quite a hardship. For eight months I was required to drive to that remote location every Monday, live in a hotel away from my family for 5 days, and then drive over 100 miles home every Friday. It was a big strain on my marriage but it was my only option unless I wanted to get a much lower-paying job locally. My understanding is that non-compete agreements were originally required only of C-suite employees who are compensated at a much higher rate than entry-level and other staff employees. In addition to that higher level of compensation, they are usually offered generous severance benefits which ease the financial strain of them being limited options for continued employment. Lower-level staff and entry-level employees are not often offered severance sufficient to cover them while seeking new employment if they are offered any severance at all."</p>
Shanna	<p>"Physicians should not be excluded from the proposal to eliminate the non-compete clause rule. Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC' proposal. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as</p>

	<p>nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Tara	<p>"I ask the commission to enact this proposed regulation and put an end to the abusive and coercive use of noncompete clauses to control employees and limit fair competition. The current practice, if allowed to continue, harms the economy overall while unduly punishing former employees by preventing them from seeking gainful employment."</p>
Felix	<p>"This rule is so important for the well-being of our healthcare professionals. Doctor's should NOT be exempt from this excellent rule. For profit healthcare systems use and abuse non-compete clauses to underpay and exploit physicians after they are trapped in their system."</p>
Miles	<p>"Non competes should be ILLEGAL. It is beyond unfair to have a subject matter expert accept employment and be bound to the employer, typically even if the employer changes owner ship and or management."</p>
ANNIE	<p>"My husband had to sign a non-compete in his field otherwise he would be fired. He had to sign this after working for the company 15+ years. There was no employee choice in the matter. This has become a detriment to our entire family as we are unable to move closer to our elderly parents as their health deteriorates since he cannot compete in the field where he has 30+ yrs of experience. This creates monopolies as well and keeps the employee a prisoner. After completing 3 year non-compete, my husband's age will become a detriment to finding employment as well. We feel all non-competes contracts should be completely banned in the US."</p>

Ellie	"I am Highly in favor of banning non-compete contracts. I have signed one without fully understanding the scope of it's hold on my professional development and this non-compete, whether enforceable or not, has me extremely apprehensive of seeking other job opportunities that would increase my income."
J	"Non competes should be a thing of the past. People should have the right to work where they want to without control from companies. For people with families, these non competes are especially onerous because it is hard to move jobs to another city when you are settled with children. It basically creates an environment where companies are able to exploit employees who are unable to move. Or even if employees do leave, it greatly restricts where they can work which is unfair, if not unmoral."
Molly	"I do not believe physicians should be excluded with the new regulations regarding non competes. Physicians have now become employees of the health care system. If they are excluded this will dramatically impact their ability to advocate on behalf of their patients. In addition, patients who have strong relationships with their doctors won't be able to follow up with them."
Sridhar	"I am an employed cardiologist currently working with a large corporation in the state of Missouri. I relocated to this area less than a year ago and have purchased a home to live in. All such moves and relationships are made in good faith however, the facts on the ground can turn out to be different from the facts promised during the hiring interviews. The local politics, which play a significant role in the provision of medical care in any area also plays a role in the way things play out over 1-2 years. My restrictive covenant (non compete clause) would force me to move out of state making it impossible to seek suitable and sustainable employment in the local market which will both affect me emotionally, financially as well as rend asunder the free choice my patients should have to seek their own directed medical care and force them to abandon relationships which are built during the provision of care. The American Hospital Association does NOT speak for me or my cardiology colleagues in stating that their letter addressed to the FTC is on behalf of the majority of cardiologists. The non compete clause also runs contrary to the American ideal of an individual being able to work for a living without having to move cities or states to find new employment. It also significantly supports larger corporations with large bankrolls to support bloated administrative staffing needs and ostentatious executive salaries at the expense of physician and patient care and relations. Some members have suggested a limited distance non compete which is a reasonable option however this (if considered and allowed) should be a definite short mileage range from the primary location of employment only. In addition, there should be no clause for economic damaged to the organization which would ensure that physicians are treated fairly and reasonably by the employing organization. Physicians enter into such employment contracts with the best of intentions and non complete clauses make the contract negotiations unfair and significantly affect the ability for negotiation of a fair contract after having spent over a decade in training and education to better the American populace. In short, all individuals should have the ability to work without the fear of having to lose their local family, friends and relations based on the whims of a larger organization which has its own economic health as its only focus."

Tom	"I am a physician . Every physician I know is Forced to sign a noncompete clause in order to be hired. This significantly limits competition in the marketplace and ability to move to a better opportunity. It also is well known by the employer there for many of our request for improvements are denied, they know that we have very little option to change jobs. When I heard about this movement by the federal trade commission, my first reaction was this is the best thing that can happen to encourage competition and improve workplace environment, treatment by employers. I strongly encourage the government to move forward with eliminating all noncompete clauses."
William	"Two years ago my wife and I moved to a Kansas City to allow her to start a residency in Emergency Medicine. I had to leave my job as a university professor and seek work in the private sector. My current job has a non-compete written with such broad language that it would prevent me from working for another company doing data analysis or analytics work which is my primary skill set. Additionally, it includes no geographic limitations, includes a two year wait period before beginning new work, and is written in such a way that it could be interpreted to prevent me to return to teaching. Whether such a broadly written non-compete is enforceable is immaterial. It is clearly intended to intimidate and nap employees in their current job. When beginning the job I asked to sign a non-disclosure agreement instead but was told that any job offer was contingent upon the noncompete agreement. During my tenure at the job I was asked to interview by a client company but had to turn it down on the basis of the noncompete. Noncompete agreements are blunt instruments that are wielded coercively by those who have the most leverage in employment - namely the employer. There are other mechanisms that would address many of the concerns of employers such as nondisclosure agreements. My case demonstrates that employers reach for the broadest possible protections at the expense of their current and future employees. I strongly support the FTC's proposed rule and hope to see it enacted in the future."
Joshua	"I am strongly for banning non-compete agreements within employment contracts. When an employer can offer employment with a condition of "you may not work for another company in your field" after termination of employment, it effectively prevents an employee from leaving the employer even if another employer offers significantly more competitive benefits. This has the effect of allowing employers to provide less competitive benefits over time, depressing wages and other benefits of the employees. If employers are allowed to include non-compete agreements in their employment contracts when they are not allowed to enforce them, then the presence of the non-compete clause will continue to have a chilling effect on employees to the same effect as if they were allowed to enforce the non-compete."
ANDREW	"I am in complete agreement with this preposed rule. Non compete clauses harm employees and only benefit big business. This will allow for greater innovation witch helps the economy. That is why non compel clauses should be banned."
Salvatore	"Dear Chair Lina Khan, My name is Salvatore... I am a physical therapist in Missouri. I currently work at an outpatient clinic. Some of the best therapists I have worked with have been hamstrung in starting their businesses or advancing. People who would be perfect for directorial or leadership positions have refused

	<p>due to non competes. because of these non competes employees are unhappy while being retained by these corporations. It kills freedom, advancement and encourages burnout. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.:</p>
Pawan	<p>"I have always believed that a covenant not to compete in some industries is unconstitutional and simply unamerican. I work in medical field and the reality is that most patients already face access issues to obtain healthcare. A non compete clause further reduces access and can hinder a citizens right to life and liberty. Many states already have abolished these clauses to be part of contracts. It's about time that all states are required to comply with a push from federal authorities."</p>
Krista	<p>"I am an outpatient Internal Medicine physician (ie. PCP) in a large health care group practice in St. Louis, Missouri. I signed a non compete 3.5 years ago, when I joined my group as I had no other option. Every physician job I applied for had a non compete. Every physician job that any of my physician friends applied to also had also had non competes. I hired a lawyer before I signed my contract, however my organization was unwilling to budge on the 1 year 15 mile radius and additional 6 months of notice you were required to give your employer before you left (ie a total of 18 months to get out of a job and move onto next one). Now, I have decided to quit my job due to untenable workplace conditions (poorly trained staff, toxic office manager, 50% reduction in pay with quadrupling of work load..1 could go on) What I learned about having a non compete during my 3.5 years of employment, is that when you do not have the ability to say 'I quit' you have absolutely no negotiating power. A Nurse Practitioner in my office had similar complaints about working with incompetent support staff however she does not have a non compete. As a result, the NP was able to rid herself of the incompetent staff and that staff member was then put to work with me. Another example: my organization promised to pay my maternity leave; however they did not. When I questioned this, I was nearly laughed out of the conversation by my administrator and told 'well you won't be able to quit!' and they quickly rattled off the 1.5 years of pay I would loose if I did. They knew that the money I would loose by not being able to work for a year and also during the additional 6 months notice period, meant it would be nearly impossible to leave my job. Medical knowledge is no trade secret. It can be taught in any medical school around the world. My patients do not so much get to choose to see me as their insurance decides if they can see me (ie. if I left for another med group, they could only follow me if their insurance allowed it). Yet, because of my non compete I am not able to work in ANY capacity as a doctor (that includes ill free clinics and government run clinics like those at the VA) that have no overlap with my private patient panels. Interestingly, the health care administrators who are my 'bosses' interestingly DO know company secrets. Their skills are not codified in a licensing body but things they learn on the job. In contrast to my experience, several health care administrators (including the one</p>

	<p>that explained to me I could not leave), have left my organization. They have left with 2 weeks notice and have taken better jobs at neighboring local St. Louis health care organizations for higher pay. Who suffers from the non compete? The ripple effects are endless. Of course, the physician and their family, who are often forced to move out of state or endure an unnecessary commute. However, our communities suffer even more greatly. My dear patients who will not be able to see me for a year, they suffer. The city of St. Louis, scarce of doctors, now loses a doctor to a different city or, as in my case, to the four walls of my house. I am only a generalist, a PCP, however due to non competes in the last year St. Louis City as lost at least two long established neurosurgeons and three shoulder specialists (that I know of) to different cities far away. This is a great loss for the St. Louis region. Any organization that uses non competes will try to convince you that they arc the only way to keep their work force viable. I However, keeping an able bothed work force in legal shackles, versus creating a fair work place, simply unamerican."</p>
Maitri	<p>"Banning non-competes would create better working environments for all employees and allow healthy competition in the work force and more incentive to create positive working environments which would only help strengthen gaps in the workforce. There was a mass exodus of healthcare workers as a result of the poor working conditions created by the Covid 19 pandemic when many hospital systems were generating their highest profits. Banning non competes would incentivize healthcare workers to return to the field and fill in an ever enlarging gap in healthcare in the US. Additionally, many of the highest profiting hospital systems are "non-profit" in name alone. Excluding them from the ban would only hurt independent practices that are struggling to stay afloat. If an exception is created, it should be for independent practices that already struggle competing with large healthcare systems. There is a massive healthcare crisis in this country and excluding physicians and non profit organizations from the ban on noncompetes will only exacerbate it, creating an even more strained healthcare system when you and your loved ones need care. Please vote to ban non-competes among all large employers and all professions whether they are non profit or not."</p>
Maitri	<p>"Non-compete clauses have become increasingly common in various industries, including healthcare. However, when it comes to physicians, non-compete clauses arc not only unnecessary, but also detrimental to patient care, exacerbate existing physician shortages, and grant unfair leverage to employers while stifling market forces that could bring about positive change. Therefore, non-compete clauses should be banned for physicians, including not-for-profit health systems. Firstly, non-compete clauses for physicians hinder patients' access to care. Healthcare is a unique field where patients' health and well-being arc of paramount importance. Patients should have the freedom to choose their healthcare provider based on their preferences, needs, and convenience. Non- compete clauses limit this choice by restricting physicians' ability to practice in certain geographic areas, which can lead to reduced access to care for patients, especially those in underserved or rural areas. In times of physician shortages, non-compete clauses can further limit the availability of physicians, making it difficult for patients to find appropriate care, resulting in delays or gaps in treatment. This is particularly concerning in situations where continuity of care is crucial, such as chronic disease management or ongoing medical treatments. Secondly, non-compete clauses contribute to the exacerbation of existing physician shortages. The United States is facing a</p>

	<p>significant shortage of physicians in many regions, with rural and underserved areas being particularly affected. Non-compete clauses can exacerbate this problem by limiting physicians' mobility and their ability to practice in areas where their services are needed the most. For example, if a physician is bound by a non-compete clause that prevents them from practicing in a nearby rural area, it can result in a lack of healthcare services for the local population, further widening the gap in access to care. This can have serious implications for patients who may have to travel long distances or face delays in receiving timely medical care. Thirdly, non-compete clauses grant leverage to employers and hinder market forces that could drive positive change in the healthcare industry. Non-compete clauses are often used by employers to restrict physicians' ability to negotiate better working conditions, higher compensation, or improved patient care practices. These clauses can effectively limit physicians' bargaining power and negotiation abilities, allowing employers to evade market forces that would otherwise necessitate positive changes in the healthcare industry. As a result, physicians may feel trapped in unfavorable working conditions, leading to burnout, decreased job satisfaction, and ultimately compromising patient care. Lastly, non-compete clauses should not exclude not-for-profit health systems. Non-profit health systems, like their (Or-profit counterparts, often use non-compete clauses in physician employment contracts, despite their mission to provide accessible healthcare to their communities. Exempting not-for-profit health systems from a ban on non-compete clauses would create an unfair advantage for these institutions, allowing them to restrict physicians' mobility and limit competition, which could adversely affect patients' access to care and exacerbate existing physician shortages."</p>
Tina	<p>"Please allow physicians to choose the best fit for them. Do not let non-compete clauses determine this. Physician burn out and physician exodus is real. Please allow us to pick where we want to work so that we are treated better by the hospital systems. It's time to make changes."</p>
Tina	<p>"I support this!"</p>
Diane	<p>"Physicians are employees and should ABSOLUTELY be included in noncompete clause reform. Why would you exclude such a hard working group of individuals?"</p>
Charles	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits,</p>

	and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the MIA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, Charles Shipley, DO"
Justin	"Non-competes are anti-competitive. Ban their use by employers."
Liza	"I am a physician and facing a 15 mile non compete in my contract. Putting finances aside, if I am unhappy at my job for any reason I will be effectively trapped and unable to find a new job without moving my family. I work in academics and the only other academic institution is within the non complete. Beyond this, the next job opportunity for my specialty is 5 hours away."
Daniel	"The killing on non compete agreements is a good thing. There are many options to ensure you employees don't jump to your customers and clients. This is very logical and I support this. Those staff that jump to another job usually leave due to the boss. So fix bad bosses to solve the issue and not with non competes."
Guramrit	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban nonconnpete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I have personally been impacted by this from my employer which had big mental set back for me and also was a hindrance when I was seeking new opportunities. I eventually had to find a job in a separate industry but would have loved to stayed in the same industry but the non compete document was a prevented me to do so. Thank you for your work, and please issue a final rule that bans noncompete agreements...Thank you for your work, and please issue a final rule that bans noncompete agreements."
Seth	"I am currently spending the next three years on a paid non-compete, non-solicited, non-communication contract, and unable to work in the industry I've already worked in for almost 30 years. By contract, I legally could end up in court with my employer by even making comment to the FTC. I suspect many under similar agreements readily available on-line and used by corporate lawyers similar to my past employers legal counsel will not comment due to fear of legal action. I applaud the FTC for desiring to ban all non-competes and look forward to earning a much higher income and contributing to the US economy."
Zachary	"This should cover all types of employers. It should not exclude nonprofit organizations. If it were to specify the type of employer, many unfair exceptions will happen. Specifically, in the healthcare industry, if nonprofit organizations are exempt from this ruling, it will exclude the majority of physicians since many health systems operate as nonprofits. And physicians are arguably the most hurt by these noncompete agreements."

Troy

"The vast majority of **physicians** would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with. Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC' proposal. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to

	<p>build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Julie	<p>"As a pediatric radiologist I support legislation to ban non-competes from contracts, including contracts with non-profit hospitals. After 10 years of post graduate training (4 years Medical school and 6 years of residency/fellowship) I am a highly sub-specialized physician practicing in the midst of a national physician shortage in my field. Because of the nature of my work, the majority of children's diagnostic imaging is performed at children's hospitals. Every single contract I have reviewed contains non-competes. The strictest I was asked to sign was 2 YEARS, 25 miles range from ANY facility within the group that performed pediatric radiology. This was in a small city where that type of contract effectively prohibits a radiologist from finding a single job in their specialty within the entire city/county metro area. I would have had to move to a completely new city to find a job in my field. I have family, children in school. How could a job ask a physician to sign something so onerous and have legal ground to do so? Additionally this type of practice significantly hurts physicians from receiving fair market compensation for their skills because it keeps employees fearful of seeking employment elsewhere even when they are being underpaid. In radiology I interpret imaging studies. I do no self promotion, I cannot bring in new business or clients for my employer. I interpret the exams performed at the hospital during the hours of my shifts. If I leave my job I have ZERO ability to take patient information to a new position. I have ZERO ability to harm my old employer by taking away their business. I don't have ownership stake in the equipment so I certainly can't take that. The only person noncompetes hurt is me- they restrict my ability to practice a skill I spent 10 years acquiring and let predatory employers keep their physicians scared. The hurt the children of my city who need high quality diagnostic imaging because there are so few people who have my job that when they are all under non-competes they cannot move to the hospitals that need them the most."</p>
Hisham	<p>"Yes time for this unfair clause to go away. The best way to regulate a free market is to free it!"</p>
Brandon	<p>"I agree that non-competes stifle wages. Indeed, this has been their function. To exclude medical practitioners and other higher income earners from non-competes essentially sends the message that they do not have the same rights as those from</p>

	other fields. They already cannot bargain with their patients or even set their own prices for their services. Please rid us of this indignity."
Jacob	"As a physician , I fully support this rule. Non-competes are used too often by large hospitals and corporations to unfairly restrict our practices and fix salaries. This will help bring parity and fair practices to a large portion of the labor market."
Steven	"I am a chiropractic physician associate that has witnessed firsthand on three occasions the crippling effect of non-complete contract limitations (e.g. excessive mileage radius requirements up to 30 miles, legal fees, direct response from employers stating "their intent is to lock me out of the region, etc.). Geographically, each change in employment would require relocation which adds to the cost and starting a business would fall short due to the post employment waiting period. My current employer misrepresented the office as a stable environment in which the staffing was not a revolving door and my patient flow would allow be to treat throughout the care cycle for continuity. Upon signing the contract, the owner changed the treating model adopting a market management approach outside what chiropractic physicians are trained, ongoing employee turnover to included other physicians, no continuity of care, a hostile work environment to include sexual misconduct and discrimination. I have considered leaving but the current non-compete would require a 10 mile radius and/or a two year waiting period to open or practice in the area. In short, I have to choose between accepting the conditions or completely relocated since the closest major city is 140 miles away; closest town over 10,000 is 38 miles away. My situation is a prime example where the failure of a business owner directly impacts my income, lifestyle, family stability, business ownership, and advancement within my profession. It is my hope, the federal trade commission opens the door to a free market through mandating the elimination and release from non-compete clauses."
Trevor	"I am I full support of this potential rule. Non-competes are structured with an assumption that the company hires an individual, provides training, education and invests in the employee. Therefore, the company should have protection if the employee were to leave, ensuring the employee is unable to use the knowledge gained to compete against them. In reality, employers often hire employees with a vast amount of existing knowledge, using their knowledge to better the business for profit. There is not a regulation requiring the company to share the profits made from ideas or knowledge of the employee. Non- competes are a one sided protection benefiting only the company. Especially when it pertains to specialized fields, non-competes can limit the pool of employee candidates in certain areas of expertise. We are already living in a world of limited staff-mg and supply chain. Healthcare is also experience staffing shortages. A non-compete will inhibit a person's ability to leave a company where they were not being treated well and force them to seek a different line of employment if they were to leave. A non-compete provides all of the advantages to the employer while forcing an employee to decide remain in servitude or refrain from seeking a different opportunity in which they are seasoned. Non-competes should not be legal unless it is accompanied with reimbursement equivalent to the amount of time paid to the employee, if they were forced to seek employment elsewhere. There is also little to

	no protection for the employee if they were involved in an involuntary termination or layoff. Again, it is a one sided protection, only giving benefit to the company, not the individual employee."
Thomas	"As an American living and working in Singapore I completely support this and will vote for politicians that are in favor of giving the employee a fair equal playing field when it comes to employment."
Erika	"As a freelance designer , coming out of college, it has been difficult and mentally draining applying to 100s of jobs that the only jobs I can get are through freelancing. I freelance in graphic design, UX/UI, and product design. One of my clients, a startup, is asking me to sign a non-compete agreement. While I would love to work with the startup, the non-compete agreement they propose would put me out of business with my other freelance clients. Non- compete agreements would block me from seeking new opportunities/work. I'd have to potentially claim unemployment in the future because my client range would be limited. Please ban non-compete agreements!"
Iris	"Indentured Servitude was supposed to be abolished in 1917, yet here we are. This is nothing less than LEGALIZED INDENTURED SERVITUDE. As long as this exists we are a country of slaves. This has no place in a country which dares to call itself a Democracy."
Manuel	"I fully support this new rule. Non compete clauses are often leveraged by large businesses and welled aggressively against individuals without the resources to defend themselves in court even if they are innocent of violating the agreement. The entire concept is anti-capitalist and harms our competitive marketplace economy. It is in the interest of both the US economy and national security to pass this rule."
Carter	"I believe this bill would be a great step forward for our beautiful country. While I personally would not be directly affected, I know that many Americans have suffered due to non competes, and I family hold that they keep everyone back. Citizens deserve competition just like the corporations and organizations they work for, and workers ought to have the freedom to choose wherever they work so that they can better themselves and the lives of their families and friends. They deserve a larger chance at achieving the American dream that we all strive for. Passing this would be one of the greatest steps taken toward the pursuit of life, liberty, and happiness for the American worker in years."
Chakradhar	"I am a physician and I wholeheartedly agree with banning non compete clauses for physicians. No other job has these draconian measures enacted by hospital administrators. Removing non compete clauses make it easier for patients to see the doctor they like/trust and makes it a level playing field."
Wyatt	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Exempting physicians from prohibiting a noncompete rule would only serve to benefit hospital corporations. It could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. This, in turn, hurts patient care."

Wyatt	"I strongly urge the FTC to pass FTC rule DOCKET: FTC-2023-0007, this would mean the world to me. As a Physician almost any contract I will take currently has a non-compete. It puts us in the position where to change jobs my family has to move, my children have to change schools or I have to commute up to an hour each way for up to two years. Non-compete clauses trap workers, hurt families, and hurt the economy."
Murali	"To whom it may concern: It is high time that these ridiculous and ANTICOMPETITIVE non-compete clauses be done away with. They only serve the interests of monopolies, while harming workers, consumers and communities. Especially huge suffering for patient communities in rural and underserved areas if you don't practice the way your employer wants to benefit their pocket rather than helping poor patients. Please stand firm in implementing these necessary new rules. Thank you."
R	"Please abolish non-competes! These can be crippling to physicians , forcing them to stay in a sometimes toxic (or even unsafe) work environment just for their family's stability. Non-competes force physicians to often leave their communities, depriving patients of a doctor they have a relationship with, and in underserved communities it can truly have a negative impact to be down even one physician. Many physicians have families, and non-competes often force physicians to stay in jobs that affect the welfare of their family, or uproot their family entirely in search of a less toxic work environment."
Michael	"My background is in restaurant management and pest control , and in both industries non-competition agreements abound. There are a few key points that I think should be considered as part of this proposed rule: 1- Non-competes inhibit upward mobility within an industry. In many instances employees have to make a change in order to "move up" within an industries. We see this evident when we look at almost any high level executive within firms. These individuals have made strategic moves throughout their careers to place themselves at the top of their industries. This should not be limited, as it encourages individual growth. 2- One of the main arguments against this rule is that non-competes protect employer investments. This is simply thinking only on short term gains, rather than longevity. As employees make lateral moves, WITHIN an industry, their level of expertise increases. As their level of expertise increases, their ability to make quality contributions to the industry also increases. Therefore, non-competes promote stagnation, not advancement. This is bad for everyone within an industry. 3- The heart of this country is life, liberty, and the pursuit of happiness. This is the land of opportunity. The land where it doesn't matter what hand you are dealt, you can still pull yourself up by your bootstraps. Non-competes limit one's ability to do this, as per the previous arguments listed. Finally, we often discuss minimum wage and how we should allow the market to regulate itself. Non-competition agreements, at their core, limit the market's ability to do this by artificially moving the balance between supply and demand. For the reasons stated above, non-competes end up being a burden on our economy and free market."
Teresa	"Employees should have the right to leave a job where they are not paid a competitive wage and enter employment with another company involving the same work where they weren't happy or surviving without fear of retaliation by their former employer i.e. fear of being sued."

Donovan	"Non compete clauses applied to human labor is unamerican and unconstitutional. Removal of non competes needs to also apply to physicians and hospitals too. No exceptions."
Mark	"I am an Asset Manager that does not have any proprietary knowledge or trade secrets. I analyze financial data and ensure Federal IRS compliance of properties in the affordable housing industry. My company forced me to sign a non-compete after I was hired. I am now handcuffed to this company and unable to get raises or fair wages from my company; while multiple other companies are looking for my skill set and willing to pay substantially more. I should be able to take care of my family when I present no financial hams at all to my company. Please ban non-competes to allow employees to be compensated fairly for the work they do."
Jared	"Please complete the necessary action to ban all present and past non competes. This would greatly expand innovation and motivation for the current workforce. Non competes discourage cutting edge development due to companies stealing ideas of the workers. They also keep companies from appreciating talent buy compensating those that are striving. This culture creates more of a slave labor trapped environment ". Who would strive for no piece of the pie? It keeps leaders from starting new business and driving American competition. It also lets companies rig price fixing If companies take care of their employees, they have nothing to won}, about."
Susan	"Non-complete clauses in my husband's employment contracts have cost my family tens of thousands of dollars over the years. For us, a middle-class income family, banning non-compete clauses would offer opportunities for my husband to advance his career without these major financial roadblocks. It would also save the government on unemployment benefits during the time workers are not allowed to work in their own field. Imagine that, wanting to work, being great at your job, being wanted by another employer, but being forbidden to change jobs. It's the opposite of the American dream. Thank you for your time."
Clayton	"Like myself, many Emergency Physicians are independent contractors. Our contracts allow the hospital to have us removed from the schedule, without just cause. Non-compete clauses typically prevent us from working at another hospital within a ridiculously wide radius, and are written into both our arrangement with the hospital, as well as the company that hires us. If the company has all the hospital contracts within a large area, this can cause undue hardship, preventing us from finding work in our field! Please make non-compete clauses illegal."
Keisha	"I wholeheartedly agree with the FTC's proposed non-compete clause rule. I work as a physician here in the USA. I, like many of my colleagues, are passionate about caring for America's sickest citizens. What I have noticed, is that patients unfortunately are not receiving the best care, partly due to large medical corporations (i.e. hospital systems) taking advantage of its employees. As many physicians have become employed physicians, hospital administration and leadership have exponentially increased their own profits without improving the compensation and working conditions of it's "front- line workers." Burnout has been repeatedly discussed as one of the largest issues facing our ever-worsening physician shortage in this country. One significant way to reduce burnout is to allow the free-market to apply to healthcare institutions. Adoption of the proposed

	changes by the FTC would allow more competition between healthcare institutions to recruit and retain the most talented physicians to care for patients."
Keith	"I started in banking out of high school, I worked my way up in the company and had a limited skill set or education outside of banking I was forced to sign a non-compete for \$500 or go home at 30 years old or go home. I had a young family so I had to promise my entire life to this company and be at the mercy of them. I sold my soul to the company store. (Terrible) practice and thank you for this rule"
Keith	"Yes, Yes, Yes!! Quit letting big business control the little guy! I signed a non-compete at 25 years old in the banking business. I am 43 years old and still bound by this agreement. If I want to stay in banking , I have to quit my job and either leave the industry or move 50 miles away. I have no experience but in banking and can't move due to family obligations. The company has full control of my entire life, working environment and wages. The amount of control should not be legal. All the big businesses are opposed and that is exactly why it should be banned. It is completely one sided. These are one sided contracts that only benefit the wealthy."
Bradley	"I support this initiative. I interviewed with a new potential employer and was not considered for employment because of an overreaching non-compete contract at my present employer. I am being held hostage at my current employer. I have a specialized skillset that I acquired before employment at my current place of work yet I am still being prevented from improving myself by finding a better paying job doing the same thing for another employer."
Jennifer	"I am a physician in southwest Missouri. Before signing my employment contract I had it reviewed by an attorney who explained the non-compete portion of the contract to me, but also informed me that it is standard practice for physician contracts in this area and they are non-negotiable. Ultimately we decided we wanted to stay in the area and I accepted the contract with the non-compete clause. Since beginning my employment 6 years ago my practice has grown exponentially and I have created a great reputation in the area. However, the hospital system I work for has changed various terms of my contract, reducing my pay rate, eliminating bonuses, etc. At this point I would like to pursue other opportunities but I know that due to non-compete terms of my contract my only option would be to uproot my family and move to a market outside the terms of my non-compete agreement. If the rule is passed, I believe I would have a much better opportunity to negotiate my true value to an employer."
Thomas	"Non Compete Clauses should go away."
Scott	"Non competes have run rampant in my industry. (Pest control) Non competes trap employees in their company. Employees like myself learn to love the industry and want to stay in it but are forced to either stay with their company no matter the working conditions or move out of state. Most folks in my industry can't afford to just pick up their lives and move out of state to stay in their field of expertise. These corporations are making money hand over first at the expense of their employees. Too often corporations are taking full advantage of their employees and a non

	<p>compete takes the only power away from the employee, the power to leave and work elsewhere. It needs to be stopped! Give the power back to the working class!"</p>
Imran	<p>"I am a physician w/more than 20 years of practice. Although not subject, personally to a noncompete clause, I have had numerous colleagues whose ability to pursue their professional and personal desires was constrained by noncompete clauses. I have never seen a hospital or clinic persistently suffer from a physician leaving if those entities remained desirable places to work. Noncompetes allow employers to act in a poorer way towards employees that a market free of noncompete rules would correct."</p>
Bruce	<p>"My name is Bruce Fearon MD. I retooled my career from Family Medicine into Venous and Lymphatic Medicine 17yrs ago. I am reaching out to additional physicians to learn about this extremely common medical condition and to learn how to treat these conditions. Unfortunately, I have to invest in them for 4-6 months teaching them and paying them the entire time before they can function on their own. There is absolutely no incentive for me to teach anyone anything I know and practice , only to have them move into the neighborhood and compete against me. I understand that lower paid healthcare services such as Ultrasound techs need to make money to support their family, but high paid individuals over 120K including midlevel providers should not immediately be able to leave and compete given all that I have invested in them. I believe that a certain amount of time is required to pay back the investment say 2-3yrs or they can buy out their obligation. A physician leaving during their first year would owe 150,000\$, or if it is during their second year say 75,000 and after 3 years there would be no pay back required. I spent a great deal of money investing in myself, buying and training my personnel, etc. I also think that we should be allowed to add punitive payments for stealing our highly trained personnel to be paid by the physician (not the medical assistants or Vascular techs). I am certainly willing to help expand the care that I offer and would be even willing to finance and assist in the physicians own efforts to have their own autonomy (kind of like a franchise but with a time expiration (5yrs)) so that they can eventually own and run their own business. To outlaw restrictive covenants on high paid and professional individuals who require advanced additional skills and expert training will severely restrict the growth of my industry and I have to believe the same would happen to many other industries. If a physician that I train wants to leave early then they will have to move outside my current demographic drawing area. Each specialty will have maybe some different range of distance. The more specialized you are , the greater the distance. I would think a basic Family Medicine physician might need to move 20-25miles for 2-3years. In my case, practicing venous and lymphatic medicine I would think 40-50miles would be required (even though I currently draw from 60miles in any direction). Each industry will have a different argument and a different need so I would restrict this to highly paid individuals: the more narrow a niche - the greater the range might be required. A tremendous amount of education and training occurs in the private sector beyond College. Businesses will slow down their hiring and you will constrict supply chains and the economy with a complete outlawing of Restrictive Covenants. I recommend you pick a common ground so that you can sell it to both sides of the political party. I have seen some low level employees making under</p>

	80,000 who were made to sign a restrictive covenant and I do understand the idea of lifting some of these absurd contract rules- Highly paid employees with key knowledge etc. as I have said are a different matter. Thx for reading."
Lancer	"Please consider exempting small privately held medical practices with less than 100 employees from this Non-Compete Clause Rule. In general it will likely be harder for small companies to grow and achieve economy of scale to compete against larger companies if their employees continually splinter off to form smaller companies. Medical student loan forgiveness is eligible through employment by 501(c)(3) health care medical practices (e.g. not-for-profit hospitals) but is not eligible through employment by private medical practices. This is disadvantageous to the private practice of medicine and may be part of the reason that today there are more hospital employed physicians than privately practicing physicians. Please consider either including medical student loan forgiveness eligibility through employment by private medical practices, or exempting small private medical practices from the Non-Compete Clause Rule so that they have a tool that enables them to grow and more fairly compete with hospital employed medical practices."
Patrick	"I worked under non-compete clauses for my entire 34 year career. I became one of the best people in a very niche market. Since I was not able to sell my services to the highest paying employer. I had to wait until some of my employers went out of business. This meant I went through many years of no increase in salary as the employer was just trying to hold onto his business. In a non-compete the employer holds all of the cards. If any employer wants to enforce a non-compete the employer should be liable for both parties legal costs and should have to pay the employee their salary plus ten percent for the length of the agreement. This would allow employers that believe it is beneficial for their business to have this type of agreement and also allow the employee a way out without a financial burden. Patrick Robb"

Constituent Support for the FTC's Noncompete Rule



Montana | Statewide Impact

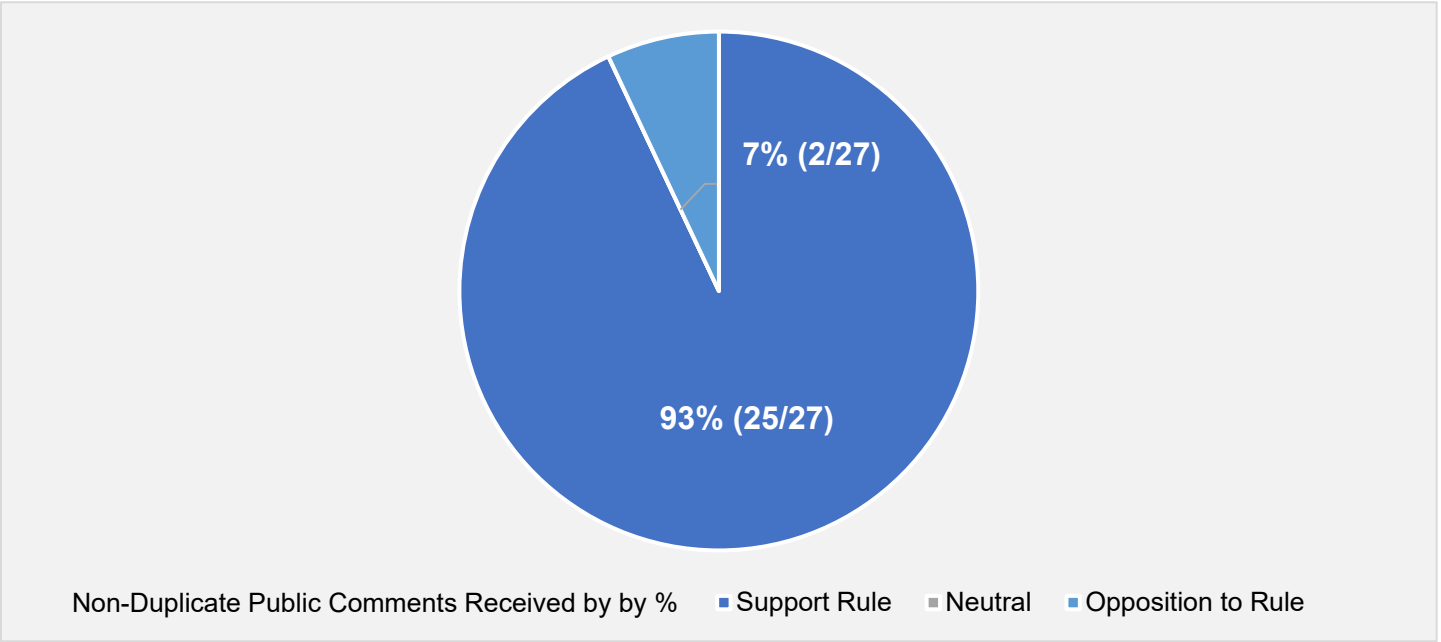


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Montana**:

Montana Covered Workers	Increase in Total Annual MT Worker Earnings	Increase in MT Average Annual Worker Earnings
396,982	\$191,696,465	\$483




[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)



Notice of Public Rulemaking: 25 of 27 MT Commenters Support



Support Across Sectors of the Montana Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I think it is fundamental to abolish non-compete agreements. They are inherently "anti-free-market." As a future physician, my goal is to cover critical access hospitals in small towns. I want to live in such a small town for a long time. However, if (I) choose to break away from the hospital, I cannot practice medicine in the town at all due to the non-compete. I would be forced to move elsewhere and the town would lose a physician. After a global pandemic and, frankly, the disaster that is the current American Medical system, we need to do everything we can to support healthcare workers. In my opinion, strengthening the free market within healthcare will do nothing but improve things and drive down prices from increased competition. Non-compete clauses should be completely abolished."</p> <p style="text-align: right;">-Justin P.</p>
	<p>"As a small business owner and employer of 15 highly skilled individuals, I whole-heartedly support the proposed Non-Compete Clause Rule. Limiting an employee's ability to seek and take a different job in the same sector has substantial negative implications for equity, mobility, and labor rights, as it can lock an employee into a job or an organization without the ability to advocate to an employer for their needs. Non-compete clauses also disincentivize employers from being flexible and responsive to employee concerns about workplace challenges, since there is the constant threat that if an employee doesn't like something and chooses to quit, they won't be able to find another position. I understand the concern from the business side about employees taking trade secrets and other sensitive information and skills with them to a competitor. However, there are other legally binding contractual mechanisms that ensure that employees must not take proprietary information to the competition. Non-compete clauses are an additional and unnecessary burden on employees and the labor pool, and should be limited in most or all cases."</p> <p style="text-align: right;">-Kristal J.</p>
	<p>"I am a university professor who... can move to another job if I become unhappy in my current position. Happily, I have not chosen to exercise that option ...The cliché for blackmail is "Your money or your life," spoken at gunpoint. Non compete clauses are a way that employers force employees to choose between a salary and quality of life, where the non complete clause takes the place of the gun — the instrument of coercion. Employees are forced to sign non-complete clauses when they exercise their right to move to a new job. The FTC has a mandate to help ensure a level playing field in the dance between employers and employees. I urge the FTC to curtail or eliminate the use of non compete clauses to rebalance a situation that has clearly spiraled out of control."</p> <p style="text-align: right;">-G. P.</p>

	<p>"My wife and I are strongly against efforts to stop the non-compete rule. It is a way for big business and the chamber of commerce to keep workers in a condition of near servitude and financial bondage. They believe that freedom is something to be possessed only by big corporations and the wealthy. We strongly urge that the FTC should not fold against the all-powerful business community."</p> <p style="text-align: right;">-Robert and Georgette</p>
	<p>"I am an orthopedic surgeon in a small rural town. Our proactive was acquired by our local catholic hospital system in order to improve the financial model and attract young providers to replace retiring doctors. Unbeknownst to us, the catholic hospital system was in negotiations with a larger hospital system from out of state. That merger ultimately was completed. After hying to work with the out of state hospital system for nearly 2 years, it became clear that I could not continue my career with them. I tried to negotiate a separation that would nullify my noncompete agreement and allow me to continue to care for my community, and operate in THEIR hospital. The situation sounds like a win-win for everyone. However, because I was considering joining a competing entity, who has no presence in my community, the out-of-state system refused to wave my non-compete. This has forced me to move my practice out of a small, rural community. It has also negatively affected the finances of the one local hospital, leading to layoffs. If there were no non-compete clauses, my rural community would have BETTER healthcare and a more vibrant medical community."</p> <p style="text-align: right;">-A. R.</p>

Additional Support from Connecticut

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
eric	<p>"Please stop non-competes from enforcing oligopolies in this country. As a practicing physician, this adds another layer of complexity and cost to my already difficult business."</p>
Lauren	<p>"As a primary care physician, I am in support of banning non compete clauses. These clauses absolutely impair free movement of employees and, I believe harm innovation and patient care. In the small rural community that I serve, my non compete clause in my contract necessitates that as not work in a 12 mile radius for the 12 months after a I leave my position...This absolutely creates such a disincentive to physicians, that it does encourage exploitation of us as workers. We are a critical workforce under huge strain since the pandemic, please ban non compete clauses."</p>

Physician	<p>"I am psychiatrist from Montana, the state with one of the worse shortage of psychiatrists and highest suicidal deaths rates in US (3rd place from the top after Wyoming). However, to stay in Montana after leaving local hospital is difficult because of Non-compete clause in a contract. Non- compete has to be banned in healthcare at least in states like MT, where population in such need of mental health. This will improve access to MD psychiatric help!"</p>
Lee	<p>"I support the ban of non-compete clauses. I work in healthcare and the non-compete clauses used by bigger organizations are a burden to the healthcare systems especially in rural areas where providers are hard to recruit. Keeps people from staying in die community if they choose to leave the larger organizations."</p>
Janelle	<p>"As an independent contractor this is a necessary change. Please keep businesses from preying on individuals and flouting labor laws. This is very important. Please do the right thing!"</p>
Nathaniel	<p>"I would strongly support the ban of noncompete clauses in contracting. I am a physician in a rural area with only one hospital that employs essentially all the providers in our town. I have a noncompete clause in my contract and if I were to not be an employee at die hospital any longer then essentially I would have to uproot my life and leave the town entirely and move somewhere else to practice medicine. This would leave a huge gap in specialty care coverage for my patients in this town and put an undue burden on me as I would have to make a major change in my life. The hospital in our town is the only employer however so they force all there medical providers to sign these knowing that this leverage over their employees will keep them working at their facility and to work for lower wages as they have no alternative. It is truly an unfair practice by our hospital to lower wages and reduce employee bargaining power that needs to end. It is not just the providers who are harmed but this reduces the number of qualified physicians who want to come to this rural area and provide much needed medical care for the community leaving the community members having to travel great distances to get care they need."</p>
Nicole	<p>"The practice of non-competes scaling down to the middle- and working-classes is insidious and shackling In a world where cost-of-living is absurd, a non-compete handcuffs workers to two things: stasis with little room for income growth or having to change careers entirely. This is not only unfair, but devastating when rent takes up most of our income. If a competitor is willing to pay me for what I'm good at, I can use that as internal leverage or jump ship. This is happening a lot in the content media world, where non-competes for staff writers and editors (already the little guys) constrict our movement and eventually our voice. Please destroy the non-compete in American culture. It literally pulls competition right out of the competitive marketplace for the people who have the most to lose."</p>
David	<p>"Noncompete clauses in employment contracts harm workers by reducing wages and preventing them from finding new and better opportunities. About one in five workers are subject to noncompete clauses, which heavily favor employers and prevent workers from seeking new opportunities within a set amount of time after</p>

	leaving their job. These provisions reduce competition by keeping workers at one company from working for another or starting a competing business, basically undermining the most critical power non-union workers have—the ability to quit.”
Logan	“I really hope that this regulation goes through. Non compete clauses cause me a lot of headache in the industry I work in. In the file I uploaded below it says that die punishment for breaking die non compete clause is not getting paid.”
Anne	“I am a psychiatrist in a rural area of Montana. Noncompete clauses in healthcare decrease patients rights to choose who they see for care and decrease access. My healthcare organization would like to implement a noncompete clause in our contract. There are no other major healthcare organizations in our community and therefore no competition. However, if I decide to leave this organization, I would have to leave my community and therefore leave them without access to a psychiatrist in this area.”
Brian	“Non competes are restricting economic independence of individuals for die benefit of corporations. In veterinary medicine , it has simply become egregious. The FTC should examine the impact on this sector even if broader reform of regulations aren't passed.”
D	“I am a National Board Certified Health and Wellness Coach and I live in Montana. I provide health coaching services remotely and have had clients from various states in the US and other countries. In 2021 I became a contractor for a direct-to-consumer telehealth company that serves patients in the US. I started in a contractor role, where I was guaranteed a minimum number of hours of work per week (10 hours) and no benefits. Yet, as a contractor, I had to agree to devote my time and attention to this company and forego providing telehealth coaching services through any other business without the prior approval of the company. The contract also included confidentiality, non-solicitation, and trade secrets clauses, along with a non-compete clause that was supposed to last one year from the termination of my employment, regardless of the reason for the end of my employment. I was able to negotiate keeping my small private practice, and perhaps seek other work, but only with a particular type of telehealth company (those providing health coaching through an employee assistance program); I could not work with other companies that provided telehealth coaching more broadly. I was also able to negotiate a reduction in the non-compete post-employment period to six months. I had to do all of this negotiation for a contract that did not guarantee that I would be able to work the number of hours needed to secure a living wage, with no guarantee that I would be invited to work part-time or full-time in the future, and where my opportunities to seek additional work were severely limited. After thirteen months, the company eliminated my department. All of our clients were given exceedingly short notice that their health coaching services were being terminated. The original contracts non-solicitation and confidentiality clauses prohibited me from reaching out to any soon-to-be former clients to offer continued services if they so chose. In addition, the non-compete clause prohibited me from applying for work with any other telehealth company offering coaching services in the US for six months post-employment. Upon notice of termination, the company

	<p>required that I sign a severance agreement. I was able to negotiate a small concession. I was still prohibited from reaching out to my former clients due to the confidentiality provisions of the contract, even though these individuals could no longer get these services from the company. However, the company said it wouldn't sue me if I sought work with other companies that provided services similar to the health coaching services the company no longer provided. I considered myself fortunate to have been able to negotiate a few minor changes to a contract and severance agreement with a non-compete clause. Most people don't know they can push back on a contract. The time constraints put on signing a contract (in this case 48 hours) increases the sense of urgency to accept whatever you are provided with, and the act of negotiating can cause a sense of fear that your job offer might be retracted if you try to negotiate the offer. Finally, there was an unanticipated obstacle that arose during my post-employment period. Many applications for other positions asked if I had signed non-compete agreements with other companies. I answered truthfully and never heard back from those companies, losing out on even the possibility of an interview for employment."</p>
Klaas	<p>"A non-compete clause in a contract prevents one from doing what he is trained to do if he gets terminated from one position for whatever reason and also forces one to keep the job he currently has regardless of working conditions. This is unfair to the employee or independent contractor that has signed such an agreement usually as he's unaware of the non-compete clause."</p>
Nick	<p>"Due to the healthcare shortage, non compete rules should be eliminated to allow patients to have physicians stay in their area."</p>
Christy	<p>"I am a LMT in MT that had worked for a chiropractor office that required to sign a contract for employment that included a no-compete for 2 years post employment within 7 miles of the establishment. Unfortunately, the entire city is approximately 7 miles in diameter which has now blocked me from continuing to offer a non-invasive approach to pain relief to the community I have grown to call home. In my opinion, an individual has their own right to choose how they spend their money on a service regardless of the location; especially when it involves their own bodies. I am against non-compete clauses."</p>
Brendan	<p>"I do not want non-compete clauses for Americans! It's a ridiculous matter to stop a hard working individual from doing what they want to do!"</p>
Michele	<p>"For years, Physicians have been restricted by contract limitations. Restricting these limitations would allow us to care for more patients and improve the current crisis of limited access to care."</p>
Robert and Georgette	<p>"My wife and I are strongly against efforts to stop the non-compete rule. It is a way for big business and the chamber of commerce to keep workers in a condition of near servitude and financial bondage. They believe that freedom is something to be</p>

	possessed only by big corporations and the wealthy. We strongly urge that the FTC should not fold against the all-powerful business community.”
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Constituent Support for the FTC's Noncompete Rule



Nebraska | Statewide Impact

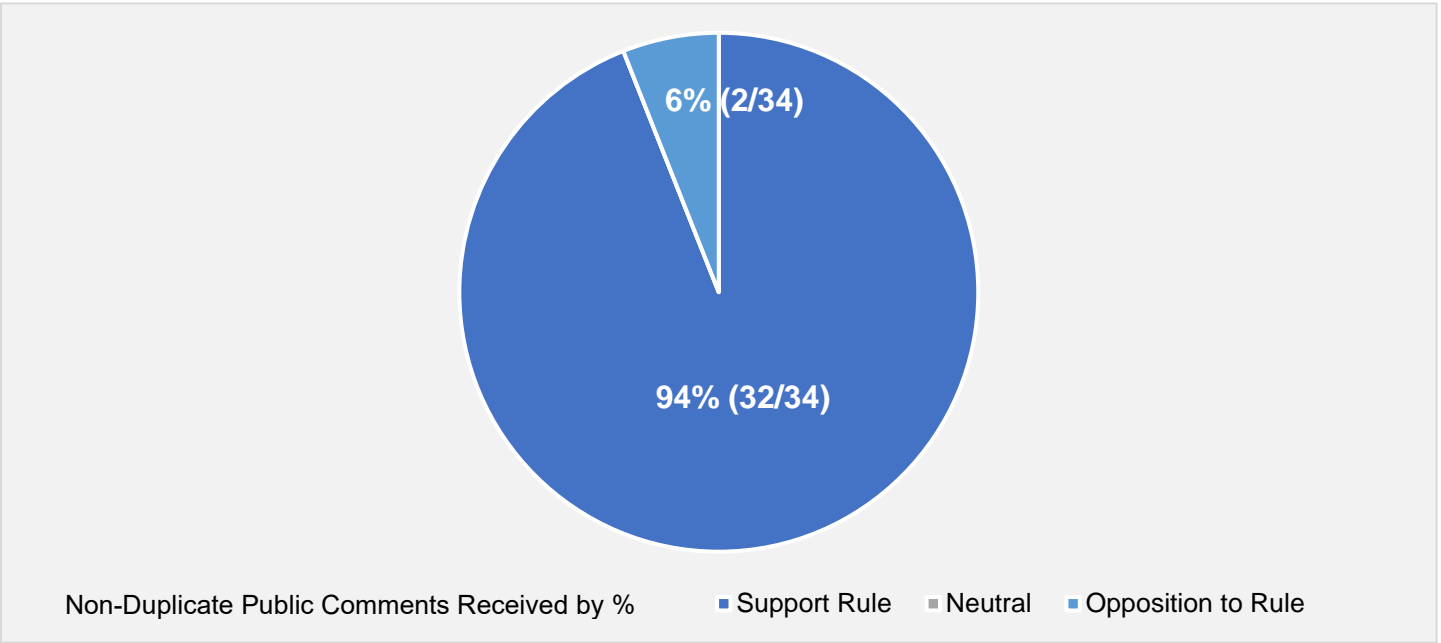


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Nebraska**:

Nebraska Covered Workers	Increase in Total Annual NE Worker Earnings	Increase in Average Annual NE Worker Earnings
787,174	\$399,373,568	\$507



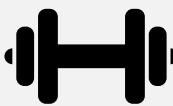

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))

Notice of Proposed Rulemaking: 32 of 34 NE Commenters Support



Support Across Sectors of the Nebraska Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am a hospitalist physician in an area that needs more doctors. My employer does not allow me to work at competing hospitals. I do not have a personal patient panel. Allowing me to work at the competing hospital would not affect the hospital but would allow me to serve my community in a greater capacity. Please get rid of non-competes in hospital medicine."</p> <p style="text-align: right;">-Asit G.</p>
	<p>"I currently work in the IT sales industry....Most non-compete terms are twelve months or longer. Because the scope of our business touches almost all technology and all accounts in a given [area], it is very difficult to change employers without losing substantial income for a period of 1 to 2 years. This keeps us from leaving the current organization....Our gross earnings decline on an annual basis, but we simply do not have any negotiating power. Non-compete agreements also limit individual and family mobility. Limiting or removing the powers of non-compete will help employees operate in a free market. While costs to businesses may go up, those costs should go up universally and level the playing field. Right now, millions of Americans will support the elimination of non-compete contracts."</p> <p style="text-align: right;">-James B.</p>
	<p>"I would like an end to non-compete clauses. I work in the fitness industry and would like to be able to have more flexibility to pursue other opportunities."</p> <p style="text-align: right;">-Vanessa D.</p>
	<p>"While these clauses are pervasive across so many industries, they are especially pernicious in local TV. In my experience, they are part of boilerplate, multi-year employment agreements and are never a point of negotiation. The massive media companies that now own most of the local TV stations in the U.S. use a take-it-or-leave-it approach with the noncompete issue — even in employment situations that pay less than \$40,000/year... For employees already paid low wages, the idea of having to hire a lawyer to navigate that is daunting. Even the threat of enforcing the noncompete is enough to make some abandon the new job they've secured. Ending these anti-competitive, anti-worker arrangements would be truly welcome."</p> <p style="text-align: right;">-David</p>

Additional Support from Nebraska

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Adam	"I strongly support the ban on non-compete clauses. They are anti-American, restricting the liberty and pursuit of happiness of millions of Americans."
Lucille	"We should not be prohibited from providing patient care . Patients are not owned by health care systems. Last I checked that was banned in the 1800s."
Nicole	"I support ending non competes. I personally was bullied intimidated and was threatened. I'm a single mom of 5 and my ability to earn a living to support my kids was taken away."
Brad	"Non-competes should be illegal. People spend years honing their skillset working in specific verticals. Non-competes effectively handcuff the average person from moving to another company where they can use those skills. It makes it very difficult to move to another industry where they have no experience and often have to take a pay cut. In my last company, the environment is toxic. It's so hard that people have filed lawsuits or sought counseling due to the trauma... Their Non-compete is so restrictive a person stays with the company until an eventual breakdown. A better solution is a simple non-solicit of employees or customers. If I go to another company, I will not take people or customers I work with away for x time. That makes sense. Most agreements have this anyway."
Virginia	"I am writing in support of the Non-Compete Clause Rule."
Tina	"There should be no non-competes for physicians as it leads to moving talented MDs out of the area."
Mike	"I have been in my industry for over 30 years and moved up to c-suite level. I left a job after 15 years to join another company with a very narrow focus and was asked to sign a very broad noncompete...After 6 months they decided to let me go...I was never giving a reason for termination. I never had access to their customer list on the "broad" scale, they never trained me on anything. I brought all my experience to the company and helped them with process improvements and once I finished, they let me go. Now I am stuck for 2 years from earning a living in all of North America in an industry which is all I have ever known...I believe a noncompete should not be enforceable when a separation decision is made by the company, especially when no reason is given."
David	"While these clauses are pervasive across so many industries, they are especially pernicious in local TV . In my experience, they are part of boilerplate, multi-year employment agreements and are never a point of negotiation. The massive media

	companies that now own most of the local TV stations in the U.S. use a take-it-or-leave-it approach with the noncompete issue — even in employment situations that pay less than \$40,000/year, a common salary in local TV. I've heard from colleagues that media companies have threatened to enforce noncompetes not just inside a TV market, but in other markets where the company owns a station where the journalist would be a competitor. For employees already paid low wages, the idea of having to hire a lawyer to navigate that is daunting. Even the threat of enforcing the noncompete is enough to make some abandon the new job they've secured. Ending these anti-competitive, anti-worker arrangements would be truly welcome."
Hussein	"Non-compete clauses are unfair for physicians . We should not have to move our families far away to other cities for better jobs. This will force hospitals to treat their physician also, since a lot do not care about us."
Seth	"Non-compete agreements should not be legal in the USA. I once had a non-compete that was effective in a 100-mile radius. It was a contracting firm and worked with most businesses, [which] the non-compete also covered. If I wanted to get a job in my field, I would've had to move away from my family. I felt like a prisoner in my own job..."
Kathy	"Any policy that restricts a worker's ability to make a living should not be supported by the government. The FTC needs to put an end to this practice."
Tim	"Pro-worker policies are necessary for a fair economy. Banning non-compete clauses is the least we could do to level the playing field."
Joshua	"I am strongly in favor of eliminating non-competes, particularly "evergreen restrictive covenants." In addition to limiting options for employees and having to contemplate moving a family just to change employment, there are additional considerations in healthcare. Non-compete clauses have the additional effect of limiting options for patients and limit the ability to maintain the physician-patient relationship. For this reason, non-compete clauses in healthcare harm the public interest. Finally, both the American College of Surgeons and the American Medical Association have repeatedly pointed to the ethical issues associated with restrictive covenants."
Alastair	"The liberty and freedom to choose where and whom to work for is fundamental to economic prosperity. Non-compete clauses limit the ability of a worker to engage in capitalist ventures, but ultimately also in the pursuit of happiness. When businesses apply such clauses de rigueur it de facto amounts to one-sided blackballing in an industry, constraining the abilities of the worker to do their best work. The application of these clauses must therefore be eliminated or constrained in the extreme (such as in matters of national security)."
Heather	"I have been involved in a court battle over a non-compete for over a year and a half. My previous company let me go and had slid in a non-compete with some stock options they offered me several years ago. After growing their business and

	<p>net revenue over 10-fold the leader decided to turn it over to his best friend who was also working for the company. They eliminated my position...but when I tried to and did acquire a job...back in the industry they immediately filed a lawsuit and have used the courts and their deep pockets to keep me from...competing against them. After spending over \$100 thousand of my own money and limited earnings I've had to...give into their demands...."</p>
Jeff	<p>"Non-competes are modern day legalized slavery. The employer controls all aspects of an employee's life with them: Where they can live, work, and provide a living for their families...I have personally been hauled into court after leaving an abusive company to enforce a non-compete. The prior non-compete limited me in such a way I could not continue my career. Far too long employers have been able to act as slave masters with lawyers as their overseers cracking their whips of litigation. Non-competes hurt, are punitive, and abusive to individual careers, families, and the economy. As long as non competes exist we cannot call ourselves a free market capitalist economy."</p>
Sharad	<p>"I read the FTC Chair's op-ed in the New York Times today and writing this in support of the strong arguments she puts forward for eliminating the non-compete clause in employment."</p>
Tim	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! PLEASE ban non-compete clauses ASAP!!"</p>
Kelsey	<p>"I support this clause. I was partnered with my family for my entire working career (starting before I was 16yrs old) until 8/31/2022. I worked over 20yrs with my family thinking that I would continue until I retired. These plans changed due to a spine injury I experienced from over lifting The field that this occurred in was document destruction. There was constant lifting and I ended up injuring myself with a permanent lifelong injury. I approached my family to explain that I could not physically do this job any longer. They did not receive this message well....It was a year long legal battle over petty stuff that we ended up agreeing on. After the final offer was accepted by me, my partners threw in the non-compete...During the process of the exit and legal battle I ended up contacting a competitor that my family has known since he started his company and it's been a decent relationship with fair competition through the years....If I did not have the non-compete I could've found a job that I was familiar with in the same industry. Although, I basically had to start over at the age of 38 with four kids and my working wife relying on me for income. I found it difficult to find another job in a new profession without college degrees. It took me over three months of constant looking and interviewing to land a job. The pay is almost 130,000 less then what I was getting before...if I didn't have the non-compete I would've been able to find a job in the same field that I left and would've been an equal salary from my last profession."</p>
Andrea	<p>I am a Home Instead franchisee owning 1 franchise and employing approximately 65 individuals in the community. I am writing to discuss how the</p>

	<p>noncompete agreement that I was required to sign in connection with the signing of my franchise agreement negatively affects my business and me. In August 2021, our franchisor — Home Instead, Inc. — was purchased by Honor Technology. Inc. — a private-equity/venture-capital backed entity....Honor is attempting to fundamentally change our franchisee-franchisor relationship and business model in a way that I do not fully support. I am now in an involuntary contractual relationship with an entity that I did not choose and would prefer not to be. But because of the noncompete agreement, I effectively am unable to leave the relationship, even when the term of my existing franchise agreement ends. Since last I signed what was already a one- sided, franchise agreement, the franchisor has removed its obligation to provide franchisees with any support.... I do not support any of the changes. I have two choices when my franchise agreement ends: I must renew my contract on completely new, non-negotiable terms or, because of the noncompete agreement, I must completely leave a business that I have spent 16 years building. If I choose the latter, the noncompete clause in my franchise agreement requires me to walk away from my existing business, and it severely limits my ability to create or own another similar business. The economic penalty of not renewing is just overwhelming, thereby forcing me to renew with an entity and agree to terms that I would not otherwise do. As such, I ask that you consider banning post-contract non-compete clauses in franchise agreements. Thank you for your time."</p>
Scott	<p>"I would agree wholeheartedly with the FTC's recommendations. Workers have rights which are getting harder and harder to uphold with the adversity of monies by big companies combating their rights to higher wages, safe workplaces and the right to fight terms against them which are outright wrong."</p>
Adam	<p>"I am in support of a ban on non-competes."</p>
Joshua	<p>"Dear Chair Lina Khan, I am writing to support the ban of non compete agreements. Non competes are often used to trap skilled workers, and to remove them from the industry. They offer nothing to the employee and can remove any amount of leverage in negotiations with a company under the threat of completely ending their career."</p>
Michael	<p>"As a Healthcare professional and member of a private health group, I am entirely in support of this movement. The Healthcare workforce is already handcuffed in many ways with financial freedoms and flexibility taken out of the hands of its doctors, advanced practitioners, etc. Non-competes put up a large roadblock for us to seek "greener pastures" and hold us captive by leadership unwilling to invest in positive changes unless we want to uproot our lives and move to a system outside the geographic confines of the noncompete. This ban would effectively force leadership to prioritize adaptation and evolution in the workplace. This would lead to better compensation, better work conditions, and most importantly more accountability top to bottom. Let's make this happen."</p>
Alice	<p>"Thank you for your wisdom in recognizing that noncompetes stifle the economy and hinder both workers and business. Noncompetes unfairly tilt the economic</p>

	<p>playing field in favor of business owners and away from laborers, as well as being an unnecessary stifling of liberty. Businesses are free to hire whomever they wish; employees should equally be free to work for whomever they wish. With this freedom, labor moves to where it is most efficient and effective for all.”</p>
William	<p>“My position in a company is about to be terminated due to a downturn in the company's financial situation...Still, the company will not nullify or waive any non-compete clause in its employee’s contracts. This seems outrageously unfair and stifling to the ability of employees to market their expertise, learnings, and skills (the acquisition of which has come at great cost and sacrifice to the employees). Please rule in favor of making it illegal for companies to write and enforce contracts with non-compete clauses. Employees deserve the fair opportunity to market their skills and educational talents, especially when their jobs are eliminated through no fault of their own.”</p>
Tim	<p>“Since when does a company or business "own" a humans right to work. It is ridiculous to think that a non-compete clause is legal and enforceable. The FTC has to put a stop to this nonsense. Americas should have the freedom and the right to choose when and where they work. No company should be allowed to limit a persons freedom and right to leave a job and work someplace else of their choosing. Free market economics pertains to people too, not just companies and Wall Street. Fix this FTC!”</p>
Robert	<p>“This unfair labor practice has been financially a strain on me for many years of my working life. Most recently it happened when me and two other colleagues were forced to leave a company...When I left in late January 2020, I had to sign a 2 year non compete and I have not been able to work in the industry FOR TWO YEARS! The company has been watching my LinkedIn profile very closely to make sure I do not work in the industry. How can this be fair? After being out of the industry for two years so many things have changed, and that puts me in a difficult position trying to compete for jobs.”</p>

Constituent Support for the FTC's Noncompete Rule



Nevada | Statewide Impact

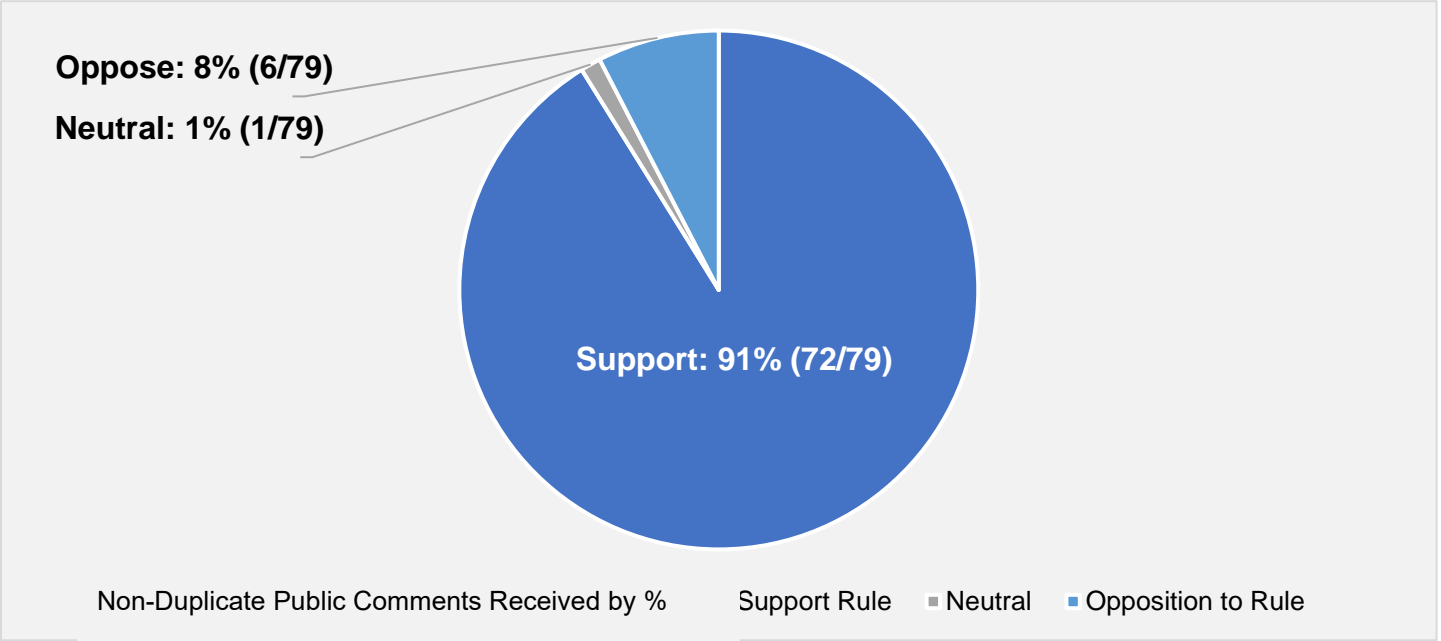


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Nevada**:

Nevada Covered Workers	Increase in Total Annual NV Worker Earnings	Increase in Average Annual NV Worker Earnings
1,177,510	\$646.4 million	\$549





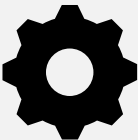
[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 72 of 79 NV Commenters Support



Support Across Sectors of Nevada's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I work for a casino gaming manufacturer in Las Vegas. [Our] industry has mandatory non-compete agreements which prevent employees to accept a position at a competitor for 6 months Gaming is a very specialized industry so the non-compete agreement very much prevents gaming employees from advancing within the industry."</p> <p>- Jared T.</p>
	<p>"As an employee in the broadcasting business. I've been adversely effected by non-complete clauses in my contracts. Once, I got laid off from a TV station in Las Vegas Nevada and the non-compete in my contract stated that even if the station terminates my employment without cause, I was still required to wait one year before working in the profession that I've been doing my entire adult life. My three choices were to either move, switch careers or be unemployed for a full year. That puts an economic strain not only on myself, but on the state of Nevada as I exhausted my unemployment benefits during the waiting period."</p> <p>- Ken S.</p>
	<p>"I want to express my support for you banning of non-compete clauses in employee contracts; when I heard this on the radio I actually jumped up and down. I am a physician assistant and have been subjected to non-compete clauses my entire career. Their only purpose is to strong arm employees into accepting lower wages & any other unpalatable request of an employer as you cannot move to another job without leaving the city in which you live. I am willing to wager that there is not a single physician, physician assistant, nurse, or nurse practitioner who have ever benefited, as an employee, from a non-compete agreement."</p> <p>- John B.</p>
	<p>"I work as a physician in rural Nevada where it is tough to recruit a physician. If I decide to leave my current hospital employer I cannot work within a 30- mile radius. This will leave thousands of patients without a physician. Non-complete clauses do not just hams physicians, they harm patient care."</p> <p>- Justin H.</p>
	<p>"I work in the Las Vegas area, in the sales industry for Purcell Tire. We are the only company now in Vegas that uses a non-compete agreement. [...] The company allows hostility, unprofessionalism, and uses dangerous business practices. They pay well below industry wages, and when spoken of my concerns multiple times, they quickly remind you of your non-compete clause and you are stuck. Unless of course you move out of town with family, or per-sue a new career at 45 years old and hopefully start with good pay."</p> <p>- Jason T.</p>

Additional Support from Nevada

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Judith	"[...] I believe that Non-Compete clauses are unethical and unfair. I support banning them. I have not been subjected to them. I worked for a very small company, and am now retired, but I have a lot of friends who still work and they should not be prevented from finding better jobs by prior employers. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Anonymous	"I fully support the actions of the FTC in eliminating non-compete clauses as a condition of employment. If the purpose of the FTC is to encourage healthy competition in the work place by discouraging monopolies and binding contracts, then this change is exactly what our country needs to push innovation and a free market society. My background is healthcare and I have seen numerous instances of non-competes that have led to disastrous and costly litigation, and even more costly contracts having to be made to hire providers and staff (including locums and travelers) Eliminating the non-compete from American business is what our economy needs right now. It is the right thing to do and I am encouraged by the FTC's announcement regarding this rule. I look forward to seeing the fruits of this labor grow into fruition."
Nikola	"I am a physician , as is my wife. Job change is an extremely common phenomenon in the physician world. 50% of orthopedic surgeons change jobs in the first two years of their career. Non-compete clauses are a one-sided concept that benefit hospitals and health care organizations, but hurt physicians. Physicians sacrifice a significant amount to train and then move for jobs. If a job does not work out for whatever reason, they are then not allowed to work for a certain period of time (often 1 year). This can lead to significant financial strain as we are faced with very high levels of debt from our training Having to uproot a family and move because of this rule is also extremely traumatizing. I believe that removing non-compete clauses would lead to a more free market for employment and would benefit many many people."
Dave	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."

Erica	"Non-Competes should be non-existent."
Cade	"Non competes are exploitative in their very nature. In some states where they are even illegal, companies still ask their workers to sign these 'agreements'. This is so they can gain more control over their workers without any incentive for the company to improve benefits in order to keep workers. This should absolutely be banned, and I really hope Lina Khan keeps looking for more ways to end the exploitation of the American workforce that is so important to our economy."
Geoffrey	"I am a geologist and I work for a small consulting company based in the Western US. My contract contains a non-compete clause with wording so broad that it can be construed to forbid me from working in any geological capacity in another job. With an MSc in Geology and 15 years experience in the field, I do not have alternative options that would allow me to maintain my standard of living. My only options for continued employment would be to either take a full year off work, wait until my employer terminates my contract or hope that they do not choose to litigate if I decide to leave for another job. Non- compete clauses are unfair and should be banned. Truly trade-secret materials, processes and equipment are already protected by copyright, patent and other intellectual property protections. An individual's expertise should belong to them, even if that expertise was gained during employment...it is still the individual who put forth the effort and devoted the time to develop knowledge and skill, even if the resources were provided by another. Non-compete clauses are harmful to employees, burdensome to the justice system and a general detriment to society as the block free movement of skilled workers to where their skills are valued. They are fundamentally anti-capitalist."
Leif	"I was directly effected by this in 2008 when Home Depot purchased a company I worked for called Hughes. They cut my pay by 2/3 then sued me in Federal Court for going to work for a competitor. So the decision they wanted to force me to make was accept 1/3 of previous pay or be unemployed. Completely unreasonable. Has truly affected who I am and the trajectory of my life since. I am no longer the same person. I never even signed the Home Depot non-compete. They made the one I signed for a completely different owner, one that I could trust, stick as if it were their's Leif John Bymoer"
K	"The non-compete clause should be abolished for employees to provide economic freedom to the greatest number of citizens. The improved salary growth would benefit the working class by redistributing wealth to the working class. State and federal governments would also win by increasing taxable income. The government is much more efficient at collecting income tax from the working class than from corporations. Removing the burden of the noncompete would clearly be a win for government and the working citizens. The small group of wealthy corporation and business owners are the only group that might lose a small portion of their wealth. I currently have a 5 year and statewide noncompete which came about when a large national corporation bought out my little business. I then became an employee of that corporation. The large national corporation has not fulfilled its promises but had stated that it will enforce the noncompete. Local

	employment counsel has given the opinion that I could certainly fight and probably win a non-compete case but that it would probably cost 500k and I would not be able to work for 6+ months while the case was tied up in court. There is no way I can afford to fight the giant corporation as a private citizen. I do not enjoy financial freedom under the oppression of the wealthy few that run the large corporations."
Ellia	"Non-competes are unethical for attorneys because it violates the public interest by limiting the attorney's professional autonomy and the ability of clients to choose their lawyer. This is the same thing for physicians . Just like lawyering, it limits the physician's professional autonomy and limits the ability of patients to choose their physician and violates the physician-patient relationship while also inappropriately reducing the quality of care that the patients require. The initial intent behind noncompetes was to allow the employer to reap the benefits of investing in their employee. The idea was that the employer worked hard to create the patient base. However, for inpatient physicians, this is definitely not an issue as most physicians do not solicit patients in the inpatient setting. For clinic physicians, patients are often seen by the remaining physicians. Now, the noncompetes are meant to create indentured servitude - basically requiring a person to continue current employment vs. move and prevent current patients from receiving your personalized service vs. work in non medical field. In addition, noncompetes are being enforced in areas of physician and physician specialty shortages making it even more difficult to provide appropriate care for our patients. Moreover, it's an excessive restraint of trade that reduces the quality of care for patients. Therefore, I support a ban on non-compete clauses including a ban on noncompete clauses that detrimentally affects the physician patient relationship because non-competes slow down innovation, disrupt the relationship between physician and patient, and remove physicians from the workforce (in a time where physicians are in short supply). Banning non-competes, especially physicians, is a good thing for patient care."
g scott	"As we seem to be replacing kings and dictators with Corporations and Plutocrats...I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Michelle	"There should be absolutely no non-competes. Not for patients, not for employees, and not for doctors. This prevents patients from getting adequate healthcare, and keeps doctors and employees in toxic work environments where they can be mistreated, underpaid, and taken for granted. If they have the courage to leave that toxic work environment, they can no longer create income in the field that they spent thousands, if not hundreds of thousands of dollars going to school for. This is absolutely absurd, and completely unethical. End non-competes now!!!"
Lenny	"The non-competes and restrictive covenants negatively impact the quality of life of veterinarians and are used as a poor, lazy substitute for actually driving wellbeing and engagement."

Jeffrey	"Outlawing non competes would significantly improve quality and access to health care. The problem with health care in America is there is not enough competition. There should be completion to improve the quality and access care not the other way around. I am strongly in favor of over turning non competes."
Mohamad	"Non-compete clauses are detrimental to the growth of medicine and care of patients. New physicians like me want to serve a community but then can get pushed out from a city because of signing a practice or hospital straight out of residency. Capitalism is about competition, when an employer knows the employee cannot look for a better job in the area, this hurts the quality of the services on every level. Please consider outlawing non-compete clauses. Thank you"
Bryan	"Lets be honest, this practice of making employees sign noncompete is a way for the employer to control the employees and give them very few options to get out of their job. for employees like myself that have spend years in the same industry, it makes it hard to progress and develop and grow yourself because you are limited to the opportunities at your current employer. if you are an individual contributor, and are ready for a manager promotion, you will only get it if your current employer has a spot available and wants to offer it to you. if your a manager and you are ready for a director position, the same rules apply. you are unable to find a growth position outside the company because you are in fear of legal action if you go to another company. a company can keep your salary low because they know you cannot go to a competitor that is growing and expanding And also, think of companies that are growing and expanding and have better products and services. they are unable to find the best talent and pay them what they are worth because they are tied up with a contract. Getting rid of this unfair practice is the only way to go. The only people that I expect will be against it are the companies that take advantage of the rule."
Megan	"This should be passed, everyone is allowed to earn a living and to provide for the area they are working in. I am an owner dentist and I hired a doctor who has a non compete, she only worked around 45 days and yet they have a probation period with her and she realized it wasn't a good fit. They want to hold her accountable for 5 miles! They told me I had to fire her since she was in violation of her contract. I have no ties with them whatsoever but they decided to file a lawsuit for interfering with their business. 45 days there is not much a dentist can do to steal patients, staff or and protect information. If the business was honest and did good work then it shouldn't matter how a solely dentist can persuade patients to leave. We have not solicited any of their patients and in fact have turned patients away and sent back to their original office. Non-competes are unethical and a way of coercing an individual especially when faced against a larger company. America should be a right to work country and non compete should not be enforced."
Andre	"Non-compete clauses overwhelmingly benefit employers by suppressing wages. A federal ban would incentivize companies to retain workers by actively being a place workers want to stay, rather than simply being the only feasible option. A

	federal ban would empower employees and restore their freedom to work where they are valued."
Peter	"I moved to America one Saturday in 2016. On the Monday morning, starting my new job (having transferred from the UK office), I found myself signing something I'd never heard of until that day - a Non-Compete Agreement. In a country known as the "Land of the Free", this thing called a Non-Compete seemed to be somewhat at odds with that idea. Non-Competes trap unhappy employees at companies they don't want to be at. They destroy competition, and let companies keep salaries low. They cause a drain on talent (as the only way an employee can move company, is to move to a different industry). America, please, please, please do the right thing, and ban Non-Competes."
June	"I strongly support the ban on non-compete clauses. These types of clauses are unfair to workers."
J	"I have recently resigned from a position as a dermatology physician assistant in Carson City, Nevada. This is a rural area in Northern Nevada with an aging population and tremendous need for dermatology health, namely skin cancer detection and treatment. I delayed this resignation for several years due to a non-compete that prevents me from seeking other dermatology positions, despite a corporate change-over that led to a hostile work environment, lack of management support, and failure of the management/company to address patient safety concerns. The non-compete clause present in my contract prohibits me from working in my specialty field (of which I have over a decade of experience) anywhere in this Northern Nevada community. While a 25- mile radius may not seem significant (particularly for those in larger urban-to-suburban sprawl regions), in my case it effectively eliminates all potential options for employment within the dermatology field unless I were to relocate myself and my family. More importantly, this means that now my community is that much more lacking in available healthcare. I will effectively sit at home for a year in order to avoid legal action from my employer, a period of time when my skills could be utilized to provide medical care in my community. Non-competes are bad for providers and even worse for patients/communities. They have no place in medicine."
Nyomi	"I'm against non compete, I believe it takes away people's rights."
Jonathon	"In regards to Non-Compete Clause Rulemaking, Matter No. P201200, I support this rule. Non-compete clauses are prohibitive for a free and fair labor market. It is pure hypocrisy that I, as an employee, may be fired at will by employer, while I am prevented from quitting my place of work and joining a firm that more highly values my productivity. Non-compete clauses fundamentally shift the power to the employer, suppress wages, and, ultimately, discourage economic productivity. Non-compete clauses are an unfair practice, and should not be legal. I support this the passage of this proposed rule."
V	"I am an anesthesiologist that is subject to a non compete restriction because of my former employment contract. I live in a city where we have a shortage of

	<p>anesthesiologists. Because my former employer was very aggressively threatening to sue me for working in my city, I did not work for 6 months. During that time, I consulted with multiple lawyers about my options to work in my city and not violate my contractual obligations. I found a job that did not violate my contract and on day 1 of my orientation, I received an threatening email from my former employer. After 24 hours had passed and they realized I was not going to respond to their communication, I received a cease and desist letter from their attorneys. The contents of the letter were completely false. They were accusing me of violating my contract in multiple ways and none of it was true. Luckily, I had an amazing lawyer who sent a strong response that contained actual facts and my former employer backed off...for now. I believe my former employer knew I was not in violation of my contract. I believe they thought they could scare me into stopping my work. I believe their goal was to bully me and to use me as an example to discourage others from also leaving. I spend time away from my family and my job to respond to their bogus complaint. I spent money to consult with multiple lawyers in order to find a job that was compliant with my old contract and to respond to my employer's threats. All of this time could have been spent taking care of patients in my city who are having surgeries delayed due to the shortage of anesthesiologists. My attorney said that non competes are supposed to be used as a "shield" to protect business, not as a "sword" to harm employees. My former employer and the attorneys for the company are intentionally acting in bad faith. The reason I left the company was due to their poor leadership and the toxic work culture they created, and their treatment of me and other physicians who have left are a great example of these qualities. They are preventing highly trained physicians from treating patients who need medical care. The people of my city are being harmed because of the unethical business practices and the aggressive application of a non compete restriction by my former employer. Non compete restrictions would never be necessary if companies respected their employees and treated them fairly."</p>
Brant	<p>"This rule must absolutely not exclude physicians. I have witnessed time and time again the power imbalance between physicians and healthcare administration. Patients are often neglected, despite a physician's best efforts to provide evidence based treatment. Large corporate healthcare bullies physicians into providing limited care for patients and then uses non compete clauses to dissuade physicians from seeking other resources or avenues to support their patients. There is no situation in which forcing physicians to leave a market and drop care for known patients benefits patient's. Lack of continuity of care is a large burden on patient's and health systems currently use non compete clauses as a punishment to dissuade physicians from staying in one place or building up a healthy community."</p>
Michael	<p>"I have been in various engineering jobs over the last 40 years. Non- competes stifle innovation and workers rights. This due to the argument that you shouldn't be able to use skills in which you spent your life honing for another company."</p>
Geoffrey	<p>"I have an existing non-compete with a company that hired me in December of 2021, I was released without notice or reason in July of 2022. I was employed for</p>

	<p>8 months but have a non compete that lasts 18 months. I have lost out on two positions I have gone through the interview process on. This one single piece of paper that makes no difference has kept me on unemployment for an additional 4 months. Now it's been so long since I held a job I can't even get an interview. The best part is the only 2 protections for me in the clause my former employer failed to perform. But I would have to spend thousands just to prove it and get them to release me. I have reached out diplomatically and they will not release it. Even under Nevada law to maintain this they would either need to continue paying me or pay my benefits. But unfortunately they refuse to do either. Best part is the non compete locks me out of 44 cities"</p>
Sandra	<p>"I live in Nevada which has a serious shortage of physicians. My non-compete clause makes me unable to practice anywhere else in my community, and it makes me as a physician LEAVE THE STATE if I choose to leave my present practice. It is also used as a tool to prevent me from speaking out on patient safety issues. Please get rid of them."</p>
Nichole	<p>"Please do not let hospital systems or large employers decide where we can and can't live!!! We dedicate our lives to helping people and they end up owning us, and deciding where our families can and can't live. This is not about patient care, this is about control."</p>
Dacey	<p>"As a physical therapist working in a small town with no the next closest town/city 1-2 hours away. (Winnemucca Nevada) I am currently unable to move/change jobs with in my own town. There are 3 other clinics however my non-compete does not allow me to move jobs with in my own town. I was unaware of how restricting this would be. It is to the point that I would have to move to another town in order to obtain another job or fight this through a legal battle. I like my employer most of the time, but having to opportunity to change jobs, or create a competitive wage market with in this town would be ideal. I feel like it is unfair to hold people to these agreements stating that in order for you to continue working for us, you must sign this. Job retention should be based on employee and employer beneficiary. The non compete only benefits the employer if you must sign to keep your job. In a small town the options are limited, and the other practices do not have job postings frequently. The state of Nevada has done so for hourly workers, but the medical field is something that also needs a ban on this. With so limited amount of workers per geographical location, and limited job opportunities, I should not be held to an agreement that only supports my employer through retention. Even if the ban does not satisfy all workers, some specific fields should be not aloud to enforce these including, the medical field, hourly workers, construction, front line service workers, or any other essential workers. I fell that the nda agreement supports more methods of protecting company secrets than a non compete. Non competes only limit worker mobility and voice. Essentially forcing family's to stay in a certain location until their house sell, even if they enjoy the area they live in. I would have to sell my home in order to find other work because of this. My employer is the first to mention I can't work any where else because I have such agreement. I feel my job title should not be a</p>

	determining factor for who I can and can not work for. I completed this degree to have options."
Andrea	"I heartily support this proposed rule change by the FTC! We need this kind of support!"
John	"I agree that non-compete agreements should be banned. I should be able to work for anyone I want and nobody should be able to prevent me. This is just another way businesses are harming workers."
Lori	"I support the ban on non-compete clauses. People should have the freedom to change jobs as they need. Not being able to causes a hardship on families and allows an employers to cause this hardship if you choose to not work for them any more regardless of the reason for leaving. If an employer wants to protect their information then they can place a clause about that in an employment agreement instead. Please pass this bill to eliminate these clauses."
Jordan	"The NPRM would universally increase wages for all employees and independent contractors. In the business of anesthesia , large private equity anesthesia groups seek to buy out smaller anesthesia groups and end up forming a monopoly within a city, state, region, etc. These near monopolies keep wages, benefits, and culture stagnant. Even worse, this puts our patients at a disadvantage. Due to my personal non-compete contractual obligations in Las Vegas, NV, I would be unable to practice anesthesia in 11 of the 15 total acute care hospitals with surgical services in Las Vegas, NV. This almost forces people to leave the city/ area to find new employment, which is also bad for the city/ state."
James	"I support the FTC's efforts to eliminate the corrosive effects of Non-Compete clauses on our society and economy. The idea of Non-Compete clauses is incompatible with free and open competition for workers and has a negative pressure on wages that is inconsistent with the notion of the at-will employment doctrine which is the prevailing rule in 49 of 50 states. If an employee can be fired at any time for any reason or no reason and then be boxed out of the labor market in the location in which he or she lives, then the employment is not truly "at-will." It is my hope that the FTC acts to eliminate the use of these anti-competitive devices. The time has come. I also echo the comment of the National Employment Lawyers Association (I am a member of that organization)"
DAVID	"As a physician working in a community that is poorly served, I very much support this rule. Current non-compete causes force physicians to leave our state if they want or need to change jobs. This worsens our state's physician shortage, and discourages providers from moving to the area. These non- compete clauses do not improve patient care, but rather work to depress wages and limit competition. I strongly urge the FTC to implement this proposed rule change."
Hrishikesh	"Don't exclude doctors from non compete clauses."

Ashley	"Non-competes are an unfortunate scare tactic that employers use as a stranglehold on employees. NCA hold employees hostage and are not beneficial for individual growth and enrichment by allowing the individual to seek new opportunities. If an employee is seeking other opportunities, the employer is already at a disadvantage, as that employee is losing dedication/devotion to their current employer. I am in the signing phase of my contract and currently has a 5 mile radius for one year, looking at a map of 5 mile radius, basically is the entire metropolitan area of where I live. But as a new graduate healthcare worker, I am left with no choice."
Jacob	"Non compete clauses end up being anti free market and it prevents competition in important fields such as healthcare. I would be unsurprised if it is hurting American healthcare getting rid of non compete clauses will boost American healthcare"
Deaudre	"Ban noncompetes. I know someone moved for a job that tried to enforce a noncompete from 5 miles of 9 offices, offices they only ever worked in 1, that blankets the town. Worked less than 90 days. There is public legal paperwork for this. They sued them a new doctor. Noncompetes should have no radius, the internet and access to advertising completely obliterates radius as was originally established. This stopped doctors from being able to find proper mentorship. It's disgusting. Noncompetes are killing the access to care for patients. No doctor, nurse, physician, hygienist, PA, etc should ever have a noncompete. Patient care and access trumps corporate interests. It is killing competition. It stops a free market. It is killing access for young dentists and physicians. Going to school and getting 500k in debt and being unable to practice in a city you moved to for a job. This keeps happening across our country. Patients and doctors and providers over business interest."
Darlene	"I think this is a fabulous idea. I have been an independent contractor within the multi level marketing arena for 25 years. I work hard. I invest into the marketing and advertising of my products and services. I spent \$200,000 US launching a US company into Africa. Another company - I invested \$100,000 and when I wanted to give my organization to one of my leaders, the company based in Dallas Texas slapped me with a 5 year non compete. It really was blackmail. Non compete is the nice work for it. My team is my team. I spent the dollars bringing them. I invested in expenses. When I leave that company, I should be entitled to invite those that I personally brought to the company, to come with me to start over. If the company was good for people, what are they afraid of? People wouldn't want to leave. I agree that I shouldn't have any right to the team they brought and down through the organization - but the PERSONALLY sponsored people I brought - I invested in them. They are not OWNED by the company. They should be allowed to decide whether they would like to come with me to work with another company. I was severely limited in being allowed to create and earn income. The owner of our company, was also forced to sign a 3 year non compete, prohibiting him from doing any business in the continent of Africa, thus severely limiting our ability to do business."

Michelle	"An unfair non compete had me trapped in a hostile work environment and when I asked out of my noncompete I was wrongfully terminated. I am a single mother of four and need enough income to provide for them. By preventing me from working at a similar shop with similar pay my livelihood and my children's are affected severely."
Omid	"I strongly support a ban on non-compete"
Boyd	"Having a non-compete clause in contracts is blatantly there to punish employees. The more educated and specialized your talent is the harsher the non-compete is. The argument that they do not want trade secrets to be passed onto a competitor as the basis for a non-compete doesn't hold water. If you don't want your proprietary information leaking then you have them sign an NDA. They are free to move employers but they can't talk about sensitive information from past employers. What really needs to be part of the rule is the prevention of business colluding to still act like non-compete. If business have gentlemen agreements to not hire each others former employees, especially in very limited markets or companies, then they can still create and enforce a non-compete without it being in a contract. This rule must absolutely include language that prohibits this type of behavior."
Taylor	"I am a software development consltant specializing in Yardi (Asset Management) software. I have had to refuse multiple jobs within the last 12 months now because of too restrictive non-compete and/or non-solicitation clauses. One industry-leading company who contracted me for work is currently trying to make me sign a 7-year non-compete! I see this as complete paranoia and oppression. Needless to say I have refused that work, but it would be nice to have protections in place for me to take that work so I can support my family without selling 7 years of my soul to company's who can't find talent for themselves because they're too busy suing and oppressing the most talented and technical individuals in our indudstry. I don't have as much money as the top consulting firms to fight a legal battle over some dispute. The agreement is attached where you can see the first clause. I refused to sign this contract for fear of legal implications of being sued by a company that is 100x the size of me as an individual."
Joel	"The idea that one company has a monopoly on my labor, or the contents of my kinesthetic or output of my functional memory recall is absurd. A non-compete assumes my labor did not provide the value to the company I am "competing" against in the first place. They don't get to pay me for labor, and then not pay me to not perform labor. A non-compete must offer commensurate pay for the actions you are being restricted from performing, or it is unenforceable. This is not a problem of intellectual property, simply labor."
Lisa	"I strongly support the FTC's propisal to ban non-compete clauses. They are unfair to workers and stifle fair competition."

Benjamin	<p>"Please ban non-compete agreements. Non-compete agreements are like handcuffs to an employee where they are restricted in seeking new opportunities even if their current employer is not willing to fairly compensate them for their career development. I was in this situation and it caused me tremendous stress and anxiety because I was trapped with my employer who was not willing to compensate me for my career development, but seeking a new job within my industry was restricted by a non-compete agreement. I don't have trade secrets or proprietary information, it was just to limit my ability to work for a competitor. My non-compete covered the entire state that I worked in, so I would have had to move out of state if I wanted to seek new employment opportunities and this created a whole new set of challenges that kept me from moving. My salary was stagnate as a result of my employers non-compete and my only options were to move out of state or move into a new industry where I may not have experience. Personal relationships in my life were affected by my limited work mobility. Protecting trade secrets is fine, but forcing employees to enter anon-compete agreement to limit fair competition is unfair and destructive. I was lucky enough to able to find a new job that didn't conflict with my non-compete agreement, but I'm only one year into my three year restricted period and may still have trouble finding employment if my current employer were to let me go for economic reasons. Please ban non-compete agreements for the benefit of American workers."</p>
Mary	<p>"What was originally supposed to protect technology, is now used by every corporation to abuse their employees. It is long past time to give employees their rights back as human beings and Americans."</p>
Shaina	<p>"I am a practicing physician and in an era of DEEP shortages of healthcare providers, non-compete clauses are exacerbating the problem. We need to remove the anti-competitive and are preventing workers from leaving jobs with unfair structures, poor management, inadequate pay, and unfavorable working conditions, among countless other reasons. This rule would open up the market so that employers would have to compete for workers and therefore would need to improve the quality of the positions."</p>
John	<p>"The AHA has recently sent an 18-page letter requesting that physicians be excluded from the proposed ban on non-compete clauses. This is unethical and highly revealing of their desire to keep myself an my colleagues from being able to move freely in the job market. The AHA already hold nearly all the cards (see Jung vs. AAMC) and are deeply fearful of the impact this will have on their vast power. We physicians deserve to have equal job market mobility that is afforded to other professions. Please help return balance and ignore their selfish request."</p>
Sandra	<p>"About one in five workers are subject to noncompete clauses, which heavily favor employers and prevent workers from seeking new opportunities within a set amount of time after leaving their job. These provisions reduce competition by keeping workers at one company from working for another or starting a competing business, basically undermining the most critical power non-union workers have</p>

	the ability to quit. This is unfair. It sounds like collusion and price fixing - it should be illegal!"
Mazeyar	"Hospitals are able to mistreat and enslave doctors due noncompete clauses leading to poor patient care. If we want hospitals to do better for their patients and employees noncompete clauses need to be eliminated. Otherwise they have no incentive."
Dan	"A non compete has stopped me from opening my own surgery practice in town. I'm basically an indentured servant to private equity who I hate."
Samantha	"I am writing in strong support of eliminating the non-compete clauses for everyone. As a physician in an underserved area, I have been affected by a non-compete but importantly so have patients. When faced with these clauses in contracts, I have found employers unwilling to negotiate the terms forcing you to sign a contract where you will have to move away from the area in order to continue in your profession. I am now practicing >30 miles from my previous location in a very small suburban/rural area. Patients that I was seeing at my previous location now do not have a choice of provider as there is only one person in the entire city that is board-certified and fellowship-trained. And, many of these patients do not have the means to travel for care. This greatly impacts patient access to care as well as the quality of the healthcare (as there is no competition so no motivation for any practices to improve their outcomes). Additionally, patients that had established a doctor-patient relationship with me now have lost their ability to easily continue their care without their choice or consent. As for me, I felt trapped working in a position that was not in line with my values because I knew that if I left the most likely scenario meant uprooting my family and moving out of state. This put me in a position of mental anguish because as the bread winner of my family I did not feel like I had any other options for making a living but to stay in a position that did not match my patient care goals. These non-compete clauses empower corporate America at the detriment of the individual physician and their patients. Once signing on with a group with a non-compete, physicians lose all negotiating power for working conditions and compensation because the organization knows that it is unlikely that they will leave. I strongly oppose non-competes and I do not believe that any clauses currently in contracts should be upheld as most of these clauses were not fairly negotiated forcing physicians to sign the clause if they wanted that job for geographic, family or other reasons. Based on what I have seen and experienced in the medical field with non-competes, I do not believe that they should apply to any position regardless of the field. If a company is willing to pay you fairly and treat you well, they should not need a non-compete to lock you into that position."
Lali	"Get rid of them"
Scott	"The recent concerns raised by the American Hospital Association notwithstanding, noncompete language in worker agreements infringe on individual workers rights, including physician worker's rights, and are anti-competitive. Often, noncompete clauses in agreements are agreed to by workers

	as part of routine onboard processing, and leave workers without proper legal recourse, they not having completely thought through the future implications of such. I strongly encourage and support significant government reform of the existing legal noncompete framework."
Malcolm	"I support doing away with the non-compete clause. It's totally anti-worker, anti-democratic, and probably unconstitutional!"
Michael	"I work in the durable medical equipment industry . I am the General Manager of a local operation. I am under a non compete and so are my sales reps. My experience and the experience of my sales reps are in the industry and if we are unsatisfied with our company he have to leave the industry completely to get another job. I was recently told by my leadership that the big DME companies work together to try to honor the non compete agreements in the industry. Of course they do. These policies prevent workers from using their skills to get a better job and more pay. It also allows these companies to not have to do things to take care of their employees so they don't go to competition. If there was not a non compete agreement the companies in my industry would have to provide better environments for staff to retain them. The best companies would be able to recruit the best people from the industry. This allows the good companies to provide better services to the community and it puts pressure on the bad companies to make positive employee changes. Changing jobs can be such a difficult thing for people to do. Changing industries is even harder. Non compete contracts enslave people to some of the worst companies because some people just are not able to leave their job and the industry where all of their skills are. We need an open market of skills. This will immediately change the way big corporations handle their employees. It will create an environment where people are given their worth in a job. I'm sure my billion dollar company is lobbying hard to prevent this from happening because they don't want to compete for people. We cannot let this continue. I will also add that we all know hiring has become very difficult and especially in the medical industry. A lot of people have left the industry all together. 10 years ago you would only hire people with experience. Now it's rare to find someone with industry experience. A lot of that had to do with the fact that when the experienced peole leave their job they leave the industry all together because of the non compete. It I were to leave my job as a manager of an industry I have worked in for 20 years I would have to leave the industry and leave behind a lot of the skills I have built up. What good does that do our society?"
Jason	"I am employed by the only company now in my industry from Las Vegas that uses a non compete clause and is enforced for 2 years at the time of departure, and 100 miles in diameter(which is ALL of Las Vegas). We are also the lowest paid in the industry, and corporate makes you very aware that if you decide to leave the company and try to work for a competitor, they will sue. My back is against the wall because I want to improve my compensation(commissions) with more customers, but my employer has very little interest in improving our image, reliable equipment, and pay better wages for better quality personnel. Many promises for 2 years on changing our negotiated commission program for the

	<p>better but yet to deliver. I really feel the only way to progress, is to change employers but, my non compete stands and I have no choice but to accept the lowest pay in the industry, and struggle everyday due to lack of quality personnel and equipment. Non compete clauses should be banished so that an employee doesn't feel stuck working for a bad company that puts you in a corner with no options. Work here or you'll be forced to start a new career"</p>
Cristiane	<p>"Patients are suffering for lack of physicians because of this cannot compete imposed by big corporations! The population needs MORE access, no restrictions!"</p>
Phillip	<p>"Noncompete provisions are commonplace in employment agreements within the healthcare industry. Physicians, Dentists, Nurses, and Mental Health Care providers are commonly restricted from pursuing opportunities for career advancement, including ownership opportunities due to restrictive Noncompete provisions. This disproportionately affects younger professionals, rendering the practice somewhat predatory as these Noncompete provisions may have long ranging effects on one's career and earnings mobility. I HIGHLY encourage the FTC to ban non-compete clauses, if not for our broader economic interests by creating a more competitive labor market, but for workers in the healthcare industry that is growing ever-more corporate by the day, effectively out-leveraging individual providers, and limiting the autonomy of healthcare providers in their career decisions."</p>
Nicholas	<p>"Non-competes stifle the earning potential of people across many sectors of our economy, and are often used in bad faith to suppress wages by discouraging movement from one employer to another. Originally, it seems, that these non-competes were only intended for people working in industries with closely guarded trade secrets, in order to prevent them from taking those trade secrets from one employer to another, but now, they are even being used to prevent choice and mobility even in remedial employment situations. There is no reason someone working at a Subway should not be able to quit and go work for Port of Subs down the street because of a non-compete. That notion is absurd, and is obviously being leveraged against working class citizens in the worst possible way. The notion that one employer should be able to dictate what someone does with their labor flies in the face of our entire free market system. It prohibits entrepreneurship in those with the know how to branch out and do things on their own as well. This is a 'no-brainer'. The non-competes are not serving anyone except the worst possible actors."</p>
Rajashree	<p>"Support removal of non-compete clause for physicians"</p>
Tammy	<p>"Non-compete clauses are completely unfair to the employee and should be illegal! If a company takes care of their employees and their customers there is no need to have a no-compete clause! My son works for a company and had to sign a non compete clause. He is being paid below the standard pay for his position and has been offered better paying jobs but is unable to accept them due to this clans. Please do away with this clause."</p>

CATHERINE	"I support banning non-compete clauses. I am currently employed with a non-compete clause in the healthcare field and unable to leave my company due to that reason unless I switch careers. I have not receive any raises despite rising inflation. Competing companies are offering positions making 15% more than my current salary."
Troy	<p>"I support the FTC proposed rule banning non-compete clauses.</p> <p>Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them.</p> <p>Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients.</p> <p>I was a victim of a misapplied non-compete contract clause and know first-hand the damaging effects. Not only did that harm me in pursuing my profession, but it had a negative impact on the people in my community - they lost the services of a medical specialist.</p> <p>The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>

Constituent Support for the FTC's Noncompete Rule



New Hampshire | Statewide Impact

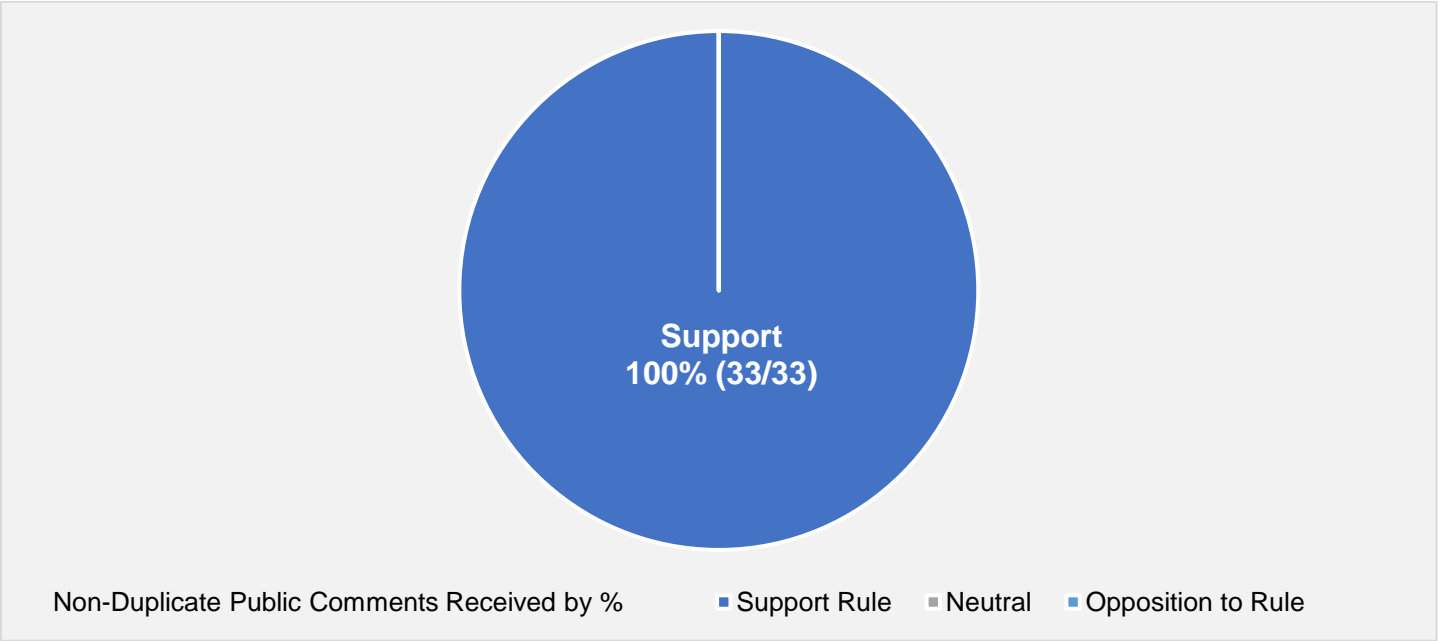


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **New Hampshire**:

New Hampshire Covered Workers	Increase in Total Annual NH Worker Earnings	Increase in Average Annual NH Worker Earnings
536,516	\$343.4 million	\$640




[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 33 of 33 NH Commenters Support



Support Across Sectors of New Hampshire Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I'd like to voice my full support of this proposed rule to eliminate all non-compete agreements. I'm a software developer and have had these at many of my jobs over the last 30 years. I've always felt bad about signing them because it always felt wrong that a company could restrict where I work especially if I was laid off/fired. I don't see why a company I no longer work for should have any say in where I work. It never passed a smell test for me even before I was old enough to understand the issues better. The high tech companies in silicon valley were found colluding around wage-fixing and the practice of non-compete agreements goes hand-in-hand with such practices to keep engineers from finding better positions. This should not be allowed at all."</p> <p style="text-align: right;">- Greg</p>
	<p>"This is an essential rule for everyone, including the families who depend on their income. Not only do NCCs keep people trapped in jobs when they could be doing better, they can prevent people from finding work, even if they left involuntarily. When my husband and I were in our 20s back in the 70s, had a new mortgage and a new baby, he was working as a plant engineer for a food company. It was only when he was laid off that we realized the impact of the non-compete clause he had signed. It took months for him to find a comparable job, because other companies didn't want to deal with the legal issues that could arise, because the NCC was supposed to be in effect for 3 years. We were lucky we didn't lose our house, but not everyone is, and no one should have to go through that kind of stress."</p> <p style="text-align: right;">- Jean</p>
	<p>"As a family physician this has caused much grief and obstructs my desire to work and provide care for underserved populations. I am a NHSC scholarship recipient and due to non compete clauses was unable to continue working in the town I served due to its rurality. This created a maternity desert in the region I served. Now in a more metropolitan area, there has been an exodus of physicians in the area due to non compete clauses that has caused worsening access to primary care, specialty services, including behavioral health and substance use disorder treatment. Employers use these clauses to pigeon hole clinicians into indentured servitude and creates poor power dynamics that influence negative behaviors, dissatisfaction in work, poor patient experience and ultimately worse patient outcomes"</p> <p style="text-align: right;">- MarieElizabeth</p>



"I work for a labor union and, as someone who works for an organization that both handles human resource issues and is committed to workers' rights, I strongly support this proposed ban. The current non-compete regime is both compromises the ability of workers to maximize the value of their labor and skills and limits the ability of businesses to efficiently recruit the best workforce possible for their needs. Further, the historical disparity in bargaining power between workers and employers in the US means that these agreements can be forced upon prospective employees with relative ease while putting a disproportionate burden on employees seeking to stop their enforcement by requiring that the employee seek relief through the civil justice system, an often costly undertaking. Finally, the fact that NCCs are enforced differently on a state-by-state basis makes their enforcement unpredictable complicates interstate commerce by limiting the mobility of workers across state lines. **The proposed ban would therefore not only increase the fairness and equity in the system but render it more efficient by allowing workers to take their skill and labor to states where they can more easily maximize their value."**

- **Keith**

Additional Support from New Hampshire

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Muhammad	"Non compete clause is meant to extort their employees. Have a potential to stuck to malignant working conditions or displace the family to go the the areas where non-compete does not apply. I have seen non compete as aggressive as 75 miles radius that is ridiculous. This clause need to be addressed and taken care oft: Will help thousands of families."
Colene	"Non compete clauses create an undue hardship on employees who wish to leave for alternative employment. Noncompetes block workers from freely switching jobs, depriving them of higher wages and better working conditions."
Josh	"I would appreciate the abolishment of non-compete clauses. In the past, they have kept me from pursuing better paying jobs and prevented me from being able to buy a home, even in my late thirties."
Charlotte	"I believe the non-compete clauses in contracts between workers and their companies are un-American and should be illegal, because being obligated to one company for most if not all of one's career results logically in that employee losing some of his or her rights, such as the right to a better salary or better working conditions. Being unable to search the market for a better job at a similar company is akin to involuntary servitude. Yes, the employee CAN leave the job - but then is unable to get another one for, in some cases, several years. This is extremely good for the company but extremely bad for the employee. California

	has banned non-compete clauses statewide, and it hasn't hurt the businesses run in California. Just look at Silicon Valley, for example."
Suzen	"A person should not be required to sign anything for employment that limits their ability to take a better job for better money, better working conditions etc. If it would improve their life and/or their Families!"
Eric	" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. As a state legislator, I have also introduced legislation to restrict the use of noncompetes, specifically with New Hampshire house Bill 366, an act prohibiting certain noncompete clauses and nondisclosure agreements regarding free software projects and the sharing of open source software: https://gencourt.state.nh.us/lsr/search/billTcxt.aspx?id=187&typed Unfortunately, the NH House's Executive Departments & Administration Committee found this bill Inexpedient To Legislate. So it looks like we will have to look to the federal government for assistance on this issue instead. Thank you for your work, and please issue a final rule that bans noncompete agreements"
Patrick	"Please eliminate non-compete clauses. They hurt Americans."
thomas	"this needs to get done. allow people get properly compensated for their skills and knowledge"
amit	"Agree with Banning non compete clause as the mentioned reasons!! Most importantly because it hurts workers ability to work in his or her specialty and in the area to able to keep family together and kids school continuity"
Merry	"Non compete is just wrong. No wonder the corporations want to keep the status quo. Don't let corporations take over our career decisions and livelihoods. Fight back and don't let corporate America get away with limiting your career decisions."
Evan	"As a highly skilled worker in the technology sector, I support the FTC's plan to make non-compete clauses (NCCs) illegal, thereby eliminating them from US commerce. Even without non-compete clauses, there are many other methods to guard trade secrets, litigate contractual breaches, and retain crucial employees. Non- compete clauses have a number of negative impacts: - Employees are handcuffed to negotiate salaries when under a NCC - An employee with a key specialization in their field is unable to apply their skills to that field - Companies are unable to find skilled workers that are not under a NCC - Companies in are unable to compete on a national and global theatre The effect of these impacts is a considerable stagnation, if not a de-evolution, in any sector in which NCCs are used in a wide and free manner. Healthy, active competition is a cornerstone of capitalist markets, so the regulation of this threat to healthy capitalism should be embraced by corporations and workers alike. Meanwhile, an alternative to the NCC, the non-disclosure agreement (NDA), has the same protections of a NCC without these negative impacts. A key argument offered in favor of NCCs is that acting upon the breach of a NDA only comes after major damages have been

	<p>done. This argument does not hold water, as the same can be said about the breach of a NCC. One who is likely to breach a contract, whether it is a non-compete clause or a non-disclosure agreement, will be facing the same consequences of that breach. The order of effects is the same in both cases. Another key argument is that the breach of a NCC is more visible and therefore preventable than that of a NDA. This is a weak argument, given the breach of a NDA would often precede the signing of an employment agreement that would constitute the breach of a NCC, or even more crucially, would not require an employment contract at all in order to breach it. Thus, a NDA breach is more frequent, and just as easy to spotlight if a law team goes looking for it. In any case, the post-damage nature of both NCCs and NDAs makes them interchangeable when it comes to their positive effects, while the FTC has correctly highlighted the negative effects of NCCs to US commerce and technological advancement. US Corporations would be wise to support the FTC's pending decision to eliminate NCCs as the positive impact of doing so greatly outweighs the benefits of keeping them in place. We could expect to see positive impacts throughout US commerce by eliminating them, impacts that benefit both the global competitive advantage of US companies, as well as the ability for skilled labor to make themselves useful in commerce."</p>
Victor	<p>"Please give strong consideration to eliminating non-compete clauses for physicians. This practice hurts doctors and especially hurts patients who lose opportunities for continuity of care. Thank you."</p>
Eva	<p>"I strongly support the proposed ban on non-compete clauses as detailed in Matter Number P201200. I have been subject to them for much of my professional medical life, and in my personal experience they have hampered and/or delayed me taking jobs that would have improved not only my work/life balance, but also my delivery of care. Medical professionals live under a constant, quiet threat of litigation should we choose to leave a position but wish to remain in our own communities. Other types of workers are not subject to these constraints, which are frankly un-American. Trying to figure out my non-compete situation cost me over \$5000 in legal fees last year alone. I have heard the hospital argument that getting rid of non-competes will harm the workforce during a time of crisis. This is nonsense and anti-competitive. Hospitals should be focusing on how doctors/nurses/allied health professionals can best treat other humans, and still feel human themselves. I waited tables in college before attending medical school. If I felt my hours or working conditions could be improved, I left and went to another restaurant. In the same town. There was no clause in any employment paperwork I signed forcing me to think twice about my choices. I finally struck upon a job that I enjoyed, gave me a living wage, and valued me as an employee, and so I stayed, working hard for them for three years. This is the situation for most workers in America, and it should be the situation for medical professionals. Please do not bend to hospital lobbying, and instead listen to the collected professional voices here. Non-competes are unfair and should be banned."</p>

Chris	"Non competes are inherently unfair to the employees / doctors and mainly benefits private equity groups and large hospital systems. They certainly don't benefit patients in any way as they interfere with patients ability to continue care with their trusted physician if the physician decides they want to switch jobs"
Patrick	"I'm currently sitting here on month 16 of my 18 month non compete. I'm not able to work in my trade and it's mostly not worth it to work until the 18 months is up. I took a job during the 2008 recession when I was desperate and was locked in die first day. Any trade secrets at the job, I taught to my employer. Why do we allow these to exist still?"
Jack	"I fully support this as a physician. To be blunt, if this does not go through I will be looking for employment in a country more favorable to its physicians."
Brendan	"I am in support of this! Let's make it happen and rebalance some of the power between corporations and their employees."
Kelly	"I fully support this and hope this rule is put into place as soon as possible. There is no appropriate place for a non-compete in the work force in 2023. Employees should have the free ability to seek better employment opportunities that meet the changing financial and personal circumstances within their life without the damaging impact from a non-compete. I urge the FDC to adopt this rule and immediately require employers to adopt this."
Jonathan	"I support a federal ban on noncompetes. As a hospitalist and addiction medicine physician I feel the physician shortage crisis with every shift I work. We can't let these petty laws further degrade patient care."
Lisa	"I support the ban on non-compete clauses."
Bethany	"Eliminate non-competes! Allow physicians to participate in capitalism and be able to change jobs without having to move their families if they want to change their employer. No other health care providers (RN's, NP's, PA's) have non-competes."
Brenda	"I support a ban on noncompete clauses."
Ann C	"The freedom to change jobs is (or should be) fundamental. Non-compete clauses are immoral. Treat your workers well, and you will build their loyalty and benefit from their capabilities. Treat them like widgets, and you deserve to lose them to a human-centered (or at least better-paying) employer or their own personal development."
TRAIRONG	"I was hired to help build the company under an employee agreement that 1) I would receive financial benefit if company was sold/acquired and 2) contained a non-compete for a period of 2 years. After helping grow the company for 7 years, bringing in new customers and setting up systems to significantly sales in new

	<p>territories, the owner (who I later discovered played a central role in the Enron financial collapse) cancelled my agreement, citing a new direction (to avoid having to pay under #1 above). As a result, the non-compete, #2, kept me from working with the market that I developed for the next 2 years, so I'm now unemployable and living on my savings while the company will be sold and the owner will benefit. I consider the maneuver unethical, although I believe it is unfortunately legal. However, the non-compete effectively prohibits me from continuing my livelihood in markets that I developed. This is WRONG on several levels."</p>
Thomas	<p>"The U.S. Federal Trade Commission's proposed Non-Compete Clause Rule (NPRM) is a step in the right direction towards protecting the rights of workers and promoting fair competition in the marketplace. Non-compete clauses have been shown to limit the mobility of workers and restrict their ability to seek better employment opportunities. This can lead to lower wages and fewer job opportunities for workers. The proposed rule would prohibit companies from using non-compete clauses in employment contracts for low-wage workers, which would give these workers greater freedom to find new jobs and negotiate for better pay. Additionally, the rule would require companies to provide notice and a copy of the non-compete clause to workers before they are hired, giving them the opportunity to understand the terms of the agreement and seek legal counsel if necessary. The use of non-compete clauses has been shown to disproportionately impact low-wage workers, who are less likely to have the resources to fight back against restrictive contracts. By limiting the use of these clauses for this group of workers, the proposed rule would help to level the playing field and give more workers a fair chance to succeed. Additionally, this rule would also benefit the innovation and competition in the market by allowing ideas, and professionals to flow more freely. Encouraging companies to compete on the basis of their products, services, and work environment rather than on restricting the movement of employees. Overall, the proposed rule is a positive step towards protecting the rights of workers and promoting fair competition in the marketplace, and would be a beneficial step towards the overall growth and prosperity of the country."</p>
Gregory	<p>"I am 100% in favor of a ban on noncompete agreements. In my experience, companies use them to try to limit employee labor market mobility, even for positions that don't really pay much. Basically - anywhere they want to scare employees into staying at a job."</p>
James	<p>"Non-competes do nothing but suppress wages by preventing workers from going out and seeing who will pay them the most for their services. Ban them!"</p>

Constituent Support for the FTC's Noncompete Rule



New Jersey | Statewide Impact

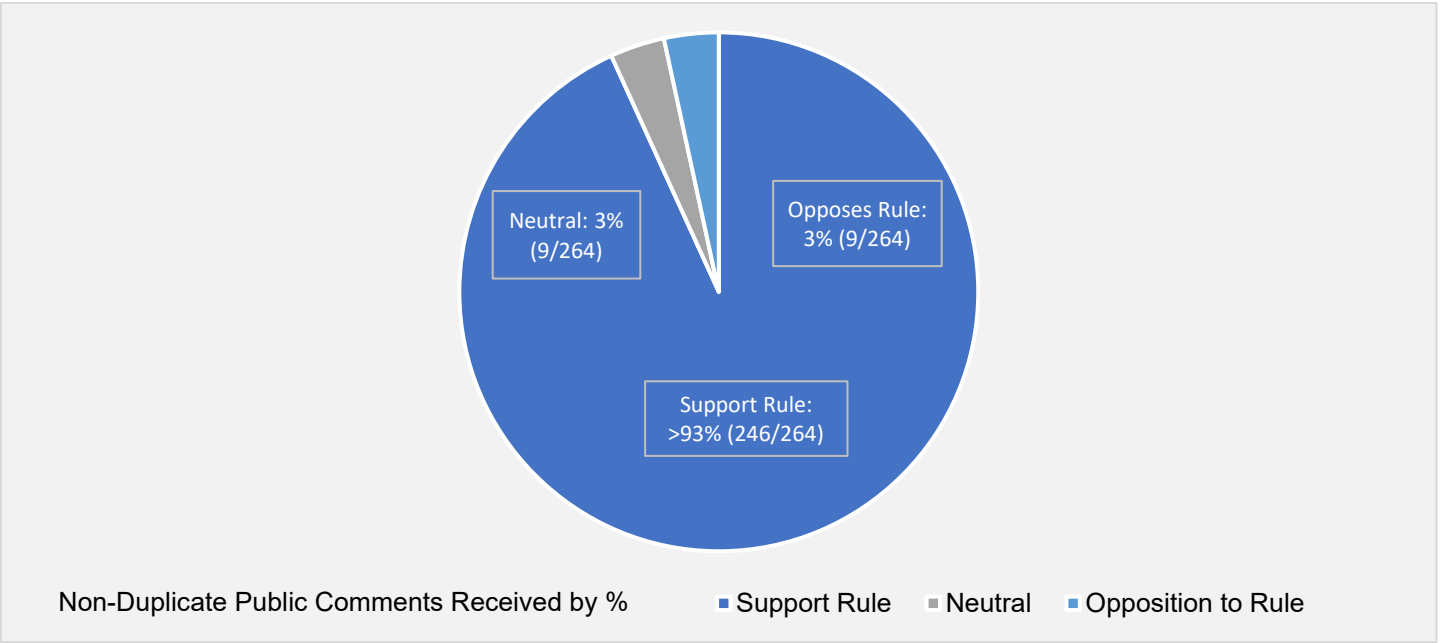


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **New Jersey**:

New Jersey Covered Workers	Increase in Total Annual NJ Worker Earnings	Increase in Average Annual NJ Worker Earnings
3,307,696	\$2,301,979,408	\$696

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov/press-release/ftc-issues-final-rule-banning-noncompetes)

Notice of Proposed Rulemaking: 246 of 264 NJ Commenters Support



Support Across Sectors of the New Jersey Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"As a physician, non-compete restricts our abilities to treat patients. There's already physicians shortage, nurses shortage, and other healthcare workers. This is a free country and non-compete is anti-American freedom."</p> <p style="text-align: right;">-Emad A.</p>
	<p>"As a lifelong technology worker, I've had to argue with employers over non-compete clauses at every stage of my career. I've never had access to any real trade secrets or propriety information. Rather, these clauses have been designed to prevent me from contracting independently or seeking other opportunities in the industry. A rule banning non-competes would, for me, represent the most pro-labor change in my 27 years as a working adult."</p> <p style="text-align: right;">-William H.</p>
	<p>"Although I am an independent contractor, I was asked to sign an employment agreement in 2010 with a lighting company for whom I have been working since then. The agreement has a non-compete clause, and despite the restrictions it would put on any future job searches I might undertake, I signed it anyway because I felt that I had no choice. I am in favor of disallowing these agreements because of the way they prevent me and others from looking for employment elsewhere."</p> <p style="text-align: right;">-Philip M.</p>
	<p>"Thank you so much for proposing this rule! I am bound by a non-compete clause in my job at an academic publishing company. Because our field is so specialized, it would be hard to find another job anywhere EXCEPT at a direct competitor. (I also have a significant physical disability, which further narrows my options)...I will probably have to stay where I'm at until I'm ready to leave the industry, or leave work altogether. (Since I'm only 35, I hope this day is a long way away.) This rule, if passed, will enable the happiness and financial security of many talented, experienced workers."</p> <p style="text-align: right;">-Krista T.</p>

	<p>"I want to start my own accounting firm, once I leave current job. But due to noncompete agreement, I need to wait for 3 more years. It will be good, if government remove noncompete rule so that everyone get equal opportunity to fulfil their dreams. People will also get quality services at reasonable prices."</p> <p style="text-align: right;">-Jay K.</p>
	<p>"I strongly support the ban on non-compete clauses...The yoga studio where I practiced and hope to teach, lost their business due to Covid. It was finally re-open by a previous teacher. Yoga studios and teachers were desperately needed. I pursued a part time teaching opportunity once a week in hopes to bring back a stronger yoga community....I invested a lot of my own money and time to become a teacher. This employer had not invested one dime in my newly found career. I resigned after 5 months. But because of the non-competition agreement, I am not able to teach Yoga within a 10-mile radius privately or at any other location....My teaching opportunities should not be stalled, nor should I be held hostage. Currently, I have 7 months remaining in my non-compete contract. By banning this rule, I will no longer be prohibited to seek employment or teach yoga in my community where good teachers are desperately needed. I see no reason for a non-compete contract when it's doing more harm than good. It harms the entire profession and the community. Why should I as a teacher or the community suffer?"</p> <p style="text-align: right;">-Evelyn A.</p>
	<p>"I'm a nurse practitioner and currently under a contract for a 3 year non - compete. It is a very unfair practice for us nurse practitioners in states that still require collaborative agreement with a physician. It's an unfair bargaining chip and essentially makes it very difficult for us to leave a bad job."</p> <p style="text-align: right;">-Catherine B.</p>
	<p>"I'm in a Sales job in NJ and I am bound by a non-compete/covenant not to compete clause. My employer forced this on all of its workers years ago. It was quite clear that if you did not sign the non-computer clause, you would immediately be dismissed. The company has raised their prices by multiple times since 2019, averaging 7-8% a year and 7% in 2023. They use "increased labor costs" as part of the excuse to raise prices, yet annual raises for most employees were 3% and under and us in sales get no increase in salary. My employer is using employees as an excuse to raise prices and then pocketing the increased revenue. Please make non-compete clauses a thing of the past and allow employees like me more bargaining power for better wages."</p> <p style="text-align: right;">-Scott R.</p>

Additional Support from New Jersey

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Affan	"Forbidding noncompete agreements will be great for the American people."
Faith	"People should not be prevented from work in a company that is competitive with their previous employer."
Purvi	"This is a great move to prevent the exploitation of employees. It will help employees from unfair trade practices. The market needs fair competition for employees. Also, the length of non-competes like 1-2 years is unreasonable as to how employees will sustain financially in that time period."
Ruchit	"Non competes are barbaric bordering on enslavement. They should not be enforceable."
Bilal	"I was working for a physician practice that was drowning in lawsuits as a physician. I had to leave that practice for ethical reasons. However I couldn't stay in my city because of my noncompete even though I promised I wouldn't take any patients with me and the other practice was open to receiving me. Instead I had to pack up and uproot my family to another state. My marriage has fallen apart and I am struggling in my location. I was basically held hostage by my old practice as a physician who was trying to do right by my patients and my morals."
Marvin	"Amazing Great work."
Matthew	"Please pass this extremely important protection for workers and to ensure that patients have access to the very best care available!"

Paul	<p>"I fully support the ban on noncompete clauses. They are antithetical to a competitive marketplace and place undue power in the hands of employer that hold all the power to decide what is and is not in violation of the non compete clause. In part this stems from the resources and legal teams that employers wield and the typical worker does not. Employers claim that these clauses protect intellectual property but this is ridiculous at face value since intellectual property can be shared (illegally) wherever a person is employed. Further there are already laws against intellectual property theft and thus non compete clauses are not needed to protect IP. Employers (at least my employer) also suggest employee pay would go down to balance 'risk" they take without noncompetes but this is also ridiculous as competition for workers would drive wages up and increase worker bargaining power. Employers might also benefit as they will be able compete for the best employees without costly waiting periods. In my own profession in biotechphanna I was forced to sign a no compete clause that is vague enough it could exclude me from working in my profession at all for 6 months if I want to stay where I live. I have a family and want to have roots. This places unfair pressure to stay at a job regardless of whether it best for my career and livelihood. My wife is a physician and faces the same issue. If she leaves the position she is just starting she will be excluded from working anywhere convenient to where we live. Not mention that the patients will lose the option to keep the same doctor if they like her. Shouldn't there be fair competition in that regard to? So the best doctors find the best workplaces and patients choose the best doctors for them who are in the best places... seems like this would improve medical care more broadly. I hope the FTC does not listen to the corporate lobbyists that are unleashing their attack dogs and boat loads of money to defend noncompetes. It would be nice if the government did something for us workers and helped level the ever growing power differential between workers and corporate employers."</p>
Darin	<p>"An entrepreneur cannot quit a company and invite friend-colleagues to join without violating a non- compete rule. It is up to each of us to decide what paths to take in life. Communication isn't detrimental to a company. Communicating does no harm. It should be protected by law. Doors of opportunity open and close throughout our lives. A non-compete clause allows a corporation to limit life opportunities by restricting communication."</p>
Miguel	<p>"I strongly support the proposed rule on non-compete clauses. Allowing people to move freely from one job to another promotes growth, creates opportunity & is just good business practice. Restricting someone's capability to move because of a non-compete has negative effects, such as driving down wages,</p>

	suppressing the formation of new businesses & even restricting workers that may not even pose a 'threat' to their employer by leaving to work at the 'competitor'."
Daniel	"As an independent contractor in the healthcare industry, having a non compete exponentially restricts my income as well as forward mobility. This prevents capitalizing as a worker on wages to provide for my family."
John	"Invalidating non-compete agreements will stimulate the economy, support individuals who are laid off, and drive marketplace competition. Pm in support of this rule!"
Bradley	"Please do not water down this rule. These requirements of employment are detrimental to millions of Americans including some of my close friends. Ifs like we continue fail to understand that we all do better when more of us have the freedom to do better. Here in Hudson County, NJ there are many examples as I know there are across the land, and that's why this fully loaded rule is so important. Thank you, sincerely."
Nicholas	"I support the proposed ban on non-compete clauses. These clauses hinder the ability of workers to seek better employment opportunities and negotiate for higher wages, which can have a lasting impact on their careers and livelihoods. Additionally, non-compete clauses have been shown to reduce competition, hinder innovation, and limit entrepreneurship. These clauses can discourage workers from leaving their current job to start a business or join a competing company, ultimately limiting the range of products and services available to consumers. Furthermore, the use of non-compete clauses has been shown to be particularly harmful to low-wage workers, who are often unable to negotiate the terms of their employment and are more likely to be subject to abusive clauses. This can create a cycle of economic insecurity and limit the opportunities available to these workers. The proposed ban on non-compete clauses is a critical step toward creating a more equitable and competitive job market."

	By limiting the use of these clauses, we can empower workers to pursue better opportunities and foster a more dynamic and innovative economy."
Robert	<p>"Gentlemen, It is with great delight that I have learned about this proposed rule on non-compete clauses (aka restrictive covenants). As a physician, I have been bound by some sort of non-compete clause for the past 25 years. My employer has essentially tied my hands. If I want to change jobs but stay in the same geographic region, I cannot practice for 2 years without facing litigation and/or significant financial penalty. As a result of this non-compete clause I am a prisoner. Furthermore, my employer does not have to be as competitive or reasonable as you are their prisoner unless terminated or you retire. I am in fact paid below fair market value at this time as they know my options are limited unless I want to relocate to another county or state and try to re-establish myself. Furthermore, I must meet extraordinary metrics to receive my full compensation. An example is Summit Health. Now, Summit Health (Summit Health, WestMed, CityMD & Urology Group of NJ) has been acquired by VillageMD. The issue of the non-compete clause should have been looked at more diligently by the DOJ. As the new VillageMD (Summit Health + VillageMD) has a presence in even more markets, it makes it that much more difficult to relocate out of a geographic region (something that I cannot do as I have school aged children). Furthermore, the longer you have been in a job and the older you are the harder it is to move and re-establish yourself. The proposed rule, if adopted, must apply to all regardless of their employment status. For example, the rule must apply to both employees and partners/shareholders. There cannot be differentiation especially in healthcare. The days of the small single specialty group practice are gone as Commissioner Kahn's husband can attest to. Almost every physician is either an employee of a hospital system, large single specialty group or multispecialty group. Many large single specialty and multispecialty groups are owned by private equity, an insurance company (United Healthcare-Optum or Cigna- EverNorth) or a large entity such as CVS, Walgreens Boots Alliance or Amazon. A practice does not own its patients. Patients have every right to go to whomever they want to. If a physician leaves, some patients will follow that physician and some will stay with the practice. Therefore, non-compete clauses in medicine must be banned. It is the patient's right to make a decision on what they want to do if the physician they were seeing leaves a practice and possibly joins a competing practice. Just like it is a client of a law practice's right to make a decision regarding future business. Do they stay with the attorney or do they stay with the practice? It is incumbent among the FTC to pass the proposed rule on non-compete</p>

	<p>clauses without any restrictions on type of employee, i.e, employee, shareholder, partner. Restore the competition that is so needed in healthcare. Make healthcare organizations compete for employees and not take them for granted. Restore the competitiveness in the physician/physician extender job market. I am certain that you have heard similar testimony from other physicians that are bound by non-compete clauses."</p>
David	<p>"Why are hospitals being held to different standard then private practice doctors. This will just drive another hole in the coffin of doctors who can practice independent of hospitals and is completely unfair."</p>
Jason	<p>"Dear FTC, While generally not in favor of additional regulations, noncompetes need to be restricted. I have personal experience with this. In late 2015 I resigned from my role at a sporting goods apparel company to take a much more senior role at a fashion organization. My noncompete was written in such a broad way that my employer was able to use it punitively to sue me for breach. In fact the noncompete was written in such a way as to essentially say that any direct competitor or any company that the employer retrospectively decided was a competitor would be treated as such...In fact even when the employer terminated employees, they were told that they had to submit any job offers to the employer for review and the employer could at their discretion enforce the non-compete, they were not paid to sit on the sidelines until enforcement happened. This led many people at all levels of the company to lose potential positions, while they sat on the sidelines uncompensated. Companies argue that noncompetes protect their interests. That is the case, but in fact they are often used as tools of control to do exactly what they say: prevent competition. They prevent employees from competing fairly in the jobs market. Most employees cannot fight a large company in court. In my case my new employer took on the burden. If not entirely banned these documents should be highly restricted and much more protective of employees rights as they come close to turning many workers into indentured servants. I would be more than happy to testify about my experience with these predatory documents. "</p>
Jason	<p>"I am in favor of "Non-Compete Clause Rulemaking, Matter No. P201200.""</p>
Charles	<p>"I am in support for this rule. When employers put in non-compete clauses, they have no incentive to make their workplace desirable after initial hire. In this scenario, employers have the potential to</p>

	<p>abuse the clause to keep workers from working elsewhere either because it is prohibitively expensive to move, or because the industry is niche. Either way, non-complete clauses are an encroachment on a person's freedom to work for whom they want, and in this way is cause for preventable suffering. Additionally, non-compete clauses are an impediment to the labor economy. Removing these barriers not only makes labor more liquid, but it will bring more money into the hands of the working people, who make up the majority of the US. The risk of knowledge loss assumed by employers is a valid concern. However, in many cases, the cost of switching jobs already so high (time spent searching, time taken off for interviews, money spent on networking services such as linkedin), that a reasonable person would not want to switch jobs right after learning all necessary knowledge. They would likely want to stay so they can apply what they learned in the field. There likely is something wrong about the job if an employee should want to leave shortly after learning what they need to know. Finally, for industry secrets, there are other legal instruments employers can use to protect their intellectual property. Non-Complete clauses can be applied too broadly upon the masses not to protect IP, but as a tool for leverage against the worker, creating an already uneven playing field more skewed."</p>
Naeem	<p>"As a resident, soon to be a physician, I strongly believe excluding physicians from the new FTC non- compete rule will be detrimental to all parties involved, including the patients. From a capitalism point of view, America was built on free trade, labor, and entrepreneurship, and limiting the need to compete for better physicians will stifle progress and innovations that would otherwise contribute to the overall profit of the American healthcare system. Additionally by excluding non-competes to physicians, the availability and accessibility of physicians to provide top care will actually be more difficult, preventing many hospital systems from seeking flexibilities in recruiting more top physicians, exacerbating the quality of care the patient deserves. I implore you to not exclude physicians from the non-compete rule, as this will exploit and violate the very nature of the industry this country is very reliant on."</p>
Mohammad	<p>"I and my wife are both physicians. We know many people that work in healthcare. The persistence of hospitals and private equity groups placing non compete clauses for most healthcare workers drives down our salaries and our abilities to compete for better working conditions. Hospitals and private equity know that their workers cannot easily get up and leave and work 50 miles away. We have families and homes. They know the hospital next door won't be a competitive threat because their workers can't work</p>

	there. This same line of thinking applies to so many fields of work. If we indeed believe in a free market then non compete clauses need to go. If your employer wants so badly to keep you they will offer you what you are worth."
Dipan	"Non-compete clauses, also known as restrictive covenants, are agreements that restrict a physician's ability to practice medicine in a certain geographic area or for a specific period of time after leaving a practice or group. However, non-compete clauses can be harmful to physicians in several ways. First, they can limit a physician's mobility and flexibility in their career. This can be particularly problematic for physicians who are seeking to relocate for personal or professional reasons, or who are looking to switch specialties or fields of practice. Second, non-compete clauses can restrict a physician's ability to provide the best possible care to their patients. For example, if a physician is not allowed to practice within a certain radius of their previous employer, it may be difficult for them to continue seeing and treating their established patient base. This can lead to disruptions in care and potentially harm the health of the patients. Forcing patients to see a doctor they have no relationship with is harmful and should be left up to the patient based on the principles of patient autonomy that employers must comply with. In addition, they are further restrictive because they include hospitals, outpatient facilities, and outpatient offices. Finally, non-compete clauses can create barriers to entry for new physicians entering a market, which can lead to reduced competition and potentially higher prices for medical services. Non- competes limit a physician's ability to practice and provide care, and may have negative consequences for patients and the overall healthcare system. They must be deemed un-enforceable. Please help."
Denise	"At a time when we have lost large numbers of physicians to retirement, burnout and COVID, non-competes only make it worse. Many don't allow physicians to even stay in state because they cover hospital systems that engulf large areas. They are bad for medicine and bad for patients"
Jorge	"These non competes were used against me when I was 5 month into my new job by my previous employer causing me to lose my job and impacting my family. It was done out of spite. Please pass this rule to make these contracts illegal!"
Dina	"Please get rid of non-compete clauses altogether. They are just another means by which employees are prevented from upward career mobility and are often ambiguous and confusing on both sides."

Waseem	"I am a physician in New Jersey - the most densely populated state in the country. Non-competes are detrimental to patient care in New Jersey because even a small geographic restriction like 15 miles tied with general restrictions in the workplace (must live within 30 minutes of the hospital for emergencies in most hospital bylaws) can force a physician and his/her office staff out of the employed workforce."
David	"Non competes are anti-free market. We're either capitalist or we're not, throw out all non-compete clauses"
Edwin	"I wholeheartedly support the FTC's proposed rule to ban non-compete clauses in all employee contracts. The noncompete clause stifles competition and helps employers take advantage of their workforce by prohibiting employees from seeking better paying jobs in the same field for a competitor. I personally have been negatively impacted by the disadvantageous noncompete clause in my employment contract. I work in sales for Stryker Orthopaedics and over the last year have been involved in trying to create a union for our sales force. We have not been able to create the union to date. In the meantime Stryker has retaliated against me for union involvement by reducing my compensation by 38%. Basically they are trying to get me to quit. However, because I have a non-compete clause in my contract, I am prohibited from joining a competitor who is willing to pay double of what I am currently getting. Stryker Orthopaedics wants it both ways which is completely unfair to the employee. I hope this rule is enacted soon. It will help level the playing field between the employer and labor. Thank you for considering my comments in your decision."
Pinakin	"I strongly support a ban on non-compete clauses. I'm my experience they are rarely used to actually protect any trade secrets or legitimate business interests of the company. Rather, they are used as a means to deter an employee from leaving a job where they are being treated unfairly. I am a physician and was previously employed at a multi specialty private practice group. After many months of back and forth the group failed to offer me partnership terms in accordance with what I had been promised when I started. When it became clear the we could not reach a compromise I was threatened with legal action (based on the non-compete clause in my employment contract) if I left the group and attempted to find another job in the area. Ultimately, I ended up starting my own practice and shortly thereafter my former group filed a preliminary injunction in an attempt to restrict me based off my non-compete. I prevailed in court and was able to practice without restriction; however, it required many sleepless

	nights on my part and hiring a good lawyer, which cost me roughly \$50,000 out of pocket. Non-compete clauses used in this way should be banned as they stifle competition and can harm the public by restricting highly skilled workers that serve their respective communities."
Seema	" Please ban non compete clause for doctors. It is anti competitive and gives x too much power to hospitals and limits options for patients and gives too much power to hospitals owned by big businesses. Thx"
Ann	"I strongly recommend the FTC not allow noncompetes. It is so very unfair to workers and doesn't allow them a possibly better work situation and therefore, a better life for them and their family."
Joshua	"I agree with the proposed rule change. There are no trade secrets or insider information gained through employment to make it reasonable to restrict employment within a certain geographic distance. It puts undue hardship on employees and is an unfair practice to make it unreasonable to leave an unfavorable work environment."
Hemalatha	"I support to ban non-compete clause"
m	"non compete clauses are inhuman and derogatory"
Stephen	"Why have them when they cannot be enforced. It just creates stress for the employee if that situation occurs."
Patricia	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently."

	Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Hemali	"There is severe national shortage of Radiologists and all physicians in the USA. A non compete makes this problem only worse."
Sejal	"Excellent proposal. I work in the medical field and when you change jobs you can't really even openly tell your patients where you are going out of fear. Patients should come first. Not to mention there are mileage and time constraints on health system non competes. So if you leave you are forced to move or commute far away, 10 or more miles. It's detrimental to patients and unfair to doctors as well. They keep you trapped and you almost never get a raise. Newer graduate residents are making more than I am even with my 5 years of experience. Absolutely BAN noncompetes"
Adam	"I support banning non-compete agreements entirely and wholeheartedly support this proposal."
Chris	"I strongly support the FTCs proposal to ban non-compete clauses - as we've seen in years past when oligopolies can come together and work to stifle freedom of choice for workers, they are able to suppress our wages and rest on their laurels to profit their shareholders and cost to American innovation. This proposal will make stronger by making our workers stronger and letting workers compete in the industry, up-leveling their skills along the way, is how we will innovate in all sectors of our economy and make America stronger."
ramadevi	"even its included for part time jobs that restrict the employee right to earn"
Brian	"This is a terrific suggestion. Currently under a non-compete myself trying to find a new opportunity, and being limited in a difficult job market is extremely frustrating. The non-solicitation should be considered as well as a wage driving tactic."

Curt	<p>"Dear FTC, I am writing to express my support for ending non-compete agreements. Non-compete agreements are often used to restrict the mobility of workers and limit their ability to find better job opportunities. This can have a negative impact on the economy, as it reduces the number of available jobs and limits the ability of workers to find better wages and working conditions. Non-compete agreements also limit the ability of businesses to innovate and compete in the marketplace. By preventing workers from taking their skills and knowledge to other companies, businesses are unable to benefit from the new ideas and perspectives that come with a more diverse workforce. Finally, non-compete agreements can be used to unfairly limit the rights of workers. By preventing workers from leaving their current job, employers can use non-compete agreements to keep workers in positions of low pay and poor working conditions. For these reasons, I believe that non-compete agreements should be eliminated. Doing so would create a more competitive and innovative economy, while also protecting the rights of workers. In my current situation, I brought my clients whom I've known and worked with for years to my previous company, clients which my previous employer never had. After multiple quality issues and damaging my reputation with my clients I decided to leave that company and join a new company that can better service my clients. However, my previous employer now states these clients are theirs and I am violating my non-solicit agreement by continuing the 10 + year relationship I have worked hard for servicing my clients. This is completely unfair and unjust. If my previous employer would have introduced me to these clients or had a previous relationship I would understand, but this is not the case. My clients no longer wish to use my previous company as a supplier, and they want to continue to work with me, but the lethal threats from my previous employer make all of this very uncomfortable. No one wins here now. Sincerely, CC"</p>
Matthew	<p>"While working as a part-time tutor, I was made to sign a non-compete agreement that was very unfair. The agreement prevented me from working in towns near the tutoring center. The agreement included many towns that were quite far away from the center, and even included towns from which the center never had any students from. This is very unfair to people trying to make money, especially during trying times. The center was in Parsippany, NJ, but included towns, such as Denville, NJ and Fairfield, NJ, which were way out of the scope of the tutoring center's student base. I was present when the owner was discussing this with a tutor who was also a lawyer (I was able to hear them through thin walls.). He insisted that this agreement was way out of scope but she went ahead with it anyway. I doubt that this agreement would have held up in court. That said, it is a</p>

	usual intimidation tactic that employers can use. Additionally, the owner tried to keep me on as essentially an unutilized employee solely to keep the non-compete current. This is another intimidation and unethical use of non-compete agreements, especially tin part-time or contract employees."
Victor	"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year.["
L.	"I am a full-time employee that is the main earner for family and I am the one that carries health insurance to cover my two young children, as my husband is self-employed. I work for a company that is the selected contractor for a University. Recently the University ended the contract prematurely and is terminating the contract with my company putting 400+ people out of work. I have been gainfully employed for 9+ years by my company and have received many accolades and 'above target" annual performance reviews consistently yet I am going to be laid off as a result of the contract being lost, regardless of the exemplary work I have put forth. I was offered to retain my same position, by the newly selected competitor company, at a higher salary, however my existing non-compete is barring me from legally accepting this position. My non-compete restricts me for 12 months from accepting a similar position in my field of expertise, which is what my extensive experience positions me in to succeed in, and will restrict my ability to retain employment and earn a paycheck to pay my mortgage, provide for my children and have health insurance for my children. Please pass the ruling to ban pre-existing non- competes and abolish new non-competes."
GARI	"Hopefully this becomes law. I am currently a physician and restricted from working for another practice for a period of time and must be so many miles away from current location. It does prevent me from accepting employment that may become more suitable."
Peter	"FTC's job is to make sure corporations do not take advantage of the public. As such, I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle

	<p>innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Stephen	<p>"Hello, FTC Commissioners and Staff: I have been practicing commercial law for over 40 years and when representing employees, I've consistently tried to have the non-compete clauses removed; rarely, I have been successful leading to the question why my clients would want to accept an Employment Agreement with such severe constraints. The answer is simple . . they wanted the job that was offered and could not find another job that met all their criteria. More recently, my son-in-law, a highly skilled surgeon, has been considering leaving what can only be described as the "corporate practice of medicine that monetizes a person's state of health" where he works. He wants to open an office nearby his home, but is prevented from doing so for two years following his departure unless he renders such services outside a 10-mile radius of his employer's principal practice location. Quite apart from being overly aggressive, it is clear that the restriction has an immediate financial impact given that he has been offered a position that would be substantially more beneficial for him and his growing family of 3. Having said the that, I might be persuaded that a prohibition like a non-compete might be proper for a person who, for example, is an R&D employee at a high-tech company for 10 years and invented a cure for alzhiemers disease. However, even in that scenario, it would be highly likely that the company for which such inventor worked took a patent on the cure and would be, ipso facto, protected going forward if the inventor moved to another company. To close, people from across the world, from the time my father's family departed Italy in 1905 to "find freedom in America", have come to this special Country where they knew they could enjoy freedoms of all kinds. I respectfully urge the Commission to adopt the proposed Rule that prohibits non-compete clauses that have no place in this Country that allows just about anyone to start any legally permitted business, but that guaranties no success. Thank you. Stephen M. Aspero, Esq."</p>
Diane	<p>"Physicians are overworked and taken advantage of by many hospital system employers . This nde gives these hospital systems even more power, by taking away the physician employees ability to earn a living. They either have to tolerate whatever employer working conditions are imposed, or they must uproot their family and move to a new area. It is unfair to physicians, who already face huge debt from school, and who only want the right to work if they leave a poor working environment ."</p>

Savneek	"Noncompete should be abolished for doctors and healthcare providers as it is a serious public health issue. Hospitals, ignoring peoples health and choices can kick doctors out. Abolishing the noncompete will prevent the monetization of hospitals and will benefit public."
Rajeev	"As a doctor bound by noncompete i feel this will help patient care. My job immobility forces one to choose between the best continuity of care for my patients and continued job/salary dissatisfaction with my current employer. Please ban non competes."
Michael	"Simply, non-competes have no place in our current work environment. Non-competes interfere with normal collective bargaining Special instances can be made for those who hold trade secrets or other IP knowledge, but the vast majority of people who are currently affected by the laws, and must abide with their strict non-competes, hold no such delicate information. These workers should be exempt from the current non-compete laws. I am writing today for my friend who is a family physician who is living through a non-competes contract and the only people who are suffering are the patients that were under their care. In this case the non-compete laws have not only impeded my friend and her new practice, but also affected her patients, who are now forced to find a new doctor because my friend can no longer treat them. It does not take a lot to see how unfair these laws are, and I support any laws that will curb or end these unnecessary non-compete laws."
David	"As a physician, non compete clauses hamper my ability to practice and treat patients with whom I have developed a long term, trusting relationship. As healthcare changes, private practice has become a rare setting due to a multitude of factors. Physicians are now employees of large healthcare organizations or private equity groups. Often, both of these entities will prioritize profits over care and physicians feel the need to change environments in order to practice quality care. The non compete clause cause physicians to abandon their patients and move miles away in order to continue to practice. This is unfair to the physician, and even worse for those patients left to fmd another physician or get assigned to another physician not of their choosing. Non compete clauses are solely utilized to indenture employees to large business entities, which in the case of healthcare is a detriment to both patients and the physicians who care for them. I trust the FTC will abolish this antiquated and unfair practice for all workers in this country. David Bandola, MD"

Eric	"I am in favor of forbidding noncompete agreements."
Eric	"I was fired unjustly 11/2021 for declining the Covid vaccine. My medical and religious exemptions were both denied. In addition to this, I was required by my former employer contract to abide by the two-year 10 mile restrictive covenant. This greatly hindered my ability to find employment, and I was out of work thr approximately three months. I could only find part-time work for a fraction of my former salary. Had I not had the noncompete clause, I could have found a full- time job almost immediately. please remove this unfair restriction on physicians, employment, and allow us to freedom to go and work where we please. Thank you so much."
Bindu	"Done. "Non-Compete Clause Rulemaking, Matter No. P201200" - i's a very important ruling and I whole heartedly support the notion that this should not be there on any of the contracts"
Anthony Tsang	"This sounds and feels like a terrible idea for the everyday worker. Employers should not be given "cover" when they are abusing the workers. This includes unqualified firing and any other related abuse."
rona	"As a healthcare provider, it's absolutely insane that a company can dictate where you work and bind you to them. In this country, we have freedom, freedom to work wherever you want to without threat of monetary persecution. We were the health care heroes during covid but now you want to exempt us from protections other people can get? Have we not sacrificed enough?"
Patricia	"It would be fair to include healthcare franchisees in this proposed rule change- eliminating the non-compete. A healthcare franchise really gets very little beyond setup guidance from a Franchisor. It's a human capital business and local employees& local management are the core components in an operation — no 'secret sauce.'" Franchisors develop their structures as if there is something special - there is not. It's the quality and integrity of the owner and their management in business operations. When disagreements arise, or hoped for cash out by Franchisor and squeezing franchisees into compliance with increasingly onerous fees / franchisees are trapped inside a non-compete."
Maureen	"Non-compete clauses should be banned. They significantly impair employees' ability to advance within their careers, secure a better financial future for their families, and work within the communities they live in. By severely limiting an employee's ability

	to change jobs, restrictive covenants let employers turn their employees into de facto indentured servants. This practice is simply unethical. While corporations try to justify this practice, the truth is that they use non-compete clauses to suppress competition, restrict their workers' negotiating powers, and force employees to agree to onerous employment terms or stay at a place with awful working conditions because it is so hard for them to get a job anywhere else without uprooting their families or completely switching careers. This applies to all fields of employment - retail, construction, hospitality, technology, finance, government, education, manufacturing, social services, medicine, art, and everything in between. There should be no exclusions or carve outs from this ban. Every single US citizen - regardless of their chosen career - should be allowed to seek better fortunes without being subject to a forced period of unemployment when they try to do so. The US government owes its constituents at least that much."
Ruby	"I support this!!"
christopher	"Non competes make life unnecessarily difficult for people"
Mark	"I'm very supportive of this rule. I've been in the healthcare/pharmacy industry for 16 years and it's very hard to find something within the industry that doesn't hit against my non-compete. Even consulting work isn't allowed. I live in an area outside of NYC and my parent company is in the mid-west (after buy-out of local company), and I could earn substantially more from a different company by finding something more local. Like most people who have success leaving the company, they have to find a lower paying job for a year that is not relevant to their work just to be able to get out of non-compete clauses. And they wind up back in the same industry anyways. I hope this goes through."
Renee	"Get rid of non-competes"
Jennifer	"I strongly support the ban on non-compete clauses for any profession. I've been a practicing veterinarian for 13 years and have had to move states three times in order to be able to practice veterinary medicine. I am a veterinary specialist that only performs anesthesia/sedation of animals. Most veterinary non-competes are broad based and when I consulted legal representation I was advised that I could not practice any type of veterinary medicine in the area of my non-compete. This meant I either had to commute an hour to an area I could practice or

	<p>move from the area. Even to provide care to low- income areas like vaccination clinics, I had to go outside of my non-compete area to provide this service. The logistics of living with a non-compete can be crippling for some individuals especially if they are limited to a geographic area or have families. Not many individuals can afford to uproot their lives and families to a new geographic area and subsequent costs associated with it. Since doctors are unable to leave practices or start new practices, the variety of care is limited to the area and costs are dictated by a few large hospitals in the area. This is debilitating to many members of the veterinary profession and is contributor to the high suicide rate and mental illness in the industry."</p>
Zygmund	<p>"Urge FTC to ban noncompete clauses in employee contracts for any wage workers, any workers earning less than a million per year. This is an Unamerican practice that must stop asap."</p>
Sally Jane	<p>"Noncompete agreements have been seriously overused without public awareness, and I appreciate the FTC's interest in ending this practice for most, if not all, workers. A narrow exception may be made for executives getting great severance packages or "golden parachutes", but for almost anyone below the "C- suite" level at most, it is an attack on people's freedom to improve their situation, to explore new directions, to share the full extent of their skills and knowledge with whomever they choose. Trade secrets are still trade secrets; but a person's own abilities must be useable in any manner one chooses after departing previous employment. Any diminution of that ability must come with a hefty negotiated price tag to which an employee may not mast agree. End of employment is just that; end of employment. It implies that employee and employer go their separate ways, with neither having further claim on the other."</p>
Sally Jane	<p>"Noncompete clauses may have been reasonable in a very narrow set of circumstances decades ago, but they have become real restraint on people being able to change jobs, improve their work situation, and build their career. There is no legitimate reason for most entry-, low-, and middle-level employees to be restricted with a noncompete clause. I strongly support the proposed FTC rule."</p>
Charles	<p>"Do not let the AHA fool you into thinking that non compete clauses are vital to healthcare. As hospital systems consolidate and start their own medical schools as a way of indoctrinating and deepening the pool of physicians they can hire, the abuse physicians and patients take from these institutions will only get worse. Non Compete clauses are vital to keep hospital costs down, period (meanwhile administrative costs spiral out of</p>

	control). There is NO benefit for physicians, employees, OR THE PUBLIC. Indentured servitude or a "take it or leave it" scenario only stands to benefit the hospital bottom line."
Neelam	"I support getting rid of noncompete for physicians. No other field limits their top talent in this way. It makes working for a hospital a nonstarter for many in my field"
Matthew	"I've often been forced to sign a Non Compete when starting a new tech sales job. Besides pricing, which has been largely commoditized, I never had access to any code or trade secrets and no one ever took them too seriously. The company, based in Barcelona was not paying me my commissions and so when another company with a competing product recruited me I left for the other company. As the 4th or 5th person to leave the company to go to the other I suppose they wanted to send a message and make an example of me. Even though the 2 companies did not really directly compete they sued me in SDNY for breaking my non compete. My lawyers proved that i never shared any secrets and that the companies only competed on one product, not as direct competitors. However, I was restricted from calling any colleagues whom I had contacted in the past so I was let go from the new job as I was unable to perform to the best of my ability. My lawyers refused to go to trial as I could not afford the cost of preparation. I reluctantly signed a settlement where both sides admitted no wrong. But I lost my job, am still out of work and I lost my life savings of over \$150,000K in legal fees. Their overbroad, unenforceable Non Compete ruined my life."
Jared	"In today's work environment, when it's often very important to have prior experience in your industry of business and field of study, a non-compete agreement does not allow an employee the proper ability to negotiate their current employment and reduces their ability to seek employment elsewhere tbr any multitude of reasons. Some employers take this to further extremes by designating absurd business territories in which an employee cannot operate after leaving, even if these territories are not completely accurate."
kelly	"Dear FTC. I am a practicing physicians with 12 years of post high school education, \$485,000 in student debt from medical school alone. It is standard to sign a non compete clause for every physician in any special team currently. I signed a contract right out of residency and the job was not what was portrayed to me. I am the sole provider of my family and in order for me to continue to provide for them My choices were as follows: 1) stay in the horrible job where I was burnt out after the first 3 months 2) quit the private practice and uproot my family and have to move

	<p>completely out of state away from all my family with my newborn child or 3) change my practice, IE limit my scope of practice, which would require a long commute on top of the already long hours. I chose the ladder and currently drive an hour and a half each way before and after my 24-hour shift. These clauses do not protect the employer and only make it impossible for the employee to can meet a quality of life for them and their families. I became a doctor so that I can take care of others and serve other people and serve my community. I knew that I would be sacrificing many years of time with my family during my education, gaining debt, and going even further into debt while my cohorts are making money and moving up there ladders and their appropriate professions. I did not realize that I would be forced to make a decision between being able to provide for my family or stay in a job that was just so sucking. I have another year left of my non-compete before I can practice close to my home and not continue to put myself in haim's way from having to drive an hour and a half after being awake for 24 hours taking care of other people."</p>
kimberly	<p>"I am strongly in favor of abolishing the non compete as I am stuck in a position where I have grown beyond the practice and am subjected to a less than favorable working environment"</p>
Hiren	<p>"To allow physicians to practice privately or at different locations. Not be controlled by corporations. Many physicians cannot practice within a certain distance (usually 10 miles)of employment for up to 2 years after leaving) . "Non-Compete Clause Rulemaking, Matter No. P201200""</p>
Blerina	<p>"As a physician, a mom of 3 little kids, and a recent graduate, I absolutely think that physicians should be included in this regulation. I moved my family for my current job almost 3 years ago. We bought a house, my husband found a job and kids started school. Now I need to renegotiate my contract (signed for 3 years initially) and my options are essentially to accept what the system I work for gives me or move out of the state. I work for a large system...and they have many offices, hospitals and centers all over the state. Their non compete clause says 2 years and 10 miles of my job but doesn't specify which site, which essentially requires me to move out of state (and excludes NY as well since it's just over the bridge). I tried to address this when I first signed, to no avail. If I decide to move, I'd have to sell the house, my husband would have to find a new job and the kids new schools. This is not easy/feasible and they know it which puts me at a disadvantage. After all the years of sacrifice, debt, and long hours</p>

	I continue to work, I don't think it's fair. Pm only trying to provide for my family"
John	"I just want to add my fervent support for getting rid of non-compete clauses and am in full support of the federal government finally taking action against soul-crushing, environmentally devastating, economically depressing businesses and corporations. We must inscribe directives, rules, and laws like this into the constitution and have the US House and Senate endorse and pass hills that enshrine these types of worker protections into federal law, and this be done at the local, county, and state level, as well. I am happy about recent actions taken by the NLRB, but more must be done to put union busters in jail and prison, from CEO's and other executives to supervisors and managers. And the same aforementioned legal avenues must be applied to forever enshrine worker's rights and protections into our constitution and laws at every level of government. Enough is Enough. We also need a 30 dollar an hour minimum wage and a Green New Deal to slow and reduce the advance of the climate crisis, before it is too late. We're done hearing excuses, and if action isn't taken at the federal level (and not some IRA nonsense that actually increases GLIG's or breaks even and lies about reducing Greenhouse Gases by 40% and expands oil and gas excavation on public lands and pushes EV's which harm the environment instead of clean, efficient, free mass transit), serious considerations by the masses must be contemplated and enacted, which is not the preferred avenue. We demand peace and justice. Environmental justice - which included housing, rent control, racial justice, investment in communities, Medicare For All, Union Jobs and Expansion, and worker's protections, etc. Thank you"
Robyn	"I am writing to support a law that noncompete clauses become illegal. Noncompete clauses have caused undue hardship in my life and the lives of my colleagues. If we leave a job, we often have to move our families or we are forced to drive far commutes. In my current position, I would have to change careers entirely. Please move forward with banning noncompete clauses. Thank you."
Christina	"I support getting rid on non compete clauses. Non compete clauses trap physicians in terrible jobs. Non competes undermine under served communities by forcing doctors to move."
Tony	"Noncompete clauses are examples of the way in which large employers use their enonnous oligopoly- market power to disadvantage and underpay workers across the board. Such

	<p>clauses are grossly unfair and must be eliminated for good. Furthermore, in order for workers as a vital class in our economy to have anything approaching comparable power with large employers, ALL WORKERS SHOULD AUTOMATICALLY BE IN A PROTECTED LABOR UNION."</p>
Kimberly	<p>"I am strongly in favor of abolishing the non compete as I am stuck in a position where I have grown beyond the practice and am subjected to a less than favorable working environment"</p>
Hiren	<p>"To allow physicians to practice privately or at different locations. Not be controlled by corporations. Many physicians cannot practice within a certain distance (usually 10 miles) of employment for up to 2 years after leaving."</p>
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<p>Robyn</p>	<p>"Please put this to a vote already and stop delaying. Noncompetes reduce competition in our country and impose unfair restrictions on employees, often resulting in hardship or having to move our families. Please ban noncompetes immediately. Please contact me if you would like to read my 8 page extensive, overreaching and purposely vague noncompete contract, in which I faced losing my job and therefore my house if I do not continually sign it every 3 years. If I leave my job I would have to move my family and kids out of NJ and away from their grandparents in order to get a job. Thank you."</p>
<p>Zach</p>	<p>"Dear FTC, Thanks for letting citizens engage in dialogue with you. This started out as an agreement statement, but morphed into a plea to bring back Federalism. I agree with banning Non-Complete agreements. Corporate power is basically unchecked and this gives more power back to the people. We should have more freedom to change jobs. Please also prepare your jurisdiction arguments, as the partisan Supreme Court will seek to invade your regulatory space. We know the court is partisan and influenced by Dark Money. Sheldon Whitehouse has made that clear. Also consider writing rules to prevent an increase in price more than 10% per year on household goods and medications, as well as rules address corporate price gouging in all sectors. Corporate profits must be presented alongside unemployment numbers so the public can more effectively measure how the economy is doing. Look, we know that corporate consolidation has allowed the 5 corporations in each Sector to refuse to lower prices even though the supply chain isn't as bad. Do whatever it takes. Reevaluating right to work laws. Finally, I would encourage you to ban corporate donations to politicians or any political party. It is an unfair business practice to buy political influence because small businesses and normal people can't match that power. The Republican Party of Kentucky just got money from Pfizer for a new building; this means Pfizer's interests are put before the public. It is arguably deceptive and fraudulent that politicians are more beholden to corporations than their own constituents. With unlimited corporate money, we the people are defrauded (i.e. cheated) of our own representation. Hence, such regulation of these business practices falls under your jurisdiction. Between existing consumer protection laws and the 14th Amendment equal protection clause, you have the power to save us. The stakes are dire. The Supreme Court is poised to make it very easy to sue strikers, and they are overstepping their jurisdiction to hurt the public. Use your jurisdiction to protect us."</p>

Michael	"Companies are taking advantage of physicians and sting anthing them to staying with only one medical institutions. Non compete clause are contributing to physician shortages and inability to negotiate contracts. This new proposal to ban non compete clause will be a blessing for both patients and physicians. We need to remove corporate interest from healthcare and focus more on the patients."
Wesam	"I fully support the ban on the non-competes as it hanns the employee greatly and allows employers to mistreat their employees knowing that they don't have many options with regards to a new employer since the non-compete hangs over their head. The non-compete also does not allow employees to help other companies grow if they cannot switch over and also harm the employee by not giving them exposure to other work environments if they are stuck at the same employer due to non-compete. The sooner that non-competes are banned and become illegal the economy will grow and employers will be forced to hire and recruit more."
Marina	"Approving this and getting rid of non compete clauses would be a huge win for patient choice and health care quality. It would also start to address the burn out of physicians in the field that is driving many to leave medicine."
James	"I believe this is a long overdue discussion that needs to be voted into law as it is against everything that is American. As long as companies have protections for client lists and confidential information I feel former employees should be allowed to work wherever they have an opportunity to. I personally have been denied opportunities due to very restrictive non competitive agreements that I was forced to sign just to keep my current job. So I was never given a fair choice these practices are exactly why I started my own businesses and never forced people to stay! I believe good leaders attract good people and you should force people to work with you by limiting potential opportunities for your employees."
Suma	"If it's not fair for other skilled professionals, It will never be fair to physicians as well."

Chetan	<p>""Non-Compete Clause Rulemaking, Matter No. P201200" I am a physician, who has had to deal with serious effects of restrictive covenants. One restrictive covenants, had a limit of 60 miles, forcing me to find a job 70 miles away. Another one prohibited me from practicing in the entire county forcing me to relocate. Nationwide the large Hospitals (both for profit and non profit) use restrictive covenants to seriously prevent and kill any competition. The result is that they are able to create a virtual monopoly. 1. This limits the quality and options of care for patients (who are often disabled and poor). They cannot travel long distances to see the doctor who has been taking care of them or to see someone who is not employed by the hospital. 2. It drives up health care costs as it kills any potential competition. 3. It give so much control to hospitals (both for profit and not for profit entities), that they can force their employees to engage in practices that they employee may not be comfortable with. 4. It drives down wages on one hand. This Simultaneously create a shortage for the patients. 5. The personal toll on Physician and their families is tremendous as they have to relocate if they leave the job. I had to move 5 times."</p>
Adam	<p>"The ban on non-compete clauses needs to be supported. These practices ruin wages, innovation, and harm working people. This policy will make it easier for workers to earn what they're worth. I support the ban!"</p>
J	<p>"get rid of non-compete"</p>
Jessica	<p>"No compete contracts should be illegal. Workers have a right to work where they want to uncontrolled by past employers."</p>

Leslie	<p>"I strongly support the FTC proposed rule banning non-compete clauses. The well-being and needs of patients should be paramount in this issue, as well as the freedom of medical professionals to serve them without being locked-in by unjustly restrictive clauses of institutions whose priorities, policies and conduct are subject to change. Best outcome and access to care for patients is not served by putting the general interests of hospitals and other facilities before patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. Healthy competition between corporate entities and local physicians should increase the quality of care by all parties, whereas non-competes stifle this additional motivation to provide quality, patient-centered care. In summary, non-compete clauses are harmful for patients and medical professionals alike and give corporate entities unwarranted control over those whom they purportedly exist to serve. I urge the FTC to adopt the proposal to ban them."</p>
Ernie	<p>"Sounds like many thousands would benefit from this."</p>
Rahul	<p>"Non-compete clauses are bad for patients' mental health. To have to choose to take a job and have an income but then uproot oneself if it does not work for an employer is destabilizing to say the least."</p>

Deepak	"A fantastic rule that will force professional employers (physicians, lawyers) from taking advantage of new graduates with significant debt and young families."
Lisa	"I agree that non-competes and or restrictive covenants should be eliminated' Furthermore, any current non-compete and or a restrictive covenants should be made null and void. I accepted a job 5 1/2 years ago. In my second week of employment, I was told to sign a non-compete and a restrictive covenant. When I complained that this was not explained to me when hired, I was told I don't have a choice. My new boss said, "if you don't sign it, you will no longer have this job". Over the last 5 years, there have been many lost opportunities due to this restriction. We should all be entitled to the freedom of working, growing and moving up in our careers. The only ones who benefit are the already wealthy business owners who enforce this. Please get rid of this and restore our American rights of life, liberty and the pursuit of happiness."
Naomi	"I'm an anesthesiologist. As such no patient is coming to see one specifically, therefore by definition the only thing im preventing competition of is my physical self. My contract says that for 2 years after they stop paying me they can still control me and where i can work. How is that legal? As physicians increasingly become employees of large groups these clauses trap us. Leaving a job would necessitate uprooting my family and possibly leaving the state. Can you imagine someone working in finance (where clients follow their representatives and people learn trade secrets) being given these restrictions?"

Suliman	<p>"I strongly supports the ban on non compete. I am a veterinarian who worked for a big corporation and I had a 50 miles non compete for 2 years. I live in New Jersey with my family and young children and I had commute to Delaware and Pennsylvania for 2 years to be able to change Jobs. At least in my experience, the non compete is used to force professionals to stagnate in jobs they hate and suppress their growth."</p>
Kate	<p>"Massage Therapy (MT) employers often require employees to sign non-compete agreements (NCAs). The very existence of these agreements prevented me and a colleague I worked with from seeking employment freely, whether in order to get better pay or other terms and conditions of employment--even though I had not been asked to sign an (NCA) with my employer, and even though in the state I worked in as an MT, Virginia, these agreements were largely construed in favor of the worker, and struck down entirely as invalid by the courts, even if only one part of the NCA is deemed too broad or restrictive. My first spa job was at a private spa. I had already taken 600 hours of vocational training, passed a national licensing exam and criminal background check, all at my own expense, and had given a practical massage demo that my employer determined was good enough to work at the spa. The spa hired me without requiring me to sign an NCA, even though they said they usually required employees sign an NCA, a paperwork oversight, apparently. Years later, a coworker who had not signed an NCA either, and who had worked at the spa for 1ft years, was having disagreements with the new manager, went to work at another spa in the area. The employer said they would sue her for "stealing clients" and for violating the NCA, and she had to hire a lawyer in order to get another job! The spa claimed she had signed an NCA, yet couldn't produce a copy (because the employee says she never signed one!), and that she would be "stealing" the spa's clients. Her lawyer, hired at thousands of dollars of expense, said that not only didn't they have an NCA, even if they did "it's a free country" and she is allowed to change jobs without penalty, and, importantly in the context of personal care services such as Massage, clients can choose a personal care provider and the clients are allowed to go to another place of business to follow the personal care provider of their choosing. Yet, instead of providing better pay or terms and conditions of employment to get an employee to stay, and thus keep those clients with the provider they prefer, the employer attempts to legally strong-arm the employee into staying. This threat had a chilling effect on this employee and to me and others at the job</p>

	<p>who began to fear repercussions for wanting to change jobs. And many of us increasingly wanted to change jobs. Our effective compensation declined during the course of our employment. At no point was our pay (commission per hour worked) increased, and instead it dropped. First, they started taking points off the commission to pay credit card fees. Even though they took fees from our pay for every hour worked, regardless of whether all of our clients paid in cash. Then they started requiring us to participate in quarterly marketing events when we were required to work without additional compensation (wage and hour laws only require payment of minimum wage each week, not payment for all hours worked, and payment of overtime over 40 hours, and that threshold was not met, as our regular workweek was only 32 hours.) Then they started giving discounts, including the then-ubiquitous Groupon marketing scourge on employees everywhere, and they reduced our compensation by 40 percent for the dozens of clients presenting Groupon coupons at a loss of thousands of dollars. Other things reduced our compensation. They eliminated the employer match for the 401 (k). All of these cuts despite the fact that each employee was gaining thousands of hours of experience in the field. After my former coworker had to hire a lawyer to leave, I decided it was time to move on and look for another job. I knew I hadn't signed an NCA, and I wouldn't "steal" clients, ethically. I applied for and interviewed with two other local employers who interviewed me, and for whom I gave successful demo massages, according to the feedback. Yet, in the end, the hiring decision was bumped up to the spa owners at each spa and they both told me they couldn't hire me because of the NCA. I told them I didn't have one, and they said they wouldn't hire me because if they did, then my employer could then sue them. The prevalence of NCAs in the personal care field is designed to prevent employees from having a solid case to negotiate better wages and terms and conditions of employment, or to search for those things elsewhere, and chills the employees from leaving to start their own businesses. This is true, even though the employees are hired with all of the requirements to legally work in the field, and they are not given any proprietary training or information by the employer. (Spas will of course direct employees on the way to set up a room, or the order of a massage service, or specific scripts to greet clients with, but the heart of the work--skills, training, professional responsibility, and just doing it--all of it comes from the employee and their own pockets."</p>
Wendy	<p>"I support the move to prohibit non-compete clauses. They are destructive of workers' rights and freedom."</p>

J	"Please Ban Non Compete clauses. It is Unlawful and is forcing me to stay in a job I don't want to be in."
James	"As a Physician, I am writing in strong support of the FTC's proposal to abolish non-compete clauses in all employment contracts (including those between high-wage employees who may also be nominal shareholders of privately or publicly-held for-profit entities). Unfortunately, non-compete clauses are ubiquitous in our employment. Not only are they anti-competitive and hinder our economic liberty, but they also serve to perpetuate inequalities in healthcare. It is not uncommon for a Physician to decide they would prefer to work for a non-profit entity (e.g., hospital system) or governmental entity (V.A.) instead of a for-profit entity after spending many disillusioned years working for the latter. Non-compete clauses often prevent such career changes among Physicians, and in the process deprive traditionally medically underserved communities the benefit of receiving high-quality healthcare from experienced Physicians in the latter years of their careers. The implied and often written threat of costly litigation directed towards Physicians who wish to pursue other career opportunities while continuing to provide care for patients, as well as language in our contracts that unequivocally and aggressively state that Physicians will be responsible for the legal costs incurred by our employers in entering non-complete clauses against us, represents an attempt to intimidate us while perpetuating existing hierarchies. This abuse must stop."
Benjamin	"I am a veterinarian and an co-owner of a large specialty hospital in NJ. I previously worked for BluePearl Veterinary Partners, now owned by Mars. When I signed soon after completing my residency program I was presented with a contract that detailed a 50mile non-compete radius. Being a young and naive veterinarian, looking to get a job in my desired living location of NY city/northern NJ, I signed the contract. After working for BluePearl for 13years and being subject to multiple manage mishaps, I decided to leave BluePearl. Due to my noncompete I had to take a job in southern NJ so that I did not break my noncompete. This caused me much stress and lost time with my family as I had to drive 90-120min each way to work in a specialty center in southern NJ (I live in northern NJ). The insane noncompete radius was unacceptable but I did not have the time or the financial resources to fight it and this is what companies

	<p>like BluePearl bank on, is that the signees will not have the wherewithal to light these crazy noncompetes. Unfortunately BluePearl is just one of many veterinary companies that have non-competes, ranging from 10-50 miles. I sat out the two years of the noncompete and worked in southern NJ and now that I am free of the restrictions, I have opened my own veterinary emergency and specialty hospital in northern NJ. We DO NOT have noncompetes for our employees as my partners and I feel very strongly that is an employee of our feels that it is time to leave, then we want them to work where ever is convenient for them, not forcing them to travel insane distances away from their family. We are not afraid of ex-employees taking "secrets" or divulging our business plan to others. I am in strong support of the Federal Trade Commission striking out non-competes, especially in the veterinary industry, or at least ensuring that non- competes are limited to a less than 10 mile radius."</p>
Marilyn	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Amber	<p>"I fully support the ban on non-competes. Having experienced great financial loss due to having signed one under pretenses that they would "never" actually act on one. After 10 years of being with a company recruiting physical therapists, and after learning I was being paid 40% below market, I left for a better opportunity. I gave the company 5 weeks notice to ensure a smooth transition. All that goodwill did was allow them time to file an injunction to prevent me from starting with the new job. With threats of having to pay their alleged "\$50k" in legal fees, while being out of work now, I was forced to settle and agree to not work in my industry for a year. The end result was lost income from being out of work, \$15k in lawyer fees to simply defend myself, and over \$200k in which I was working so grossly underpaid for years at the company before resigning. They use their Noncompetes as a retention tool to scare employees into never leaving or to leave their profession in which they will need to begin a new one where they will not have the same marketable salary. Only a select few, including myself, had the courage to leave. They are the exact</p>

	<p>reason why this ban should exist. There are so many other healthcare workers trapped at this organization because Fox takes every opportunity to use people like me as an example "see what we did to her, we won and the same will happen to you". Noncompetes make sense when an organization truly has trade secrets. Fox would not fall in this bucket. The reality is that the model they deploy is simply outpatient in the home. There is nothing proprietary or special that gives them a competitor edge, other than how they misuse their restrictive covenants. However, no one goes through with litigation because no average worker can afford to fight Goliath. I will never get back the lost income or trauma I endured in a year long battle of them. Please support this ban."</p>
Michael	<p>"My wife and I are physicians and want to support a ban, at least in the field of medicine, of non-compete contracts. It is truly unfair that a medical practice can require in an employment contract a distance (in miles) and/or time duration whereby a physician cannot join another practice, work for a hospital or start their own practice. Many situations may arise during a medical employment contract where a physician morally, ethically and/or financially cannot continue to work in their current setting but is restricted in leaving unless another position is many miles away. I would consider this to be indentured servitude, and is unreasonable and unfair. It is also not in the interest of the patient population nor patients who have been in treatment with a physician for many years and have a mutually beneficial relationship."</p>
Wendy	<p>"I support the move to prohibit non-compete clauses. They are destructive of workers' rights and freedom."</p>
Marilyn	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>

Young	"I strongly support this new proposal as non compete clause allows employers to tolerate lower quality standards for competitive job practices and force employees to balance sacrificing uprooting family for new job or tolerating poor job practices."
M. J.	"I strongly believe that non-compete agreements, esp with low skilled work (but also with high skilled workers) are detrimental promotion and advancement. It allows companies to profit at the expense of providing a good work environment."
Jason	"Please, I really need this bill to get pass."
James	"I strongly support this initiative to ban non-compete clauses. These clauses have no positive benefits for workers, and only serve to keep these workers trapped with an employer who then has less incentive to pay them fairly or treat them right. Employees should be free to work in the industry that matches their skill set without the threat of legal action against them based on a non-compete clause."
Erin	"I was forced to sign a non compete and then was let go from my job right before Xmas 2022. I now can't work in the field I've been in for six years for at least a full year. How am I supposed to support myself? These need to be illegal."

Lance	"Non compete clauses have nearly destroyed my family's finances twice in my life. They are a tool for employers to bully their employees and little more."
Anmol	"I support getting rid of noncompete agreements. They're non-competitive, exploitative, and give too much power to the employers to upend their employees' lives in case the employees decide to leave their job."
Brian	"Non-compete clauses stifle innovation and productivity growth. In order to fight the current inflation environment, it is imperative for productivity to increase. GDP and nominal wage growth is impacted largely by productivity increases. Allowing labor to freely transition into different roles and companies will unlock innovation that has been trapped through non-compete clauses."
Mary Kate	"Excluding physicians would be asinine. It is the entire reason we need this law. Physicians being able to switch hospitals in the same city is important for hospital growth and competition. Hospitals should want to retain physicians and reward them for doing good work for patients. Instead, the non compete clause traps many physicians in a health system they may not want to be in however have to stay in due to family obligations. This can very much lead to a stagnant, uninspired physician workforce. Moving between institutions is freedom, and non-compete clauses bind physicians to institutions they may not enjoy!"

John	"I recently sold my Wealth Management Practice and part of it was to sign a 5 year non compete, which greatly restricts my skill set that would be welcome by other employers"
Ken	"This practice needs to be banned. Large corporations especially have far too much power without stifling workers ability to change jobs in their chosen field. More over it's a form of forced labor in a way."
ATUL	"I fully support banning the non-compete clause in any employment agreement. I became a victim of a non-compete clause in 2007 when I accepted the new job offer and resigned from the company. The CEO insisted that I shall reveal where I was going. The company where I had taken the job was acquired by a more prominent company just a few months earlier. My old employer decided to pursue a non-compete clause where it had less than 1% of revenue from the product while the prominent company has more than 75% of its revenue coming from selling the same technology software. My role was in sales and the lawyers portrayed to the judge that I had knowledge of all company's secrets. Host my preliminary hearing and was out of a job for 3 months. Employers are abusing the non-compete clause and using it as a vendetta to go after innocent employees who are just trying to make a better living. This practice is exploited in the technology field (except CA) as well as in healthcare (including dentistry) heavily. It shall stop at the earliest. No one should go through what I went through with no income, no health insurance, and a huge lawyer's bill in five figures."
Dana	"Dear FTC, I am writing to express my support for a ban on noncompete agreements for physicians. As a physician, I have seen firsthand the negative impact that these agreements can have on both individual doctors and the healthcare system as a whole. First and foremost, noncompete agreements can limit a physician's ability to provide care to patients. These agreements can prevent doctors from moving to new job opportunities and serving new communities, even if they have the skills and qualifications to do so. This can be particularly harmful for patients in rural or underserved areas, who may not have access to the same level of care as a result. Furthermore, noncompete

	<p>agreements can stifle innovation and competition in the healthcare system. By preventing physicians from bringing their knowledge and expertise to new practices, noncompetes can limit the exchange of ideas and the growth of new models of care. This can ultimately harm patients, who may not have access to the latest treatments and technologies as a result. In conclusion, as a physician I strongly urge the FTC to consider banning noncompete agreements for physicians and other workers. These agreements can have a detrimental effect on patient care and the healthcare system, and a ban would be an important step towards protecting patients' rights and promoting healthcare innovation. Thank you for your consideration. "</p>
David	<p>"I have been hurt by non compete agreements in the past. I recently joined a company that had me sign a two year non compete clause. I work multiple hours off the clock to gain the knowledge I need to be effective, so non compete agreement's are great for employers and not fair for employees. If I'm fired all my work is frozen and goes to waste and I'm struggling to provide for my family. Non disclosure agreements work just as well. In fact, I signed a non disclosure agreement with my last company who competes directly with the company that had me sign a 2 year non compete! Please overturn these unnecessary agreements that only favor the employer and causes hardship for employees. These agreements are unnecessary and hamper competition and wages. Today company politics are so bad and employees find themselves in a bad situation if they join the wrong organization or if the organization is purchased and the culture changes."</p>
Syed	<p>"Non-compete clauses in employment contracts restrict an individual's ability to work in their chosen field, limiting their earning potential and stalling professional growth. These clauses also restrict competition and innovation within industries, as they prevent new ideas and techniques from being brought to the market. Furthermore, non-compete clauses are often unfair and unreasonable, particularly for low-wage workers who may not have a choice but to sign them. The widespread use of non-compete clauses ultimately harms both employees and the economy, making it necessary to ban them in order to promote fair labor practices and a thriving business environment."</p>

Kal	"Non-compete clause rule allows companies to hold employees hostage. If all companies had non compete agreements signed by their employees 20% of the work force would not be able to find a job in their industry. Companies can protect proprietary material with agreements but should not be allowed to own a employee."
Heidy	"The FTC should absolutely ban non-competes nationally! Non-competes favor large corporations and stop regular citizens from Pursuing increase in salary, benefits, and improved lifestyle. Please ban non-competes!"
Walter	"Do away with non-.compete clauses. Big business desperately need to be shackled and constrained. Corporate amerika has ruined this country in my lifetime. I got to witness the downfall of the greatest experiment. Give the young people, your kids, a chance at a decent life and not one of subservience to corporate overlords."
Christopher F.	"Frankly, I prefer to work with people who like their jobs. NPRM is now used so maliciously a bus driver can't leave to drive for Uber-Eats without threat of lawsuit"

Rajesh	"The hospitals abuse the non compete clause and take away the benefits of the physician staying the community. Also reducing the abuse of the physicians by the hospital systems. This will improve availability of physicians and increase the competition to acquire the best talent without avoiding the talent. Thanks"
Eileen	"Slavery was supposed to have been abolished in this country, why are you keeping it alive by allowing non-complete contracts?"
Jaclyn	"I am strongly in favor of this rule. Employees who are treated well, paid appropriately, and who are overall satisfied in their employment position do not resign from their positions and seek employment in nearby locations. These non-compete clauses prevent unsatisfied employees from seeking improved employment situations without that requiring a major life change (such as physical relocation or an unreasonable commute). It is therefore an unfair and coercive practice, especially given that an employee cannot accurately predict their satisfaction in a job prior to signing a contract."
Amy	"Non Competes are in democratic and, in the healthcare industry, are particularly damaging for patients where they can disrupt continuity of care. Having a healthcare worker or provider who knows you well can save your life. These practices can and often do disrupt that. Patients have a right to continue to receive care from those who know their care and shouldn't lose that. No one wins here except organizations who wouldn't lose their employees or clientele if they themselves competed in a better way by offering better wages and/or services."

Hagar	<p>"I am writing to declare my support for the proposed non-compete clause rule Limiting competition and potential worker opportunities with this unfair tactic only promotes employer authority and limits competition. America is a country built on the entrepreneurial spirit and we are faced with many looming problems that require technical and innovative solutions. By trapping talented employees, bosses are not only stunting individuals career opportunities, but stunting America's innovative potential. Additionally, in some states non-compete clauses are already illegal, but some businesses are taking advantage of workers ignorance and making them sign such clauses that have no legal authority. By requiring employers to inform employees that non-compete clauses are not in effect, this will eliminate this danger. This rule will be a boon for workers seeking better opportunities, higher pay, and create a more competitive economy in general. I support this effort and hope that the FTC passes this non-compete clause rule."</p>
Geralyn	<p>"I am retired so not affected by this situation directly, However, I do not have a college degree but was able to move from company to company, many times to a competitor throughout my career in order to gain a better opportunity and always make more money and attain better benefits. This practice is completely wrong and gives way too much power to employers to keep people from bettering themselves in the service of corporate greed,"</p>
Jon	<p>"Noncompete agreements don't make for a free and fair market. They should be abolished."</p>
Bill	<p>"Companies should not be allowed to have non compete or non solicit rules, as especially in some parts of the country/certain regions, it can make it almost impossible for a person to find another position. I certain understand restricting trade information or trade secrets, but restricting someone to not be able to work for another company can make it almost impossible to continue a career. Or if you're going to decide to allow a non compete to prevent someone from job hopping, at least let it be phased out so that if someone is there for a couple years, they're then free."</p>

Kelly	"I support the FTC's proposed rule to ban non-compete clauses."
Cleo	"I agree that non-compete clauses should be disallowed under the new rule proposed by the FDA. This will ensure workers have the ability to change jobs without threat of lawsuits by former employers. Some employers have incredibly restrictive non-compete clauses, necessitating workers to change states or even coasts to work in the same industry. This should be illegal and I agree that the FTC should end the ability of employers to force non-compete clauses on employees."
John	"Non-Compete Clause Rulemaking, Matter No. P201200" I am a physician who is from Pennsylvania. Due to a noncompete. I had to leave an underserved area in critical shortage and need for physicians during the pandemic and relocate my family to New Jersey. These non-competes need to be completely eliminated as they worsen healthcare, worsen shortages in underserved areas and impose unnecessary harm on physicians. I will never sign a noncompete again."
Nicholas	"Non complete clauses are modern day indentured servitude. They serve to keep wokers compensation down and allow works to have poor working conditions. Any exclusivity an employer has to a period of time of non compete should come with financial compensation for that period of time."

J	"I support a ban on noncompete agreements. Taking a job offer thr an inferior position to avoid the potential long-term implications of accepting a better job accompanying a career-limiting contract is discouraging at best. American society no longer thrives on a single-job career model. Most private sector opportunities don't offer sustainable long-term benefits of pensions and incentives. The population has adapted. Non-compete agreements keep employees from seeking better opportunities and reaching their potential. Non-Compete Clause Rulemaking, Matter No. P201200"
Rose	"My 41 year old daughter has Down's syndrome and she is supported by a woman employed by Med A Quest out of Egg Harbor Township, NJ. My daughter's services are paid for by Medicaid. Originally, they charged \$.74 per mile but have raised it to \$3.50 per mile in addition to the hourly rate they charge for the woman's services out of the budget allowance provided her by the Medicaid. This cost drastically reduces the allotment to my daughter's budget that she can use for other necessary items. My daughter loves this woman but I no longer want to use Med A Quest. Sadly, she signed a noncompete with Med A Quest and they will not let her out of the contract. I would like to self-hire this woman but am not able to due to this awful contract. I also am employed as a Support Coordinator providing services to families like ours. Another family also uses Med A Quest and would like to self-hire this woman. These contracts are paramount to slavery and the woman is not free to work as she chooses. Please intervene and disallow the use of these noncompete contracts especially in the home health aide scenarios as I have described."
Beth	"I believe that non competes are unfair and not uniformly enforced in many organizations. They limit the opportunities in a very changing business and economic environment for employees to seek out new opportunities in their chosen field of expertise and have the options for better pay and working environments by staying relevant in the field they know and worked on their expertise for years. Please strike down Non Compete enforcement"

Roman	<p>"I support the FTC proposed rule banning non-compete clauses. I and my patients have been personally harmed by non-compete clauses. After my previous employer made a number of "cost-saving changes" by eliminating clinical staff, we had an exponential increase in near miss dangerous events in our clinic. I tried to fix things, found I couldn't and our administration wasn't interested in helping, and I resigned in protest. I was unable to establish a clinic as I was planning in the general vicinity due to a non-compete. This would not have even been competitive with the hospital system, as the hospital had a four-month wait list for my specialty, and my presence would only have alleviated access issues. Instead, I was forced to move and work further away, a bit too far for most of my patients, who repeatedly reached out to me (unsolicited) via social media and email addresses they found online, asking me to help them and detailing their plight with the former hospital office, which quickly deteriorated further in care. Everyone ended up worse off, the patients most of all. I had to leave an area I enjoyed working. And it didn't make a difference to the hospital. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. I urge the FTC to adopt the proposal to ban non-compete clauses."</p>
Kathleen	<p>"I am a pediatrician with 20 years experience in New Jersey who has been practicing at a private practice as an employed physician for 14 years. This practice does not accept Medicaid patients. Through volunteer work at a local homeless shelter (HomeFront), I have developed a desire to provide care to an underserved population. I have been offered a job at a local practice that has 91% Medicaid patients. However, due to my non-compete (which was actually changed from my original contract) of 1 year and 10 miles from my current practice, the partners at my current practice are not allowing me to take this job as it is within 10 miles from my current office. The practice I want to work at with the 91% Medicaid population services the Trenton, NJ area, an area which has seen the closure of two other Medicaid based practices recently. Clearly this practice is not a competitor of my current practice which services a primarily affluent area. The partners at my current practice are preventing me from working for this underserved area because if I leave my current practice they will make less money, not because I will be in competition with them, but because it will "look bad" that I leave their practice and because I see a very large volume of patients for them and they profit at least half of the revenue from those visits. Non-competes should be abolished as they hurt the public good as well as individuals rights to pursue a job with personal meaning"</p>

Susan	"I support eliminating non-competes. They unfairly limit workers from selling their time and services at the going rate and artificially limit mobility in the workforce."
Stephen	"Non-compete clauses are extremely harmful under the current system and have gone from a legitimate way for a company to protect it's intellectual property to a means of controlling worker's ability to seek employment in the free market for the purpose of leveraging lower salaries and reducing employee turnover. Non-compete clauses are not the only way that businesses can protect their intellectual property these days, and no other option requires the ankle-breaking of the free market system in terms of the worker finding the most equitable deal for their skills and labor. These abuses by an outdated system are the new company-town for the modern American worker. Decades can be spent building up expertise in a field that would be useless outside of that first company because they would be legally prohibited from using it. That is a market-breaking power that exerts an unjust and often inescapable influence on workers far exceeding other standards for employee protection. It's time to remove this system of control to let the American worker work freely and proud again."
Narayan	"Please remove non-compete clause put up by employers. This helps in great way."

Samir	<p>"I am a physician and am burdened by a non-compete. I was a partner in a group when I and two other partners found out that two of the senior partners were stealing from us. They had created 3 different LLC's and are siphoning revenue off of the top. We have since sued them, but originally when becoming an associate at the practice we had a 20-mile 5 year non compete from each office that we signed. Because it was over burdensome, we tried to negotiate that down but we're unsuccessful. Now we have sued the practice over the non compete as well as financial damages, and we are beginning litigation. Non competes have a role in intellectual property, but certainly not in the physician setting where patients choose their own physician. Non competes hurt the communities in which they affect competition. They allow for employers to restrict choices of potential employees and reduce competition. Had my employer not had a non compete, I am sure they would have behaved in a manner to try and keep us, as opposed to cheat us and assume they have us locked in. They lead to a sense of unhappiness without choices and do nothing to protect the general public."</p>
Rajshree	<p>"This should be illegal. In no other profession is it done. Also APPS practice medicine without any restrictions in any specialty without any repercussions."</p>
David	<p>"I support the Non-compete Clause Rule. I am a member of a private practice radiology (physician) group. Like many specialties, radiologists generally get few if any dedicated patients or referring physicians who would travel or refer long distances to remain with that doctor. Our interactions are generally infrequent and rarely involve direct interaction with patients or other physicians. When I joined my group 20 years ago, I took on a non-compete agreement that lasts 5 years, with a 12 mile radius. At that time, I could have moved or commuted an extra 30 minutes and still have gotten a job that would not require me to move my family elsewhere. The practice has now grown tremendously and extends through much of New Jersey. If I leave, or when I retire from my practice (posing no threat of competition whatsoever to the business) I may have to move out of state to continue practicing. Non- compete clauses in many professions, including much of medicine, serve primarily - sometimes only - to compel employees to remain with the company unless and until</p>

	conditions are such that the employee can relocate their family elsewhere. This frequently occurs in situations where the employee poses no reasonable threat to the business's viability. On a bigger scale, this makes the entire environment less competitive and less efficient. This asymmetry is not good for the local or national economy and very, often places onerous burdens on employees with no real value to the business imposing the non-compete clause."
Arthur	"I would not be able to get a job immediately if burdened with a non-complete"
Rachel	"I support banning non-competes because I've seen them cause emotional and mental harm in veterinary medicine by entrapping employees. Employers in veterinary medicine should look to utilize NDAs and non-solicitation clauses instead if protecting IP is the primary goal. Non-competes protect the employer and often enslave the employee."
Robert	"On balance non-compete clauses are onerous and unfair. They usually reflect completely unequal bargaining positions between applicants and employers and on the whole have the effect of reducing working people's incomes and customers' options for no good reason. Please forbid them."
Jessica	"Some towns are so small that the only place a person with no marketable skills or no access to transportation can get a job is whatever abusive chains happen to be in these small towns. By allowing non-competes, you are making it impossible for someone to find a new job if necessary. It's not enough to say that our time is only worth \$2.13 but you also want to limit where we can work? When the service industry completely collapses in the next few years, you can look back on this being one of many reasons."

Tom	"Non compete contracts are manipulative and cruel. They got to go."
Andrew	"Non competes inhibit one's ability to provide for themselves and others with the skills they have cultivated with their own experiences. It is a detriment to productivity, capitalism and competition."
Christopher	"Just a regular salaried worker here. This would help many people find jobs easier and eliminate the unnecessary overhead of avoiding "competing" companies when job searching. Not only that, but the sharing of skilled workers across an industry is good for the health and growth of the economy as a whole, as it will allow workers to use the skills they have honed over-time in the positions that would most benefit from them, leading to more efficiency and higher quality in the work being done. In an age where the US is constantly pressured to maintain world peace, it is essential that we enact and prioritize laws and rules that support the growth of our economy over the short-term gains and interests of competitive corporations. I am in full support of this proposition."
Amos	"I have been a medical doctor for over 40 years. Initially in private practice and for the last 10 years as a hospital employee. All of my contracts with the hospital have included non compete clauses. I believe these hinder good medical care and only benefit the hospital chains. They certainly do not benefit the doctor and eventually hurt patient care. When I wanted to change employer to a different hospital, I could not because of my noncompete clause that although was only for 15 miles, it included every office and hospital in the state. I, therefore cannot practice my speciality in neurology and multiple sclerosis anywhere else in New Jersey. I wanted to open up a new MS center in an area that did not have one but could not because this clause. There reduces patient care where it is needed. I know of many other doctors who are in a

	<p>similar situation. This clause also prevents completion for top MD talent between hospitals and eliminates our bargaining power. No such problem for my doctor friends in California. These onerous clauses should have been eliminated long ago. I don't believe this is a partisan issue. It's BIG business versus the people. Please fix it."</p>
Elizabeth	<p>"I support the Non-compete clause vile."</p>
Tom	<p>"Non compete contracts are manipulative and cruel. They got to go."</p>
Andrew	<p>"Non competes inhibit one's ability to provide for themselves and others with the skills they have cultivated with their own experiences. It is a detriment to productivity, capitalism and competition."</p>
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Ashish	<p>"I agree that non competes should be banned and it is great step by FTC. The rationale: 1. Discourages small organization setup and support much larger players with deeper pockets 2. Hinders freedom and fair competition; the basis for democracy is freedom and non competes go against that 3. Usually the employees are forced into these due to lesser negotiation power and many do not move out due to fear of no opportunities outside 4. This ban will help us create a level playing field for smaller players 5. This ban will help best ideas to thrive and encourage fair competition 6. We should not give up this fight cause people who like non competes have deeper pockets and they will definitely stop this from being implemented."</p>
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Raymond	<p>"It certainly is a one sided clause protecting a company with total disregard for the advancement of its employees. It is as bad as the "at will" clause that many companies have where they can fire and individual for no reason at all."</p>
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Jatin	"Abolish non compete rule"
Nancy	"In the "Land of the free" we must be free to pursuit the employment that gives us an acceptable quality of life towards health and happiness."
K	"Please ban the practice of non-compete agreements. They put employees in unfair and disadvantageous situations. In most cases employees cannot afford to hire a lawyer and/or are not in position to negotiate with company. Non-compete agreements not only hurt employees financially but their threat of being litigated is also traumatizing and as a result many employees are forced to let go good career growth opportunities. I have personally encountered this twice in my professional career and had it not been for non-compete agreements my professional career would have reached greater success and I would not feel stuck with an employer that has no respect for work-life balance and has deployed many practices that are unfair for employees. The negative environment at work and the sense of being stuck is also negatively impacting my family life. I feel non compete agreements are form of modern day slavery and it should be abolished. Thanks to FTC and other decision makers for your attention to this issue. Please ban non-compete agreements!"

Amit	"Do Not succumb to AHA's lobby to exclude physicians from the non-compete clause."
Patricia	<p>"I was so relieved to hear you are considering banning Non-Compete clauses. I was under one for 25 years. It was updated about 20 years in to make it even more binding. Signing it was one of the most stressful decisions I ever had to make. One feature of my contract was that I couldn't go to work for a company in an industry that might someday one to work in. NCC inhibits movement and growth for labor, putting all the power in the hands of the employer and limits the options for the work force, with real life consequences for the workers - an inability to change jobs for greater pay or opportunity or start a business in a field that you chose, trained for and have dedicated your time too. Workers are not just carriers for the company's intellectual property. They have their own skills, talents and specialties that they develop during their working years and must be allowed to grow. I see that now employers who don't even have IP, whose businesses sell the skills of their employees (like hairdressers) have NCCs, eliminating the employers risk by putting an unreasonable, life-limiting hold on the workers. The opportunity costs of this practice are great. The burden on working people is great. Let employers protect their IP through Non- Disclosures clauses. Let them hold on to their employees by creating lucrative and healthy workplaces. But please, outlaw NCCs. Thank you."</p>
Margery	"Please pass this. I support every part of this."

Muhammad	"There should be no non compete rules. This has to be removed"
Sunjay	"I applaud your plans to ban non-compete clauses. However I ask that you include physician non-compete clauses in your ban. Non-compete clauses contribute significantly to physician burnout and significantly decrease an employer's incentive to treat their employed physicians well. Imagine you are an employed physician. You and your spouse move to your dream town, your dream house. Your young children start school and are thriving with many close friends. However all of a sudden your relationship with your employer sours. Maybe they want you to spend less time talking with your patients and want you to claim through patients more quickly. Maybe they are threatening your employment status because you spoke out about unsafe or unethical practices. Whatever the reason, leaving this job would require uprooting your entire family. Most of us go into this field because we want to take care of people. We want to do the right thing. But medicine has become increasingly corporate, and the care of the patient is losing out to the pursuit of the dollar. Non-compete clauses are just one of the many tools used to make it harder for physicians to take care of patients in the way that they want to."
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Kaylee	"Pro removing non competes!"
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Bhavesh	"Please stand firm in implementing these necessary new rules. Competition is good for both innovation and consumer, not to mention skilled workers losing job making less money paying less tax, and putting more burden on the government. Non-Compete rule needs to go."

Ron	"Non-Compete Clause should be made illegal. It constricts the power of capitalism. If anything, it should only be applied to extremely well compensated employees, like CEO, CFO, etc only."
samer	""Non-Compete Clause Rulemaking, Matter No. P201200" on your comment, I am supporting ending non compete clause"
Alexander	"Noncompetes only benefit the company. They limit my ability to even make fair market value for my services if I have committed to a company that then chooses to not raise my wage over time. Eliminating noncompetes will put more money into the hands of workers. I support banning noncompetes."
Nabeel	"Non competes hurts a free market. Get rid of it please"

Megan	"Iain strongly against non-compete clauses. I work in food service management, and in my area there are only two main companies - Compass and Sodexo. If one of them excludes me from working for the other, my job prospects decrease to the point I likely need to move several states away."
Emanuel	"The proposed ban on non-compete agreements by the Federal Trade Commission (FTC) is a crucial step towards protecting workers' rights and promoting a more competitive labor market. Non-compete agreements, which are often included in employment contracts, restrict employees' ability to seek employment with a competitor after leaving their current job. Such agreements limit job mobility, reduce the bargaining power of employees, and hinder innovation by preventing workers from using their skills and knowledge to contribute to new companies. The ban on non-compete agreements would allow workers to move more freely between employers, enhancing competition and promoting a more efficient allocation of talent across the economy. Moreover, non-compete agreements are often used by employers to suppress wages and restrict employees' job opportunities. Workers who are bound by non-compete agreements cannot negotiate better terms or compete for higher-paying jobs, as they are locked into their current position. This can lead to lower wages and slower career progression for employees. By banning non-compete agreements, the FTC can help to reduce the power imbalance between employers and employees, and encourage businesses to compete for workers based on fair wages, benefits, and working conditions. Overall, the proposed ban on non-compete agreements is an important step towards promoting a more competitive and equitable labor market, and protecting the rights and opportunities of workers."
Peter	"The Federal Trade Commission has just begun collecting comments in support of its new rule to ban non-compete clauses in labor agreements. I support the proposed Federal Trade Commission rule to ban the use of non-compete clauses by employers. That is because non-compete clauses make it harder to move on from a job that underpays or mistreats employees, by allowing a former employer to sue if an employee goes to work for another company in the same industry. The FTC has estimated that banning non-compete clauses in employment contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year. That would greatly help both those workers and the U.S. economy."

Stephanie	"Remove this unfair clause, it affects physician livelihood in their neighborhoods!"
Kanad	"The AHA wants the benefits of physicians expertise but treat them like property. The non compete clause must extend to physicians"
Jodi	"Done. "Non-Compete Clause Rulemaking, Matter No. P201200" Non compete is grossly unfair to physicians who strive to care of patients and should not be limited by non compete but the level of service they provide to people. ."
Kim	"Physicians, as much as any other profession, should not be limited by restrictive covenants as it reduces availability to patients of skilled professionals; especially in densely populated states where restrictive covenants can vary a physician from practicing in nearly half the state. This not only severely restricts the physician, but restricts patients from getting the best care. Many states have acknowledged the detriment of these policies and they don't hold up in court making them illegal will help the medical practice by allowing unfettered movement and practice."

Carole	"Nonprofit hospital should not be able to dictate where their physicians can work if they chose to leave their institution. This is akin to forced labor in professionals who need to stay in a community because of family obligations and can not move out of the area but need to make a living."
Hank	"Non compete clauses in the physician realm are completely anti-competition and anti capitalist and are very restrictive to the physicians. The hospital and insurance companies already have a huge bargaining advantage over physicians which these non competes only strengthen."
Nicolas	"Non-compete agreements are manipulative and unfair to workers, especially those with specialties in fields. I support banning them."
P	"NC are very bad for Employees. I have had several employers hold NC over my head to get me to do things I would otherwise refuse to do, i.e. exceed DOT hours, fake logs, fake drivers time cards etc. Waste Management is one of the worst companies with this but not alone. Almost ALL Waste transporters hold NC over both drivers and managers. I have left the industry for 2+ years as a result of refusing to put a driver safety at risk and had to quit, forcing me to go into another field to support my family while the NC time was still enacted. And if you refuse the NC, your refusing the job entirely..."

Christopher	<p>"This is long overdue in my humble opinion. I work in IT, and this is very prevalent if you work for an internet service provider. Employers want to prevent you from working with their customers if you leave the organization. As an employee, I want the option to work for whoever I choose. It does give organizations an unfair advantage. My field is rampant with this abuse of power, and I hope to see that change as soon as possible."</p>
Alexis	<p>"Non-Competes are hindering our workforce with national consequences. We are seeing shortages of trained personnel across the country and a massive exodus in far too many specialties. How are we supposed to move forward with our careers when these corporate jail sentences are chaining us to dead end jobs at the threat of litigation?"</p>
J	<p>"Restricting someone's ability to earn a living in a field in which they have expertise at the benefit to corporations is unethical and downright dirty. Please abolish non compete agreements and allow workers to earn money in their fields. Protecting corporations over people has been a priority of this country for far too long. Do the right thing."</p>
Sarah	<p>"It's clear that business like non-compete clauses because they create an imbalance in power. It's honestly astonishing that anyone can say with a straight face that it's good for the economy. It's only good for wealthy lazy businesses that want to bully employees into staying. What ever happened to the land of the free? it's a foolish argument to claim that companies need the noncompete causes so as not to lose costs of training just to have someone poach their employee— the obvious solution is pay your employees well enough, and treat them decently, and they won't want to leave. Why was that not the solution? Why did companies instead choose to impinge upon the freedom of their employees? Is it easier to suppress people than treat them well?"</p>

Michael	<p>"I recently left a fulltime job and the field that the job was in where I was bound by a noncompete agreement which I was forced to sign after being in the role for over two years as a condition of continued employment when the company I worked for changed ownership. The non-compete was for a two year period and included being unable to work in the same field in any state bordering the one I was working in. This is despite the fact that anyone hired in my role was hired because we already had the skillset needed to do the job. Myself and my coworkers do feel that this was introduced to both suppress wages and as a tactic to force us to stay with the company. Further, courts within the state I lived in were known for routinely siding with the company/employer in legal challenges to noncomplete agreements, which I believe was also leveraged against myself and my coworkers. I also do not believe any practices/protocols used by that employer were proprietary, actually our tasks and practices were standard in our industry. I support the FTC banning noncompete clauses nationwide and believe it will lead to more competition and spur innovation. Thank you for your time and consideration."</p>
Billy	<p>"As an employee of the rapidly expanding online sportsbooks and casinos throughout the US, I can say companies are using non-competes to suppress wages and destroy career growth of employees. This is especially the case for organizations such as PointsBet. At the start of my employment the organization kept reminding all staff about terms of the agreement and how we could not seek employment with direct competitors. These agreements are far fetching in geographic scope and terms. It encompasses the entire industry - both online and brick and mortar operations. Additionally, when it comes to your annual reviews, companies are using this as a way to not have to offer you a pay increase and will keep you at the same rate essentially until you quit. As for the terms, they are typically 1-2 years. If an organization wants you to be out of work for this long they should be offering garden leave. Most employees are not able to afford a lawyer to negotiate the agreement at the end when you're terminated. I believe a company shouldn't be able to ban you from working within your industry across the entire country. This is unethical and the only one profiting is the executives. If they want you to sit out for a whole year, then you should be getting your salary plus benefits. Please considering removing non-competes for employees to have career mobility within the industry and compete for better higher paying jobs."</p>

Igor	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. "
Ami	"How can anyone stop people from making a living. This definitely needs to controlled and or cancelled!"
Kirill	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. It's plainly put too much power in the hands of the employers, and employers have not been paying competitive salaries for the past fifty years."
Paul	"Non-Compete clauses area horrible practice. It completely destroys an employee's ability to get a new job in their field, making all of their experience that they've EARNED completely useless. On top of that, it creates a hostile and toxic work environment where the employee feels trapped. This doesn't ensure loyalty or promote healthy working habits, and in fact accomplishes the exact opposite. A trapped employee is not a productive employee."

Dan	"Non compete clauses cause employees to be afraid to seek promotions and explore opportunities if a company is going in a direction different than the employee feels comfortable in. It essentially bars an employee from being valued higher at another company and takes employee freedoms away. Explain how an employer can be at will however an employee can not be at will due to a non compete clause. I've seen candidates lose opportunities for advancement at companies due to non compete contracts. However I see the same candidates get let go due to restructuring and held out of getting another job in the same field all because of non compete contracts. Non compete clauses put everyone at a disadvantage because they restrict the ability to have free will to choose where to work and who companies can hire."
Fred	"Non-competes are un-American. Our system is based on capitalism, free markets, competition. How do non-competes fit into that world? They don't."
Keith	"Chair Lina Khan, I'm writing today in support of your effort to ban or strictly limit noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I was shocked to learn that ordinary fast food workers are made to sign noncompetes. Either ban such clauses or restrict them to a few "key" employees who possess significant Intellectual Property of the employer. "
Elizabeth	"I support the Non-compete clause vile."

Emil	"As a physician who had to suffer from two non competes, the removal of non competes would benefit patients and our society as a whole. The non compete contract serves to keep good physicians from staying in the area that they work and patients they serve and puts an undue burden on all. Some work environments are unbearable but due to NC the employee will suffer because they need the paycheck and they cannot relocate 10+ miles radius from where they currently work. Some NC cover an entire state which is unfair. Please get rid of NC and allow freedom for physicians to work where they want for the time period they want to work"
Ashish	"I agree that non competes should be banned and it is great step by FTC. The rationale: 1. Discourages small organization setup and support much larger players with deeper pockets 2. Hinders freedom and fair competition; the basis for democracy is freedom and non competes go against that 3. Usually the employees are forced into these due to lesser negotiation power and many do not move out due to fear of no opportunities outside 4. This ban will help us create a level playing field for smaller players 5. This ban will help best ideas to thrive and encourage fair competition 6. We should not give us this fight cause people who like non competes have deeper pockets and they will defmitly stop this from being implemented."
Justin	"1100 % support this rule change I am currently in a non compete and the way it is worded is so fundamentally wrong on so many levels. They also make me sign my state rights away for the state my company resides. Not sure how that is even legal with interstate commerce and constitutional law of each state. I tired to mark it up and change the terms and frankly said sign it or no pay increase and no job it is basically blackmail sign or get fired."
Raymond	"It certainly is a one sided clause protecting a company with total disregard for the advancement of its employees. It is as bad as the "at will" clause that many companies have where they can fire and individual for no reason at all."

Rosemarie	"I don't think this is fair to the employees. People just want to better themselves. I think this clause should be eliminated"
Jatin	"Abolish non compete rule"
Nancy	"In the "Land of the free" we must be free to pursuit the employment that gives us an acceptable quality of life towards health and happiness."
K	"Please ban the practice of non-compete agreements. They put employees in unfair and disadvantageous situations. In most cases employees cannot afford to hire a lawyer and/or are not in position to negotiate with company. Non-compete agreements not only hurt employees financially but their threat of being litigated is also traumatizing and as a result many employees are forced to let go good career growth opportunities. I have personally encountered this twice in my professional career and had it not been for non-compete agreements my professional career would have reached greater success and I would not feel stuck with an employer that has no respect for work-life balance and has deployed many practices that are unfair for employees. The negative environment at work and the sense of being stuck is also negatively impacting my family life. I feel non compete agreements are form of modern day slavery and it should be

	abolished. Thanks to FTC and other decision makers for your attention to this issue. Please ban non-compete agreements!"
Amit	"Do Not succumb to AHA's lobby to exclude physicians from the non-compete clause."
Patricia	"I was so relieved to hear you are considering banning Non-Compete clauses. I was under one for 25 years. It was updated about 20 years in to make it even more binding. Signing it was one of the most stressful decisions I ever had to make. One feature of my contract was that I couldn't go to work for a company in an industry that might someday one to work in. NCC inhibits movement and growth for labor, putting all the power in the hands of the employer and limits the options for the work force, with real life consequences for the workers - an inability to change jobs for greater pay or opportunity or start a business in a field that you chose, trained for and have dedicated your time too. Workers are not just carriers for the company's intellectual property. They have their own skills, talents and specialties that they develop during their working years and must be allowed to grow. I see that now employers who don't even have IP, whose businesses sell the skills of their employees (like hairdressers) have NCCs, eliminating the employers risk by putting an unreasonable, life-limiting hold on the workers. The opportunity costs of this practice are great. The burden on working people is great. Let employers protect their IP through Non-Disclosures clauses. Let them hold on to their employees by creating lucrative and healthy workplaces. But please, outlaw NCCs. Thank you."

Margery	"Please pass this. i support every part of this."
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Sunjay	"I applaud your plans to ban non-compete clauses. However I ask that you include physician non-compete clauses in your ban. Non-compete clauses contribute significantly to physician burnout and significantly decrease an employer's incentive to treat their employed physicians well. Imagine you are an employed physician. You and your spouse move to your dream town, your dream house. Your young children start school and are thriving with many close friends. However all of a sudden your relationship with your employer sours. Maybe they want you to spend less time talking with your patients and want you to claim through patients more quickly. Maybe they are threatening your employment status because you spoke out about unsafe or unethical practices. Whatever the reason, leaving this job would require uprooting your entire family. Most of us go into this field because we want to take care of people. We want to do the right thing. But medicine has become increasingly corporate, and the care of the patient is losing out to the pursuit of the dollar. Non-compete clauses are just one of the many tools used to make it harder for physicians to take care of patients in the way that they want to."

Robert	"I fully support getting rid of non-compete agreements! They put an unfair amount of power in the hands of corporations that already have too much control over how we live our lives."
Joseph	"I agree and support the banning of the non-compete clause. This has prevented by way of fear and intimidation for potential employees and employers from changing positions for the better. It gives the impression of being locked into forced labor for a company. Should one leave they are forced to change paths o something one might not have the natural skills for the tasks at hand. This places unnecessary mental stresses on the individual. I'm currently in the automation field as a VP of engineering and sales, locked into where I am."
Kaylee	"Pro removing non competes!"
Ahmet Cuneyt	"I am more than excited to see that FTC is acting towards banning those non-compete clauses present in the employment contracts. I think I am a good example on this, my company (which I worked at for more than seven years as a scientist with a PhD degree) decided to alter its business model and change its physical location (from New Jersey to a southern state), I did not want to move from New Jersey to the new location and as a result I voluntarily separated my ways with my company at the end of 2022; and now I am facing a 1 year long non-compete that prevents me from earning a salary and practice my experiences and expertise."

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Alexander	"Noncompetes only benefit the company. They limit my ability to even make fair market value for my services if I have committed to a company that then chooses to not raise my wage over time. Eliminating noncompetes will put more money into the hands of workers. I support banning noncompetes."
Nabeel	"Non competes hurts a free market. Get rid of it please"
Megan	"I am strongly against non-compete clauses. I work in food service management, and in my area there are only two main companies - Compass and Sodexo. If one of them excludes me from working for the other, my job prospects decrease to the point I likely need to move several states away."
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	<p>using their skills and knowledge to contribute to new companies. The ban on non-compete agreements would allow workers to move more freely between employers, enhancing competition and promoting a more efficient allocation of talent across the economy. Moreover, non-compete agreements are often used by employers to suppress wages and restrict employees' job opportunities. Workers who are bound by non-compete agreements cannot negotiate better terms or compete for higher-paying jobs, as they are locked into their current position. This can lead to lower wages and slower career progression for employees. By banning non-compete agreements, the FTC can help to reduce the power imbalance between employers and employees, and encourage businesses to compete for workers based on fair wages, benefits, and working conditions. Overall, the proposed ban on non-compete agreements is an important step towards promoting a more competitive and equitable labor market, and protecting the rights and opportunities of workers."</p>
Peter	<p>"The Federal Trade Commission has just begun collecting comments in support of its new rule to ban non-compete clauses in labor agreements. I support the proposed Federal Trade Commission rule to ban the use of non-compete clauses by employers. That is because non-compete clauses make it harder to move on from a job that underpays or mistreats employees, by allowing a former employer to sue if an employee goes to work for another company in the same industry. The FTC has estimated that banning non-compete clauses in employment contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year. That would greatly help both those workers and the U.S. economy."</p>
Stephanie	<p>"Remove this unfair clause, it affects physician livelihood in their neighborhoods!"</p>

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Jodi	"Done. "Non-Compete Clause Rulemaking, Matter No. P201200" Non compete is grossly unfair to physicians who strive to care of patients and should not be limited by non compete but the level of service they provide to people. ."
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Nicolas	"Non-compete agreements are manipulative and unfair to workers, especially those with specialties in fields. I support banning them."
Alexis	"Non-Competes are hindering our workforce with national consequences. We are seeing shortages of trained personnel across the country and a massive exodus in far too many specialties. How are we supposed to move forward with our careers when these corporate jail sentences are chaining us to dead end jobs at the threat of litigation?"
J	"Restricting someone's ability to earn a living in a field in which they have expertise at the benefit to corporations is unethical and downright dirty. Please abolish non compete agreements and allow workers to earn money in their fields. Protecting corporations over people has been a priority of this country for far too long. Do the right thing."

Sarah	<p>"It's clear that business like non-compete clauses because they create an imbalance in power. It's honestly astonishing that anyone can say with a straight face that it's good for the economy. It's only good for wealthy lazy businesses that want to bully employees into staying. What ever happened to the land of the free? it's a foolish argument to claim that companies need the noncompete causes so as not to lose costs of training just to have someone poach their employee— the obvious solution is pay your employees well enough, and treat them decently, and they won't want to leave. Why was that not the solution? Why did companies instead choose to impinge upon the freedom of their employees? Is it easier to suppress people than treat them well?"</p>
Michael	<p>"I recently left a fulltime job and the field that the job was in where I was bound by a noncompete agreement which I was forced to sign after being in the role for over two years as a condition of continued employment when the company I worked for changed ownership. The non-compete was for a two year period and included being unable to work in the same field in any state bordering the one I was working in. This is despite the fact that anyone hired in my role was hired because we already had the skillset needed to do the job. Myself and my coworkers do feel that this was introduced to both suppress wages and as a tactic to force us to stay with the company. Further, courts within the state I lived in were known for routinely siding with the company/employer in legal challenges to noncomplete agreements, which I believe was also leveraged against myself and my coworkers. I also do not believe any practices/protocols used by that employer were proprietary, actually our tasks and practices were standard in our industry. I support the FTC banning noncompete clauses nationwide and believe it will lead to more competition and spur innovation. Thank you for your time and consideration."</p>
Paul	<p>"Non-Compete clauses area horrible practice. It completely destroys an employee's ability to get a new job in their field, making all of their experience that they've EARNED completely useless. On top of that, it creates a hostile and toxic work environment where the employee feels trapped. This doesn't ensure loyalty or promote healthy working habits, and in fact accomplishes the exact opposite. A trapped employee is not a productive employee."</p>

Dan	<p>"Non compete clauses cause employees to be afraid to seek promotions and explore opportunities if a company is going in a direction different than the employee feels comfortable in. It essentially bars an employee from being valued higher at another company and takes employee freedoms away. Explain how an employer can be at will however an employee can not be at will due to a non compete clause. I've seen candidates lose opportunities for advancement at companies due to non compete contracts. However I see the same candidates get let go due to restructuring and held out of getting another job in the same field all because of non compete contracts. Non compete clauses put everyone at a disadvantage because they restrict the ability to have free will to choose where to work and who companies can hire."</p>
Fred	<p>"Non-competes are un-American. Our system is based on capitalism, free markets, competition. How do non-competes fit into that world? They don't."</p>
Keith	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban or strictly limit noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I was shocked to learn that ordinary fast food workers are made to sign noncompetes. Either ban such clauses or restrict them to a few "key" employees who possess significant Intellectual Property of the employer. Sincerely, Keith Danish Original Comment</p> <p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban or strictly limit noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I was shocked to learn that ordinary fast food workers are made to sign noncompetes. Either ban such</p>

	<p>clauses or restrict them to a few "key" employees who possess significant Intellectual Property of the employer. Sincerely, Keith Danish Leonia, NJ 07605"</p>
Ray	<p>"s of: March 24, 2023 Received: February 24, 2023 Status: Posted PUBLIC SUBMISSION Posted: March 06, 2023 Tracking No. lei-b6hk-vlx5 Comments Due: April 19, 2023 Submission Type: API Docket: FTC-2023-0007 Non-compete Clause Rule (NPRM) Comment On: FTC-2023-0007-0001 Non-Compete Clause Rule (NPRM) Document: FTC-2023-0007-8335 Comment from Carr, Ray Submitter Information Name: Ray Carr Address: Bayonne, NJ, Redacted Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I was forced to sign a noncompete and no solicitation, as were all employees at my company. When several of us were terminated, not only were we not given severance but we were sent copies of our noncompetes as a reminder. The employer has used these noncompetes as a way to even say we can't communicate with other current and former employees. Further, I urge you to address employee non solicitation agreements which also restrict mobility. Noncompetes are not a protection for employers but rather a cudgel used by executives to protect their own interests. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Ray Carr Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I was forced to sign a noncompete and no solicitation, as were all employees at my company. When several of us were terminated, not only were we not given severance but we were sent copies of our noncompetes as a reminder. The employer has used these noncompetes as a way to even say we can't communicate with other current and former employees. Further, I urge you to address employee non solicitation agreements which also restrict mobility. Noncompetes are not a protection for employers but rather a cudgel used by executives to protect their own interests. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Ray Carr Bayonne, NJ 07002"</p>

Smrita	<p>"I am a physician and am horrified that physicians, and only, physicians are excluded from this legislation. In this time of a severe physician shortage, limiting physician working abilities is very foolish. What exactly is the big deal when a physician leaves a hospital and opens up a clinic across the street? It seems the hospital is usually more worried about lost revenue rather than actually delivering patient care. I feel that physicians are being treated more and more like slaves to corporate medicine. Often we face toxic work environments in hospitals and in practices, and it is terrible to have to re locate one's entire family in mid life just to accommodate profit focused businesses. Why not let the PATIENT, the most important part of the medical equation, decide whom he wants to get care from? It is traumatic and harmful to destroy the patient-physician relationship for the sake of money. Physicians are the only ones who have taken the Hippocratic oath to put patients' care over anything else. Let the physician do his job without unnecessary chains and restrictions in a time when physician shortage and burnout is real."</p>
Amy	<p>"I am a licensed Optometrist and noncompete clauses are unfortunately very common across the US for myself and many of my colleagues as we sign contracts to work. These noncompete clauses can be very restrictive and prevent us from working across large mileage areas in the event of leaving a job to go elsewhere. In some cases, large medical practices that have multiple office locations restrict you from work within a certain distance from ANY of the practice locations, which often translates to a huge section of the state that you can no longer seek employment. These restrictions are unfair and many times employees choose to stay at an unfavorable job since they will not be able to find employment anywhere within reasonable commutes from their home. I support ending noncompete restrictions for US workers. I believe ending these restrictions will create healthy competition between employers, who will need to offer fair wages and benefits."</p>
Patrick	<p>"I'm writing today in support of your effort to ban noncompete agreements. Noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>

Kiran	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements"
Denise	"Noncompete clauses stifle good medical care only to favor private equity."
Indrani	"Non-compete clause seems restrictive and very inconvenient for physicians and not patient-centered approach but instead more corporate focused."
patric	"For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement."

Melissa	"I am a community development professional currently under a Non-Compete that I was told was required paperwork, but signed unaware of the extent of its latitude. There was never a meeting to review the terms and implications of the agreement. This agreement blocks me from seeking related employment in a 200 mile radius for two years. I am the head of my household and have two small children. My company does not offer adequate or affordable health benefits for my family. This is an issue for multiple staff members. However I have very few options for leaving in order to find better benefits for my family, due to the non-compete. I understand why they did it to protect the company, but they are doing so at the expense of employees with families. This impact on families is unfair and unacceptable. By banning these agreements, the government can directly help families to advance and prosper without needing to spend government resources."
Matteo	"Non-compete agreements are dishonest, unrealistic, and stifle the spread of new ideas in an egalitarian manner."
Anita	"Please overturn this restrictive covenant that limits workers."

<p>Agdel</p>	<p>"non profit hospitals are oppressors and mistreat physicians; main contributors of physicians burn out . They pay them lower salaries than many other work places. In the contracts the put strictly non compete clauses with the sole benefit of them. How are they really trying to get away with the non compete clause that is oppressing and abusive to physicians. Many of those non profit hospitals pay millions a year to executives and higher administration, paying lower salaries to physicians They should be included in the total ban to non compete clauses"</p>
<p>Sam</p>	<p>"I think this is a great idea and I'll tell you why. First, non-compete literally means to not compete which is clearly anticompetitive. Second, this wouldn't simply raise wages, it could also expand worker benefits. Money is the simplest way to attract or retain talent; however, benefits are another way to do the same thing. Meaning this rule could potentially raise worker pay, and give workers more vacation time, better health care, etc. After all, if someone is unable to offer an employee a pay raise they could offer additional vacation time as an alternative. Another example is child care, many Americans need but cannot afford child care. If an employee does not have a non-compete clause they will be free to find an employer who can pay them enough to afford child care or offers on-site child care, maybe even both. Now some might say non-compete clauses are necessary to protect company secrets. I however think large corporations with some of the most well compensated and highly skilled lawyers have heard of non-disclosure agreements. Which could easily do a much better job of keeping company secrets, like proprietary recipes, secret. It would also keep workers from having their wages artificially depressed. Some might also say non-compete clauses are the best way to retain talent. On the other hand many employees could be retained by allowing them to work remotely at least part of the week. They could also be retained by, again, higher pay, paid leave, maternity and paternity leave, child care assistance, etc. While this rule change won't solve the major problems in America, but, it can help people and might even save lives. This change could give people enough money to pay their bills and put food on the table. If this change can save one life or lift one person or family out of poverty then it's worth it and needs to be implemented."</p>

Beth	"Non competes should be illegal. As an ER doctor patients won't follow me, so I can't steal a practice's patients, but if I don't stay at a current job it's unfair to make me have to move if there are other hospitals nearby."
Mo	"As a new graduate trying to look for jobs, the non-compete is very unfair; you feel that you can't leave a job if it turned to be not good so that you don't have to sell your house and move to a different area. You are always at the mercy of your employer, and you can't quit, even if it's an awful workplace."
Deval	"If you can not have non compete for teachers No non compete for administrators No non compete for nurses But the person who puts his or her self on frontline you guys out non for compete Stop this open corruption "Non-Compete Clause Rulemaking, Matter No. P201200""
Rachel	"As a physician, I support a ban on non-compete clauses. This will allow me to continue taking care of members of my community in need even if I choose to change employers. Americans deserve the freedom to choose where they work, and to work in their own communities."

Sunil	"I would like to see the non compete clause gone for all employed physicians. This causes a significant burden on physicians and limits competition and pay. In our location, the hospital group's mandated a non compete for 2 counties... so if leave you have to uproot your family, leave your friend circle, change kids school or leave family behind. The other Opium. Is over an hour commute each side daily and this limits family time with your loved one. What fairness is this?"
E.	"I strongly support getting rid of non-compete clauses in workers' contracts. People need to have the freedom to pursue better jobs if they can get them."
Catherine	"I urge the Commissioners to vote YES on the Non-Compete Clause Rule. So many laws favor employers over employees, and this is one of the most egregious. It harms recently-terminated or -resigned employees by imposing ludicrous restrictions on their next employment opportunities, and it harms all workers in industries that use these unneeded, sinister rules by punishing workers who leave, thus disincentivizing workers from finding better pay or conditions, thus allowing employers to keep pay low and conditions barely acceptable. Millions of Americans are harmed by these "non-compete agreements"; it's time that stopped. Please vote YES on the Non-Compete Clause Rule. Thank you."
John	"Non-compete clauses should not be allowed if the annual cash salary is less than one million dollars."

Katarzyna	<p>"I am sure you know this: general non-compete clauses, especially for low-paid employees, are a tool to keep wages low and prevent employees from leaving in search of a better position elsewhere - therefore they are anti-competitive, and un-American. In a capitalist society, we are supposed to be free to trade what we have: in the case of employees, trade time and skills for money paid by the employer. Non-compete clauses severely limit that right, tilting the balance of power in the marketplace towards the employer. Non-competes depress economic activity and take away bargaining rights from the employees. I am sure you will be under enormous pressure from the Chamber of Commerce and other lobbyists to keep them. They have more power, and more incentive, to lobby for them. Millions of Americans suffer as a result. I am a naturalized American citizen. America's freedom was what made me apply for the US citizenship. The proliferation of non-compete clauses in regular employment contracts undermines core American values. I really hope that we will now see America's political institutions (well, an executive agency of the US government) do the right thing and eliminate them."</p>
M	<p>"As a physician, I strongly support the proposal to ban noncompete clauses. Healthcare management has changed in recent years and as medical practices have been acquired by PE and VC, physicians have been hit with extremely restrictive noncompete agreements. This has left me personally feeling trapped, forced to continue working for a company that I do not feel is in my best interest. Due to the threat of noncompete clause enforcement, I am completely unable to improve my working conditions by changing jobs, opening my own practice or even reverting to the private practice model we once used. We are completely beholden to the PE-owned management companies who continue to cut into the profits of physicians and medical practitioners. I do not feel that these companies should have any right to impede my use of my own medical education and skills as a doctor. I pursued and developed this skill set prior to working for the company, and I am still, individually, working to pay off the loans for that education."</p>
Irina	<p>"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a</p>

	<p>large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter"</p>
Andrew	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Many times they are added to employable contracts for employees without leverage who just sign them and then later realize they have a problem. I was subject to one when I worked at a doctor's office as a medical assistant. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Andrew Sidebottom Montville, NJ Original Comment</p> <p>Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Many times they are added to employable contracts for employees without leverage who just sign their and then later realize they have a problem. I was subject to one when I worked at a doctor's office as a medical assistant. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>

Oleg	<p>Non-competes hurt worker ability to advance their careers, support their families and sometimes simply stay gainfully employed. These noncompete agreements should be wiped out for all employee groups, but top executives. For those with access to overly sensitive information - temporary and narrow non-disclosure agreements could be used instead</p>
Rajeev	<p>Dear FTC, I am writing to express my concern about the use of non- compete agreements for physicians. I believe that these agreements are harmful to both patients and physicians and should not be allowed in the medical field. First and foremost, non-compete agreements restrict the ability of physicians to provide care to patients. These agreements often prohibit physicians from practicing within a certain geographic area for a period of time after leaving a practice, which limits patient access to care. This can be particularly detrimental in areas where there is a shortage of physicians, as it can further limit the availability of medical services. Non-compete agreements also limit the ability of physicians to negotiate fair compensation and working conditions. Because physicians are often required to sign these agreements as a condition of employment, they are effectively prevented from seeking better opportunities elsewhere. This can lead to physicians being underpaid or overworked, which can negatively impact the quality of care they are able to provide. Furthermore, non-compete agreements can inhibit the development of new medical technologies and practices. By preventing physicians from leaving a practice and sharing their knowledge and expertise with others, these agreements can stifle innovation and progress in the field of medicine. In conclusion, I strongly believe that non- compete agreements should not be allowed for physicians. These agreements are harmful to both patients and physicians and can negatively impact the quality and accessibility of medical care. I urge the FCC to take action to prohibit the use of non-compete agreements in the medical field</p>

Chris	<p>“Just because you can do something does not mean that you should do something. Attempting to take the ability of a person to make a living caring for another human being is absolutely reprehensible, akin to killing a mosquito with a hammer Non-competes should be abolished completely unless compensation at the current rate of pay is offered and accepted. Otherwise its just legal bullying.”</p>
Cris	<p>The overall nature and goal of this proposed rule is respectable and understood but requires careful and delicate balance currently absent. Blanket removal of a non-compete is extremely tumultuous and perilous to the balances of the free market economy. Low-skilled entry-level workers being prevented from taking on like kind of jobs is the problem at the core and where this legislation should focus. However, many states already look down on overly bearing non-competes and in some they are almost entirely unenforceable. The main parameters that should be considered are as follows: 1. Does the non-compete apply to a worker making less than \$50,000? 2. Is the employee that it is being applied to working in a very general capacity and not hired for any specific special skill? 3. Time: Is the non-compete effective as soon as the employee works the first day? 4. Is the NC over 100 miles radius? 5. Is the NC overly general and simply stating cannot work in the exact function or role? Non-competes with the above elements are the problem and probably the basis of this proposed rule. To the contrary, what if a business has a NC that simply states an executive of over 1 year tenure cannot SPECIFICALLY work for any competitor within a 25 mile radius and may not disclose specific proprietary and sensitive company information, or cannot elicit this particular list of current clients or clients of a certain revenue to a competitor. Without these kinds of considerations such a rule or overly broad ban would bring serious economic and socioeconomic adversity to unmeasurable magnitude. Sonic common-sense consideration and exclusions/provisions should carefully be brought into account.</p>

Billy	<p>"As an employee of the rapidly expanding online sportsbooks and casinos throughout the US, I can say companies are using non-competes to suppress wages and destroy career growth of employees. This is especially the case for organizations such as PointsBet. At the start of my employment the organization kept reminding all staff about terms of the agreement and how we could not seek employment with direct competitors. These agreements are far fetching in geographic scope and terms. It encompasses the entire industry - both online and brick and mortar operations. Additionally, when it comes to your annual reviews, companies are using this as a way to not have to offer you a pay increase and will keep you at the same rate essentially until you quit. As for the terms, they are typically 1-2 years. If an organization wants you to be out of work for this long they should be offering garden leave. Most employees are not able to afford a lawyer to negotiate the agreement at the end when you're terminated. I believe a company shouldn't be able to ban you from working within your industry across the entire country. This is unethical and the only one profiting is the executives. If they want you to sit out for a whole year, then you should be getting your salary plus benefits. Please considering removing non-competes for employees to have career mobility within the industry and compete for better higher paying jobs."</p>
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Alexis	<p>"As a victim of a healthcare based non-compete, I wholeheartedly support the proposed ban on these corporate traps. Like many new graduates in the medical field, I signed on with a company who made numerous empty promises. One of which regarded the non-compete clause which stated; "You are prohibited from being employed 50 miles from any hospital or surgical center served on behalf of the company for a term of 18 months". What I was not prepared for, was the company's strategic increase in facilities which I was to perform services under this contract. In the short span of 2 years, I did Neurophysiological monitoring for 24 facilities, making my expertise, experience, and license unusable in five states. Three of which I never personally stepped foot into. When working conditions fell apart regardless of my requests for adequate sleep following 36 hours straight of working on call at my designated stroke hospital, time for meals or breaks within 18+ hour work days, and a reasonable travel distance within the area the company demanded I relocate to, I was met with threats from HR regarding my non-compete if I were to leave. When the company cut my salary in half without my consent and requested to leave in search of a living wage suitable for paying my new rent within company's demanded on-call radius, I was again met with threats from HR. My contracted salary breach on the company's fault was not enough to protect me from corporate greed. Working conditions became so intense, I was placed on migraine medications at the recommendations of my doctor and require I three separate trips in the ER for medical conditions related to stress, inability to eat or drink while tied within tens of hours long surgeries, and pain from transporting equipment between many hospitals, up to 2 or 3 facilities a DAY. Again, as my health deteriorated under intense working conditions, I requested to be released from the company in face of the company's numerous contract breaches. Again I was met with threats from HR and now their legal team. I was a licensed and experienced professional in a field that currently only has a few thousand active working personnel across the country and I was limited in my capacity to serve my local community. This is a failure of the health system we are seeing across the country as medical professionals are leaving their respective fields in droves. Personally, I was forced out of Neurophysiology into a similar field that will not cover my required continuing education credits. Meaning, when my non-compete is over, I will effectively be license-less. This single company has cost the entire medical community a valuable member and this is NOT a unique situation. Non-competes make experience, licenses, education and hard earned degrees, expensive residencies/trainings. and so much more absolutely invalid. I have seen firsthand the beginnings of this fallout and the repercussions on the quality of healthcare as a whole. It also holds employees in stagnant wages, unable to attain better</p>
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opportunities and perpetuates horrendous working conditions. While I understand the value companies seek to retain by enacting non-competes, they have been aloud to monopolize specialties which increases prices directly to the consumer. Additionally, Professionals should not need to completely leave their heard earned credentials or move across the country to continue serving their local communities. In the end, Non-Competes are the reason these systems are failing. While corporations might make some extra money, is it worth the cost of professions as a whole? Is it worth condoning the working conditions these companies have gotten away with, because their employees have no other options?"

<p>juan</p>	<p>"I am a professor of mathematics at a University, 79 years old, and live in New Jersey, after having lived in Uruguay and then in Venezuela for many years. I strongly support the ban on non-compete clauses proposed by the FTC. Such clauses are unfair to us workers in all fields; they hold down worker's salaries and favor big corporations. The proposed policy is a step in the right direction."</p>
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Constituent Support for the FTC's Noncompete Rule



New Mexico | Statewide Impact

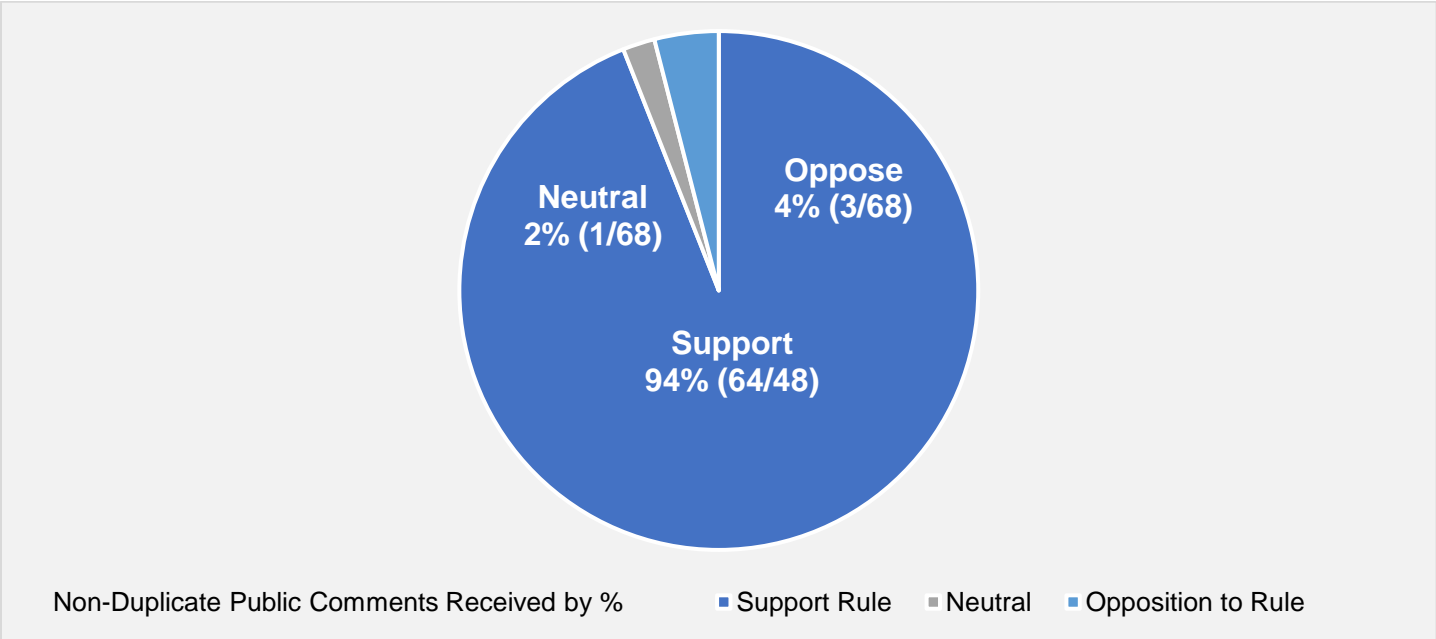


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **New Mexico**:

New Mexico Covered Workers	Increase in Total Annual NM Worker Earnings	Increase in Average Annual NM Worker Earnings
666,290	\$326.2 million	\$490





[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 64 of 68 NM Commenters Support



Support Across Sectors of New Mexico's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"As an educator and a mom, I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p> <p>- Mary</p>
	<p>"Please hear my voice as a 74 year old Veteran. I very strongly support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The incontrovertible fact is that non-compete clauses are very, very bad medicine. I urge in the strongest possible terms that the FTC should adopt the proposal to ban them."</p> <p>- Jeffrey</p>
	<p>"I am writing in SUPPORT of the proposed rule as it relates to Veterinary Medicine in southern New Mexico. In the Dona Anna area of southern New Mexico Veterinary care is scarce. We rate as 12 on the scale of 1-100 in accessibility to care- -which falls in the " nearly inaccessible" range. I belong to an organization attempting to build consortiums of care with existing Veterinarians, where they would each agree to cover on part time basis the uncovered areas of Dona Anna. However, they all state they cannot due to having signed a non-compete. The non-compete is restraining their fair exercise of their practice of veterinary medicine for an area of over 80,000 households. This inability to access routine Veterinary care caused by the non-competes, causes animal abandonment, animal euthanasia, and dog and cat uncontrolled growth. Access to routine care for animals needs to be provided and the non-compete used in our area is prohibiting the building of consortiums of Veterinarians to do just that. I strongly urge the passing of the proposed rule"</p> <p>- Michael</p>
	<p>"I work for a home health care agency employed as a home healthcare community liaison. I am subjugated to a non-compete contract. Unfortunately for me, my work environment is horrible and I would love to be leave and be able to work in the field I am knowledgeable in. I am forced to continue to work in a toxic work environment where my direct supervisor is very abusive."</p> <p>- Jay</p>

Additional Support from New Mexico

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Justin	"Noncompetes make it extremely difficult for physicians to practice without the potential of having to uproot their family if they move jobs. This is unnecessary and completely archaic. In New Mexico, we already have a shortage of physicians. We are luckily a state that make non-competes unenforceable. This should be done at the national level."
Alexander	"Non competes are unfair and asymmetrical. They create an unfair power dynamic where an employer can force an employee to move away from their property, friends, family, and support in order to leave a toxic work environment. These agreements always hann the employee. As a physician, large healthcare systems enforce noncompetes that can encompass an entire state if they prevent a physician from working within x miles of any facility owned by a huge healthcare conglomerate. This drives more physicians out of the profession and worsens the availability of healthcare. I fully support abolishing noncompetes as an uncompetitive and anti-worker entity."
Janessia	"I am working under a noncompete here in the state of New Mexico. I see no future for advancement, increase in my wage and unrealistic expectations. I have received multiple offers to do my specialty in the community. The offers are for other companies in the same field that I am in. The offers from other competitors are more money and advancement position. I tried to bring light to my employer and they quickly advised of my non compete. I bring a lot of business to the company I am employed with but I work a 90hr plus work week every week. My employer even has me working, sending emails to internal staff and customers. I want to advance and help but I feel trapped. So trapped that I have my primary care doctor and specialist doctors writing letters to my employer to decrease work hours."
Janessia	"Noncompetes enable skilled talent to work. Employers become very intolerable and hard to work with no chances of promotions or ability to grow in a career. Employers begin to harass and become very hateful just because I left their hostile toxic workplace."
SHELBY	"Non-competes hurt healthcare. Particularly when it comes to hospitalists, radiologists, pathologists and other specialties that do not necessarily rely on marketing or loyal patient base to service a community. If I leave my practice (it's a toxic group that is slowly decaying due to some vicious and greedy older partners) I have to sell my house and leave the state. 2 other partners have had to do so this year. Rather, we would prefer to work at another group in town with better corporate practices and higher quality patient care opportunities. The older partners always remind us that the group is required to sue anyone that takes another position within 50 miles for a 2 year period. It feels terrible to have to

	keep working with them, and I think the group would quickly dissolve (or be forced to quickly improve its practices) if does had the option to leave and work elsewhere in town. Thanks for your consideration. Shelby Bennett, M.D."
Rhonda	"Ban non-compete"
Rhonda	"BAN NON-COMPETES"
Ella	"I write to speak against non compete clauses, as I believe a contract between employer and employee should extend only for the duration of the employment. A worker cannot make demands on a company beyond their duration of employment. These clauses prevent healthy competition and entrepreneurship."
Justin	"Please stop the use of NTC! NDA and IP laws protect the interests of businesses. NTC just suppress wages and advancement of the people."
Sean	"I am a medical coder that is affected by a non-compete agreement. There is very little information in the coding field that is proprietary to one company. Non-compete agreements are harmful to employees who wish to leave a company and work for any other organization. Coding companies in the Physician Revenue Cycle are often nationwide and this unfairly limits employment for coders."
ellyn	"Absolutely need to get rid of the Non- Compete Clause. It is unfair to the employee seeking new employment with little damage to the employer in comparison."
MELISSA	"As a veterinarian, non-compete clauses are industry standard. The majority of non competes prevent veterinarians from working for 2 years within a 5 mile radius. I commute 45 minutes a day now to be out of non compete range and I currently work as a private contractor providing relief services to avoid signing yet another contract with a non compete. With the huge shortage of veterinarians in our country, eliminating non compete clauses will help keep veterinarians employed in their home communities. I fully support ending non compete clauses in workplace contracts."
Rob	"I've been an IT consultant for over 20 years and have at times worked for employers in between being involved in startup companies. Non-compete and non- solicitation agreements being forced upon me have stunted my ability to pursue relationships with clients that I myself cultivated for employers, after leaving to start my own business. Sometimes, due to be laid off by the employer in question. These agreements should have never been allowed in the first place and eliminating them now will absolutely allow startup companies to be more successful. Professionals should be permitted to call on former clients and caplitalize on established trust, no matter where or for whom they are working Furthermore, employers use these agreements almost as a form of extortion, as requirements to be hired. Sign it or you can't have the job, oh and by the way it lasts for 2 years after you leave our employ. So if we let you go, you can't

	<p>compete with us. Asinine and par for the course. Also, the agreements are used as bait for signing severance pay agreements after being laid off. Dispicable. Ultimately, it is a form of intimidation perpetrated on people just trying to earn a living and create opportunities and jobs for others. These agreements are not agreements at all. They are unfair tactics only available to corporations with attorneys orchestrating threatening language designed to inhibit people from positively impacting our society and economy, and they should be made illegal. Where do I sign. This is LONG overdue."</p>
beth	<p>"Time to do away with the non-compete clause! Why should industry have a say over an individual's choice of employment? The law has for too long sided with the owning class against the interests of workers. The non compete clause serves to keep wages artificially suppressed so that business owners can rip off their workers. It's got to go!"</p>
Leah	<p>"Non-competes are hurting American workers, our economy and our citizens. They are a way for companies to keep wages and benefits low and punish employees who look for what they deserve in compensation. These clauses lock talented workers, who want to work, out of the marketplace. This is nonsensical and only hurt small businesses and communities. Please prioritize workers and communities over big business interests and ban non-compete clauses. Thank you"</p>
Sara	<p>"Please get rid of this ridiculous rule! The power balance is already so skewed in favor of corporations in current society."</p>
greg	<p>"This is a no-brainer for workers. Non-compete rules need to go bye-bye. It's that simple."</p>
greg	<p>"Non-compete agreements need to go Bye-Bye because they have an adverse-negative affect on peoples mental health when they are trying to improve their lives. Did anyone think about peoples mental health? I did."</p>
Janet	<p>"Noncompete clauses hurt workers."</p>
Enrique	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost New Mexico's economy. I know of people who work in the health industry like secretaries and marketers who are subject to non compete agreements. They can't leave their employer and work for any health related employer within 25 miles and for two years, which is very restrictive. We are extremely happy to hear about this rule. It will change many lives. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Shiri	<p>"I support this rule. Our economy works best when workers have more choices, and this is even more true now when there is a shortage of workers in many industries. I am a veterinarian. There is a tremendous shortage of veterinarians. Non-competes limit veterinarians employment opportunities and pet owners'</p>

	options. Non-competes for practice sales and non-solicitation agreements for former employees are adequate to safeguard a practice owner's investment."
Matthew	<p>"I have been subject to a non-compete agreement with my last employer. Thankfully when I left that organization which was no longer supporting me and went to work at another company, I was able to continue to work in my field without the non-compete being enforced. I was worried that if the prior company chose to enforce the non-compete that I would not be able to earn any income and would not be able to make my mortgage payment, feed my family, and pay for my older children's college tuition. I am a licensed Mortgage Loan Originator, and have been working in this field since September 2004. I started working for the company with the non-compete in June of 2021. Over the prior 16 years I had built up a stable of past clients and referral partners (mostly local Realtors in the Albuquerque, NM vicinity). These individuals refer me people who need to obtain a mortgage loan in order to buy a home, and sometimes to refinance an existing loan. One of the reasons I was recruited by the company with the non-compete was the fact that I had this group of people who did send me referrals which generate business for me and for my employer. Enforcement of the non-compete would have meant that I could not take any more referrals from my past clients or referral partners for a twelve month period of time. That is patently unfair. I had built this group of people who know my work over a 16 year time period, and now because I moved for a new employer, I would be banned from receiving and acting upon these referrals to continue to make mortgage loans as I have done since 2004. The employer with the non-compete did not create those relationships with my past clients and longstanding referral partners, and what their non-compete amounted to was in effect a taking. It is an unfair practice that stacks the deck against employees in favor of the employer. It holds over the employees' heads the prospect of financial ruin in the event that the employee needs to move to a different company. I am attaching a copy of my former employer's employment agreement. The effective non-compete clause is in Section V, Paragraph G, found on page 4. It states that, "Employee agrees that while employed by Company AND FOR A PERIOD OF TWELVE (12) MONTHS)...FOLLOWING THE TERMINATION OF SUCH EMPLOYMENT [emphasis added] s/he will not work directly or indirectly by providing services that involve the origination, procurement, or referral of residential home loans, for any person or entity, including himself or herself, who is actively engaged in originating residential home loans in any county, or county adjacent thereto, in which Employee has originated at least 2 loans in the six(6) months preceding the termination of Employee's employment with the Company." That means that for a twelve month period after leaving that employer I could not conduct the business of my career which I have been engaged in since 2004. Mortgage loan originators are licensed by individual States, and if enforced, I would not be able to originate any loans in Bernalillo County or adjacent counties for a period of 1 year. That would effectively destroy my career and cause a financial calamity for my family. I still worry that the former employer might decide to enforce that paragraph between now and August of 2023. I support the Non-Compete Clause Rule which would end this unfair practice. Attachments Employment Agreement</p>

	The attachment is restricted to show metadata only. The reason is: PII and locked against redaction"
Faith	"Please prevent employers from entering into non-compete clauses with workers and please rescind existing non-compete clauses. Non-compete clauses prevent workers from leaving jobs, they decrease competition for workers, they lower wages for both workers who are subject to them as well as workers who are not. Non-compete clauses also prevent new businesses from forming which stifles entrepreneurship, and prevents novel innovation which would otherwise occur when workers are able to broadly share their ideas."
Tom	"I highly support the Non-Compete Rule proposed. Our country needs to become balanced in the opportunities it can offer for ALL people. The employers of this country have reaped the harvest of profits partly by being selfishly stingy with the labor force in any way they can think of. This is what is killing capitalism. This is what is killing new start-ups and healthy competition. This is causing the uproars we see presently in multiple facets of our society. Spread the opportunities, spread the possibility of wealth for all and we will be a happier country. The insighttUI companies will see this and attract employees who WANT to work for them which, in turn, will nourish their business and free up much energy to improve their product or service through employee innovation, effort, and overall morale instead of devising cutthroat tactics to keep their fellow citizens (other businesses as well as employees) down. Thank you. This could be a win-win game-changer."
Andrew	"I was very pleasantly surprised to see this rule banning noncompete agreements has been proposed. Noncompete agreements help big corporations control their workers, and they hurt regular people. They also sound a bit boring and technical, not a hot topic that I see people yelling about on social media. And of course, obviously, we live in a society where the game is rigged, with lots of unfair and unjust practices and systems in place to make sure that the rich stay rich, the poor stay poor, and wealth and power remain right where they are. Based on the foregoing, what I would've expected the FTC to do about noncompete agreements would have been either nothing at all or some sort of pathetically inadequate half-measure. I wouldn't have been surprised to see a proposed rule that, for example, stipulated that noncompete agreements longer than 6 months can only apply to 10% of a company's workforce, excluding independent contractors, and not taking effect until the year 2028. But no! This rule is legit! It's no half-measure. This rule is trying to actually solve the problem, instead of trying to give the appearance of doing something about the problem while placating the powerful interests that benefit from the status quo, like I would've expected, like usually happens. So who know, maybe there's still some hope for America."
Manuel	"Non-compete clauses should be banned. If companies took care of their employees they would never need these NCC to restrict employees opportunities"

Amar	"As a physician, I fully support the proposed rule to ban non-compete clauses. These clauses stifle competition and artificially limit patient access to needed health care."
Ericka	"I work in the healthcare industry and we, and by proxy our patients, are hindered frequently by non-complete contracts."
Matt	"This is the best change possible for professionals and the public. More competition, especially right now while there isn't much, is a good thing."
Alex	"I am writing to urge you to consider passing legislation that would prohibit companies from including noncompete clauses in their employment contracts. I believe that noncompete agreements are detrimental to both employees and the economy as a whole, and that a law prohibiting their use would be beneficial for everyone. One of the main reasons why noncompete agreements should be banned is that they stifle innovation and competition. By preventing employees from taking their skills and knowledge to other companies in the same industry, these agreements limit the ability of businesses to learn from each other and improve. This can ultimately harm consumers and the economy. In addition, noncompete agreements can make it difficult for employees to find new employment after leaving a company. This can be especially detrimental for low-income workers who may not have the financial resources to wait out the restrictions imposed by a noncompete clause. Noncompete agreements also restrict employees from starting their own businesses. Entrepreneurship is an important driver of economic growth, and by preventing employees from starting their own companies, noncompete agreements can limit the overall development of the economy. Another issue with noncompete agreements is that they can be challenged in court and are not always enforced by courts. The agreements can be seen as a restriction on an individual's right to work, which can create uncertainty and confusion for employees and employers alike. Finally, noncompete agreements can negatively impact company morale. When employees feel that their employer does not trust them or value their contributions, they may become disengaged and less productive. For all these reasons, I strongly believe that companies should not be allowed to use noncompete agreements in their contracts. I urge you to consider passing legislation that would prohibit their use, and to help protect the rights and livelihoods of employees and the overall growth of the economy. Thank you for your time and consideration."
Neal	"Federal Trade Commission, The proposed rule on non-competes is a common sense move to safeguard the welfare of the American people while improving the efficiency of the labor market. This move is long overdue and I strongly encourage the commission to adopt this rule. I broadly support the reasoning, evidence, and arguments of the FTC Non-Compete Clause Rule (NPRM) as articulated by the FTC's Notice of proposed rulemaking Non-competes deprive workers of economic freedom, economic opportunity and deprive competing businesses of applicants; these are simple, mathematical, indisputable facts. The net effect of non-competes when extended across our economy is to deprive our

	<p>economy of dynamism and reduce wages while breeding complacency and disregard by owners and managers. Non-competes greatly extend the control employers have over their employees and reconfigure the employer-employee relationship to a more coercive arrangement. Because I personally have not been subjected to a non-compete, I have had significant flexibility in my career. This flexibility allowed me to change employers several times while remaining in my home town which in turn has allowed me to continue to provide support and care for my aging parents. But many of my colleagues from my alma mater do not have this freedom. But even I am impacted by these non-competes which depress wages across the labor market, which is then used as a benchmark for salary at my own employer. There are, of course, no shortage of economists who postulate that non-compete agreements are consensual, negotiated agreements that mutually benefit both parties. These postulates may have a basis in microeconomic theory, and perhaps these postulates may approximate a salary negotiation with a C- Level executive, but they have no basis in reality for the vast majority of American workers who have zero ability as individuals to negotiate against the policies held by entire industries. I have been very encouraged to see that under the current leadership the FTC and the Department of Justice are finally paying attention to the plight of common people and taking aim at the anti-competitive practices of corporate America. I applaud the FTC for their work restoring American competitiveness, thank them for their service, and encourage them to move forth with the proposed rules on non-competes. Best Regards, Neal Martin"</p>
Rob	<p>"Greetings, Please consider a look at the travel nurse industry. I'm an RN who has completed 3 thirteen week contracts in the last 18 months. Once I have worked for a hospital as a traveler, I'm effectively barred from working for that hospital in any capacity except thru the travel nurse company who originally sent me there. Although I've never seen one, there are contracts between the travel nurse agency and the hospitals. There is language that requires the hospital to pay the agency large 'fines' should the hospital hire a nurse who previously worked there thru the agency. Note that the hourly wage for agency nurses is higher, but the benefits and security are far inferior. Gracias,"</p>
Melba	<p>"Noncompetes limits employees from finding better work environments and more pay. It empowers the employers to treat workers unfairly and forcing them to work in toxic work conditions. Also it suppresses wages. Please ban noncompete contracts"</p>
Guillermo	<p>"I want to thank the people behind this effort. It helps those in a low socio-economic state to look for job offers that make the most sense for them. This gives the citizens rights that companies have been trying to remove for years. Thank you"</p>
Kester	<p>"I am a retired lawyer. I represented many small businesses some of which requested I, as their lawyer, prepare noncompete agreements for their use as part of the employment agreement between them, as employer, and their existing and prospective employees. Uniformly, these clients/employers were seeking to</p>

	<p>stop employees from using the power of their freedom to seek better terms of employment elsewhere. The client/employers objected to the costs they incurred when their employees used the threat of leaving and going to work for another competing employer, often the only negotiating advantage/leverage the employee had when negotiating for better terms of employment. In order to escape the noncomp, the employee had to relocate to another city or state; the law in the jurisdiction in which I practiced law required noncomp agreements be limited to a "reasonable" geographic area. No person I ever encountered was financially capable of testing through the litigation process the strength of the noncomp agreement they had signed in order to get a job. The unfairness of the employer advantage over the employee seeking to improve her/his economic position by changing jobs, indefensibly tilts the contest between the employer and the employee to a contest between the economically well-heeled company and self-improvement objectives of the not-so-wealthy individual employee. Thank you for your consideration of my input on the subject of noncomp agreements. Kester L. Oman"</p>
Deirdre	<p>"Non-competes are generally over-used, in ways and in arenas where they are wrong for many reasons addressed in the proposed regulation's background document and the comments of others. I write to support the INclusion of physicians (and other medical and dental personnel). Doctors should not have to choose between dropping all their current patients and uprooting their families to change their daily employment situation. Treatment continuity, children's educations, spouses' employment and social lives would needlessly suffer from such dislocations. Moreover, hospital systems and medical practice groups should not be seeking to constrain the spread of medical advancements. (Presuming, of course, that an individual's taking of the Hippocratic Oath doesn't cease to apply to them when they become a practice shareholder or a hospital administrator.)"</p>
George	<p>"I implore you to carry out The Biden administration's proposed ban on non-compete agreements. A person under a non-compete must completely change their profession to move beyond their present employment. They must leave behind all expertise in their present area or be in violation. The non-complete agreement is tantamount to slavery! They stifle innovation, progress and free enterprise!"</p>
S	<p>"Please oppose non compete clauses. As one very pertinent local side effect, they prohibit the establishment of 24 hour emergency veterinary care in southwestern New Mexico, a large area, that makes it near impossible to get care for many residents after hours, on weekends, and especially bad, on long holiday weekends! Please forbid non compete clauses, that are doing incalculable harm in my state. Thank you."</p>
Cindy	<p>"The non compete needs to be eliminated as this keeps us from pulling the limited resources of Veterinary staff together to provide 24 hr emergency access for our animals. There is a great shortage of Vets in our state and the US, this</p>

	helps us best use what we have for the betterment of our pets. Help make this stated better for animals and drs."
Kristen	"Dear Commissioners, Non-compete clauses are an unfair labor practice. They limit workers' freedom to find gainful employment, or start new businesses. They depress wages and stifle our economy. They are especially egregious when applied to low wage workers. I fully support the proposed non-complete clause rule."
Rodrigo	"Ban non competes please"
Rolinda	"Dear FTC regulation commission, The non compete non contest contracts need to be illigalized asap. These contracts prevent United States citizens from having an ability to thrive. It forces people in a situation to barely survive. No person can thrive on fifteen dollars an hour. No person. Yet these companies want you to sign your life to them for fifteen an hour and sign a contract stating you will do nothing else but be their slave for a non livable wage. It forces citizens in to poverty and keeps them there long term. Companies want you to go to college for 6 years and then pay you sixteen an hour. This is not right. The No contest contracts force people to be nothing more than a person to run the machines. No more No less. How can we elevate as people if we are forced to be mindless button pushers for corporations that operate on the principle of making profit for shareholders and nothing more. Shareholders care about one thing. Cash. Don't continue to allow people with money to step on and belittle those who struggle to thrive. Allow the American citizens to thrive and do not condem them to poverty. Make non Compete contracts illegal and null and void for every company in the United States."
Dylan	"Non-compete agreements limit employment choice, decrease eligibility for capable employees, promotes anti-worker sentiment, is detrimental to market health, and artificially enforces stagnant wages. Considering the Biden administration has done its best to fuck up worker protections in the past, this is the least you could do to try to help working people."
Paul	"BAN NON COMPETES. My wife was a physician with zero power to improve service as the hospital insisted on noncompete to bind employees and prevent doctors from seeking better situations. i have also seen this affect patient choice. Patients do not easily follow their preferred doctor, if a physician is forced to drive hours each way to continue offering patient care outside the noncompete zone."
Kathe	"Noncompete clauses have no benefit for the citizens in any area of business. In human medicine, where there is a shortage of providers, citizens in need of healthcare are left searching for providers, often with the added burden of extensive travel. In the area of veterinary medicine, another area in which the country faces an extreme shortage of providers, citizens with companion animals and livestock are left without access to necessary veterinary care. In addition, the existence of non-complete clauses in veterinary medicine, prevent the available veterinarians from working in collaboration to staff emergency veterinary facilities

	that no single veterinarian or practice can operate on their own. Again, citizens are left with no option but to travel long distances at great personal expense to obtain critical veterinary care for their animals or to have the animal suffer needlessly while they wait, often weeks, for an appointment with their personal veterinarian. I am in full support of prohibiting non-complete clauses in all areas of business."
Mark	"Non-competes should be banned, employers should not be allowed to enforce them, and I fully support this proposed change by the FTC. In November 2022, I attempted to leave my company for a promotional opportunity with a significant increase to pay. Not only was it growth professionally, it would have the potential to change long-term trajectory and future earnings potential. My company invoked a non-compete which I was unaware of. I had reviewed my initial offer letter multiple times and could find no mention of any language suggesting a non-compete clause. The non-compete clause was not part of my initial offer, nor was it disclosed as a condition of employment. I am a junior hospital administrator, or an Assistant Chief, in a community of about 150,000 people in a largely rural, underserved state for healthcare. My hospital's parent company embedded the non-compete in the bonus plan which was presented to me after starting, and after agreeing to the initial terms of my offer letter which included the salary and bonus potential as a percent of salary. It was deceptive and dishonest and coercive. I had been with my company in this "developmental" role for more than 18 months without any conversations of progress or advancement with corporate recruiting. In fact, I had been passed up for promotion at least 3 times I was aware of. Through my own work, professional networking, and relationship building I was introduced with an opportunity to take an operations role (COO) at a new, smaller hospital in the same community. It was growth, a pay raise, and most importantly it ensured I would not be forced to relocate with my family anytime soon. I was not allowed to leave and I was threatened that I would be sued. Later it became clear I was free to leave, but I couldn't stay in the community. I'd have to move and likely out of state to find a new job. Non-competes, and especially mine, have little to do with competition and everything to do with power and control. The company controls the employee and has the power of a bankroll to threaten litigation costing the employee time and money lost. Doctors in NM are already protected by a law banning non-competes because it isn't good for healthcare; it forces talent to leave markets and potentially compromises the safety of patients. It also takes talented, experienced administrators to run hospitals. Forcing people to leave the community they live in to grow professionally, and where they want to raise their families, is not good for the community and the patients seeking care in these underserved states."
Ken	"Non-competes should not be allowed except in very rare and strict circumstances. Typically they can be overly broad, capturing massive industries or technologies; They can include 'lists of competitors that we can add to at any time'; They apply to nearly everyone, not just those with sensitive information; These contracts essentially would prevent working at companies with the exact skillset you've grown through years of education and work."

John	<p>"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. One in five American workers have signed noncompete agreements — and it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes --- ultimately building a stronger economy for everyone. Corporate lobby groups are bitterly opposed to banning noncompete agreements because they want to keep competition for the labor force as low as possible. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new career opportunities for 30 million people."</p>
Adrya	<p>"Non-compete clauses benefit only the employer, at the material cost the employee. I was bound by a Non-compete once. It held for 18 months, within a 200-mile radius of that employer. While working there, I watched as they sued a former coworker for violating it. She lost the lawsuit. She was a single mom, and they made her pay thousands of dollars, for trying to use her well-earned skills to feed her family. When I chose to leave the same workplace, I was faced with a choice: completely change industries for a significant payout, move away from my friends family and home to be outside of the protected radius, or get sued myself. I took switching industries, and my career has yet to fully recover, nearly 5 years later. Employees are already at the weaker end of the power balance in an employment arrangement. Working Americans should at least have the freedom to leave a bad job without having to sacrifice their well being or career trajectory. Please do away with this unfair practice."</p>
Cody	<p>"A friend and colleague recently emailed me this document on the NPRM. I am a Business Development Professional with 30+ years of experience. My father and I owned a business for 15 years and then decided to sell. This was June before covid hit. By October after finalizing everything I was finally able to get a job, which was difficult, but took what I could and was hired by a company out of Illinois. I had to sign a non-compete which would last 12 months after separation of employment. My current pay with them is extremely under market. I was able to have another company want to employee me based off of references. More money, almost twice what I'm making, benefits and vehicle but once they looked at my non-compete they would not hire me. I work in oil and gas and would of been working for another company in oil and gas. So because of this I'm stuck with what I have, work in another industry, or not work at all for 12 mos after. None of these are good options. With that said all of the business I have brought to them has been from my personal relationships not theirs. My customers should have the right to follow me wherever I go if they choose. When I have built the trust and work ethic that they appreciate I should be able to try to bring their</p>

	business to a new company if they choose. Everyone prices are different so who knows if they would move to another company in the first place. With that said I am in favor of getting rid of non-competes. I has hindered me as well as many others I know."
Julian	"Please ban non compete clauses. The fact that these are allowed is completely ridiculous. I am a physician and the fact that I have to ask for permission to work at another institution that needs help, or work at an urgent care across town is insane. Especially at a time when we have a physician shortage and need physicians to help people. This does not only affect physicians but many other workers. It limits wages and stops people from being able to have a second job especially at a time when we need labor. I hope that non compete clauses are banned completely. This is good for the economy and capitalism. The fact they were allowed in the first place is anti-capitalism. Thank you"
Raul	"Non-compete clauses are just a sophisticated method to repress the talent and creativity of employees. When someone can figure out a way to offer a better product or service to the community it shouldn't be illegal to allow that person to do it."
Alexandria	"I agree with this proposal!!"
Betsy	"In a country where the name of the game is competition in business, why is such a thing as a non-compete clause ever allowed??? One more case of the worker being manipulated and probably often not receiving his full worth in salary or benefits, but can't move on. Long overdue for this kind of hurtful nonsense and uncaring worker policy to be abandoned."
Jennifer	"Please kill this rule. It hurts competition for employees, driving down wages. This is abusive and is used for punishment purposes. I know this because I was a headhunter for many years. Kill it."
Rebecca	"Please end non compete clauses in contracts. a Non compete hampers free trade and stifles wages in workers. It prevents people from a livelihood."
FREDERICK	"Bottom line. Non-Compete = indentured servitude outlawed after the civil war in the 13th Amendment. Corporations and small businesses pay handsomely for top level execs loyalty but chicken feed to the people that do the heavy lifting. Employees and consultants whose ideas are patented by an employer should also receive compensation for their efforts for as long as the patent is viable unless it is not used, in which case after a set period(3years seems reasonable) it should become solely the employee's to do with what they please at no cost to him or her. This would incentivize the production of many drugs and other products that aren't produced because a company makes more money keeping it off the market. The free flow of workers and ideas would greatly improve our scientific advancement across the board. It would make America greater and the world better."

Richard	"I believe non-compete clauses should be used very rarely for senior executives that possess trade secrets or other information that could significantly harm a company."
A. Christine	"I think non-compete clauses should only be allowed for very high-paid individuals whose jobs are directly tied to trade secrets, and with a reasonable time frame such as a year."

Constituent Support for the FTC's Noncompete Rule



New York | Statewide Impact

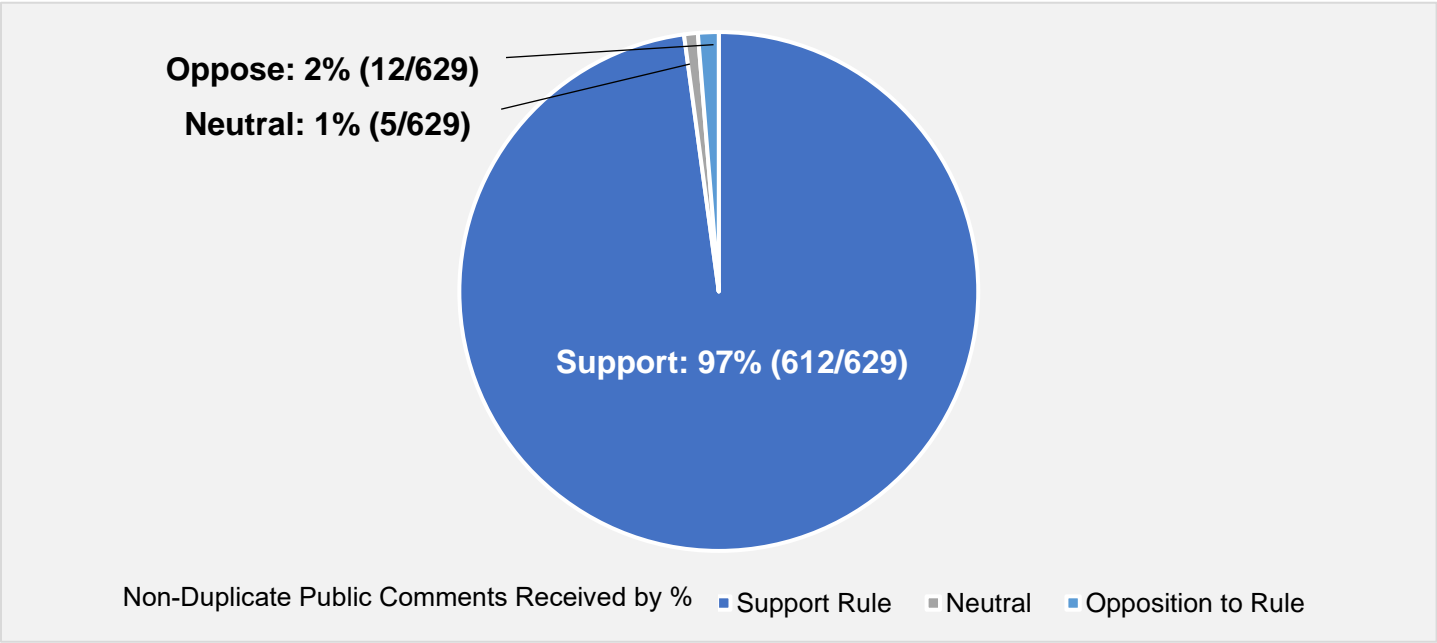


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **New York**:

New York Covered Workers	Increase in Total Annual NY Worker Earnings	Increase in Average Annual NY Worker Earnings
7,411,689	\$5.88 billion	\$793





[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov/press-release/ftc-announces-final-rule-banning-noncompetes)




Notice of Proposed Rulemaking: 612 of 629 NY Commenters Support



Support Across Sectors of New York's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am an Emergency Medicine physician and frontline healthcare worker. Non-compete clauses are very common in physician contracts. They bind physicians in increasingly poor working conditions or force them to move their families to other states and cities whenever they need to escape a bad working condition. [...] Most days at work I do not get a bathroom break let alone a food break and I am not permitted access to water in my work...so bad to the point of denying basic human function. Physicians having freedom to switch jobs could ultimately translate into better care for patients."</p> <p>- Katarzyna F.</p>
	<p>"I have worked as a software engineer in the United States for the last 15 years. Every single position I have ever been offered has immediately required that I sign a non-compete. [...] In every single case, the non-compete was initially written in such a broad way as to make it impossible for me to reasonably find any work as a software engineer in the city in which I live (New York City), for a 1-2 year period after I had ceased working with the firm."</p> <p>- Robert C.</p>
	<p>"I work in a specialized field of Optical Engineering. Several years ago, while working for Corning, my employer requested several of us top performers to sign a Non-compete agreement. I hired a lawyer and had numerous meetings with Corning legal counsel to make sure I understood the ramifications of my signing the agreement. I would not be allowed to work in my field for a competitor, customer, or myself for two years. The agreement would allow Corning to determine if any job I was to take would violate the agreement. In my narrow field, Corning could determine that any work I did would be in violation. They told me that they would never do that, but they would have the right.[...] Most people signed as they were denied promotions and room for advancement."</p> <p>- Joshua C.</p>
	<p>"I have been subject to non-compete clauses in my work at Starbucks. For people like me surviving on minimum wage jobs, noncompete clauses prevent our ability to earn a living which oftentimes does not even cover our rent without working 60+ hours a week. Thank you for taking the time to read this and solicit public comments. I truly believe this rule will help many Americans and begin to bridge the immense wealth gap that continues to expand between workers and the corporate elite that benefit from our labor."</p> <p>- Martha R.</p>

	<p>I am a physician employed by a healthcare organization, and I was unable to sign my contract with them unless I submitted to their demands that I agree to a non-compete. This hospital is in a rural and underserved area, and the non-compete disallows me from practicing within a 35 mile radius of their facility. Unfortunately the organization is poorly run and as a result is unable to provide adequate staffing for me to provide the services that I have trained for as a specialist. I could leave my current employer and work for the other local healthcare provider which maintains adequate staffing, but my non-compete prevents me from doing so. Instead, I am left looking at moving my family so that I may find a job elsewhere. At the same time, this will leave my current underserved area with one less specialist physician to serve the community. All due to the greed of a non-compete. These non-competes are counterproductive for improving health care quality across the country and NEED to be made illegal on a federal level. Thank you."</p> <p style="text-align: right;">- Michael K.</p>
	<p>"I am a business executive with fifty years of experience in for-profit and nonprofit organizations. With the minor exception of the top corporate officers - CEO, CFO, etc. - i have never seen a non-compete agreement used for any purpose other than to deny departing employees the opportunity to join a competitor to the organization they are leaving.</p> <ul style="list-style-type: none"> - That non-compete agreements are routinely forced upon the lowest level of staff - kitchen and wait staff in fast-food chains - is unjust. - That non-compete agreements are used as a condition of employment is also unjust. - That employees are forced to sign non-compete agreements without benefit of counsel is simply unfair. <p>Finally, i believe that a non-compete without payment of (former) compensation during the term of the non-compete is illegal. To deprive an individual of compensated employment with the companies most likely to hire the individual is a form of slavery that must be outlawed."</p> <p style="text-align: right;">- David S.</p>
	<p>"As a veterinarian, I can personally assure the FTC that such restrictions have caused both death and permanent disability of pets. [...] Hospitals are so overwhelmed that they are not accepting new patients, turning away emergency cases, and imposing extremely long (several months or more) waiting lists for appointments and/or scheduled procedures. [...] If a veterinarian at a given hospital wishes to change jobs locally (i.e., not pack up and leave) in a region underserved by veterinarians, is it fair for that person's current employer to force that person to either stay put in a job they wish to leave or move away? Is it fair for pet owners who cannot get their pets in to see a veterinarian (even on emergency situations) to have the veterinary hospitals who refuse to see their pets remove other options for care via non-compete clauses? [...] Please get rid of this horrible clause and lets make sure pets and their owners get what they need, when they need it."</p> <p style="text-align: right;">- Curtis D.</p>

Additional Support from New York

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Dana	"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. American medicine was built into the best system in the world by the work of independent physicians beholden only to their patients and not to some corporate entity like a hospital system or insurance company. Non-compete clauses serve to prevent physicians from making the transition from employee to private practitioner. Destruction of the private physician practice is detrimental to patient care. Please ban non-compete clauses in physician contracts."
Peter	"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."
Moises	"I work as a physician assistant in dermatology in an underserved area of NYC. I am bilingual and of the same decent of community being serviced. If I should decide to leave my current employer (which I work as an independent contractor) I have a non compete which restricts me from practicing in this same community for years and from informing the patients prior to my departure. This is restrictive to me as a professional and is restrictive to the patients that would feel abandoned and unable to continue care with their preferred provider."
judith	"We need careful and complete negotiations and good contracts for working people at their jobs. Please protect working people."

Steven	"Non-compete clauses cause an imbalance of power between employers and employees and is the opposite of a free-market. Non-compete clauses further entrench companies and make it harder competition to thrive."
Sean	"This is much needed in healthcare. Many hospitals in my area (including my current job) prohibit me from working in the area for a year if I were to leave. This hurts my ability to leave or negotiate for better pay. The current proposal needs to be expanded to hospitals to help with healthcare shortages and give some power back to the employees."
Reena	"I support the FTC ban on non-compete clauses. As a physician , these stifle the ability of doctors to switch practices or be able to open their own practice in the vicinity of where they have built their practice."
Laura	"BAN non-compete rules. Non compete rules are anti-worker, anti-American and anti-equality for our citizens."
Gregory	" I support ban of non-compete clauses"
Charles	"I have six brothers and sisters who are all in the late stages of professional careers. I support the FTC's ban on non-compete clauses because I can only imagine the troubles they could have suffered working with compete clauses in the tech industry (two of them, and one not far from Apple when Steve Jobs notoriously organized a number of "competitors" to not make job offers to each other's employees), real estate development (one), health care (two) and academia . For my nieces and nephews embarking on professional, trade and artistic/communications careers, I do not want these clauses to hold down their wages, stifle innovative work, and harm working people like them to fill the wallets of the wealthy. This policy will make it easier for workers to earn what they're worth, and I urge the FTC to adopt it. Thank you."
Asad	"Non-compete clause is a means for the hospitals to take advantage of physicians who have local ties to a community and they are unable to find better opportunities within that community. It creates less competition and is against the free market rules that allow businesses to compete based on the quality of service and competitive salaries at market rates. Where I work, there is almost twice (if not more) of the salary difference between hospitals. I suggest to the FTC to get rid of the non-compete clause so this is one less tool for big hospitals to manipulate their employees on. Thank you!!"
Jeffrey	"As a health care provider I am extremely interested in moving this forward as we are subject to `non competes" on every contract. This disincentivizes us to take jobs when we are now in a health care chasm of employees! PLEASE PASS THIS legislation as it will heal the shortage of health care providers! Thank you"
Lynn	"I believe non-competes should be abolished. In these days when markets are national or global, workers are forced to switch industries altogether to avoid

	violating such agreements restricting the "location" of work. If non-competes must be allowed, then companies must provide full salary for the period of non-competition. Non-disclosures should be sufficient to protect proprietary information. Not allowing workers to change jobs is just a way the companies to suppress wages and competition."
Lena	"I am in favor of NON computer clause. Please get rid of them. They are beyond restrictive especially for those of us in urban areas"
LenaLena	"Please get rid of non compete clauses"
Meghan	"I support this proposed rule. As a physician , non-competes are inherent to contracts and often non-negotiable, especially if the position is with a large institution or academic center. Businesses advocate for non-competes stating they "help the institution fulfill its mission to improve patient care, medical education and research by ensuring stability of the patient-physician relationship". Non-compete's not only dictate a geographic off limits zone but also restrict employment at specific institutions, regardless of location, effectively expanding the reaches of the non-compete. This imparts undue hardships on the employee, who must decide between staying at a job they aren't happy with, seeking a position easily 1 hour away or considering to remain unemployed until the non-compete duration is over. No one should have to consider any of those options if they've become unhappy in their position. Furthermore, the greatest harm comes to the individuals we care for. It's no secret there is a deficit of physicians and wait times for a doctors appointment can be 6 months away. There is a clear, exuberant surplus of patients that no practice will ever worry that it won't be able to fill it's schedule in the scenario that a physician's patients decide they want to follow their physician to a new location. Non-compete's harm patients by limiting their access to care and taking away their right to chose their physician. It's a fallacy to say that medical non-competes protect institutions from instability related to loss of clientele; The Association of the American Medical Colleges predict that there will be a shortage of up to 124, 000 physicians by 2034."
Alex	"Non-compete agreements are destructive, plain and simple. It prevents employees from accepting jobs that offers more money and/or more freedom. Corporations have used non-compete agreements to lock in their employees and pay them less than their competitors (this is what Iain currently experiencing). If an employer is free to fire anyone at anytime tbr any reason, then an employee should be free to work for anyone they please is they offer them what they want."
Anonymous	"I am strongly in support of the ban on non-compete clauses, and think that non for profit hospitals must be included in this as well, as these function very similarly to for-profit institutions with regards to their physicians. Non compete clauses are not aimed at the benefit of physicians or patients."
Jonathan	"I support getting rid of non-compete clause rule. As a fourth year medical student and business administration master candidate, I believe a free market will improve healthcare overall."

Veronica	"Good day. I am a single mother of two and work a 100% commission sales job at Johnson and Johnson with a book of business that has taken 12 years to develop and is strongly client relationship based and has an extremely refined skill set that doesn't translate well to other professions. In 2022 I took an 18% pay cut caused by a commission rate change from 11% to 9%. The changes occurred seemingly overnight and the company was months delayed in releasing our quotas that are an integral part of the way we are compensated. I work demanding and unpredictable hours in an operating room and have a tremendous amount of responsibility at home with generally an equal ability to manage and flourish in high stress environments. For the first time in my life, this compensation change left me so emotionally distressed, in full due to the helplessness that I feel being held captive by my 18 month non-compete. My employer could confidently slash our pay to industry low commission rates with no fear purely based on our non-competes. Please help us receive the pay we are entitled to by ending non competes!"
Elizabeth	"Refuse the allowance of non-compete language for any non-C-suite employee and even then it should be for a limited time. One of the keys to American culture is its economic mobility. This is anti-American otherwise."
Stephen	"I support the banning of non-compete contracts. These are yet another infringement on individual rights by corporations who seek to wring every last dollar out of their workers. To apply these to any job but the CEO type of position for which they were intended is absurd. FTC, please ban them and help improve workers' lives."
Patricia	"I support modifying the NPRM. These changes are long overdue. Non-Competes foster stagnation of wages. It also can allow employers to abuse employees by holding this clause over their heads. Not to mention the vast changes in the dynamic between employment relationships over the years. When I first started out my employer portrayed this relationship as a family and a job for life. By the time I was forced out 30 years later, employees were a liability and replaceable by cheaper labor overseas."
Bill	"I am in favor of repealing the non-compete for workers who would be making a life-changing choice for their career. As a Union Organizer in the Plumbing and Pipefitting industry, I speak with people who have signed a non-compete and feel trapped with their current employer. Often, I can offer the individual a substantial increase in pay and/or benefits by simply joining and coming to work for one of our signatory contractors. These are hard-working people who aren't getting rich, nor are they being paid what they are worth. Typically, these workers have little to no health insurance coverage for themselves or their family, if they're lucky they may have a 401(k) which generally isn't matched, and they are being paid \$10 - \$20 less per hour than their peers in the same industry. They are losing out on \$20,000 - \$40,000 in just wages each year, not to mention the benefits being lost. This is certainly reasonable to assume that this imposes an undue hardship on the employee. These are not people who have trade secrets, nor are they trying to put their employer out of business. These people are trying to provide a decent life for

	themselves and their families. But because they signed a non-compete, they fear being sued if they leave their employer."
Rishi	"Non compete should be banned as it promotes unfair practice and takes away money from workers and prevent them from starting their own business"
Estelle	"I agree that non-compete clauses should be banned. They hurt workers and small businesses."
Trevor	"Noncompetes interfere with the functioning of the Market and should be eliminated."
Adam	"Non-competes stifle competition and suppress wages. Please do away with them"
AnnMarie	"I was the daughter of a small business person. I know what it is like to be an owner, employee, salesperson. I think the US gov and multinational corporations should be guiding and supporting folks who want better wages and working conditions in order to be happy and to like/love their work. So muscle up corporations - if you do not want your employees to share your so called secrets - then provide those better wages and conditions so that people will want to stay with you."
Emily P.	"It simply shouldn't be the case that a single employer can determine or substantially limit the entire course of an employee's future career trajectory within an industry after they no longer employ that person. The abuse of non-compete clauses represents not only an unjust constraint on a worker's future earnings, but their ability to exercise choices like moving or seeking better working conditions elsewhere if they wish to stay in the same career field. An employer shouldn't be able to dictate that if an employee wants to remain in the same industry, they simply can't leave or quit because they won't be allowed to work for another employer without facing devastating financial consequences."
Michael	"I write in strong support of the proposed rule. The rule is necessary to restore the balance of contracting power between employers and employees in light of several decades of reactionary judicial rulings at the state and federal level curtailing, among other things, the void for public policy and unconscionability doctrines. Further, it promotes competition. Competition creates incentives for employers to increase productivity, which is good for producers, consumers, and the economy as a whole. The rule is a win-win for the American public."
Brian	"Please enact this ban. As a board certified emergency physician spending the last eight years in a rural hospital network, I know first hand how non-compete clauses strongly favor large employers and allow abusive and exploitative practices by employers at the expense of employees. Non compete clauses restrict our ability to search for better wages and improved working conditions unless we uproot our homes and families, disrupting our sense of community, to seek employment hours

	away. Protect employees, restore our freedoms, and enact this ban as soon as possible!"
Gabriel	"I support a ban on non-compete clauses. They unfairly put more power in the hands of the CEOs and owners of the businesses, causing the workers to suffer"
Craig	"I totally agree that non-compete contracts should be a thing of the past. Both as an employer and employee I have always seen these as only hurting companies and their employees. It's difficult to hire good talent and employees feel as though they are locked into an contract. Companies can restrict raises, withhold promotions and discriminate in Sniffle ways and the employees have no recourse accept to take a job outside their expertise for at least a year most likely at a lower income rate. Additionally companies looking to hire these individuals are restricted from doing so when many good matches could be made. They need to end, I think they especially hurt black and brown people and potentially LGBTQ individuals."
Michael	"I write in full *support* of the ban of non-compete agreements. As a legal professional in the intellectual property field, I constantly see how these agreements handicap workers from fulfilling their potential and how the agreements prevent the public from benefitting from advanced skill sets. Employers have other ways to induce employees to stay, such as higher pay and better work environments. Please do not let powerful business lobbies dictate the terms under which labor can operate in the marketplace."
Mary	"I enthusiastically support the ban of the non-compete clause. Over my 32 years in practice as a physician in NYC, I have lost access to numerous colleagues who had to leave the city when they left their employers, due to the ridiculous radius required by their employers' non-compete clauses. The most heart-breaking was the pediatric special-needs dentist who was a magician with nonverbal and handicapped children who had to move to CT to satisfy the distance requirement in the non-compete clause that she signed as a young, naive new dentist. Most patients could not travel so far and there was no one to replace her for years. It's about time to ban this greedy, competition-killing clause! Thank you!"
Anna	"I'm writing today in support of the FTC's ban on non-compete clauses. Non-compete clauses are antithetical to our free market system. They hold workers' wages down, stifle innovation, and harm working people. Non-compete clauses make it harder for someone to leave a job underpays or mistreats them, allowing former employers to sue if they go to work for another company in the same industry. It's unfair, and it's un-American. Banning non-comete clauses will make it easier for workers to earn what they're worth. Please, do the right thing and support the FTC's ban on non-compete clauses. Thank you."
Sarah	"I fully support FTC proposed ban on no compete clauses, including hospital non competes for healthcare workers and doctors."
Mark	"As a mechanical engineer for almost 40 years, I have been constrained by non-compete clauses several times. This practice by companies who employ engineers

is unfair to employees, detrimental to the overall economy, and destructive to engineers' careers individually and as a community. It doesn't take much imagination to gasp the positive ramifications to our whole economy if employees are able to more freely start new, competitive companies when the previous company has not afforded them workplaces that were sufficiently agreeable to retain them. Such is the rightful challenge to every manager and company that endeavors to be competent, inclusive, positive, capable, nimble, effective. Eliminating non-competes holds the very potential to improve the whole management breed in America. This is no small thing. This glaring need has gone unmet for too long. In Germany an industrial giant like Siemens understands that when their engineers avail themselves to their excellent training, they are ultimately aiding some of their future competitors. They consider this a cost of doing business, and they realize this is ALL good for the German economy. It's also an embrace of "education" that we would do well to emulate here in the USA. Apparently California has NOT enforced a non-compete clause since 1872! Despite this, somehow Silicon Valley (not the bank) has managed to lead the communications tech sector arguably worldwide. That goes a long way toward neutralizing the supposed fears and complaints of any feckless management that endeavors to maintain, without evidence, they need a non-compete hand on the throat of their employees in order to be competitive. That's simply not true, if the California example (the eighth largest economy in the world!) is considered. Engineers perceive the obvious requirement to honor and keep proprietary such things as trade secrets and customer and supplier lists. Furthermore, Professional Engineers have formal training and proficiency in these matters. Company secrets must be kept confidential by ethical engineers when they change companies; that's a non-issue and it's also covered by their Confidentiality Agreement with their employer. Therefore there is no need for non-compete clauses in any conventional employment agreement. Whether or not non-compete clauses can even be enforced by a former employer, they are a nasty and dark cloud over the head of an employee who wants to, or needs to, move forward from a past company. How many newly unemployed people are willing to risk a whopping legal expense by attempting to hire on with a competitor? Not many, in my experience. I've been terminated by employers who alluded to the threat their non-compete clause imposed on me. This put me in the very unfortunate position of both being unemployed AND not being able to put to use the very expertise I had just acquired, at great cost, in the performance of my previous job • for the next two years or whatever. Two years might as well be ten when there's mortgage or rent to pay, and other expenses. Employers in the USA are already able to exercise excessive control over the lives and well-being of their employees through "right to work" laws, the ability to terminate for any reason or no reason at all, arbitration (which they can ultimately control) in resolving labor disputes, and the presence (or absence) of health insurance coverage which can be all-important to a person or a family with an illness. It's laughable when an employer who has terminated you offers COBRA health insurance coverage, as if you can afford a \$1200/month premium without a paycheck! The many ways an employer can determine actual health outcomes of even a limner employee in America is downright punitive. Eliminating non-compete clauses in employment agreements in the USA is long overdue. Let's get rid of them immediately. PS: American employers also impose on their engineers the mandate to surrender all inventor's rights to intellectual

	property (patents) in their standard employment agreement, which only adds insult to the injury of non-compete agreements. That's another injustice engineers suffer — and a fight for another day and hopefully another FTC proposal in the very near future! Please take my additional plea into consideration as well. Thank you for this excellent proposal; this is very exciting and brings me great hope!"
Victoria	"Non-compete clauses are a tool an employer uses to control an employee after they leave the position. There are situations where the employee comes in and the job is not what the contract claims to be, so they wish to leave after a short time. They may have spent money to move and have depleted savings, or may be tied to an area due to family/health or other personal reasons. They end up tied to a job that isn't a good fit, endure unreasonable commutes, or become unemployed as a result. These contract clauses offer zero benefit to the employee and all the restrictions."
Henri	"I support the new FTC rule to ban non-compete agreements. If companies want to prevent employees with critical knowledge from leaving, they must offer commensurate compensation."
Alexander	"Please strike down this rule. It makes no sense for the worker"
Erica	"Non-Compete Clause Rulemaking, Matter No. P201200 No one should be prohibited from working in their field of choice, regardless of where they have worked prior. Job security being a thing of the past is difficult enough, but then for companies to 'LIT to keep people from working at another company in their industry is antithetical to an open society. Please remove this antiquated process that only benefits employers."
Mazen	"I believe non compete is designed to suppress the salary of employees who are unable to move to better positions and income if their company doesn't provide the opportunity"
Omar	"To whom it may concern: Thank you for considering adding physicians to this policy. It is high time that these non-compete clauses be done away with. They only serve the interests of monopolies, while harming workers, consumers and communities. Physicians do not compete with hospitals. They serve communities. Please be sure to include them when implementing these necessary new rules. Thank you."
Daniel	"Noncompete agreements are an egregious abuse of physician employees, trapping them in toxic work environments or forcing them to relocate. Noncompete clauses are unfair, unjust and should be banned."
Jacqueline	"I reside in Westchester County, NY and I am writing to express my support for the FTC's ban on non-compete clauses. Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. These clauses

	hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Joseph	"Please eliminate non-competes except for their original intent, which was to prevent employees with confidential information from exploiting trade secrets. If a company has undertaken expensive training of an employee, who jumps ship once trained, that's a different situation, and requires another clause to protect the company from being used as a free training program by its competitors. I used to be a small-business owner, and trained my employees extensively at no cost to them. Almost all chose to stay with the company because I paid them competitive wages as their skills improved. This isn't a huge conundrum. Unfortunately, many businesses want to make this seem more complicated than it is. If you treat your employees well, and continue to pay them fair wages, they are not going to be in a hurry to leave. If a particular industry requires extensive specialized training before an employee can contribute to the company's bottom line, there are other ways to protect a company."
Neil	"I support the FTC's ban on non-compete clauses. A company should not be allowed to rule your life."
Elizabeth	"Great! High time. High bloody time! Jane Jacobs said that breakaways - people leaving a company to start their own business - are a major source of economic development. With non- compete clauses, people cannot do this, and the United States will lose out to countries where they can. And that's not even talking about jobs where a non-compete clause makes no sense. (Well, except for keeping people working at low wages For that it makes perfect sense.) Trade secrets for nurses? Investments in training security guards?"
Joshua	"I think banning non-compete clauses is a good idea. I am a small business owner , selling used books, ephemera, and media. Our business, and that of our colleagues in this field, thrives on the active interconnectivity between each other. The booksellers I know that have employees have been successful as they've been able to hire (some) employees who have experience and enthusiasm for our field of work. I cannot imagine why an employer would even make an employee sign a non-compete clause, and I think it is inherently anti-freedom and is dangerous to the growth of small businesses. Thank you for your time."
Richard	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Noncompete agreements are even being used to prevent low-wage workers from leaving exploitative conditions. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone."
Nolen	"I'm a project manager at an Interior Design & Home Staging company in Manhattan; we're the largest staging company on the East Coast. After I accepted

	<p>my job offer and went in to file paperwork, I was very briefly walked through what this non-compete means (the details were not made entirely clear; I believe they left it intentionally murky) and it was buried deep in the new employee rules and regulations packet I needed to read and sign at my onboarding. I personally am very against these agreements because, as mine states, I cannot work with "a competing staging company" or for any of the clients of my current company. Again, we're the largest staging firm on the east coast and have a lot of clients (we do over 100 stagings per year). Essentially, I am completely shut out of working in the industry in NYC as there are only a handful of other staging companies that can pay me a living wage to do so."</p>
Denise	<p>"I completely am in favor of this -people deserve to get great jobs without any issues."</p>
Liam	<p>"To Whom it may concern. I am a lifelong landscaper. It was my family business since a very young age and it's all I have ever done and plan to do. I worked for a massive amount publicly traded commercial landscape company to supplement my seasonal incomes. I was informed that due to their poor financial performance, my job was no longer in their budget and I could accept a job at a much lower pay rate. I refused and went to work for a different company in a different industry. I was sent a cease and desist and told that I cannot landscape and reminded that I can be tolled and violated/penalized and just about owned by this massive 4 billion dollar company, until their non compete can no longer be upheld. They sent me a fresh copy to remind that they even own "post employment inventions of mine" and that I will be unable to work in the only profession that I know and can support myself and my family by working in. They've even stretched it and maintained that I cannot work in the non commercial industry or do anything with the lifelong background and skill that I had built and developed, up until they decided that they didn't want to pay me what I was making anymore. I worked there for 14 years and made them much more money over the years than they or any other person there can comprehend. Understanding that with what I know, I could cause them financial harm, I am aware that some level of decency and moral restraint is needed to ensure I don't cause them harm. However, seeing that they're a 4 billion dollar company and made sure I could not file for unemployment, made sure I can't landscape and that I would need to pay a lawyer just to find out what I can and can't do, I am urging the FTC to proceed with this ban. I think there is a distinct difference from being unethical, criminal and stealing or intentionally harming a company, and a single human being whos struggling to make financial ends meet, being able to work in the trade that they have worked in their entire life. Please throw away the non compete. It's unconstitutional, unreasonable and intended to ensure profitable companies can control people like myself, for years after they put them in a bad financial position. Thank you in advance for your consideration"</p>
Darragh	<p>"I am 100% in favor of banning the non-compete clause in employee contracts both future and current. Preventing individuals from lawfully pursuing their chosen field of work anywhere near where they live is detrimental to them, their families, the places they live and practice in and ultimately detrimental to the larger society. This is a heinous practice that should be banned immediately."</p>

Lesley	"By all means, ban these anti-competitive clauses in employment contracts!"
Rachelle	"Non compete agreements prevent family physicians from staying in a community when their employer implements policies the physicians disagrees with. When the local Catholic health system stopped women from getting certain forms of birth control several physicians tried to look for new jobs in our community with different employers. Because of their non compete agreement they ended up moving from an underserved area to a larger community."
Johanna	"I currently have a 30 mile non compete as a physician at a large health system. I am crippled by this. I have a family and to take a different with better salary and work situation I would need to move my family to a new place entirely which is terrible. I strongly support this effort to ban non competes which do not help workers, they only help suppress them."
Johanna	" Physicians need to be able to move in the job market just as other workers. Hospitals trap young physicians with families into staying with their non competes for absolutely no reason. Please please please do not make any exceptions to exclude physicians at non profit hospitals from stopping non competes. Non profit hospitals are actually profiting off trapping us."
Michael	"Please eliminate this archaic and unfair clause. Give the worker freedom and the economy the boost it needs by allowing people to choose their jobs."
Hallie	"Please include physicians , and all medical caregivers including nurses and techs, in this non compete clause. They are essential to the health of your community, literally. If they are not covered under this law, they will have to move out of the community in order to serve patients if they wish to change jobs, even if the reason they are leaving a position is to stand up for patients against the steamroller that is our current medical system. The American Hospital Association (AHA) is lobbying against this law, in a self-serving manner. They want easier control over physicians and healthcare workers, punishing them, and forcing diem to move out of the area if they need to change positions."
Karen	"Non compete contracts should be ban due to the reality that these organizational contracts are hindering professionals from earning a living. Or forcing a professional to move out of state to work. After completing a contract an additional non compete for another year is added on. Now are these professionals to earn a living. By moving to another state? Non compete contracts need to be ban!"
Samuel	"1. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable, unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would

	necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a dine where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. Noncompete agreements are unAmerican. Competition is a core tenant of capitalism Eliminating noncompete agreements will only lead to better pay and job satisfaction for physicians and better continuity of care for patients who won't have to lose their trusted physicians. Politicians need to side with the people who elected them and not the AHA and other special interests who line their pockets."
Michael	"NCA's reduce wages for those that are subject to them and those that aren't. NCA's are an anathema to those wishing to sell their labor for the highest price. Please support this rule change."
Michelle	"Hospital associations are trying to lobby to exempt physicians from the prohibition on non-compete clauses. DO NOT DO THIS. Physicians must be accorded the same liberty as other workers to seek alternative employment arrangements without uprooting their families. Non-compete clauses are toxic to a healthy economy; they enable employers to exploit and under-compensate employees, *including physicians*."
Barbara	"I am strongly in favor of the proposed rules banning non-compete clauses."
Sarah	"Non compete clauses hurt workers and their families. They make it harder to effectively do your job and create unfair work environments. There is no scenario I can envision where a non compete is helpful or good."
Annie	"Non competes min a physicians ability to freely practice. Lives have been ruined over noncompetes. Please abolish them for all hospitals"
Michael	"Absolutely agree with banning these, so many physicians are unable to leave their jobs without having to move, as their restrictions are so severe, including wording, such as any future sites, it is always seems like a violation of anti-trust type laws, given that we are so worried about mental health and burn out, this would help significantly alleviate those factors."

Mr	"I am Physician looking to relocate closer to home after the birth of my 2 daughters. Non compete clause restricts my ability to obtain a new job. Within 20 miles or become an employee of any instutution with a site within 20 miles. There not that many options up here only 2 major players. I am loosing a good job opportunity, that would allow me to help and underserved community for the fear of counter legal action."
T	"In small-mid sized cities, there are specific locations where medical offices and ancillary services have been located near each other historically. Non- competes have restricted a physicians ability to open or join a practice in a location where it would be more convenient for their patients to have labs and/or imaging done. Patients often rely on the convenience of these facilities being located near their physician's office. When physicians are prevented from practicing in a certain geographic location where the majority of these ancillary services are offered, it can force patients to travel longer distances, costing patients time and money."
Sean	"Please do not allow for carve outs for this law specifically against physcians . Corporations will ask to exclude physcians from this law. Please do not allow patients to be harmed by constraining the rights of their physcians. Burn out among physcians will only worsen if corporations are given unfair power over physcians. If burn out increases patients will suffer."
Joan	"The non-compete clause means that I cannot follow my favorite physician when she left a heal practice. She and I had developed a rapport that I have not been able to repeat with any other physician."
Margarita	"I support in making it an across the board bad. Whenever there are exceptions, companies will find a way to exploit them. We should give employees in all sectors an opportunity to work in their communities without fear of retribution."
Angelo	"I've worked in the staffing industry for over 22 years and have always felt non-competes are extremely unfair and have made it difficult for me to take the risk of switching jobs even if felt making a move was in my best long-term interest since there is always a ramp up time from leaving one sales job to another. I truly hope that non-competes are banned all together since it affects such a large population of the US workforce."
Krysten	"Citizens should be able to choose to work for anyone, companies should not be allowed to tell you where and when you can use your skills. Workers need to have more protections so they can support themselves and their families. I support the ban of non-competes."
Vincent	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms."

	<p>Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."</p>
Horacio	<p>"Non compete clause are a detrimental to the average worker preventing them or limiting their scope. All the valuable skills one gained will also be limited and those who try to obtain these skills will not want to improve and society will have less efficient workers."</p>
Nixi	<p>"I am a physician, serving an underserved population in rural New York. My employer required me to sign a non-compete / restrictive clause that says that I need to move at least 35 miles away from the nearest facility that is affiliated with them. Because they are affiliated with a hospital network with branches across the state, this means that, were I to leave my present position, my services would not only be unavailable to my current patients, whom the hospital treats as if they are property rather than persons who need the care of their physician... but I would also likely need to move out of state. I would need to pursue state licensure in a new state, become conversant with the laws of that jurisdiction, etc. It may even be a better deal for me to take a two year sabbatical and deprive the community of my talents and service, until I could return to work with the underserved patients whom I love in my current community, rather than to pay the outrageous 2 years worth of salary that my hospital system is using to compel me to remain in my current position. This isn't, for me, about money. It isn't about my upward mobility. It is about being available to serve the patients who look to me as their physician. I serve a very particular population who have difficulty accessing high quality compassionate care, and they would be deprived of my help if I were to need to leave this employer. I could pay the hospital system the 450k that they would require to satisfy the non-compete, but then I would deplete my resources for opening my own clinic to remain here and serve these patients. I signed because taking care of these patients mattered to me, more than my own financial well-being. I'm staying at this employer despite certain adverse circumstances, in order to serve these particular patients. I don't even know that I would certainly leave my current employer if there were no such restrictive clause... but if there were not, I would be in a better position to bargain, to make circumstances better for me and for my patients."</p>
Luis	<p>"I'm in favor of this rule to ban the non-compete clause"</p>
John	<p>"They never should have been allowed in the first place. Make them illegal, and retroactively!"</p>

Monica	"I am writing in support of this and that it should apply to non-profit organizations, hospitals, and physicians along with other healthcare professionals. Many healthcare non-competes are very restrictive and prevent professionals including physicians from fairly seeking other opportunities, especially as many require physicians to move in order to obtain a job in the same specialty due to incredibly restrictive covenants including radius and duration. In many cases, physicians who wish to seek other opportunities do so in order to advance their careers, pursue leadership positions, obtain research opportunities, etc. In other cases, it may be working conditions such as unsafe patient conditions, poor hospital quality, or burdensome work unrelated to direct patient care. By allowing physicians and other professionals switch jobs freely, it would also improve patient care, hospital quality, and incentivise hospitals to invest in their employees. In our current healthcare environment post-pandemic, our hospital systems are on the verge of collapse and healthcare professionals are leaving the field in droves. This is unsustainable and by allowing professionals to seek fair employment and opportunities near their home, perhaps we can retain this talented and highly skilled workforce."
Anne	"If finalized in its current form, the Proposed Rule would ban the use of non-competes by independent medical practices, like mine, but because several types of entities are excluded from the FTC's authority, non-profit entities (e.g., many hospitals and health systems) would likely not be subject to the ban. This would further exacerbate the imbalance of power between private practitioners and hospitals, and in some parts of the country, could represent a tipping point for the very survival of the independent practice of medicine, such as mine. It would make it impossible for me to recruit a physician who practices as non-profit hospital but the hospitals could poach doctors from my practice because they would not be subject to a non-compete. It is unknown whether the FTC has considered the deleterious ripple effect of a ban that would not apply to non-profit entities. Simply stated, if the FTC does not have the authority to impose the ban on non-profit hospitals and health systems, it must exempt independent medical practices from the ban to avoid the unwitting creation of a monopsony in regional health care markets. These large health systems are already trying to buy up our practices and now they would have a hiring advantage."
John	"Abolish the non-compete!!!"
Suman	"Must Ban Non-Compete overall"
Yishan	" Physicians are currently beholden to their employers more than other professionals, due to hefty student loans, lengthy notice requirements (my contract is 90 days), non competes, and certain professional obligations. We are also non unionized. This makes abuse of physician time by employers very prevalent, and is a huge contributing factor to physician burn out. The quality of care received by patients then suffers. As the pandemic and the subsequent exodus of healthcare workers out of this industry shows, if this country wants to have high quality

	healthcare, it needs to also take care of it's caretakers. Banning physician non competes is a great place to start."
Marvin	"I am a 68 year old nearly retired physician . My previous job was with a multispecialty group, with branches over a 100 mile radius. I was trapped. My job was bought out by a health care/ venture capital company, and I and my fellow physicians lost all control of our medical practice. My son, an orthodontist, had a job with a multispecialty dental national chain. He was trapped. He wanted to set up an office 19 miles away from the chain's office, but the contract said 20 miles. He had to start a new office 25 miles away for nearly double the money. My other son is a physician, also in a multispecialty group which has now been bought out twice. He wants to get out, He can't The restrictive covenant clauses should all be outlawed, with no limitations by position, income, etc."
Noah	"Dear FTC, I cannot express how happy I am to see the news about this potential rule change. The rule change is truly critical to workers, individuals, and as well, to the practice of medicine and patient care. First and foremost, **I beg you not to differentiate between "high-wage" and "low-wage."** I am a physician in a large group and would be considered a "high-wage" worker. I am severely adversely affected by a non-compete clause. I would have to uproot and move my family, and also re-establish my brand and practice in order to change jobs; this is not a fair or tenable situation. I could not even work with a much longer commute, because I could no longer be close to the hospital for emergencies. As well, with a wage-based cutoff, some physicians in my group would be subject to a non-compete, and some would not, making the cutoff truly arbitrary. Medical systems and groups are now large conglomerates that are beholden to profits; the groups have deprioritized patient care. Because of non- competes, physicians no longer have any recourse. This has led to very unhappy physicians, since the group-individual dynamic is completely one-sided; medical groups do not have to treat their physicians well. Furthermore, this has led to a sharp decrease in the quality of medical care, because physicians cannot advocate thr patients against certain policies set forth by administrations. Furthermore, because of how unhappy physicians have become, given that these non-competes are so prevalent, it will deter people from going into medicine, and endanger the profession. As historical context, many years ago, when there were many small medical groups, a group would need to protect itself from one physician leaving, which would have a major impact on the group. Therefore, in that era, it would be understandable, and more equitable, to have a non-compete clause in contracts. Given the tremendous consolidation that has transpired over the last 20 years, a large group or medical center will not feel any effect if a physician leaves. These non-compete clauses area major detriment to any worker, including physicians, and the clauses also have a measurable effect of diminishing the quality of medical care. There really should not be any differentiation between "high-wage" and "low-wage" workers - this is a contrived and arbitrary distinction. Thank you for reading this and for your consideration."
Victor	"I am a family medicine physician and due to my non compete, I have no way to move to another hospital or clinic system. This impacts my family's options, home,

	and young children's schooling significantly. Non competes need to be banned for all hospitals and clinics"
Robert	<p>"I have worked as a software engineer in the United States for the last 15 years. Every single position I have ever been offered has immediately required that I sign a non-compete. [...] In every single case, the non-compete was initially written in such a broad way as to make it impossible for me to reasonably find any work as a software engineer in the city in which I live (New York City), for a 1-2 year period after I had ceased working with the firm. To give an example, at one point I worked for a company that was in the business of automated scanning of paper magazines, and then selling aggregated information from those scans. The non-compete from that organization initially stated that for 12 months after termination of employment, I was barred from working on any software for any company that interacted in any way with the internet, as that would constitute that company as a competitive company.. The internet, for a paper magazine scanning company. The technology industry in New York City focuses primarily on Ad Tech and Finance, and every Ad Tech company I have worked with claims that working, in any capacity for any company that deals in advertising is a competitive company, and therefore barred from future employment. These agreements have never offered any form of compensation or guarantee for their restriction. New York is an at-will state, and employment can be terminated at any point by the company, but at no point has any such agreement offered any remuneration for this period in which I would legally be unable to work. The contents of these agreements are frequently considered "trade secrets" by the companies for whom I have worked, which of course, also require non-disclosure agreements when starting the position. This means, in turn, that I am not even allowed to provide examples to you of such agreements while they are in effect. Lastly, these agreements change continuously, and on the whim of the businesses. It has been standard practice for every company I have been employed by to re-write their non-competes to be more broad and more restrictive on a yearly or event-driven basis, and each time require their employees to sign the new contract as a condition of continued employment. I have had discussions with multiple management positions at multiple companies about the value and requirement of these agreements. as I traditionally attempt to negotiate to a point of good faith before signing any such agreement. Generally, I receive platitudes as to it being a stock form of boilerplate that employees are expected to sign and not read, and promises that they will not be enforced. Of course, the opposite is often true. In my career I have been part of managerial discussions where companies consider actively enforcing such agreements in court. More nefariously, I have also seen them enforced outside of the court. In one such occasion, an employer (let's call him Employer A) was upset that one of his employees quit his position, a month before a major deal was set to be delivered. Employer A used social media to discover where the employee had gone for new employment (Employer B). Employer A then found the contact information for Employer B's HR department, called them, and falsely claimed that the employee was in breach of a non-compete and that Employer A was considering law suits against both the employee and Employer B. Even though this claim was to the best of my knowledge false, Employer B did not want to deal with the trouble of a lawsuit, and immediately fired the employee, who was, to my knowledge, never informed of why he was terminated. This story, I hope,</p>

	<p>exemplifies how even in the case that a non-compete is so overly broad and anti-competitively written as to be legally enforceable, it is still an anti-competitive practice, that poses no downside risk for an employer, while potentially crippling an industry's labor pool."</p>
James	<p>"Physicians and other healthcare workers should not be held to non-compete clauses. It limits the mobility and negatively impacts well-being. Physicians in particular have a higher rate of suicide than the general public. This is astounding as we care for those with mental illness and are aware of the symptoms associated with suicidal ideations. A sizable degree of this dissatisfaction can come from the feeling of being trapped. Allowing physicians to change jobs without uprooting their families has the ability to provide a degree of wellness by not forcing a physician to a poor working environment. Thus having the feeling of controlling one's destiny can provide a degree of mental comfort which has been shown to reduce burnout and the subsequent sequela. Moreover the hospital systems argument that patients migrate with their providers is often not true as patients are choosing health systems that show high outcomes."</p>
Joanne	<p>"Noncompete clauses should be banned. My husband has been working for a smaller company for decades and suddenly they just required him to sign a "Commission agreement" that besides vague statements saying that "from time-to-time" they may simply change the rules on how he gets paid commissions based on nothing more than a whim, or if they decide he might make too much on a particular sale, they embedded in "confidentiality" rules that include customer contacts and "potential customers" information cannot be used in any manner that is not in the normal pursuit of sales for that company and that the agreement, although a 1 year term, lists afterwards that "even after the 1 year term the agreement shall survive any expiration or termination of the agreement for 5 years even after the return or destruction of confidential information by the recipient". They told him that if he didn't sign the agreement as is, they inferred he would be fired and also that he would not be paid any of his commissions that have not fully processed yet, so he had no choice but to sign under duress. I understand they don't want employees stealing the entire customer list and going into business for themselves or similar, but the way these noncompete clauses in employment contracts are written, he could not go work for a company that does the same type of business for 5 years, which is impossible because he's been in that industry alone for 30 years, he and others with many years experience cannot simply change their whole professions because the company they work for may lay off or even fire them for no reason, but then try to sue the employee for going to a competitor with their knowledge before the 5 years is up because those employees need to continue in their careers just like other fields like nursing, etc. you can't stop a Dr or a nurse after they change practices from their patients following them. Noncompete clauses are particularly harsh on older workers and on folks living in smaller towns. Please ban them."</p>
Jerome	<p>"It is very important to prohibit all non-compete clauses for physician contracts. 70% of physicians in the US are now employed, and are not employers. To get hired to practice, a Physician must obtain a college degree, get accepted to</p>

Medical School, obtain an MD or DO degree, complete 4-5 years of Specialty Training, often complete another 3-4 years of Subspecialty Training, obtain a State license to practice, and pass one or more Board Certifications. None of this time, commitment, or financial expenditure is done by the employer or even reimbursed by the employer. Enforcement of a non-compete clause negates all of these credentials. Take the example of a large Hospital Corporation with many Hospitals and free- standing Clinics in their System, such as Northwell in NY. A non-compete clause of 15 miles of ANY facility owned by the Corporation means that a huge geographic area is forbidden for work. This disrupts the physician-patient relationship, and forces patients to see a new doctor when the Physician leaves for any reason, even if just laid off because the Hospital wants to replace him/her with a lower-paid less-qualified less-experienced provider. This is bad for competition, and bad for the public. I understand that some are arguing that the proposed FTC rule does not apply to non-profit Corporations, and most hospitals at least in NY are organized as non-profits. The argument goes like this: "the FTC rule would not be applicable to many, if not most, nonprofit, i.e., 501(cX3) hospitals. Here is the problem ---under the Federal Trade Commission Act (FTCA), which is the law under which the proposed rule has been promulgated, the FTC has authority over "persons, partnerships, or corporations," and the FTCA defines "corporation" as an entity that "is organized to carry on business for its own profit or that of its members." This means, though, that under the FCTA, the FTC does not have authority over, and the proposed rule does not apply to, entity that is NOT "organized to carry on business for its own profit or that of its members," because that entity is not a "corporation" as defined under the FTCA. And what is an entity that is not "organized to carry on business for its own profit or that of its members?" It is a nonprofit. So, the proposed rule would not apply to nonprofit hospitals like 501(cX3) hospitals, unless the FTC could mount some kind of challenge to the hospital that it is somehow organized for its own profit or that of its members." My argument is that the FTC does have jurisdiction over those non-profit Corporations that are run as a business. That's because under the plain meaning of the Legislation, these Hospital corporations are indeed organized to make a profit that is retained to benefit the hospital chain, buy out or merge with other hospitals, buy out competing physician practices, control market-sham, and pay millions of dollars annually to their top executives. Non-profit hospitals can also award "Phantom Stock Options". When bonuses and phantom stock options are awarded based upon profitability, then certainly such a non-profit is acting like a for-profit business. Physicians used to be independent owners of their own offices. That is no longer true for most physicians, 70% of whom are employees. Non-profit NY Hospitals have been run like businesses for a long time, and have succeeded in absorbing the local practices and then dramatically increasing the fees and costs to the insurance companies, and ultimately to the consumer. Also, take a close look at how the Corporations are structured to run those clinics. Often, the parent non-profit Corporation has separate subsidiary corporations to run each separate profit center, one for the physicians, another for the nursing homes, another for the hospital itself, another for lab services, etc. So even if the non-profit parent Corporation may not be subject to the proposed FTC regulation, some or all of the subsidiary Corporations could and should be. In summary, I urge the FTC to finalize its proposed rule to prohibit all non-compete clauses in health care, especially for physicians and other highly- trained individuals. As for non-profit

	Corporations, I urge the FTC' to apply its rule to all non-profits that conduct themselves like businesses."
Julia	"Individuals desire to innovate and bring their best ideas to bear in their jobs. At times, they cannot apply or manifest their best ideas owing to time, context, colleagues, workplace dynamics, and other factors beyond their control. Noncompetes hinder and inhibit progress that can be applied in a new context that may better fit that innovation. Please ensure that businesses—as well as individuals and best ideas and practices—can grow: change the laws and eliminate noncompete clauses. In the area of for-profit education , this is particularly important. There are many for-profit independent schools in the United States now, and that number is growing, and allowing noncompetes limits the education of students. These schools exist for the benefit of children, and telling teachers what ideas belong to the institution is limiting in a detrimental way to teachers and students alike. Please remember that it is not only in the traditional business sector that these exist, but also in creative fields like education. Thank you!"
Miriam Richter	"I ask that "non compete" clauses be deemed illegal, or be punitive to the employer. It is injurious to all walks of life. I am a retired doctor. There were "no compete" clauses in all the jobs I worked, including private practice and in academics. It was grossly unfair and injurious to me, because I could not move due to my husband's job."
Nadine	"As a physician I strongly support removing this non compete clause from any and all contracts. Non competes have prevented me from providing much needed primary care to a population as the non compete clause of previous employer restricts me significantly. This creates a significant obstacle to patients getting access to primary care."
Sarah	"Removing the non-compete agreements is a wonderful step in providing autonomy back to workers. I work in a field that I love, but only has a handful of companies working within that field. At my current company, I signed a non compete agreement (out of force), and am worried that if the company ever becomes a bad fit for me personally, has no opportunities for growth, or if I want to leave tin any reason, I will be unable to do so. My only option would be to work somewhere that is quite different from where my career interests and skills lie. having the freedom to determine my career progression and growth without fear of retaliation is immense. Additionally, while many say that noncompetes are usually non enforceable anyways and a federal rule is not needed, the fear and unknown of having it be enforced provides a fear of leaving a bad environment for employees. Furthermore, even if it is unenforceable, competing employers may not consider these employees because they don't want to handle potential legal issues. Therefore, by creating a federal rule, companies will be less fearful of hiring good skilled employees."
Laura	"I'm a PA in upstate NY and have been prevented from providing care to grossly underserved areas due to non-compete clauses. Non-competes deny care to

	those who need it most and drive up healthcare costs by forcing us to travel to continue to work. They also decrease the likelihood that a patient's medical provider is a member of their community and less aware of all their resources and options. Please end this despicable practice and allow me to care for my patients where I'm needed most."
Peg	"For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement."
Horatio	"This would be epic. Please do this. I am very competitive, and don't need to be held back. I'm like a tiger in this market, but these non- compete agreements make me feel like a tabby cat. Thank you, FTC."
Lisa	"As a freelance photographer , clients come to me to make images for their brands. They have to see that I've done similar work in order to trust me with their photography, often only considering photographers who specialize in one or two genres. If beverage photography is mostly what I do-and is the bulk of the previously made work that I'm able to show clients—then a non-compete agreement severely limits the clients I can work for, restricting my work for other beverage companies. If I can't work for other beverage companies, then I'm forced to create work in other genres. But if I show work in too many genres, companies will not see me as a specialist who is highly qualified to work for their brand, which will further limit the number of clients who will hire me."
David	"Dear FTC, As a physician who has been and is currently contrained by a non-compete agreement, I strongly support this proceed to ban noncompete agreement. During my last job, our hospital was purchased by a larger hospital system. We found that this new organization no longer cared about quality and cutting edge medicine and one by one physicians left the group. I would have loved to stay in the area and work for the other hospital system, but COVID and a health scare meant I needed permanent employment and health insurance. I had to move my family and an underserved area lost another physician as my noncompete prevented me from staying. I am currently in a 2-year noncompete cause. Given that our area only has 2 hospital systems, they effectively have a monopoly on cardiology care. Our current salaries are 25% below the mean per national benchmarks since we can change system. Please go forward with your proposal and enable physicians to have choice in employment without us having to move cities and put our kids in new schools."
Tania	"I completely support banning non-compete clauses nationwide. I am a physician and non compete clauses hurt all physicians and other workers as well. Corporations have complete fluidity in this country - workers should have job mobility without penalties as well."
Taylor	"Dear FTC: I am a third year internal medicine resident who will soon be searching for a job. The prospect of a non-compete clause has always been very frustrating to me and my colleagues. For many internal medicine jobs, there is

	legitimately no reason to enforce a non-compete. For example, hospitalists do not have a patient panel with whom they build long term relationships so there is no reason to prevent them from moving to other facilities to stop them from siphoning off patients. They admit the patients that show up in the emergency department and patients have little if any choice in the matter. All this does is force physicians and other healthcare team members to stay within their system because they would have to uproot their families to practice medicine in a different system. This is non-competitive and leads to more burned out physicians. It also prevents physicians from moonlighting at outside facilities to make additional money and help reduce any their staffing shortages so creates a less efficient healthcare market for providers and patients. I know that the AMA and American Hospital Association are lobbying against this bill, but I promise that rank and file physicians who care for patients daily do not want non-compete clauses in our contracts. It is actively harmful to us economically, personally and professionally."
Ron	"Non-competes are ridiculous and hurt the medical profession and patients."
Cathy	"I am an attorney in New York. When I first began my career as a labor attorney in 1991 non competes were generally considered void against public policy. However, because there was no statute which limited non compete agreements it was up to judges to make determinations if they were allowable. Over the years the cases started coming down on the side of employers until non compete agreements became legal for th most part; even if the employer terminated the employee without cause. My own doctor came to me with a non compete agreement. I had to tell her that she was banned from working at a cancer hospital because it violated her non compete. Her life was disrupted. She was prevented from earning better wages. The community suffered because an important cancer research institute could not hire a talented physician. Non compete agreements are anti capitalist and anti free market and anti American."
Kevin	"Its pretty messed up how corporations use this to supress workers and with it artificially lower wages, that is why im in favor of revoking or at least limiting their ability to do this"
Zach	"Allow free trade for all workers to be able to advance their careers without the risk of unfair non competes"
Eric	" Physicians should be included in the proposed regulations invalidating non-competes. The American hospital association is trying to exclude Physicians so they can continue to restrict physician practices and limit them to legacy hospitals. This has an adverse impact to quality of care, patient outcomes and cost. Since about 2010 onward there has been enormous hospital mergers and acquisitions and consolidation which has driven up costs for patients, taxpayers and insurers without any discernable improvement in outcomes. Physicians are patient advocates. In healthcare, Non-competes are used as a tool to suppress Physicians voice in advocating for patient care over or instead of the bottom line. It is used as a tool to fighter doctors such that if doctors speak out against poor patient care conditions they can be fired and left without an ability to see patients

	<p>and maintain their livelihoods in their city. This has a net negative impact to patient care, outcomes, cost. When the pandemic hit doctors were called upon to provide free services when nurses were being paid surpluses and hospitals and PE backed mega practices were demanding extra payments to manage covid patients. Physicians put their lives on the line out of a duty to serve during the pandemic. Now is time to provide physicians with the basic human decency of being allowed to practice their craft and advocate for patients without fear that a non-compete can allow an employer to leverage termination against a physician having to uproot the lives of themselves and their loved ones. The most egregious part of Non-competes against Physicians is that there is nothing proprietary that the hospitals or practices provide that the physicians can take. It is in fact the Physicians that have the trained expertise that benefits the hospitals and practices. Invalidating non-competes for physicians is not about a money grab its about allowing people who have dedicated their lives to helping people freedom to help people and save lives without being forced to do so in a setting that is not conducive to a healthy physician patient relationship. Those who oppose this like the large hospital systems, the AHA and large PE hacked healthcare practices do so because this would erode their unfair ability to grow in size and limit fair competition in healthcare and support their egregiously high priced cost of care that adversely impacts patients and the public."</p>
John	<p>"Companies of all sizes are enforcing non compete even on lower wage earners restricting their earning potential. Its practice should be banned even on those who have existing non competes. To add employees are forced into non compete and threatened with them when they try to work out simulations to join another firm - I see it's practice on entry level employees to keep them or force the fear of legal implications."</p>
John	<p>"As both a longtime freelancer and a small business owner, I strongly support the proposed rule to ban noncomplete agreements. I was laid off from my job just this week and the company is attempting to have me sign a stringent noncompete, which would severely limit my future employment options. This is a hardship and amounts to a monopoly by a former employer, in that they are seeking to control the market for a service - me - and eliminate competition, namely other potential employers. Thank you for putting forward this common sense rule."</p>
L. René	<p>"Non competition agreement perpetuate power while it suffocates the smaller resources of an individual who is trying to establish his/her self in the industry. Noncompete agreements lack balance from the very beginning at the most vulnerable time of an employee, setting a tone of someone's interest above another. If non competes are removed, the employer s will have to involve the employees in more fair and just negotiations and be willing to share more of the business not just a salary or benefits. My case is related to healthcare business and how the current system punishes the new graduate or the relocated doctor due."</p>
Craig	<p>"This type of law is necessary and should include Training Reimbursement Agreement Programs (TRAPs) as well. Both Non-competes and TRAPs are all to</p>

	often used to prevent people from seeking better employment. There are situations where both types of agreements can be valid, but most are not used that way. Any contract that prevents some one from practicing their profession, or seeking better employment should not be allowed. The sooner this legislation gets passed, the better. My wife is currently being sued by a woman who is using these contracts to keep young woman working for her at minimum wage. All she is doing is victimized young woman who don't know how to stand up for themselves."
Judith	"non-compete is just another way corporations keep us on pins and needles. what kind of democracy is it when everyone is afraid that taking care of themselves will bring down punishment?"
Lucas	"Non-compete clauses lower market effectiveness by limiting a business ability to attract top talent. To increase productivity and achieve revenue growth new workers must be hired but this is difficult in a field filled with talent that is unable to shift between companies due to legal restrictions. It would make no sense if a worker could leave a company and legally prevent the use of their production, such as code, but the reverse it currently true."
John	"Employers claim that non-compete agreements are necessary to protect trade secrets, it should also be recognized that non-compete agreements can be used by employers to dissuade their unhappy employees from seeking alternative employment options."
Amanda	"Please end this unfair practice."
Ellen	"It's about time that we get rid of non-compete clauses as it hurts workers and our economy. Thank you for proposing this rule."
Todd	"I am employed as a Professor of Surgery by a NY State Cancer Center and am a voluntarily faculty member of the NY State University Department of Surgery. I did not have a no-compete clause when I first joined the institution 20 years ago, but it was required when returning after attempting a brief leadership opportunity elsewhere. Upon return I had to agree to a no-compete clause extending exactly one mile past the location of an academic institution over an hour away in a different city (78 miles). I understand how a doctor who built a personal practice in a local community over a lifetime might be protected by such a clause when bringing in a partner, but this institutional use to protect market share seems extreme and limits my options to find the best opportunity to help patients and advance the science of healthcare. This seems to be at odds of the stated mission of such institutions."
Lauraine	"I believe this is the best choice to allow people to negotiate their own career and destiny. A score for individual vs big business. Vote this in!"
Dina	"As a physician non compete clauses affect our career and should be prohibited"

Abigail	"I would absolutely support the removal of non competes in contracts. We live in a small town and the nearest hospital to work for outside the non compete would be well over 40 minutes away where other opportunities would be within 10 minutes. I have a family of five with three little kids so this commute would be impossible. Also current employer pays less knowing they have the non compete in place. Please remove them"
Holly	"Ban non-complete clauses. They do irreparable harm and you have a chance to do some good here."
Teresa	"As a health care worker (nurse practitioner) in a rural part of NYS non-compete clauses make changing jobs extremely difficult. Please consider including non-profits in this, since most health care facilities, especially those around me are non-profit"
Jane	"I would like to sincerely thank the FTC for your consideration of this rule and for your awareness of the plight of workers caught in these agreements. I am not able to speak publicly because of fear of recrimination from my firm, but I am a female finance professional with strong qualifications and experience. I am subject to an extremely long and comprehensive non compete contract which I was induced to sign at a young age. I have been offered many positions at other firms who would be more willing to provide me with leadership opportunities and a path to further advancement, but I am unable to consider them and I am essentially trapped at my firm. These contracts overwhelmingly favor companies over employees. I've been told by an employment lawyer that this contract is egregious and asymmetrical and would likely be struck down or revised by a judge in court, but I am extremely afraid to jeopardize my career and reputation by attempting to challenge my employer in court. The firm has endless legal resources and even if I ultimately won they would make sure I paid dearly for it. If this proposed ban were to pass, I could simply evaluate the many options open to me and make the best choice for me and for my family. The excuses about trade secrets and training costs making these contracts necessary are feeble— hardly any of us subject to them are in possession of any knowledge of unique value. At my firm we make financial products and there are no secret recipes or techniques that need protection. Thank you to all of you who have worked on this proposal for recognizing the plight of those of us subject to these contracts— I will be actively following this and hoping fervently that you are successful."
John	"Noncompetes are just a way of reducing employee mobility and compensation. In 99% of the cases , they are not warranted. California has done just fine and I would argue thrived without noncompetes"
Kathryn	"As a physician , I believe we must eliminate non-compete clauses in physician contracts. As hospital systems and/or private equity physician groups grow and merge to control larger areas of the country, these noncompete clauses become more and more onerous. One must move out of state away from friends and family to find a new job and even then it could be challenging when a hospital system or private equity physician group is present in multiple states. Additionally, as

	<p>healthcare becomes increasingly focused on profits - there is a very real threat to patient care. Sometimes only way for physicians to protect our patients is the ability to move to a new job where we feel our patient centered focus is valued. Hospitals and large groups are becoming bullies who try to strong arm physicians into compromising on our oath to "1st do no harm" when it comes to patient care. They have more lobbying power, more funds, and more time to fight this important issue. The only reason there aren't more comments on this is because physicians are busy taking care of patients. Please let us continue to do our jobs as intended. Please do not let them win this battle and continue to further deteriorate patient care. Not only that, but the interest hospitals and medical practices claim they want to protect with non- compete can easily be protected with non-disclosure agreements which would also have the advantage of allowing physicians to change jobs when working conditions became intolerable (as they have at many large employers especially since the COVID-19 pandemic) without having to move. Requiring people to move simply to change jobs creates profoundly coercive employment conditions. Thank you for recieving the comment."</p>
Deborah	<p>"My prior employer, a New York City nonprofit, tried to force non-compete agreements on all then-current employees at a level of "manager" or above. (It should be noted that "manager" was a compensation rank, not a description of duties - you did not necessarily have to be supervising staff to be a manager.) This included employees managing volunteer programs, IT staff who installed software and set up computers, nutrition educators, policy researchers, helpline supervisors, etc. When several people objected, the then-president announced that we would not be "required" to sign the non- compete, but that if we did not we would not have "access" to the organization's strategic plan. However, employees were heavily pressured with intimidation tactics to sign the non-competes (at one point a VP actually blocked the exit to a conference room as she was handing them out to be signed). I was fortunate to have a friend who is a labor lawyer and who consulted with me for free and told me I should refuse to sign the non-compete, which would have kept me from working in my field (prospect research fundraising) in all five boroughs of NYC for a period of two years, as written. He advised that I approach the VP and offer to try to negotiate a more reasonable agreement. I did so. Five minutes after I emailed this person, I was called into the president's office who proceeded to scream at me for 15 minutes about how I was spreading rumors that the non-competes were required. I subsequently contacted as many employees as I could outside of the office and shared what my attorney had told me. Due to this, most staff refused to sign the non-competes. The organization then tried to impose them on new hires, then had to give up the non-competes completely because they found they could not hire a marketing director - every good candidate turned down the position due to the non-compete. The reason the organization had tried to require the non- compete's in the first place? The president was angry that an employee in a key position had left for our "competitor," another nonprofit which also served low-income people. (The idea of human services nonprofits competing with each other is disturbing to begin with - we're supposed to be helping people in poverty, not competing with each other.) There was, of course, nothing in the "strategic plan" that subsequently came out that was remotely innovative or secretive. This entire incident left me very anxious and depressed and negatively impacted the mental health of a number of my</p>

	coworkers, some of the hardest working people I've ever met. Non-competes are about one thing: Power. They are yielded as weapons against workers. They are a way for executives to disempower workers and prevent them from exercising their freedom in a market economy. California has already proven that there is no justification for non-competes. I cannot tell you how overjoyed I was to read of the proposed FTC rule. Please, please pass it. Thank you for this opportunity to comment on this proposed rule."
Andrew	"I am in complete support of this rule being enacted as soon as possible. As a physician and the husband of a physician, both of our careers are severely impacted by non-compete clauses. As it stands, my wife and I would almost certainly have to move cities and likely states (because of the specialized nature of our specific work) if we left our current positions because the non-competes as written would effectively bar us from employment at any other local hospital within our specialty. Every physician we know currently working at a major commercial/non-profit hospital is in a similar position. When they leave a position, our colleagues are left to the whims of whichever specific supervisor or administrator decides whether to "enforce" the non-compete clause. I have personally seen this result in people leave cities/states, uprooting their families, and occasionally entering years of costly litigation. This rule as I interpret it would completely rectify the above issues. In addition to improving physician and other employee lives, this would improve patient access to care."
James	"Non-compete clauses in contracts are anti-capitalist and anti-American. It is a modern form of indentured servitude and should already be illegal under current labor laws. Holding people hostage by threatening their home and livelihood is unacceptable no matter what the profession. They can find another way to deal with -trade secrets," that's just an excuse to suppress wages and growth. Not only are non-competes bad for the economy, they are bad for the environment. Forcing someone to commute 90 minutes by car in order to do a job they could do within walking distance is absurd and wasteful."
Jean	"A non-compete prevents an individual's potential career growth, binding the employee to work in unsatisfactory conditions, the reasons they initiated their seeking to move on from their current employer in the first place. Unsatisfactory conditions can range from a toxic and abusive work environment to simply the structure not being a good fit inhibiting an employee's ability to grow within their current firm. This affects an employee's physical and mental health, affecting the choices they make in their everyday lives. Many people that have grown in their careers and have committed to make a living depending on income to support themselves and their families. To prevent employees from farther developing the specialty in which they formed their careers, it inhibits their career growth, financial stability, and their ability to contribute towards the evolution of the economy. In some states employers can fire employees "At-Will" for no reason at all. Employees deserve the right to fire their employers as well and move on with their careers."

Matthew	<p>"I support this. As someone who currently works within the insurance industry my company has done nothing to supply me with leads to convert to sales. Those opportunities have come because of my network of centers of influence, leads I purchased with my own money or from my family and friends. When I change jobs and those clients follow me, my former employer threatens me with lawsuits and I have to spend my own money to defend myself against false charges. In some cases if there is back pay owed the company refuses to compensate us as a way to enforce their non-compete. Again costing the employee money they can't afford, while the corporation is merely having their on staff lawyers waste time and employees cash. It's time to allow employees and 1099's the freedom we need to select better work environments and compensation for our families."</p>
I	<p>"To Whom it May Concern, I am currently an employee at a multi-billion dollar private equity fund. My employer is based in France and I work out of the secondary office in New York City. My base salary would be more than sufficient in most cities, but for NYC standards it is sufficient to pay rent for my growing family (my wife and I look forward to welcoming our first child this summer), groceries, electricity, and other basics. I do not want anyone to feel bad for me, I consciously chose to live in the city I grew up in and remain near my and my wife's families. Additionally, I fully recognize that my salary is significantly above the nation's average. Furthermore, I have the opportunity to receive an annual bonus, which is completely at the discretion of my boss. Even more so, part of my compensation is tied to long term incentives that vest over seven years and can provide additional upside. Clearly I am financially stable and have nothing to complain about regarding economics, I don't deny that. My contract contains a Non-Compete clause that is broad and purposefully limiting. Before I signed the contract, I had multiple lawyers review the document and they all said "this is not enforceable, you would win in court". Nonetheless, I never want to have to test that view. Based on the contract that I knowingly signed, I can't work for any "employer who makes investments" for one year after my termination. This scope is not limited by the healthcare industry I invest in nor the size of investments my employer focuses on. I've focused my entire education and career on healthcare and such a clause would eliminate my ability to pivot to any type of investing, not that this is something I would want to do or something someone would hire me for. I am now trapped. Within the first year of my employment, at the firm's holiday party, I was sexually groped and propositioned for to go get high at a colleague's apartment. I immediately reported this incident to the HR partner and was told "everyone deserves a second chance" and "can you confirm that someone else saw this happen?" Every day [...] I have to work every day with the knowledge that my employer accepts sexual harassment in the work place. I've also heard sexist and antisemitic remarks, which I reported to multiple Partners. I was told "that is part of French culture", a justification I do not accept nor what to be a part of. I write this as I hope the FTC does not think of non-competes as merely an unfair economic stranglehold on employees. They are also handcuffs that can force people to endure harassment and abuse. They give a license to those that believe it is acceptable to grope, perpetuate sexism, antisemitism, and additional inappropriate behaviors. Yes, I have the freedom to walk away from my job any day. I am not chained to my desk, but I constantly need to weigh the likelihood of being out of</p>

	the industry I've focused my career on for at least a year. There are other ways to retain employees, a happy workplace, providing learning and growth opportunities, long term financial incentives, and/or the opportunity to work on something that makes the world a better or healthier place, to name a few. Non-competes should not be the mechanism to keep employees employed at a certain employer. I do not have a legal or economic argument on the invalidity/validity of non-competes, my goal was to put a real life human example to the destructive captive nature of such clauses. Thank you for your time."
Jessica	"Non competes limit an individuals ability to earn a competitive salary in whatever industry they are part of. Capitalism thrives on competition and having workers unable to "better themselves" due to a non compete; severely limits both companies and individuals abilities to grow/evolve."
Jessica	"Non competes are detrimental to an employees ability to remain competitive and move forward in their careers. They limit a persons ability to earn a living and do not promote growth for an employee or industry."
Robin	"Do it. Please give regular folks a chance against big business and Gov't."
Erik	"Im a optometrist who signed a restrictive covenant with my former employer. The restrictions kept me working for any ophthalmologist in a 15 mile radius from any of their five practice locations for a period of one year, effectively a giant 80 mile circle that took up the entire greater capital region of Albany NY. In order to leave my practice I had to find a job either working for an optometrist or start my own practice. I consulted with a lawyer who advised me that despite the outrageous geographic constraints, there could be precedent for enforcement and a lawsuit. Despite the great risk and uncertainty I quit my job and abided by these restrictions by starting my own practice. I have taken an over 50% reduction in my yearly salary this year and I have one employee while my small little practice survives until these restrictions are lifted. I am getting by but it has been extremely difficult. There is no reason why these covenants should be legal in this country."
Gary	"As a retired law clerk who dealt with a number of cases involving non-compete clauses, I firmly believe that this is an area that need restriction or an outright ban. It is an area rife with abuse. In addition, the legal wrangling over these clauses is a huge waste of time and money."
Fern	"Non-compete clauses need to be eliminated We must take steps in the US to stop the curtailment of workers' rights. This curtailment leads to diminishing of the middle class and to furthering the stupendous income and wealth inequalities that have grown exponentially in this country. We must reverse this trend if we want a democracy here, rather than an oligarchy."
Reva	"Plain and simple I truly believe that employers we have retired from have no business monitoring where we go next On our individual career paths"

Ahmed	"To ban the noncompete clauses will be the best thing ever happen. I totally support the removal of the non-compete clause in employment. It is a human right to work where he likes. It will stop the big employer like hospitals from abusing doctors and stop hospitals from preventing doctors to practice medicine freely and serve the public if they decided to leave or not happy with the hospital administration or their chair/boss. I have noticed that many hospitals/universities abuse doctors and after the doctor resign or the hospital do not renew the contract, hospitals will push doctors either to leave the city which put a significant burden on physician families and prevent the public from physician service. I consider the noncompete clause is kind of twenty century slavery. Non-compete clause is a way for employers to avoid the responsibility of making the work place a desirable place to make a living."
Ronald	"Non competes for employees should be outlawed. People have a right to work. Basic human right."
Fanny	"I wholeheartedly support the proposed rule as written. This will be a small step in tilting the balance away from owners towards workers. Business interests always protest new regulations, but the overwhelming public support shows that this nde is long overdue."
Charles	"This is long overdue protection for workers. I strongly support this rule change."
Zach	"I am for the removal of any non-compete clauses or any similar clauses. They remove the power from people and give it to the businesses. Businesses have shown there is no good faith in anything they do and will use these clauses to keep people under paid and to keep their profits high."
Francisco	"Eliminating the non-compete clause on contracts will stimulate competition and provide freedom of choice for many healthcare workers across the US."
Peter	"I am writing in support of Non-Compete Clause Rulemaking, Matter No. P201200. All workers should have the right to work within the industry of their choosing & expertise without being forced by a non-compete agreement. Employers should not be able to force a worker to give up that right. Especially since many of the non-compete clauses are being used against low-income wage workers who have little recourse to move their homes to another location to seek employment to meet the required restrictions. The use of non-compete clauses is just plain wrong."
L	"I firmly support the abolishment of blanket and mandatory non-compete and non-poaching clauses as a condition of employment. Especially in smaller industries the latter is regularly used to reduce employee mobility and directly impacts the economic mobility of US citizens. My former employer enforces their non-compete clause not through their former employees, but instead through fines and operational restrictions hurried in a non-poaching clause in contracts with their customers and business partners. As someone currently working down a 1 year non-compete, I have had to inform several potential employers that they have a 2 year non-poaching agreement with my former employer. Hiring me would mean

	they would be penalized, even though my prior position was IT support , and did not include access to intellectual property or other reasonably protected information. Despite moving to a state and region where my former employer neither maintains an office nor employs anyone I have had to find work in a completely different industry."
Ugochi	"In a world already depleted of the much needed healthcare manpower, the non-compete clause not only harms healthy competition but creates a more excruciating situation for individuals, patients, communities, entrepreneurs, and organizations. Imagine a nurse hounded by a non-compete being unable to work in health care or a variety of health care settings. The non-compete clause should be banned."
Dan	"Non compete clauses in worker contracts are simply a scam to drive down wages and benefits for workers in order to maximize the profits of employers. These clauses serve no other purpose, and for anyone to claim that they do is simply lying. They should be eliminated immediately for all new labor agreements, and should also be eliminated retroactively on all past labor agreements."
Adam	"I strongly support removing non-competes. I was laid off on Dec. 30 and signed a non-compete to enable my severance and 2022 bonus. I am now in the market with great skills to share in emergency services and unable."
Matthew	"Dear Chair Khan, As a resident physician , I would like to comment on the ALIA disagreement to the proposed noncompete clause ban. Noncompete clauses are common and often non-negotiable parts of physician contracts. While the AHA tries to make it seem that physicians have substantial power and bargaining ability within their contract negotiations that is often far from the truth. This is especially true for early career physicians, who have substantial debt, young families, and limited options for relocation. Noncompete clauses are anti-competitive in nature and exist in order to exert control over a hospital's workforce. In this regard, there is no difference between hospitals and other industries. The AHA also writes that noncompete clauses improve the retention of physicians in rural healthcare settings. However, the use of noncompete agreements is actually far more prevalent in large cities, and amongst large healthcare organizations with substantial power. The AHA tries to make it seem that due to the COVID-19 pandemic a large number of healthcare personnel want to leave the field so, therefore, hospitals should be exempt from this rule. But they don't write that many healthcare personnel particularly want to leave the healthcare field because of the way that their hospitals and administrators treated them during the pandemic. Many would likely be happy to stay with the field if they could find a better job within the same geographic area, so that they do not have to uproot their families. Burnout is a serious problem in the healthcare workforce and the solution is not to further restrict employment opportunities, and the abilities of clinicians to improve their working conditions. The option to leave a job to find a better one, with better treatment and benefits, is a substantial negotiating position in order to help improve the conditions in one's current employment. Additionally, I find it incredibly disingenuous that the ALIA is trying to use COVID-19 as a tactic in their lobbying

	<p>of the government when the pandemic was far more impactful on clinicians than on hospital leadership and executives, and it's pretty obvious which group with benefit most from the proposed rule exemption. (Please note the large nursing union strikes in the last year over the same issues.) Hospital revenues are actually increasing in the last years (and the only dipped temporarily during the height of the pandemic) and should no longer be used as a pity tactic by some of the largest and most profitable hospital systems, who are the ones sponsoring this lobbying attempt. This is an especially large concern for many hospital employees now that private equity is trying to invest in and take over many hospitals and healthcare systems. These business interests try to cut costs and raise revenues all the while decreasing the quality of patient care and workforce satisfaction, with the ultimate goal of selling the practice or hospital to another firm, while shouldering none of the long-term consequences. Lastly, the AHA try to paint all physicians with the same brush. While some physicians are extremely well compensated, others are much less so (primary care, pediatrics, hospitalist medicine, critical care, psychiatry, endocrinology and diabetes — fields that are facing the most severe shortages of physicians). This is especially an issue when many physicians enter the workforce with upwards of \$200,000 in debt, and after 3 to 7 years of residency training, where they are often earning less than \$20 an hour working 80 hours per week. Even with income-based repayment plans, interest accrues rapidly meaning that many physicians are actually living in debt for a substantial portion of their adult life, even while they are practicing attending physicians. This is even more so the case for physicians who choose to start a family during their training because if they wait until they're done, they will be in their mid 30s. The vast majority of healthcare workers, including physicians, oppose this obvious attempt by large hospital systems to further control, trap, and exploit their workforce. Please disregard the AHA and their attempts to exclude themselves from this important and useful rule. Thank you and best wishes."</p>
Margret	<p>"I support the proposed ban on non-compete clauses. These clauses hinder the ability of workers to seek better employment opportunities and negotiate for higher wages, which can have a lasting impact on their careers and livelihoods. Additionally, non-compete clauses have been shown to reduce competition, hinder innovation, and limit entrepreneurship. These clauses can discourage workers from leaving their current job to start a business or join a competing company, ultimately limiting the range of products and services available to consumer. The use of non-compete clauses has been shown to be particularly harmful to low-wage workers, who are unable to negotiate the terms of their employment and are more likely to be subject to abusive clauses. This can create a cycle of economic insecurity and limit the opportunities available to these workers. "The proposed ban on non-compete clauses is a critical step toward creating a more equitable and competitive job market. By limiting the use of these clauses, we can empower workers to pursue better opportunities and foster a more dynamic and innovative economy.""</p>
Laura	<p>"I am a physician and writing in favor of eliminating non-compete clauses as you propose. Increasing numbers of physicians nowadays are employed by health systems and non-compete clauses are being used to prevent them from moving to</p>

	<p>a neighboring health system for better pay, benefits, or treatment. There are no issues of access to proprietary information or training expenditures and other legal approaches can be used to minimize loss of patients from one system to another. Despite this, organizations often prohibit physicians from taking another job within a 50 mile radius. That essentially means that an individual needs to relocate to get another position. Furthermore, non-compete clauses are typically added to new contracts without warning so the individual has little recourse. Thus, the current use of non-compete clauses is anti-competitive and is also anti-family since individuals have little choice but to relocate to escape a problematic workplace. I would also note that the data cited in your document about physicians earning more with non-complete clauses in place was based on information from many years ago with a very small subset of physician practice types. Whether it is relevant at all to today's marketplace is questionable but it certainly should not be taken as fact or as generalizable. Again, thank you for proposing this rule, which will be beneficial for a significant number of workers and their families."</p>
David	<p>"I would like to voice my strong support for the FTC's proposed rule to ban non-compete clauses in the United States, and I also urge the FTC to stick with the plan to not include a "grandfather clause" that maintains existing non-competes when the rule is passed. I work for a small company (-50 employees) that rolled out a draconian non-compete clause to all of us in the past few months, and required us to sign (under threat of termination) before the FTC makes a final decision. They hope that the agreements we sign now will still be allowed to be enforced after the new rule is implemented. I'm sure there are many other companies that are trying the same thing -- please don't let them get away with it!"</p>
Richard	<p>"An employer should not have the ability to effectively hold their worker hostage with threats of legal action. This is an unfair practice that doesn't allow workers their right to free association. Anti-competition is anti small business because it prevents a worker from starting his own business"</p>
Zachary	<p>"Noncompetes limit opportunity for my family. My wife was recently looking for a job, and her opportunities were limited by her noncompete."</p>
Beth Jane	<p>"The only thing an employer should be allowed is to not let an employee reveal company secrets to his or her new employer. An employee should be allowed to take any job they can qualify for."</p>
Nuno	<p>"The removal of Non-Compete and also Non-Solicit agreements would definitely improve the market, giving the ability for workers to move. In large companies and conglomerates where the business covered includes multiple industries and segments makes it impossible for workers to move even when in the current position such worker has no involvement with other parts of the business. The Non-Competes and Non-Solicit agreements generally cover the entire company closing off all movement of employees to work with customers, distributors or anyone involved in partnerships with the company. It would be of great value for employees to be able to move and be able to contribute to grow the market."</p>

Lenny	"I believe that the FTC should ban restrictive covenant clauses for physicians because they are anti-competitive and detrimental to public health. Restrictive covenant clauses can reduce the supply of physicians in certain markets, increase health care costs, and decrease access and quality of care for patients. They can also stifle innovation and collaboration among physicians by creating artificial barriers to entry and exit. The FTC has the authority and responsibility to promote competition in labor markets and protect consumers from unfair trade practices. Banning restrictive covenant clauses for physicians would be consistent with these goals."
Larry	"The non compete clauses need to be eliminated I need to leave my current position and will have difficulty doing that as me lonng time home and family live here. Alternatively I would need to increase my ride to work greatly. NO NON COMPETE CLAUSES please"
Cory	"I am a current otolaryngology resident physician in a major academic hospital in the NYC area. As a medical doctor and one who is graduating from residency in the coming months, I fully support the non-compete clause rule. I believe this will have substantial benefits and allow for a more free market for physicians and encourage more fair compensation. I implore the non-compete clause rule to pass and to include physicians"
Shawn	"I support this: FTC Proposes Rule to Ban Noncompete Clauses. Please help the workers!"
Adam	"Non-compete clauses to contacts absolutely need to be prohibited. They simply are unethical and they deprive individuals of the ability to earn a living, especially in an increasingly monopolistic landscape. Being prohibited from working for a competitor may mean you simply cannot work in your field."
Stephen	"I strongly support this rulemaking action to severely curtail the use of non-compete agreements. The purpose of such agreements is to limit labor power, a project that has been remarkably successful and reflected in one of the largest wealth gaps in history here in the USA. Non-public information and client poaching are still restricted via other means, making this a non-controversial step to deliver more balance to the negotiations between employer and employee. The exception for owners and sellers of businesses appears appropriately narrow and well purposes. I applaud the crafting of this rule and look forward to its implementation."
Kendra	"I think noncompete clauses should be banned. I can't believe they would apply to regular lower wage workers who cannot afford to relocate. In our house, my husband is our families sole breadwinner and a higher level worker, though not c level. The issue is his expertise is very niche. The non compete clauses he has had to sign are basically taking away his opportunity for gainful employment nationwide. Of course, theoretically those non competes may be found by a court of law to be thus technically overbroad. However, in the real world it means threats from the employer and fear for the employee. Going to court is prohibitively expensive, for the employee that is. Several of my husbands colleges have moved

	to California with the primary reason being they aren't tied to noncompetes there and their work is national no matter their state of residence. I think it is ridiculous to be forced to move to another state to protect you right to continue your career if you leave an employer."
Everett	"The restrictive covenant non-compete clauses are one of the nooses around our doctors' necks in corporate healthcare, where they are stuck doing what they are told to do to patients."
Kathie	"I am completely in favor of forbidding non-compete agreements. 100%!"
Ishaan	"I had a non-compete as a software engineer at a high-frequency trading firm, Citadel Securities, and don't believe they should be legal. When joining the firm, I signed a non-compete of 12 months. Four weeks into the job, my employer told me I would need to sign a new, 24-month, non-compete or I would be fired. I signed. Proponents of non-competes say they are necessary for protecting confidential or proprietary information. The argument goes that some firms have critical secrets (trading algorithms, manufacturing methods, recipes for sodas.) Firms obtain these secrets at great R&D expense, hoping they will increase the company's profits. If employees could join competitors too soon after quitting, competitors would learn secrets without having to invest their own money. Perhaps firms would spend less and less on research, opting instead to hire knowledgeable employees from competitors. Progress would stagnate. I personally don't find this argument very convincing. Is it true that without strict non-competes, companies would be unable to protect secrets? Actually, intellectual property is protected by law in all 50 states by copyrights, patents, and trade-secret laws. These mechanisms protect secrets without limiting job mobility. Non-competes are ripe for abuse by the employer because they alone decide what counts as a competitor and what counts as a trade secret. Non-competes are frequently used even when there are no secrets to protect. For example, one employee in my industry sought to accept a job at a company that helps low-income workers with their resumes and interview skills. Her hedge fund employer prevented her from taking this job because they said the resume editing company was a competitor. Because legal fees would be so expensive, she was effectively left with no recourse. I've also seen non-competes applied to engineers who work on open source code, or are recruiters. Neither employee was exposed to trade secrets, but found it impossible to prove that. Another huge problem is the variability in the length of non-compete enforcement. Non-competes lengths are stipulated as "maximums." A typical agreement says, "You will not work for competitors for up to 18 months after leaving." The actual length of the NC might be 0 months, 18 months, or anywhere in between. The way the actual length is determined shows that noncompetes are used by employers to extract value without even pretending to protect trade secrets. Officially, on your last day of work, HR would review the projects I had worked on, and depending on how secret these projects are, I IR would choose a length, up to 18 months, of NC. In reality, things work differently. From what I've observed, the four most significant factors that determine the length of your non-compete are: * How popular you are at your firm. For example: "Wei is a nice guy but burned out. Give him the entire length so he can recharge". This is non-

	<p>compete as compensation for friends. * Where you want to work next. "George is leaving and going to RivalFirm. We want to hire Jack from RivalFirm, who has a long non-compete. Give George the full length. That way, we can work out an agreement with RivalFirm to reduce George's non-compete if RivalFirm reduces Jack's." This is non-compete as negotiating power. * How prestigious your manager wants to seem. "My employee is leaving. Tell I IR to give him the entire length. Otherwise, my boss won't think the team I manage does important work." This is non-compete as empire-building. * Whether you are still needed on the team. "Jessica handed in her resignation, but we need all the help we can get right now. Tell her that if she quits, we will enforce a 24-month non-compete, but if she works for another 12 months, we will only enforce 12 months." This is non-compete as a deterrent to quitting. I have seen examples of each of these at my firm. Protecting secrets, the purported reason non-competes exist, is not on the list."</p>
Brett	<p>"This is one of the best rules the ftc has come up with in a long time don't listen to all of the bs from the chamber of commerce who is supposed to be in favor of free markets that all of the sudden they don't like free markets when it comes to non compete clauses. Us workers appreciate an ftc that actually doesn't tip the scales in favor of business all we ask for is a fair system. Do not grant an extension on comments either if the chamber of commerce wants to go to court to explain why they are not in favor of the free market let them so it. It would be funny to watch. Thank you."</p>
Alan	<p>"Dear FTC, I am writing to provide input on the issue of whether physicians should be exempted from the sweeping ban on non-compete clauses. I understand that the American Hospital Association (ALIA) is arguing to exclude physicians from this ban, but I believe that exempting physicians would be a bad idea and would undermine the FTC's efforts to promote competition and innovation. While I acknowledge that the AHA opposes a sweeping ban of non-compete clauses, it is important to consider the potential negative consequences of allowing such clauses for physicians. Non-compete clauses can restrict a worker's ability to find employment in their field, limiting job opportunities and hindering economic growth. Allowing non-compete clauses for physicians would create an unfair advantage for medical employers and limit the freedom of physicians to pursue their careers. In addition, exempting physicians from the ban on non-compete clauses could negatively impact patient care. Non-compete clauses could limit the ability of physicians to practice in certain geographic areas or to work for competitors of their former employers. This could result in a reduced number of physicians available to provide medical services in a particular area, leading to decreased access to care for patients in need. Patients may have to travel further to see a physician or may have limited options for medical care altogether. Moreover, non-compete clauses may lead to the loss of continuity of care for patients. Patients who have established relationships with their physicians may be forced to seek out new providers if their physician leaves their practice or is unable to work in the same geographic area due to a non-compete clause. This can lead to disruptions in care, such as delayed diagnoses or treatment, and may result in poorer health outcomes for patients. Finally, non-compete clauses may</p>

	<p>limit the ability of physicians to engage in medical research, teaching, or other activities that could benefit patient care. For example, a physician who is prohibited from working for a competitor may be unable to participate in clinical trials or collaborate with colleagues at other institutions, which could limit their ability to learn about new treatments or share knowledge with others. In summary, allowing non-compete clauses for physicians could lead to reduced access to care, disruptions in continuity of care, and limitations on physicians' ability to engage in activities that could benefit patient care. For these reasons, exempting physicians from the FTC's sweeping ban on non-compete clauses is not in the best interests of patients or the public. The FTC's ban on non-compete clauses is a step in the right direction to promote competition and innovation, which can benefit consumers and drive economic growth. Allowing physicians to be exempted from this policy would undermine its effectiveness, harm patients, and provide an unfair advantage to medical employers. Therefore, I urge the FTC to maintain its current policy and not exempt physicians from the ban on non-compete clauses. Thank you for your consideration."</p>
Yoni	<p>"I have been practicing medicine for 30 years. Every job for which I have applied has required a non compete clause. The first one required me to sign a non compete which would have prevented me working for one year within a 10 mile radius of this job location, after quitting or being let go. I questioned this because the job was located near my home, and a 10 mile radius would have meant driving for more than an hour in any direction. I received no answer to my question and the application process ended. From that moment, I discovered that every practice, whether solo or large group required non competes. I have read through the comments and have concluded that the employers who support non competes have no regard for the well being of their employees or are too insecure to believe in the stability of their own businesses. In fact, these employers believe in the opposite of capitalism. They wish to control the competition unfairly. If a patient or many patients leave a practice with their preferred doctor, that is the patients' right to do so. While I can understand that an employer may not want the anyone who leaves the practice to inform the patients that they are leaving and where they are going, or to take a list of the patients, that can be included in a contract without requiring a non compete. An employee should have the right to work where they want whenever they want. I applaud the FTC for getting rid of this terrible idea."</p>
Gabriel	<p>"I strongly support the proposed rule and agree that it would improve the efficiency and competitiveness of labor markets. I was forced to sign a noncompete as a condition of employment for a seasonal tax preparation position. The noncompete period was 3 times as long as my seasonal employment. I found this highly unfair but badly needed the experience. Please stop companies from taking advantage of desperate workers."</p>
Richard	<p>"This is a fantastic proposal that I support 100%. I actually thought this was illegal already because ifs so obviously unfair and anti-competitive."</p>
Aileen	<p>"Non compete clauses should be made illegal and no physician should be forced to sign one. They only stand to force physicians to remain in jobs longer than they</p>

	desire to and to accept being paid less than market value for their skill, training, and expertise. The hospital administrators who support these non compete clauses are not subject to the same. Many physicians have been forced to uproot their families or endure long commutes if they want to change jobs, especially physicians who are highly specialized. These non compete clauses are unethical and need to be removed."
K	"Please pass this bill. People should be free to move jobs when it is best for them. Businesses should work hard to retain workers because they are good places to work- and not be places where people are forced to work because they signed a non-compete."
Kennisha	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Andrew	"I am strongly in support of eliminating non-compete clauses for workers, especially those who don't have access to genuine industry secrets. Blue- and white-collar workers, in many cases even those in low-level positions, are adversely, unnecessarily, and unfairly affected by these non-compete clauses, and they're merely used as a tool to keep leverage over their workers in another way. Please end them to stop these unjust practices and at least allow for free movement in the labor force."
Aqeel	"Non-compete clause in physician contracts is unfair. It threatens our livelihood. It also jeopardizes access to care for our patients. I fully support removing them and make it an even playing field for every individual who is trying to earn their living by fair means and hardwork. Thanks"
Nadine	"I support a ban on non-compete clauses. These clauses hold workers' wages down by discouraging workers from accepting better jobs in the fields where they have some expertise. When I was in my 20s working as a novice news reporter , my employer required me to sign a one-page contract meant to keep me from working for the competition. I was hired away anyway, after which the first employer sued both my new employer and me. Fortunately, my new employer took over my defense and it was not long before the court rejected a temporary injunction meant to keep me from working for the new employer and then the plaintiff dropped the case. This proposed policy will make it easier for workers to earn what they're worth without being harassed with litigation."
Nadine	"When I was a 20-something, I got my first travel industry job at a weekly travel trade publication. The then-owner and publisher required me to sign what he considered a noncompete agreement, meaning he didn't want me to work for other travel trade publications. This was a one-page "contract" of sorts that covered title, salary and my obligation to protect company secrets. It never seemed like a big deal. About a year and half after I signed that piece of paper, I took a job with a

	<p>competitor, which came with a nice pay hike. On my last day with the old employer, I was served with papers in a lawsuit asserting I had violated that contract and seeking a temporary restraining order to keep me from taking my new job while the case was pending. The owner/publisher sued my new employer, as well. I was lucky because the document was an extremely poor example of a noncompete agreement and my new employer took on my legal defense. There was no TRO and the lawsuit went nowhere. I know my life would have taken quite a different course if I had been forced to stay with the old employer. I was job hunting and would have wound up in a different industry. Not my preference. This is just my personal reason I support the FTC proposal to outlaw noncompetes as they apply to all employees at all levels as well as to independent contractors. Looking at the bigger picture, the rule promises to put more money into the pockets of workers who need it most and to help close gender and racial wage gaps, all while stimulating the creation of new companies and their promise of more jobs and creativity in the marketplace."</p>
Gene	<p>"Non compete clause are unjust as it goes against everything our country stands for. It restricts us from persuing opportunities in our chosen fields wether they're around the corner or 100 miles away."</p>
Andrew	<p>"I worked as a non-exempt employee for a company that made rugged displays and computers for military use. It was less than an hour from my home. I had signed a compulsory non-compete agreement that prevented me from working for a competitor for two years and within a 250 mile radius if I left voluntarily. This company sold products world wide, so a 250 mile radius was meaningless to them competitively and would only have the affect of making me move if I found work with a (very) distant competitor. This 250 mile radius eliminated almost the entirety of New York State, NJ, Connecticut and everything up to Maine and down to Virginia to consider for future employment in my specialized field. After 6 years the company wanted me to leave, but firing me would have voided the non-compete. Instead they reduced my salary, made life there a bit more difficult, told me to leave, and inferred that additional salary reductions were an option if I didn't. Although an old (local) employer in the same business wanted me back, they did not want to risk the expense of litigation and did not make me an offer. My options were very limited, but after six months of searching I found a new job in Wilton Connecticut with a non-competing company. It should be noted that my new job was now a 1.5 hour commute each way and would still have been well within the 250 mile radius stated in the non-compete."</p>
Marcy	<p>"Non-compete clauses harm workers. There is simply no valid reason for any employer to be able to restrict a former employee's future employment. If employers want to retain people, they need to start treating them fairly instead of making them sign non-compete agreements."</p>
Bronwyn	<p>"The non compete is a violation of freedom where healthcare professionals are controlled, monopolized and exploited. The fairness demonstrated across other professions of free professional mobility should be a fundamental right within the healthcare industry. Employment satisfaction and reduction of burnout is essential</p>

	for the survival of medical professionals, otherwise, we will leave the field. I personally have left the bedside due to dissatisfaction of fair treatment within the industry, and many will follow."
Joshua	" Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."
Katherine	"I am an American citizen, a voter, and a businesswoman in the staffing and recruiting industry. I am STRONGLY in favor of the Non-Compete Clause Rule. In our business we see every day the negative impacts of non-compete clauses including keeping people in jobs that they don't like and driving down wages. We have had staff members sued by former employers, preventing them from earning a living for their families when they only want to do an honest job. These people were not stealing IP or engaging in behavior that hurt their former employers, other than giving them competition. Isn't that what capitalism is about? Congratulations to the FTC for proposing this rule."
Sarah	"I am a veterinarian and opposed to non- competes. They are common in my field and they inhibit the free market and competition. If a company cannot retain an employee, than another company (including a new one started by the former employee) should be able to benefit from this person's labor and talents without restriction. Dictating where a person can work after they have left a position is fundamentally in opposition to a free labor market."
CHLOE	"I support banning non compete contracts because they are an unfair limitation on workers' rights and their ability to find the best jobs that they can. These contracts

	are exploitative and unAmerican and allow corporations to limit workers' rights in a time when corporate profits are running high and wages are not what they should be."
Carl	"I'm a physician practicing anesthesiology in the New York City and Westchester, NY area. Most anesthesia provider jobs in my area are covered by contracts with a few large corporations which severely limits finding a new job. Especially with a 30mile as the crow flies restriction. I'm in favor of completely removing the non-compete restrictive covenant from anesthesiologist contracts. We do not bring patients to the hospital to provide services. We are not stealing patients from any place we may be providing services to. We are only providing anesthesia services to patients that are brought to various procedure sites or hospitals by the physician surgeon or physician endoscopist. We have been bullied by this limitation on compete too long for fear of expensive legal defense when seeking a better job near where we live. Please adopt a policy removing all non compete clauses with some limitation on physicians selling the practice to a corporation. Thank you. Carl Greenberg, MD"
Roman	"I am completely in favor of forbidding noncompete agreements."
Wei Jun	"I am writing to you to express my strong belief that non-compete agreements for physicians should be made illegal. Non-compete agreements are contractual agreements between an employer and employee, which prohibit the employee from working for a competitor or starting their own business in the same industry for a certain period of time. In the case of physicians, these agreements can have a detrimental impact on patient care and access to healthcare services. Non-compete agreements for physicians can limit patients' access to medical care, particularly in rural or underserved areas, by preventing doctors from practicing within a certain geographic radius. This can lead to patients traveling long distances to receive medical care, which can be particularly challenging for elderly or low-income individuals. It can also lead to an increase in healthcare costs as physicians who are able to practice in certain areas can charge higher fees due to decreased competition. Moreover, non-compete agreements for physicians can hinder the quality of medical care as it can prevent physicians from pursuing alternative opportunities that may better serve their patients' needs. For example, a physician may wish to leave their current practice to join a hospital that offers more advanced medical equipment or more specialized services. However, if they have signed a non-compete agreement, they may be prevented from doing so, resulting in their patients being unable to access these services. Furthermore, non-compete agreements for physicians can also have negative consequences for the physicians themselves. These agreements can limit their ability to negotiate their salaries or benefits, as they may not have the option to leave their current practice for a better opportunity. Additionally, it can restrict their ability to pursue their chosen field of medicine or to work with patients they have developed strong relationships with. In conclusion, non-compete agreements for physicians can have far-reaching negative consequences for patients, healthcare providers, and the healthcare system as a whole. I strongly urge the government to consider banning non-compete agreements for physicians and to work towards creating a

	healthcare system that prioritizes patient care and access to medical services. Thank you for your attention to this important matter. Sincerely, Dr. Wei Jun Gu"
Mark	"Non-competes severely limit physician rights to fair negotiations and access to better jobs, if locked in by a non-compete and therefore unable to stay/work in the same region. This is unduly burdensome to workers and gives too much power to corporations. This rule should ban non competes for all physician practices, both for-profit and not-for-profit."
Alex	"Non compete clauses should be abolished. A great number of physicians are affected by it and are unable to provide services elsewhere in the same geographical area."
Kathleen	"As a physician with three children it is daunting to know that in order to change jobs I would have to either leave my children longer during the day for a very long commute, or uproot them altogether and move to a new community. Please please eliminate our non-compete."
Jessica	" Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physician's at risk of being strong, aimed into practicing unethical medicine, and into putting their employers over their patients. Physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine"
Nikola	"I am strongly in favor of this proposed rule banning non-compete clauses. Non-compete clauses limit job mobility and can stifle competition and innovation. They're bad for worker autonomy and widen the power differential between employers and employees. Banning non-compete clauses will give sonic small amount of agency and self-determination back to workers. In addition, sonic workers currently under non-compete clauses will have the option to take their relevant skills and pursue freelance work alongside their jobs, which I hope would give people the opportunity to better their economic circumstances."
SHARIQ	"I am a young child and adolescent psychiatrist , considering a position in a larger city. My options are either to be employed or to go into private practice. Going into private practice right away with me and that I potentially have slow growth of my business as a learning the ropes. Working for a established business will help me to gain experience, however I am worried if I do not like the position and tends to leave after a year and may have to move to a different city entirely or to the other end of the city. This would preclude me from having to buy a house or put down roots which would be detrimental to myself and my family. I feel like banning non competes will keep the market more favorable and would keep the power of mobility in the hands of the patient in terms of who they wanted to have as their

	therapist or psychiatrist. This autonomy is really what makes the healthcare marketplace flexible and feasible. Therefore I am in favor of banning noncompete contracts as it would be beneficial for the employee and the patient."
Patricia	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people, in effect forcing a person to only be employed by one company. This policy will make it easier for workers to earn what they're worth!"
Joshua	"Non compete rules are damaging to fair compensation and harm employees at the benefit of corporations. Please eliminate these clauses and ensure physicians, who are disproportionately impacted by them, are protected."
Jie	"I work at multiple hospitals in upstate New York through a company. Because I am a traveler, they have each have a non-compete for each. If I have to quit the company I have to move from upstate New York. On top of that, some how the hospital 12 miles from home is off limit for me due to non- compete."
Bridgette	"I'm a nurse practitioner currently working in family medicine. I fully support this change. Non-compete clauses are worsening the burnout crisis in healthcare. Furthermore, forcing providers to move to a different location leaves a gap in the available healthcare providers in the former area of practice. I work in primary care, which is experiencing a shortage of providers. Relocation or forcing providers into a different specialty worsens the gaps in primary care which are already critical. The clauses hurt patients as well as providers."
Donna	"I support the ruling to eliminate non compete clauses in the workplace. I am a physician and have been subjected to non competes in the past and it severely limits ability to work outside the health system that is imposing the non competes. I left a trinity system 7 years ago and only applied to 3 local jobs that did not violate the non compete. I did not want to apply outside the radius where non compete was enforced as i did not want to uproot my family. I did take one of the positions but it was a significant pay cut and it is a niche area of practice. If I had sought a position in traditional office based practice close to my home I would have left myself open to lawsuit by the former employer. I was not willing to take that risk. I do not think our society can afford these non competes in health care given the shortage of people willing to subject themselves to the ever increasing stress of our over burdened health care system."
Marie	"I support the ruling to eliminate non compete clauses in the workplace. My mom is a physician and has been subjected to non competes in the past and it severely limits ability to work outside the health system that is imposing the non competes. She left a trinity system 7 years ago and only applied to 3 local jobs that did not violate the non compete. She did not want to apply outside the radius where non compete was enforced as she did not want to uproot our family. She did take one of the positions but it was a significant pay cut and it is a niche area of practice. If she had sought a position in traditional office based practice close to my home she would have left herself open to lawsuit by the former employer. She was not willing

	to take that risk. I do not think our society can afford these non competes in health care given the shortage of people willing to subject themselves to the ever increasing stress of our over burdened health care system."
Gerard	"I am a 64-year-old Male that has been in the Telecommunications Industry since 1983. I reside in the State of New York. I worked for a single Company from 1989-2021 (32 Years). In July of 2021 I held the position of Sales Executive. I resigned my position effective July 12,2021. When I resigned I was under a Covenant of Non-Compete. My understanding of the Non-Compete was that the term was for one year and restricted me from soliciting any current or future/potential company Clients across the globe and prohibiting the sharing of any Company data with any entity. After my resignation I took a year off complying with my understanding of the non-compete. One year after my resignation I began working for a Company Competitor. Shortly afterward, I and my new Company received a letter from a Law Firm representing my old firm demanding that I cease my employment under threat of legal action. Included with the letter was an executed Compensation plan that was hastily executed by me at the last hour of a week's long sales meeting. Embedded in the agreement was a section that increased the Non- Compete from 1-2 years. Upon receipt of the letter my new Company put me on unpaid leave. I knew that the terms of the Non-Compete were not enforceable in New York. I engaged an attorney and eventually after several months came to an agreement that still left major restrictions on my future employment. This cost me \$5,000 in Legal fees. If I was willing to spend approx. \$50,000 I could have taken my old Employer to court and probably would have won due to the onerous conditions of the non-compete. Being so close to retirement, I couldn't take the risk of depleting my retirement savings hence I am still under restrictions on who I can solicit through October of 2023. From my experience, non competes are used to severely restrict an individual from making a living in the field that they have developed experience in. Companies utilize non competes to bully their employees with threats of legal action utilizing their unlimited legal resources. From my perspective non competes by nature are a restriction of trade that places the burden on the American Worker and should be eliminated or at a minimum heavily regulated by the Federal Trade Commission."
Paula	"I support banning Noncompete clauses. These punish workers who might need to leave a job due to poor working conditions or low pay. They provide no value to the American worker or to the economy. Noncompete clauses don't belong in a free democracy and harken back to the days of indentured servitude."
Stefan	"I think this rule is amazing."
Melissa	"I am in support of this change non competes are limiting for individuals whom have a specialty and affects his or her livelihood adversely"
Elsa	"This is a great step forward for small-time consultants . I have been alarmed by the space of time--up to 3 years on a 3-month contract--and for an indefinite contract, I had to negotiate to get from 3 years to 2 years. Interpretations of non-compete clauses seem to be wide-ranging in small companies. In one personal

	experience, I was warned that a contract with an arm of county government I had would be considered competitive if it grew into a contract with the county based on the fact that my new client used to work for the county. This seems very far-reaching. I look forward to this clause being removed."
Lawrence	"Banning non-compete clauses would open up job for 30 million Americans! HELP STIMULATE THE ECONOMY AND EMPLOY MORE PEOPLE!!!!"
Day	"I wholeheartedly agree with the non-compete ban as proposed by FTC. I'm a doctor and can attest to the stifling effect non-competes have on physician placement, mobility and within-system growth. A doctor or other practitioner with a non-compete is forced into a major geographic relocation or impracticable commutes for a modest salary or working condition improvements. The resulting salary stagnation has two negative knock-on effects for patients and healthcare: one, it encourages exploitation by employers; and two, it drives outmigration of doctors from areas where they're most needed-- rural areas-- now dominated by one or two health systems. Wholehearted support for this overdue change!"
Dawn	"Non-Compete clauses which are used by businesses should be struck down. They are harming workers (and their families) by forcing them to drive great distances to find work. Businesses are permitted competition, and workers should absolutely be able to compete for the best jobs near their homes."
Uri	"In my most recent job I signed a non-compete clause both before employment and after my employment ended that restricted, for a year, who I could work for. I am still within that year and have yet to find a job. This was the clause: "During the twelve (12) months following the termination of employment Employee may not, without the Company's written consent, solicit, sell or perform, for his/her own account or for any other entity, services or products which are directly or indirectly competitive with the services or products of the Company to or for any client for which Employee or employees under his/her managerial control have solicited, sold or performed any such services or products on behalf of the Company during any part of the year immediately preceding the termination of his/her employment." And less applicable to my situation: "During the twelve (12) months following the termination of employment, Employee may not directly or indirectly hire any employee of the Company or any former Company employee within six months after the date such person ceases to be a Company employee for his/her own account or on behalf of any individual, corporation or other entity other than the Company, nor attempt to directly or indirectly induce or solicit any such employee to leave the employ of the Company or to apply for or accept employment with any individual, corporation, or other entity." The company I worked for was a very large consulting company and they work with many different companies. This was also my first full time job which meant that the only experience I had as a software engineer was in consulting and I was restricted from working for another consulting firm. I couldn't work in the one field I had experience in and a very large field at that. I was also restricted from working for the client I had been placed at which meant even if the client liked my work and now wanted to hire me after my employer chose to lay me off, they weren't allowed to. The clause is also very

	<p>vague and while my understanding is that it refers only to other consulting companies, they might have a more expansive view of what constitutes a direct or indirect competitor. It's possible since I worked for their financial services sector that they would consider all financial services companies off-limits. In an even clearer scenario, if an employee who had worked directly for one of the banks or insurance companies and had signed one of these clauses they would now be restricted from working for all other banks or insurance companies and maybe even other related institutions, which means they are being prevented from working in their field of expertise. Or worse, for an employee of a company that has products and services across a wide variety of industries, this clause would prevent them from working in all of those industries and would significantly shrink their job possibilities, potentially leaving them unemployed for a very long time. These non-compete clauses are problematic and I agree with the FTC that they unfairly harm workers and should be harmed."</p>
Judy	<p>"Non-competes are anti-American! Please vote to stop them."</p>
Harold T.	<p>"I support the FTC's ban on non-competition clauses. Years ago, my wife, a veterinarian, worked subject to such a clause in her contract with an employer; when she left that job that arrangement made her life annoyingly difficult for a while. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Desmonique	<p>"During the pandemic my husband was unable to work and my family was in a financial struggle . I looked for another opportunity and was unable to take the position due to the non compete. This was a potential 50,000 pay increase. I now have to work 74 hours a week and two jobs because I can't let the one go. My family is now financially and mentally struggling due to my absences"</p>
Jane Date	<p>"Non-competes are a burden not only to the employee but also to society. I am a physician in a highly populated city, where there is a great need for my work no matter where I choose to work. My hospital is currently proposing a non-compete that excludes every other large hospital system in the area, and is far encompassing and holds me the my entire contract. Whether there is a need or better conditions elsewhere, this clause would keep me at this one hospital, OR force me to move away from the area entirely, OR simply step away from my job. This exacerbates physician shortages and access to care, as clearly outlined by my choices above. If the work conditions at my hospital were to deteriorate, I would have no recourse to leave, and then my choices would be to either leave medicine entirely, or move to a completely different region, thus the region losing another health care worker. The allowance of noncompetes allows employers to ignore the needs of employees, in that they feel secure that employees as myself would be forced to either stay in the position, or just leave, and they assume that the latter is not even a choice. Furthermore, the idea that the noncompete is necessary for the protection of the hospital or practice is completely unfounded, particularly in areas of high need. There is no harm, as there is no loss of patients or revenue to the hospital when any one physician leaves. If many were to leave at</p>

	once, that would indicate that the hospital or practice is in fact in need of change, and should not be allowed to continue in the manner that they are. Most importantly, the current proposal does not apply to non-profit hospitals, but it really should. Most all hospital systems are labeled as "nonprofit," despite operating like any other for profit institution. By excluding "nonprofit" hospitals and hospital systems, this is hurting the large number of health care workers as outlined above, with no recourse. I highly support and urge for the proposal to go forward and to include non-profit entities, particularly hospitals and hospital systems, in the verbiage of the proposal."
Debra	"Thank you for taking up this issue and extending the public comment period. I firmly believe that companies are unfairly using non-compete clauses just to lower their labor costs and not to protect vital company information. My son-in-law was not allowed to take a job offer in another state where his wife was employed because of a 2-year period non-compete law that his employer had in all contracts. Please ban these. Thank you."
Becky	"I wholeheartedly support the FTC's proposed ban on non-compete agreements."
David	"I strongly support the ban of non-compete clauses as they only serve to restrict employees and enrich employers, the power imbalance is held over employees heads as leverage for raises and promotions."
Ben	"I am highly in favor of this change. Non-competes put an undue burden on American workers and are routinely abused by businesses to restrict their freedom of economic movement."
Ifeoma	"I support a federal ban on noncompetes. As a physician I have directly felt their impact and saw how it impacted the patients I was no longer able to serve since I had to leave the community in order to leave my job."
Roody	"To whom it may concern, I fully support the non-compete clause rule. Thank you. Best, Roody Innocent"
Jethro	"This could be one of the most important changes to the tech industry in years. Please make this happen."
Muhammad	"This rule is going to increase competition and that's capitalism. Let's pass this rule."
Brandon	"Non-compete clauses are an egregious violation of widely-held principles about the value of competition in the American economy. They are also unfair to workers, biasing the labor market against them. These biases in the labor market have led to wage stagnation and increasing inequality since the 1970s. Getting rid of non-competes would be a step toward more competitive, fair, and less fragile economy."

T	"I'm strongly opposed to non-compete agreements. They should be banned unilaterally. I've been personally negatively impacted by non-compete agreements as a management-level professional. It's particularly painful during an economically challenging time, having been laid off, to have further legal restrictions limiting one's options when you're struggling to find another job and keep the lights on. Individuals should not carry this burden - the scales have been tipped in the favor of employers for too long, and this goes for ANY size of business, any industry and all levels of employee skill/seniority. It bears mentioning that anti-disparagement clauses are equally punitive and unjust and should be banned."
Shari	"The non compete clause is an act of bullying by the more powerful employer and the employee, who needs the job must submit. This is giving one party much more power over another in a very unfair tactic. This is completely not respectful of another's rights and interferes with fair labor practices. It needs to be banned."
Luke	"Non-compete agreements should be banned. They hurt workers' wages and the economy."
Doriel	"As a therapist , non-competes are harmful to both myself and, more importantly, my patients. A therapeutic relationship is a deep, meaningful, and often life-saving relationship for many. A non-compete can force a patient to non-consensually forego that relationship due to institutional constraints (largely driven by greed and territorialism). A therapy practice is supposed to serve patients and have their best interests in mind. A non-compete, forcing a patient to prematurely end treatment with a therapist in a traumatizing way due to the ways in which practice directors handle therapists changing jobs), is completely contradictory to what therapy and the helping professions are all about. I am strongly opposed to non-competes in all sectors of the economy, and especially so in the fields of psychotherapy and psychiatry."
Neil	"I am writing as a physician to express my strong opposition to the American Hospital Association's attempt to exempt physicians from the new rule prohibiting non-compete agreements. Physicians who leave a hospital system currently have two options: stop working temporarily or upend their life to have a job. It's an unethical tool to restrict physician independence, not seen in any other industry. After 7-13 years of postgraduate training to become a highly skilled member of society that fulfills a genuine need in our communities, how is it fair that once again we are not free members of the labor market, but rather placed in a stranglehold by hospital administrators? Exempting physicians from prohibiting a noncompete rule would only serve to benefit hospital corporations. It could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. This in turn, hurts patient care. I strongly urge the FTC to stand up for physicians, who give so much of our lives to taking care of others, and deserve to be free from non-compete agreements."

Christophe	"Noncompetes are silly and unjustly burden employees and freelancers from doing work."
Jack	"At my first job out of college, I had to sign a non compete which would have prevented me from working with every CPG in the world. I signed and then when the company failed 6 months later, decided to violate the contract and go to a competitor. Non competes suck, get rid of them."
Vinni	"I support banning no compete clause. It is choking medical practitioners and gives unjustified control over employers."
Scott	"I support this new proposed rule! I have been caught up twice in career with non compete agreements that I was forced to sign as part of my employment (or go unemployed) and then which took costly legal work to make go away. I work in a fairly specific field so I can't just go work in another industry for a year. Because of this, I spent the first 12-18 months of now two jobs feeling stress that anything I might do could land me in a costly law suit with my previous employer. Why not say "you can't demonstrably steal client, but you can leave at any time that the job is no longer right for you. It is time!!!"
Scott	"The practice of companies forcing employees to sign non-compete clauses has cost me one job (where the potential employer was unwilling to risk the complications), and cost another employer that WAS willing to deal with the issue considerable legal fees - just to iron out what I would NOT do as I made my employment transition. As I consider future options, I do not anticipate finding another employer who will pay these legal fees, so I will have to shoulder them myself. This is just another example of how the United States "the land of freedom" enslaves employees for the benefit of employers!"
Jordan	"Speaking as an American worker, the concept of non-compete clauses is craven and arguably a barrier to an employee's "life, liberty and the pursuit of happiness," those unalienable rights laid out in our Declaration of Independence. I am in favor of banning them."
Monil	"Non-compete clauses are extremely damaging to workers. I have been personally negatively affected by my non-compete clause. I worked at amazon as a software engineer , Apple reached out to me for a job working on the same technology I worked on. I had a non-compete and I had to withdraw from the position because I was worried that my then employer would sue me."
Alissa	"Reasons against non-competes: * What's meant to be short term protection of trade secrets/confidential info for employers has turned into long term binding contracts that prevent employees from legitimate work * Highly-skilled former employees unable to use their legitimate skillsets elsewhere * Former employers completely monopolize skill sets and hard work of employees for certain time periods * Increased legal liability and lawsuits that are oftentimes unnecessary *

	The agreement lowers employee satisfaction, prevents upward movement for the employee * Reduced wages * Depressed labor market, lowers mobility"
ROBIN	"Noncompete clauses should be illegal. Employees are not property. Many employers who use these prey on the poorest and most desperate in many cases, and in any case the employer does not OWN that person. When they're no longer employed there they should be FREE of the former employer. Where specific intellectual property or copyrights etc are involved, sure, have a clause. But at hamburger joints? That's nothing but an attempt to OWN people who are underpaid & mistreated."
sam	"I think I am a perfect example of being trapped by non-compete clauses. I work for a recruitment agency and have been in my current role for 10 years. I turn down approaches and offers constantly and I fear starting my own business due to the legal stonn that would follow me. This is the 3rd agency I have worked for, when I moved to the second my previous company made my life a living hell for the first 6 months of my new role. I was 22 years old and it was terrible. This change must happen to promote entrepreneurship and release the legal stranglehold on workers like me who have innovation and new ideas to offer the world."
Bob	"I work in the finance (hedge fund) industry as a portfolio manager and I support this rule. Just like in any industry, non-competes stifle innovation by not allowing highly skilled workers to switch jobs. Even if the non-compete is a paid one, not being able to use one's skills cause these skills to dull over time. One criticism that was raised against removing non-competes was that it would cause high correlation between hedge funds and it would increase systemic risk. I think this is nonsense. First, removing non-competes do not mean removing intellectual property (IP) protection. IP protection is the ultimate control against creating correlated returns among hedge funds. Second, new ideas will always be scrutinized and evaluated objectively at a new team. Doing away with non-competes would mean more tax income for the people (people make more money when they are working), and more productive work force. Imagine this: if an employee who is subject to a 1 yr non-compete in each job chose to switch jobs 5 times throughout their career, that is 5 years of wasted economic output. That also means 5 years of not being able to train junior employees. Yes, it would hurt some businesses, and I personally may get hurt as well if one of my employees left the firm with my knowhow. But in the final analysis, I think this is a good thing for innovation to thrive"
R	"I began working for my employer 10 years ago as a very young and inexperienced single mother. I desperately needed a job that could pay more than minimum wage, and I eagerly accepted my position and non-compete status. I have now been working at almost the same rate of pay (as raises are not readily given to us regardless of recessions or cost of living increases) - for a DECADE. My children are approaching college age, and I will absolutely need a higher income to help hind their educations. The freedom to seek a higher competitive wage to improve economic stability should ALWAYS be a right in this free country. I

	don't want to claim benefits. All I'm asking for is an equal opportunity for upward mobility in my field of expertise. Thank you."
A	"I fully support the FTC proposal to ban non-compete agreements. As a chiropractor and ex-employee, the non-compete agreement was a non-negotiable part of the contract, and currently places an unfair restriction on my ability to use my training to earn a living and contribute to the economy in a 'free market'."
Heather	"I support this! Non competes should be illegal. They prevent employees from being mobile and force them to stay in an inequitable or abusive workplace. As a physician non competes prevent me from serving other communities and is bad for patient care"
stuart	"As a practicing Physician for over thirty years, and one who trained fellows in pain management, who followed many of their students careers, I was able to see the detriments of unfair Non-Compete clauses in their contracts. Often a physician would take a job, and if it did not work out, the restrictions were so severe, that they would need to move to a new geographic location in order to be employed. This clearly would be unfair if that person and their family had roots in the community where the job was located. For example if the employer did not proceed to make the employee a partner, and only allowed them to continue as an employee, and limit their income, they would never achieve their potential, but be stuck. Their Spouse may have a great career, or the kids if there are any may be entrenched in educational programs they are thriving in, and the family does not want to move. This makes no sense. That Employee would likely have opportunities to stay and thrive right in the community they were in. This would allow for fairer competition for both parties. Other scenarios exist as well. Where large institutions can block scientific discovery of their research physicians from moving to other institutions which may be better able to support their research, potentially blocking the promotion of scientific discovery. All of this clearly effects the salaries of the employees, in this case the physicians in a negative way, as once the employee realizes that their staff has no options in their local area, and is locked in to that area, they have no incentive to improve the offering of the benefits package."
Joshua	"Non Compete's are just wrong. Everyone should have the right to work wherever they went whenever they want. We are a capitalist society and the workers should have the same free market rights."
Linda	"There is absolutely no reason a doctor should be subject to a non- compete. It's just more greed by hospital administration and insurance co."
Daniel	"As an early career physician , I am VERY MUCH in favor of legislation to BAN non-compete clauses. Especially in dense metropolitan areas, these draconian clauses stifle innovation, development, and harm the practice of medicine in general. Non-compete clauses become a major problem especially when considering the balance of family and a demanding career in medicine."

Shohane	"There are 2 examples below. Another example: I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."
Erica	"Noncompetes are unfair to physicians , who can be forced to move hours away due to noncompetes. They're also applied broadly even in specialties that don't have their own patient base (such as emergency medicine). Noncompetes give employers too much power over their employees, often forcing them to stay in a toxic or underpaying job in order to avoid uprooting their families."
Stuart	"Non-compete clauses should be banned except in narrow cases for which the current employment provides the employee with unique knowledge and skills that were not present prior to employment, not consistent with general requirements for employee licensure (when applicable), and not generally otherwise available in the community affected by the non-compete agreement. Very few employment positions would be eligible for non-compete clauses under these conditions."
Linda	"The country is in desperate need of Doctors. Doctors start out in hundreds and thousands of dollars in debt and their salaries have been squeezed so that hospital executives and insurance companies can make billions in profits. Lets face it, in the current economy doctors are nothing more than skilled labor and to exclude them from the non-compete rule is outrageous."
Casey	"I am in full support of this new proposed rule. Non competes are used to stifle wages and put too much power in business owners hands. This rule should pass!"
David	"I am an engineer with 30years of experience working for a large medical device company. I am obligated to sign a non compete agreement. As I watch the company stock fall and restructuring occur, I'm concerned. I'm in strongly in favor of banning non-compete agreements. While I would never disclose confidential information to another company, I do not see why I should be blocked from working for another medical device company. Switching to another industry would

	be a major career reset. There are other more productive and effective ways to retain talent than contractually black listing them from what they are good at. Suppressing competition in the market for the benefit of the corporation has never been good for the economy."
Colin	"We The People do see big business is getting ever more greedy and aggressive and psychopathic in their disregard. Revolutions seem to be the only way to rein them in. Let's try dispensing with non-compete clauses first."
Evan	"This rule is sorely needed. Non-compete clauses stifle competition and innovation."
Anna	"Please include high income earners such as physicians as this impacts so much about decisions to practice or leave practice if they have to uproot their families to change jobs, impacting their communities and forcing people to stay in toxic job situations. Thank you."
Anna	"Please do not exclude physicians from this, as when we have good reasons to leave a job it often means leaving the community, our homes our families to be outside of non competes. Job satisfaction may improve if we can stop non competes, not to mention burnout and leaving the workforce or suicide. Also, entire communities that need specialists may lose them if they are in a dual physician marriage. Lastly, with our high burden of debt we are often obligated to continue working at the same place until those debts are paid or forgiven, and not able to work part time to support young families until the debt is gone, so other flexible work arrangements open to lower paying fields are not always an option to early career physicians."
ASADUR	"Non-compete clause destroys families, makes worker life's difficult, increases burnout at work, destroys competition in workplace, annihilates innovative and growth in workplace and industry. Please eliminate it"
Omair	"Excellent for the future of America! This will be something our economy and our infrastructure desperately needs to kick start a new stage of development and progression."
Daniel	"Place a federal ban on non-competes. It will give some power back from the workers. Power that is still vastly in the hands of mega-corporations. Your children and grandkids children will thank you."
Ryan	"Please help doctors enjoy the same protections as other workers"
Jonathan	"I am strongly in favor of the proposed NPRM. Non-compete clauses are an infringement on workers' rights and freedoms to seek the best employment conditions they can. Preventing enforcement of non-compete clauses will be a great improvement in the quality of life and work in this country and I urge the proposed rule to be adopted."

Maria	"End it!"
Andrew	"Non-compete clauses are nothing short of class war. The employers who already hold power over their employees strengthen that hold by making it difficult, if not impossible, for them to leave and find other work in their field. The name of these clauses is apt, but not in the way it was originally intended. That is, such limitations allow the employers not to compete with one another. If anything, they create a race for the bottom: Once non-competes became prevalent, the companies whose non-competes are the worst for employees became the most able to shackle their employees forever- -or until their workers' health and ability to produce is used up. Even someone laid off through no fault of their own may find themselves legally barred from seeking new work in the only field they know. These clauses are fundamentally at odds with the supposed benefits of an at-will labor market, because they make it nothing of the sort. They merely seek to recreate serfdom in the guise of freedom of contract. We should never have tolerated non-compete clauses in the first place, and we must do all we can do abolish them even now."
Alex	"Non-compete clauses prevent individuals from utilizing skills developed at a job for other companies, entirely preventing competition in job offers for many fields. The protection of trade secrets, which is a common justification for blocking employees from working for competitors, is sufficiently legally protected by NDA agreements. If an employee discloses trade secrets to new employers, they are still legally liable if an NDA agreement covers that information. Non-compete clauses exist primarily to prevent workers from accepting other job offers in similar companies, and therefore allow companies to provide overall worse compensation since they do not need to directly compete for their workers. The prohibition of Non-compete clauses will greatly improve the working conditions in the United States without preventing companies from protecting their trade secrets."
Trevor	"Non-compete clauses have crept into the contracts of all sorts of professions, where it makes no sense and only where they only serve the interests of the employer, preventing employees from being able to work anywhere else and removing employees' ability to negotiate or leave. It clearly results in lower wages. Please ban non-competes."
Lilly	"Non-complete clauses are an unfair hindrance on workers seeking a better job. These clauses favor corporations over workers and force them to stay on a job even though they could go elsewhere and earn more. One can say these clauses are a form of slavery on workers. They must stop."
Lilly	"I urge the FTC to ban Non-Compete Clauses. These clauses hamper persons seeking employment in the field of their choice. They do not serve persons, only corporations."
Noam	"Get rid of the non-compete rule in the business world."
Katherine	"As both a W2 and 1099 employee, I fully support this proposed rule. Non-compete contracts are in direct opposition of a free market economy not to

	mention a type of worker serfdom. Please do the right thing for millions of American workers by passing it."
mark	"I am completely in favor of a regulation banning noncompetes. They are almost always to screw over workers, including even minimum-wage fast food workers. Let's show some commitment to workers, instead of millionaire shareholders and CEO's. No non-competes. Thank you."
Laura	"This rule should not exclude physicians . No one should be held hostage to a job because of a non-compete. Additionally, this rule needs to apply to non-profit health systems as well. As the non-profit hospital systems currently have so much of a competitive advantage over independent practices that are struggling to stay afloat, keeping non-competes for non-profits but not for other employers would provide an unfair advantage against private practices and for profit health systems. Given that the operating model of not for profit health systems may not be significantly different than for profit health systems, this rule seems arbitrary and much to the advantage of several of our country's largest and most profitable hospital systems that happen to have not for profit status in name."
Nick	"Non compete clauses are Unamerican in that they hamper the freedom of workers to choose their own destiny and career path, and provide an unfair advantage to the employer that stifles competition and artificially holds down wages. The FTC should ban the use of Non-compete clauses in employment contracts"
Peter	"Thank you for pursuing this important issue. Non-competes stifle growth and innovation. Companies should not be allowed to prevent someone from earning a living. Their reasoning for wanting to enforce these does not look out for the worker only the company. Please get rid of them. Thank you."
Nigel	"As a burgeoning software developer the breadth of scope that non-competes that are actively used in the industry most definitely have a chilling effect on my confidence to apply and interview for opportunities even if they are not directly associated with the main business that my employers partake in"
Val	"100% support eliminating non-compete clauses and it is allows employers to abuse employees as they most of the time depend on the current income and unable to take prolonged gap or move out from restricted area"
Melissa	"These take away options from specialized workers. You get driven out of a community by these which only hurts the town when you can't move between hospitals."
Daniel	"Please extend this rule to non-profit entities (including nonprofit hospitals). People who choose to work for a nonprofit entity should enjoy the same labor protections as those who work for private entities. Nonprofits hospitals are notorious for

	weaponizing noncompete clauses against physicians , forcing physicians to relocate their whole families at times."
Daniel	"You must make sure to INCLUDE physicians in any ruling the eliminates non-compete clauses. Physicians are forced into contracts and then stay in undesirable and sometimes unsafe employment situations under fear of having to uproot their families if they leave because they won't be able to stay until their region due to current non-compete clauses. Physicians deserve the same labor protections as all other workers here in the United States."
Sergei	"I certainly welcome this proposal. Without having non-compete clauses, employees can easily move to another company with better pay and benefits. The company also can invest in employee education and development. The employees won't have to think about how to fight non-competes which looks like slavery contracts and if they can afford to hire a lawyer to fight it. I am as a low-level employee dealing with non-compete which is prohibiting me to do any IT work anywhere in the United States for the whole year without any payment from the company, where the base of the non-compete is continued employment."
Angelish	"As a physician , I believe non-compete clauses in contracts should be banned. They are often used to bully physicians into accepting new and unfavorable work terms, and prevent physicians from maintaining continuity of care with their patients. Non-competes also restrict access to care in specialties where there are not many doctors, such as female urology. Non-competes allow hospitals and other large group employers to take advantage of employees."
Vedika	"Please resist lobbying by hospitals and do NOT exclude physicians from this new legislation. Many physicians are burdened by non competes which depleted their power by saddling them with poor working conditions. It also makes it difficult for us to advocate for patient safety or better conditions when we are bound to explorative jobs by noncompetes."
Zach	"Getting rid of non-competes would make the job market for middle-class+ workers much more efficient and enable us to convert expertise within the same industry. It would definitely raise wages too!"
Fred	"This rule is necessary to give individual physicians negotiating power against large hospital corporations."
Karen	"I'm a family physician providing primary care in an underserved area of Upstate New York. I'm currently in private practice- physician/ owner of my own practice - because it's unbearable working for the large medical corporations in my area. At one point I was forced to commute a minimum of 30 miles for two years due to a non- compete clause. At this time several physicians also employed by the local hospital would like to work in private practice in order to have some semblance of control over their lives, but non-compete clauses hold them hostage. These dedicated physicians have spent 11 or more years after high school becoming experts in medicine. They should have liberty to work in reasonable, supportive

	environments doing what they love- caring for patients. Please make non-compete clauses unlawful. Thank you."
Myriam	" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. As a dentist , I have been subject to such non-compete agreements in almost every contract I've been offered. As a result, it is very difficult to leave positions that are no longer a good fit for me or my family, as the agreement shuts me out from other potential employers within almost a ten mile radius in an area where most potential employers are concentrated. In order to leave my current job, I would likely have to leave the state. For young dentists just starting out, this makes it very difficult to leave a position with a bad work environment, or where they do not feel comfortable, especially since they do not have a lot of leverage in these negotiations. As you know, noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. Thank you for your work, and please issue a final rule that bans noncompete agreements."
S	"Noncompetes must be fully and completely outlawed. Employers use them to force people to stay in unfair and abusive situations. That's true even for people in higher wage brackets. There are ways to protect confidential information outside of noncompete clauses, and the idea that trade secrets law, etc. isn't good enough is a lie because employers want to be able to unilaterally impose noncompetes. There is NO justification for a noncompete, it's purely a way to force employees to stay in bad situations that they could not possibly have known about before joining the company and signing the noncompete. People need to be free to move between employers, the fact that they can't creates friction in the economy and reduces wages for employees and hampers economic growth. Noncompetes benefit the employer at the expense of everyone else -- just like monopoly power -- and must be outlawed. Likewise, related techniques such as TRAPs and similar "you can't quit" rules must also be prohibited, so employers can't do a run-around about the non-compete prohibition. Employers have more than enough market power, and workers do not have any realistic ability to avoid being forced into these situations. These techniques must be flatly prohibited."
Suzanne	"Overall, I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth. I think the real issue is taking information to a competitor. That would require a Non- Disclosure Law, which is different."
Ray	"Non-compete clauses give too much power to the business over the employee. There must be a better way to protect the interests of each."
Scott	"I support eliminating the noncompete contracts employers use to exploit employees. After traveling from the US to Europe for 3.5 years to build out a new market for my company, they fired me. In a 25 month period of intense travel, I

	<p>flew to Europe (coach) 27 times. I was in a different city every 1-2 days meeting with clients. I built a division that became the only growth engine in the company. Once it ended and we had a European staff, I became overhead. The owners began to berate my performance and my sales skills. When they fired me, they thought I went to a competitor although I did not. There was a cease and desist letter within 72 hours. My heartburn is... if I was such a dirtbag, why would they care if I went to a competitor? The salt in the wound is the company hired salespeople from competition and took secrets from them! I saved one article all these years to prove it. They had the money so I had to keep my mouth shut and leave the industry."</p>
Joel	<p>"Thank you for the chance to add my opinion to the many that you are reading. This issue involves a basic right workers have to sell their labor to whom they choose. Anything less is an abridgement of an unalienable right. Non-Compete clauses serve a master. The "free marketplace" is fine when economic masters benefit, but when workers demand the same advantage and leverage it is frowned upon. Please consider this when you reach your decision about workers bootstrapping themselves in their career and wage level."</p>
grace	<p>"non compete clauses are anti capitalist. americans want to work and we want to work freely with purpose, imagination and dreams. Non competes are modern indentured servitude."</p>
Matthew	<p>"I started working in California and didn't realize other states allowed these non-compete clauses to exist and restrict the movement of workers. I am in favor of disallowing them and using other tools like ndas to protect high value information. Thank you!"</p>
Doug	<p>"I am fully in favor of completely banning non-compete agreements. Please DO NOT come back and offer different terms or narrow the specifications at all. Please do everything in your power to ban non-compete agreements for all industries and all employees. Non competes hurt all employees, and do not allow for free and fair trade. I recently started a healthcare staffing agency and I am being dragged through a lawsuit by my former employer in New York State over a non compete. I am simply trying to help healthcare facilities in my community in throughout the country meet their staffing needs in a cost effective way. To tell me that I am not allowed to do that simply because my former employer doesn't want to face any competition and wants to have all the opportunities for themselves is not only unfair and unamerican but it is also severely hurting the hospitals and healthcare facilities who should be getting competitive bids and offers to assist with their staffing levels. If there is anything that I or the public can do to help get legislation against non-competes in place please let me know."</p>
Alex	<p>"I am an oral surgeon in upstate New York and my restrictive covenant radius is so ridiculously large that I would need to move my whole family in order to get a new job anywhere else. I signed my current contract because I had no other choice in the area we decided to live and the practice owner refused to negotiate the terms of the covenant after I pointed out how unfair it was. I still had to accept</p>

	the job since it was the only oral surgery office hiring in the area where my wife actually works. Now I would like to leave the practice and we are thinking moving out of state just so I can practice. That is 14 years of university training just to be held up by a contract that unilaterally favours the employers."
Leesa	"I support the abolishment of non-compete clauses."
Lili	"Please do not excluded physicians from the FTC proposal to eliminate noncompetes. Additionally and most critically, nearly all the hospitals in NYC, long island, or even tri- state area are "non-profit" 503c so excluding nonprofit organizations from the ruling would be detrimental for physicians. Indeed, if the hospitals were truly nonprofit, why would it matter if employees can find something better suited for their life situation. In the last 10 years, my husband and I (both physicians) have not received a single cost of living increase and our work volume has increased incrementally. With noncompetes, large hospital corporations essentially have all the power and we are left with no recourse even to find a job where we can maintain our daily living. With two toddlers to support, I have considered leaving my job or going part- time and we both have considered having to move out of state because even with our current non- competes we have very limited options. My hospital is now planning to add specific hospitals and increase the length of time for the noncompete which would make it either impossible for either of us to leave our job and find another job within the tristate area. Please include physicians in the FTC proposal to eliminate noncompetes and please do not exclude nonprofit hospitals from this rule."
N	"Non-compete clauses are the modem-day version of labor slavery or indentured servitude. Please change this."
Victor	"I am a data scientist working at a startup. Banning non-compete agreements can be a powerful tool to promote innovation and competition. For example, in the technology industry (where I work), innovation is often the key driver of economic growth. Companies rely on highly skilled workers to develop new products and services that can change the world. However, non-compete agreements can prevent these workers from using their skills and knowledge to start their own businesses or work for competing companies. This can limit competition and slow down the pace of innovation in the industry. Furthermore, non-compete agreements can limit the flow of knowledge and talent between companies, which can also stifle innovation. Workers who are bound by non-compete agreements are often unable to share their knowledge and experience with new companies. This can create "innovation silos" where different companies are unable to learn from each other, hindering the development of new ideas and technologies. By allowing workers to move more freely between companies, employers will have to work harder to retain their best talent and offer more competitive wages and benefits. This can lead to greater innovation as companies compete to develop new products and services, and can benefit workers by increasing their bargaining power and improving their economic prospects. Opponents of a ban on non-compete agreements often argue that they are necessary to protect their business interests and intellectual property. However, there is growing concern about the

	<p>use of non-compete agreements for low-wage workers, particularly in industries such as fast food and retail, where employees may not have access to significant proprietary information or trade secrets that would justify such agreements. Instead, these agreements can be used to restrict workers' job mobility and limit their bargaining power, leading to lower wages and reduced benefits. One high-profile example of this is the case of Jimmy John's, a fast-food chain that was criticized for requiring low-wage sandwich makers and delivery drivers to sign non-compete agreements. These agreements prohibited workers from working for a competitor within a certain radius of any Jimmy John's location, effectively limiting their employment options and bargaining power. The non-compete agreements were not used to protect any meaningful intellectual property or trade secrets, but rather to keep wages artificially low by restricting workers mobility. This type of practice has been criticized by labor advocates, who argue that non-compete agreements for low-wage workers are unfair and do not serve a legitimate business interest. The agreements can limit workers' ability to improve their economic circumstances, such as by taking a higher-paying job with a competitor, and can also restrict their ability to negotiate for better wages and benefits with their current employer. Workers who are bound by non-compete agreements may be hesitant to seek other job opportunities, even if they could earn higher wages or better benefits elsewhere. This can contribute to a "race to the bottom" in terms of wages, where employers are able to pay workers less than they might earn in a more competitive labor market. Furthermore, the use of non-compete agreements for low-wage workers can have a disproportionate impact on workers who may be less able to negotiate for better pay or working conditions. Workers in low-wage industries, such as fast food or retail, may have limited education or work experience, and may be less able to negotiate with their employers. The use of non-compete agreements can further limit these workers' bargaining power, leading to lower wages and less job security. In response to this concern, some states have taken action to limit the use of non-compete agreements for low-wage workers. For example, in 2022, Illinois passed a law that prohibited non-compete agreements for workers earning a salary less than \$75,000. Other states, such as New York and New Jersey, have also taken steps to limit the use of non-compete agreements for low-wage workers. Additionally, opponents of a ban on non-compete agreements may be relying on these agreements to maintain their market dominance, rather than competing on a level playing field. This is particularly true in industries where there are high barriers to entry, such as tech or pharmaceuticals. In these industries, established players may use non-compete agreements to prevent their employees from leaving and joining startups or other companies that could potentially disrupt their market position. By banning non-compete agreements, policymakers can level the playing field for workers and promote competition and innovation. This can lead to more opportunities for startups and new entrants to challenge established players, and can result in better products, services, and prices for consumers."</p>
Staci	<p>"I fully support the Federal Trade Commission's (FTC) proposed ban on noncompete clauses in employment agreements. Noncompete clauses have long been used by employers as a tool to restrict the career mobility of their employees, which is both unfair and harmful to workers. These clauses unfairly restrict workers' ability to find better jobs, as they often prevent employees from seeking</p>

	employment with competing companies or starting their own businesses. This means that employees are effectively trapped in their current job, with little room for career advancement or negotiation for better pay and benefits. Moreover, noncompete clauses allow employers to keep salaries low and working conditions poor, as employees are left with little bargaining power. In industries where these clauses are common, employers are able to maintain a stranglehold on their workforce, effectively turning careers into indentured servitude. It is time to put an end to these unfair and outdated practices, and the FTC's proposed ban on noncompete clauses in employment agreements is an important step in that direction. By doing away with these clauses, workers will be free to pursue the careers they want, with the freedom to negotiate for better pay, benefits, and working conditions."
B. R.	"This is ridiculous, allowing companies, corporations etc to dictate when, where and potentially how long a person can be employed. This is covert employment oppression. Stop this archaic practice immediately."
Dr	"Please, please, please pass this and include physicians . We are now employees of often for profit healthcare entities and mergers are leading to fewer employment options forcing does to accept increasingly abusive and exploitative conditions. Now, more than ever: pass this and don't leave the does behind."
Beth	" Physicians that are not generationally wealthy come out of school, saddled in huge debt. This makes them unable financially to negotiate with large organizations that impose restrictive covenants. When they are unable to treat patients the best way they are trained to do they are forced to leave communities. This is bad for patients (the American public). I fully support the ban on restrictive covenants. Please do not place income limits on this ban."
Beth	"Please do not exclude physicians from non compete clauses. We work so hard to become physicians and then get stuck at the mercy of hospital administration. No non compete means better access to specialists in areas of medicine for the public. My non compete forces me out of my town, Rochester, New York where I am certainly needed."
Sara	"My non compete clause is ridiculous. I was laid off and given 3 months severance but a 12 months non compete. I've been in this industry for almost 20 years and the non compete blocks me from getting a job in my expertise. I have 3 kids to support"
Christina	"I wholeheartedly support getting rid of non-compete clauses in employee agreements. Oftentimes, these clauses unfairly affect the employee who specializes in a certain field or industry and prevents them from gainful employment. These clauses favor big business rather than individual citizens."
Jeremy	"I am a physician trained in brain catheterization which included the emergency treatment of patients having a stroke. I was employed by a single-owner practice that expanded (in part due to my work) to cover many hospitals in the ny/nj area."

	In the middle of my contract, my employer asked me to take a 60% paycut. I refused and was terminated without cause. Now i am under a 2 year non-compete restriction that applies to 5 miles of any hospital with which the practice was affiliated. This essentially bans me from a good portion of the area, despite multiple hospitals within the area that interested in hiring me. Understandably, they do not want to risk getting involved in litigation with my previous employer. This is egregious and entirely unfair. I feverently support the FTC proposal."
Seul	"I am in favor of ending non compete clauses as it will give more flexibility for workers."
Kevin	"I'm a healthcare worker and my agency has a clause to prohibit me from working at this facility for 1 year unless they sign off on me joining another agency. It's not even a non-compete as there's nothing to compete for except my labor."
Helen O.	"I strongly support the FTC's rule banning employees' exploitative noncomplete agreements by corporations!"
Nicole	" Physicians should not be subject to noncompete clauses, and the AHA supporting implementing noncompetes for physicians is in NO WAY representative of how the majority of physicians feel. Noncompetes severely limit access to quality healthcare particularly in undeserved areas. This is particularly true where I live and the impact on my community is noticeable as it becomes more and more impossible to get any physician to sign on at our institution, let alone high quality physicians. Our noncompete should be criminal - 30 miles from the city border thr 5 years after leaving the intuition. We are held hostage at our institution where wages don't come close to comparing to national averages, we never see a raise despite years to decades of dedication to our work/ community, and are forced to work longer hours to see more patients due to our inability to hire more help almost solely because of the noncompete. This is not safe for patient care, and it is resulting in physicians leaving to find work outside of our community, or leaving the bedside completely. We are dangerously close to seeing a physician shortage in this country so tremendous that we will not be able to bounce back from for decades, if ever. Nonprofit institutions also should not be exempt from the noncompete rule - they, including my hospital, are the biggest offenders of poor working conditions and low raises. We are on the verge of a serious healthcare crisis and upholding noncompetes for physicians will be the final tipping point - our government will be solely responsible for this."
BARRY	"The ban on non compete clauses should extend to nonprofit hospitals as well. These large hospitals are unfairly subjugating doctors with non competes"
Michael	"Eliminating non-competes is a great idea! This would spark American entrepreneurship. I fully support it!"
Megan	"I agree with this proposed rule!"

Jesus	"In response to the American Hospital Association (AHA) statement that physicians should and want to be exempt from the Non-Complete Clause Rule, I as a physician completely disagree with their statement. By requesting our exclusion they purposely seek to reduce our rights to explore the labor market, seek fair market value compensation, at a time when we have come out of a pandemic. As a career that requires significant educational, time, and financial investments, including near indentured labor as trainees, to regress to a state of corporate rule based on their self-enforced Non-completes goes against this. I urge the FTC to include physicians in the non-complete clause rule such that they CANNOT be enforced on physicians by hospitals."
Ruby	"I am a radiologist in NYC as is my husband. Non-compete clauses do no make sense in the setting of radiology and tele-radiology, especially not in a place like NYC where hospitals are in close proximity to one another. They place an undue stress on physicians often requiring them uproot their family and move outside the state. My husband is not able to take a job within 20 miles of his previous employer due to the non-compete clause that they enforced on his colleague. He now has to commute much further. He has also decided not to do mammography /breast imaging since that is patient facing and he was afraid his previous employer would use that as a way to enforce the non-compete."
A	"Ban non-compete contracts. You should be able to move from job to job as freely as you like."
Alison	"I was bound by a non-compete agreement when I first graduated college, working for a school photo company (2007-2010). It stated that I couldn't work for any other school photo companies or companies that photograph children within two years of being employed by this company. By chance, about a year into my employment with them, I became friendly with the owner of a much smaller competing company (he was a friend of a friend). Because this type of work is seasonal, the larger company that I worked for didn't have work for me at certain times of the year (school breaks, holidays, late spring, late summer, etc). The school photo company has been in business since the 60s, but they had recently adopted the employment model of paying photographers per diem, rather than full-time. I was paid only for the days I worked. The smaller competitor offered me work during Holidays doing family photos, and during other slow times of the year that I was forced to turn down, as I didn't want to lose my position (and have to pay a penalty, which was written into the contract...I don't know how enforceable that would have been but I was young and needed the money.). Rather than work for a local company that I knew I would do a fantastic job for, I was forced to turn down work and instead had to collect unemployment during those slow times. I really loved that type of work too, and I'm still salty to this day that I had to turn down numerous opportunities for work because of the noncompete."
Ameet	"I was very excited to learn about this proposal. My most recent employer made me sign a non-compete as a condition for accepting a job offer. I was barred for one year from working for a competitor (which they did not define). I work in Marketing and hold no trade secrets. Upon my separation with the company in

	August (due to loss of work), I was surprised they claimed the non-compete was still in three. I am not sure if it will be enforced, but it definitely impacts my job prospects, with prospective employers even asking me if I have signed a non-compete. I am ready and willing to get back to work, but this is only making it harder and limiting my options. Even if I contest, it is still a liability for prospective employers. Please end this non- competitive practice! Thank you."
Michael	"I am writing in immense support of the FTC's proposed rule to ban non-compete clauses. Non-compete agreements are predatory and severely limiting towards worker's rights to work where they want without repercussions. It is time to end non-competes."
Matt	"I highly support banning non-competes. The lack of non-competes is a major reason Silicon Valley had so much innovation compared to Boston in the early days of computing, which advanced our economy and progress. Non-competes hurt workers."
Chuck	"A NO BRAINER!!! It's about time the government works in favor of regular citizens and restrain the worst tendencies of free market capitalism."
Dr Norma	"What a perfectly awful idea!: making workers sign documents agreeing not to work for anyone else in the field! Doesn't this go against America's competing spirit, if not its values? Away with this rule!!"
James	"Non-compete clauses are unfair to workers and should be illegal. Companies should pay workers more if they do not want them to get 2nd jobs."
James	"Non-compete clauses should be illegal. I had to sign one to work for an agency providing in-home ABA services to children with Autism. I was paid by the hour; mileage and commuting time was not included. This agency took advantage of me by making me drive 60 miles to see my clients. The agency then removed all my caseload except for three clients. Total authorized hours I could work with these three clients was about ten hours per week. I cannot afford to live working only ten hours per week. My nondisclosure clause was meant to prevent me from working in the field for one of their competitors, but finally, I took a chance and obtained a job with a different company. The nondisclosure clause made me hesitant to look for a better job and caused me to waste a lot of time and money."
David	"I began employment at Patterson Dental in Totowa, NJ almost three and a half years ago. At that time a noncompete agreement was required for employment. My position is as a service technician (one of 800). At the time of employment, I agreed to accept a low salary for one year to prove my value to the company, wherein my salary would be adjusted at my one-year anniversary. After the year management claimed not to know of that agreement and refused to address the issue. I am likely the most experienced tech at the company. Many less experienced techs are receiving almost twice my salary. I am locked into this low-paying position, with an agreement not to compete with my current employer for a period of two years after leaving the company. The management has said I am

	doing an excellent job and has given me small increases which have amounted to about 25% of the inflation rate since my employment began. I have no bargaining position since my only recourse is to stop working for two years before I may switch jobs to a similar company. Employers have people like me over a barrel. I support the FTC's work to do away with non-compete clauses, allowing employees to seek employment at a company that values their worth. Thank you"
Morgan	"I LOVE that this rule is being proposed. Non-competes have been a standard part of my full-time working agreements at startups and large corporations for as long as I can remember, and I actively fight to get them removed every time due to the unfair restraint it puts on me to not be able to make any more money as a freelancer outside of my day job with my unique craft and skill set. I REALLY hope this passes. It will improve the quality of my life and financial well-being and that of millions of others as well."
Jonathan	"I have been a software engineer for seventeen years and I'm pretty sure that early on in my career I was presented with a non-compete clause or two. At the time I remember finding it intimidating and absurd but going along with it because it was my first job, I was young, and needed it. Ultimately it has had no effect on my life but I consider myself one of the lucky ones. I've been at my current job for ten years and have no non-compete but I'm thrilled by the proposition that new graduates pursuing their first major resume credit in the world will no longer have to be intimidated by these arcane measures. Thanks for all you do."
Nathan	"I was laid off from a large computer manufacturer in 1993. I was given a separation package on condition I sign a non-compete package as well as an agreement not to sue for damages. It was a take it or leave it. I had to take it because I feared it would take me a long time to find employment again without some financial assistance. I was also forced to find employment outside my skill set because of the non-compete clause. I suffered nineteen months of unemployment. The non-compete forced me to eliminate prospective opportunities and to apply for jobs at substantially lower salaries. Non-compete must be banned."
Sandra	"Non-compete clauses are grossly unfair and should be done away with. Companies become unaccountable for bad behavior because they feel you cannot leave."
Daniel	"The non-compete clauses that hospitals put in place are wrong and should be outlawed."
Nicholas	"I am writing to express my strong support for this rule, as I personally know people who have had their careers impacted by non-competes in unfair ways. I think that continuing to allow non-solicitation clauses seems like a reasonable compromise, but letting employers arbitrarily restrict competition by limiting workers options even after the termination of their employment seems ridiculous to me. Of course if businesses have the option, then they will continue to use non-compete agreements, since no business wants to be left behind all the other

	businesses doing the same thing, but if we ban non-compete agreements nationwide then that seems like a fair way to keep everyone on a level playing field."
Max	"I support a ban on employee non-competes"
Andrew	"As a highly trained specialist in Dentistry (Oral and Maxillofacial Surgery), I feel that the use of non compete clauses have been a destructive force in my profession. New graduates that spent years in training face geographic upheaval if their choice of employment is not what they expected or wanted. The idea that a new practitioner will "steal" from a long established practice is ridiculous. Arbitrary distances and time limitations are sources of aggravation, anxiety and are unprofessional. Several states already limit non compete clauses and their employers aren't suffering. It's time to remove this relic."
Eugene	"Competition is allegedly the excuse for our catastrophically unfair and unjust and undemocratic set of arrangements we call -the economy." How is it that the labor force can be made to consent to this patently unfair and unAmerican "non-compete clause?"
Erlin	"I am writing to express my strong opposition to the use of non-compete clauses in employment contracts. Thus, I am glad the FTC is doing something about it. As a resident of New York State and the Buffalo/Niagara region, I believe that these clauses have a negative impact on workers and the economy, and I urge you to take action as soon as possible to limit or eliminate their use. Non-compete clauses restrict an employee's ability to find new employment, stifle innovation by preventing employees from sharing their knowledge and expertise with new employers, and limit competition and consumer choice by preventing new businesses from entering a market. I am an Endocrinologist and, despite the huge shortage in the country and specially in our region of doctors with my specialty, this past year alone at least 3 Endocrinologist moved out of our region due to this type of restriction. I am considering myself leaving for similar reasons. My current employer is unable to provide the service and yet will not let me work in the whole region. Hundreds of patients will be unable to get the care they need and deserve. I urge you to pass regulation as soon as possible. Thank you for your time and attention to this important issue. I look forward to your response."
Mara	"To become a physician I dedicated 7 years and hundreds of thousands of dollars to post graduate training I would like the opportunity to be a free agent and practice medicine as I wish and for whom I wish. I often dream of becoming an entrepreneur but fear the ramifications of the law as it's currently written. I took a job in my home town for a "non-profit" state run hospital, but this doesn't mean I should have to uproot my family, sell my house, and move to progress in my career. It's un-American to stifle someone's entrepreneurial spirit this way."
Alexandra	"To whom it may concern: It is high time that these onerous, ridiculous and ANTICOMPETITIVE non-compete clauses be done away with. They only serve

	the interests of monopolies, while harming workers, consumers and communities. Please stand firm in implementing these necessary new rules. Thank you."
Geraldine	"I fully support abolishing the practice of non-compete clauses. There is a nationwide shortage of anesthesiologists right now and I am limited as to where I can work because of a non compete clause with my former employer. The hospital I would like to work at is in an underserved community, so care is being limited to those who need it most. This policy only benefits the large employers....not the employees or the patients that they serve."
J.R.	"What's troubling here, in regard to non competes, is that we're not talking about a uniform ascertainable statute imposed by a legislature but instead a constructed legal regulatory regime basically concocted by judges in alliance with employers and other special interests. It has undeniably diminished the mobility and freedom (including the actual freedom to contract) of labor. Under this existing regime, there are fewer voluntary contracts. Even if you think voluntary contracts are the beginning and end of freedom as purists, the fact that there are fewer fair contracts under this existing regime means that there is actually less freedom for workers. Simply put, non-competes and this version of the freedom of contract have actually restricted the freedoms of one party, the less powerful party. It can be seen with medical practice groups restricting doctors when leaving a practice prohibiting them from working in a certain radius of their former hospital to a former lawn care employee not allowed to cut grass in a certain part of town after he goes out on his own."
Hugh	"Please put and end to this unconscionable proliferation of non-compete clauses in service workers and ordinary American's work lives. Bravo for proposing it in the first place, and shame on the lobby that's opposing it."
JoAnne	"I fully support the proposed ban on non-compete clauses. I am an emergency physician , and our specialty has been harmed by these clauses. They stifle competition, and discourage people from going into medicine. As the trend towards continued merger and larger health system continues, non-competes can turn physicians (and others) into indentured servants. Right now I work for a large health system that spans several hours driving. With a noncompete that prohibits me from working near any campus in the health system, I would be forced to move to change jobs. This is anti-free market, as I have no leverage in discussions with employers."
Peter	"I support FTC regarding the Non-Complete Clause Rule. People and the economy suffers under the status quo."
Gillian	"Strongly support the measure to ban the non-compete, clause and leave workers able to seek work where they want to. This has long been a thorn."
Greer	"Noncompete clauses (NCCs) for high level executives, or founders, where the employee is privy to trade secrets or information damaging to the company could be justified, except for the fact that these individuals are heavily compensated for

	<p>their knowledge and work, and have the option to sign nondisclosure agreements. NCCs added to employment contracts as a matter of course for rank and file employees, white collar and blue collar workers, consultants, frontline employees etc, who are employed at will and would be prevented from working because they</p> <ol style="list-style-type: none"> 1. Sought higher wages; 2. were laid off; 3. Sought a less hostile work environment; 4. left their position briefly for any personal reason <p>should not have their life, liberty, and pursuit of happiness encroached upon by an arbitrary phrase in a contract. Especially if the employee carries no trade secrets, and can only affect the employer by making them engage in a fair and competitive wage market. The government works for the PEOPLE, and people are entitled to a living wage."</p>
Physician	"I strongly oppose the physician exclusion from the noncompete ban! Why should we be the victims of noncompetes. We have families of our own- lives of our own that this affects!"
David	"Very important!"
Patricia	"I respectfully submit this comment in the hopes that all non compete clauses will be banned nationwide. My experience is: my mother suffered a massive stroke which left her mentally and physically disabled. The healthcare agency I use offers no medical benefits, 401k etc to their employees. The aide that takes care of my mom is so kind and knows my mom would be uncomfortable with anyone else so she stays with this agency because she does not want to leave my mom. Because of the non compete agreement that we BOTH (employee and patient) had to sign we would not be able to work with her for 3 months without paying a large penalty and they would file charges in court . Neither of us can afford a penalty so she is forced to stay at this agency when there are better jobs available."
Rodrigo	"Non-competes reduce competition and are bad for the American consumer. As both an engineer and a fonner business owner , I wholly endorse this!"
Patrick	"Please ban non-compete contracts, for obvious ethical reasons"
Jen	"The proposed rule to eliminate rampant non-compete clauses in employee contracts has become a necessity. Non-competes have become standard in companies of all sizes and all job functions, despite the absence of practical reasons for them. There are a wide variety of other tools available, such as patents, intellectual property (IP) rights, and non-disclosure agreements, that employers freely use to protect their customer lists, proprietary processes, and technologies. The only reason for the existence of non-competes is to create an artificial barrier to the free movement of labor. They present a strong, unfair disincentive for employees to seek opportunities to develop their talents, careers, and contribute to innovation and growth within their industries. As a marketer , I am shocked by the frequency with which headhunters have asked me whether I have a non-compete, as well as the insistence of employers to include non-competes in contracts. The tools and tactics my profession uses are broadly applied across industries and well-documented in countless marketing books, industry publications, blogs, etc. As a generalist with 20 years of experience in all facets of

	<p>marketing, none of my work is a trade secret that would not be otherwise covered by the range of more appropriate tools employers use to enforce their IP rights. The only purpose of a non-compete would be to lock me out of the industry I have the most valuable, recent, and substantial experience in. Non-competes are nefarious and stifle fair competition in multiple ways. They prevent industry growth by blocking the free movement of labor. People with experience in a particular industry are unable to share their expertise within the industry because they cannot afford the loss of income mandated by non-competes. They are also less willing to leave a job without a non-compete for a potentially more desirable one requiring a non-compete, out of concern they may get locked out of the industry altogether should the move prove to be a poor fit. Prospective employers need to fill positions immediately and cannot afford to wait for months or years for the ideal candidate to become available due to a non-compete from another employer. Non-competes present a direct disadvantage for job candidates, as they are required to disclose them regardless of whether they are applicable, forcing HR and legal at the prospective new employer to review and confirm the absence of conflict. The potential legal jeopardy of hiring a new employee with an existing non-compete puts smaller companies at a disadvantage, as they rarely have the HR and legal resources to carefully evaluate these documents. They may be compelled to downplay or disqualify more proficient candidates to avoid the extra risk and due diligence. Non-competes hurt productivity, morale, and company culture by forcing dissatisfied employees to stay in a job they no longer desire, because they are prevented from pursuing more attractive career opportunities within their industry. Most employees cannot afford to lose income for the duration of their non-compete, and many cannot afford to change industries and lose the advantage of their relevant industry experience. Additionally, every new job posting requires or values candidates with relevant industry experience. These issues are becoming more serious as industries continue to consolidate. Once, I had to advocate for a coworker who had a non-compete and was moving to a much larger organization, simply because the larger company had a separate division (not the one my coworker was joining) that was considered a competitor. I also had to refuse signing a non-compete based on legal advice because it was worded so broadly that I would have been virtually unable to find any gainful employment for a full year. The worst is that non-competes are now standard, regardless of whether an employee leaves the company on their own accord or is laid off. Very few working people can afford a long gap in income and a hole on their resume. Please do what's right. Ban completely this nonsensical, abusive practice that unfairly stifles competition among employees and within industries. Preventing competition is what it does - it's in the name! Thank you."</p>
William	<p>"Dear Chair Lina Khan, A noncompete kept my mother out of a job for over a year (+costs), in a career she's won national awards for year after year since. She was just starting off in this industry at the time, maybe 3 years in, and this was amidst the financial crisis where her 4 kids (myself included) were in college (we're all a year apart), and everyone was working to pay the bills."</p>
Haris	<p>"I have suffered the consequences of a non compete. As there is a physician shortage in USA it adversely affects the patients. I would encourage that these non</p>

	competitive practices be banned and freedom of movement and choice in job be extended to everyone."
Anthony	"Non-compete's stifle innovation. They decrease an individual's earning ability. Doctors must be included in the repeal of non-compete. No exceptions."
Mohfujul	"Non-compete clauses impose an undue hardship that unfairly and adversely affects workers. They limit healthy competition in the labor market and decrease job mobility, preventing workers from finding new, better opportunities at the risk of being sued by their former employers for breach of contract. Moreover, they effectively monopolize the available talent in the workforce, harming other competing businesses as well. Doing away with them would do a world of good for everyone."
Bryan	"My wife has suffered from a non-compete contract she signed November 2021. She was hired on by a chiropractor business to work as a chiropractor /co-partner November 2021. She signed a noncompete for 2 years/25 mile radius in a small town, Watertown, New York. She didn't think it was that big of a deal at the time because she believed she would be there for many years. July 2022 approaches and her boss turns into a narcissist over several months because his patients started requesting appointments to see my wife instead of him. During her employment, he harassed her, talked down to her, told patients that she wasn't experienced enough to practice. She would come home crying to me. She stuck it out because she needed the money due to a pile of student loans and the non-compete hanging over her head. Tensions rose at the workplace and her boss could tell she was no longer happy being there because of the dilemma of his patients requesting to see her and the harassment. Unbeknownst to us, New York state is a "fire at will state", without any explanation of termination. He calls her to the office on a Sunday which was her day off He gave her no explanation of why she had to come into the office. She decided to go anyways pause it was her boss. She was thinking it could be anything like possibly a new work schedule for the week because he has went on vacation for a week at a time and made her cover for everything. Later that night, she called me stating that he fired her on the spot and she can't not to return to work the following day. He gave her a bogus reason that their "views do not align". He never gave a termination letter or formal reason. The reason why he called her in on Sunday was because she would not qualify for a \$5800 work bonus based on how the contract was wrote up. He fired her one day before her work bonus. The work bonus was designed by the amount of success she had made for the business for the previous month of which she clearly exceeded. Her former boss told all her patients that she up and left and disappeared and he had no idea where she left to. Her patients reached out through social media hoping she was okay and wishing for her future. When she was fired, she asked her former boss if the non-compete still stands. Her boss said of course it still stands. She was medically trained at a private university just the same as he was. She received her Doctor of Chiropractic. There is no proprietary information being taken. It is medically evaluating, adjusting, and treating patients. She was working at this business for less than 9 months, harassed by him, then to be fired at will, and then harassed by the Department of Labor for filing for

	<p>unemployment. Her former boss stated to the Department of Labor that she was fired for doing something extremely negligible at the business. This also wasn't true and yet she still had no proof of termination because of the fire at will. Her former boss was still trying to find a way so for her to be ineligible to receive unemployment. She has suffered traumatic stress through all this only to be told she can't practice what she went to school for because of a non-compete. I am in complete utter disbelief that this can happen in the state of New York. A female dedicated in competing in a male dominant profession, spending more than 8 years in schooling, to be fired at will, to be told this non-compete agreement still stands or you will be penalized up to \$15000 dollars and paid lawyer fees which was wrote in the contract, to be told by our own lawyers that it is not a good idea to open your own business because of the non- compete, to be told to find another job and just wait it out. Noncompetes are strictly to bully employees vs valuing them. Has everyone forgotten the healthcare industry was forced to sign noncompetes? Covid happens and the healthcare shortage appears. Then all of a sudden you can't have medical professionals working anywhere because of the non compete. We as a society let people die because big time companies were afraid of competition while jobless medical professionals were afraid of being sued. It's disgraceful. I low in this country of freedom does a business still own you after you have left the company or even being fired from the company? And that company gets to decide where you work or how long you aren't able to work in that profession? You know how many people are not aware of that consequence and were just desperate for a job. There are trade secret laws and NDAs for a reason. Noncompetes bully America. I completely support the proposed ruling."</p>
M.E.	<p>"If you're required to sign a piece of paper, a non-compete clause, you're really signing on to servitude. Not being able to go from job to job just because you want or need a change, or there is an offer of more money that you need or for any other reason should be allowed. Non-compete clauses are equal to servitude, a condition in which an individual lacks liberty especially to determine his or her course of action or way of life."</p>
David	<p>"How are non-compete clauses any different than indentured servitude? If the US is a free market economy than how conic labor cannot move freely and demand the highest wage? Constraining labor and devastating people's lives by restricting where they can work is anti- free market and anti-American."</p>
Ben	<p>"I am writing to express my intense support for the proposed rule limiting non-compete clauses. Non-competes place a grave restriction on the rights of workers, depress wages, stifle competition and interfere in the proper functioning of the market to the exclusive benefit of large corporations. While there may be narrow circumstances in which non-compete clauses are reasonable, their proliferation into virtually all sectors of the economy is a travesty of corporate over-reach. Putting an end to this draconian practice, at the federal level, would be an enormous milestone Mr the FTC and indeed for the federal government as a whole. Workers would gain substantial freedom which would in turn increase competition, improve wages and working conditions and invigorate the overall economy. California - home to most substantial restrictions on non-competes - has</p>

	its warts, but its economy is nothing if not dynamic, creative and powerful. This is not a coincidence. The FTC will be subjected to a barrage of corporate lobbying against this common sense rule. It must demonstrate the courage and leadership to implement this long overdue rule and support the rights and opportunities of working Americans in the face of the intractable greed and anti-competitive instincts of large sections of corporate America."
Gail	"Ban exploitive non compete agreements so that workers can leave their jobs for a better offer or can find similar work after being let go."
Sean	"Hello, I am currently being offered a job but the non-compete is ridiculously restrictive. I really want the job and I'm afraid of creating tension. I just want you (FTC) to know that I wholeheartedly support this new rule. Non-competes are not fair. I really admire and respect the founders and everything they've built. They're just following legal advice. Please just pass this rule so that none of this needs to be dealt with on a case-by-case basis. If you must compromise, I think the employer should be obligated to pay the employee's full salary for the entire term a company wishes to restrict an employee's freedom. I had a friend who worked in Options Trading, she had one year of leave required but they paid her full salary for that year. One whole year is very restrictive but with compensation I think it's fairer. Thank you for looking out for the average working Joe, I think this is very necessary and a key piece of labor rights. Sincerely, Sean"
Ali	"Non-compete clauses fundamentally do not conform to American values and what this country stands for. If we are to look at it from a capitalist perspective it only hinders innovation and goes against the fundamental "at will" concept of employment in many states. It is not only anti consumer but anti freedom in itself. These clauses only exist to protect the rights of commercial entities vs the people. I fully support the abolishment of non-compete clauses and making them unenforceable."
Michael	"To whom it may concern: Several years ago I had an employer demand that everyone in the office, regardless of position, sign a non-compete agreement with a term of one year. This was a multi-discipline firm with Attorneys, Statisticians and Illustrators/Designers. Immediately the Attorneys struck a bargain with the boss, also an Attorney. The Statisticians and Illustrators/Designers were on their own. At the time I was the Art Director and I hired an Attorney of my own to help me navigate. I passed on his advice to the other Artists on my team so they could negotiate. I mean, it was either sign or be fired. That was the choice that was given. When you're in that situation you never feel so alone. Ultimately I resigned my position along with several others. The way we saw it, the demand was inappropriate for our position level. It was unenforceable other than the fact that you have to have money in order to access the justice system. There were many individual meetings I heard about with this employer where people were reduced to tears. The people at this firm were all highly paid professionals and it tore us all apart inside. I cannot fathom how much worse an experience this would be for a person earning an hourly wage. No one below the executive level, with specific insider industry knowledge, should be required to sign a non-compete agreement."

	Even then, to do so after years of employment must come with commensurate compensation. My employer demanded a year of my time post- employment, he should have to pay me for that time if he expects me to sign. Best wishes, Michael"
Owen	"Heather, thank you for holding this open comment period. As a physician , I have never seen it noncompete clauses used for appropriate purposes that would be in keeping with the interests of either patients or physicians. They are used by powerful institutions to harass and bully physicians into staying in hostile work environment with low ability either understand employment law or move to problematic environments. I see no public interest in reducing the ability of physicians to work with patients as they see fit, and absent I compelling argument tin the care of patience for the well-being of physicians, non- competes in medicine function only to allow bullies with expensive legal department to selectively harass physicians who try to step out of line. Doctors have a lot to lose, and its not worth rocking the boat. This leads to less appropriate enforcement actions, less mobility from more hospital environments two more appropriate environments, and the fact that I'm not naming names here should be a pretty good example of how good that system of intimidation on the part of hospital legal can be."
Evan	"I support the proposed non-compete clause rule. Non-compete clauses have become predatory tools used to improperly control employees while distorting the labor market and limiting free and fair competition."
Patrick	"I support eliminating non compete clauses in all employer contracts. It would be fantastic if our government actually acted on behalf of working people for once."
Nevin	"I am strongly in favor of the new rules. No compete clauses are by their nature anti-competition. They depress wages and stifle the formation of new businesses. They serve no useful purpose to the greater society. There other better ways to keep trade secrets and the like."
CI	"I am a specialist physician --out of training for about 6 years with two employers over that span. Both required a non-compete. The first was a regional hospital chain; I would effectively have been unable to practice within a 20 mile radius (in a city that has an 8 month waiting list for my specialty)--given we live in a large city surrounded by very rural areas, leaving this job entailed either a move, a buyout, paying an attorney to fight this claim or in my case transitioning my career to telemedicine. Now the telemedicine job has a non-compete banning me from either practicing telemedicine (of note, I received less than a day's orientation--I have no "secret sauce" or trade secrets to reveal to competitors, just putting my (largely taxpayer funded) pre-existing training to work doing my job over the video vs in-person) ANYWHERE in the US for two years, as well as non-competes with any hospital that is currently a client. I'm savvy enough to recognize these for what they are--largely unenforceable intimidation tactics--but intimidation tactics still work, particularly when I do the calculation of paying an attorney fee as my family's sole breadwinner and going up against much deeper pockets. So, in short, even when these provisions are made in bad faith, even when both sides recognize them for what they are, they still do their "job"--to restrain trade, to put a thumb on

	the scale in favor of those with deeper pockets, and to transform salaries into corporate profits."
Bush	"Please end these clauses. Hospital administration are abusing their power for their benefit but against physicians and public health needs."
Sandra	"Non-compete clauses are nothing more than a tool to control workers. It's just another form of abuse."
Greg	"I support the FTC's rule to ban all non-compete clauses, and support in addition banning broad in scope NDA's that can essentially function as noncompetes in all but name. Noncompetes are unethical to a free market society, as they only function to hinder the worker's right to argue and gain the highest wages for their field of employment, hinders a competitive work field, and disincentivizes companies from making their workplace and the jobs they provide more appealing to keep their workers."
Tina	"Non compete clauses prevent working people from maximizing their potential An employer. Can always keep an employee at their institution if they make work conditions snd salary competitive Non competes allow an employer to operate at below cost per employee compared to local market conditions once an employee has signed a non compete The present format with sweeping non compete clauses should be banned. Non compete agreements should be replaced with non disclosure of trade secrets agreement Non compete should be made illegal as unfair to employees snd restrictive of free market"
Raj	"Dear Sir/Madam: The Non-Compete Clause Rule is very well researched and written. I strongly support the elimination of such clauses since they create a very uneven power imbalance between the employer and the employee. This is especially true when the employer is a large health system/university. They insist on having you agree to a non-compete with the rationale that they are investing in helping you set up a practice. However, even after many years, long after you have more that adequately paid back your 'debt' by working tirelessly for them and building a practice and a program, they will insist that you cannot work for anyone else unless you move out of the region. Individual physicians usually do not have the financial resources or the time to fight such restrictions, and they cannot stop working for a year to get past the restrictive period. Most other employers will hesitate to hire you since they do not want to get into litigation. I would therefore strongly urge you to proceed with eliminating such clauses from employment contracts. Respectfully submitted."
Noreen	"I am completely in favor of forbidding noncompete agreements. Especially in the Apparel I clothing industry . they do not make allow good practices all around."
Charles	"I'm writing in support of the proposed non-compete clause rule. For too long employers have used these clauses to constrain workers' ability to participate in the job market and leverage employment opportunities, negatively impacting their wages, bargaining power, and freedom of movement. This is especially egregious

	with regards to low-wage workers , who often lack adequate worker protections and are more likely to experience discrimination and wage theft at the hands of their employers. This measure is an important step in leveling the playing field."
F	"Please get rid of non compete clause!!!"
Sara	"Non-Compete Clause Rulemaking, Matter No. P201200 Non compete clauses pose undue stress on physicians of hospital systems - essentially barring a change of jobs to all other systems/hospitals. Mt Sinai hospital restricts employment at nearly all the other hospital systems for one year AFTER employment ends regardless of reason. This impacts all aspects of life negatively: family, income, and professional development."
Athena	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge the FTC to reject the MIA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."
Anthony	"I am completely against non compete clauses in all contracts and especially when it comes to physicians . I have seen it prevent doctors from continually caring with the patients that they have been seeing for years and decades prior because that physician chose to go to another job that forced them out of the area that those patients would be comfortable traveling to see that physician. It truly destroys doctor patient relationships. I wish to see non compete clauses rules illegal for all professions as it stifles wage growth and prevents real necessary competition and from a physician standpoint negatively impacts patients when doctors are force to leave them."
Conrad	"For years working Americans have been victimized by corporations and their practices while being aided and abetted by the federal agencies that are supposed to protect the citizenry. Our elected officials and the institutional staff are in place to serve the public interest. On so many fronts government has failed to act in the interest of the public it serves. Regulatory powers already available to agencies are not exercised, and the People have suffered as a consequence. Non-compete clauses end now and should have been ended many years ago. I fully support this rule change. I applaud the agency for proposing this rule and I challenge the FTC

	to vigorously change rules within their authority for the good of the People, since legislators aren't legislating Thank you."
Kristin	"I strongly support this rule change. As a freelance composer-performer I have been adversely affected by non-compete agreements that limit the repetition of concert programs and compositions (operas, music theater) in particular geographic areas over a length of time, which can be up to 5 years! This has made it very difficult to earn a living and to keep those works and programs alive and viable. Changing this rule will help immensely!"
Julian	"I support this."
Troy	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Shlomo	"I am strongly in favor of banning non compete clauses."
Aimee	"I fully support the ban on non-competes!"
Dr	"The need to protect company secrets and intellectual property is valid and necessary. However, the ability for a worker to secure employment is greatly inhibited by restrictive covenants (as they are known in my trades, Dentistry/healthcare) and non-compete clauses. These restrictive covenants/non-competes have no place in healthcare as the trade is solely the secret of the provider administering said services-- ie, patients are attached to their doctor/nurse/PA/dentist/hygienist not their hospital due to their doctors personal ability and skill, none of which is exclusive or tethered to the practice/hospital/office in which they work. It is only fair to allow doctors to provide their services to their patients in the setting (hospital, office, etc) in which they see fit. Doctor's devote years of their life, spend grueling hours working in residency, delay their own lives and family planning in order to pursue this knowledge and ability which is the actual trade secret/intellectual property. I myself, after devoting a decade of my life to advanced education and accruing more than half a million dollars in student loan debt, was more than happy to accept any job offer that gave me the opportunity to earn a living and begin paying down this debt. What I was not prepared for however, was how employers would use the legal system to keep me tied to their company and, should I leave, severely restrict my ability to practice in a specific geographic area. For reference, I live in New York City. A large metropolitan area where doctors and various healthcare professions can practice in a any number of private practices, for profit, non-profit, public, or corporate practices. Although the amount of employers and various positions are available, we are not able to freely move from one practice to another due to these restrictive covenants/non-competes. As an example, I will upload two separate clauses in two real life contracts for employers whom I worked for. The restrictive covenants outlined in these contracts are egregious, one spanned 30 blocks south and 30 blocks north of the practice and extended from the east river through the entirety of central park for a term of two years -- and in addition to this ludicrous restricted

	<p>area, there was another clause that added that should the employer open a new office during my time of employment I would be restricted from working anywhere within a 1 mile radius of this new practice (despite it not existing at the time of my initial employment agreement). To further add insult to injury, these contracts have assignability clauses so that, if said employer with whom I agreed to work with decides to sell or dies, these restrictive covenants are assignable to their new owner without my need to consent. Often times I hear the argument from large lobbying groups and corporations that the onus is on the individual employee to read through these contracts and then decline any employer in which they feel these terms are too stringent. A claim which I find laughable, after years of missed income in exchange for training, accruing hundreds of thousands of dollars in debt to attain said education which is the intellectual property that attracts "customers" (patients), I know also have to shell out thousands of dollars to hire an attorney to parse through a contract and try to amend these non-competes-- I myself paid \$3000 in attorney fees to have one contract reviewed and edited and in the end acquiesced to a restrictive covenant that spanned 15 blocks north and south (which covers three separate neighborhoods and 2 hospitals). How, in any capacity, can this be deemed just? Large corporations who invest in research and create products should and have every right to protect their intellectual property. On the most basic level, healthcare professionals and the knowledge that they accrued on their own time and on their own dime are the intellectual property and therefore should not be subject to non-competes. At it's most just and highest level of argument, non-competes should not be permitted in contracts for healthcare professionals so that patients can be best served-- patients should be the right to follow their doctor with whom they trust and have established a relationship with regardless of whether it is down the street or to a new zip code. Attachments RC3 RC 2"</p>
R	"Having to move states everytime we want to or need to change jobs is a huge financial and social burden. It protects corporations and traps employees in vulnerable positions. Please get rid of do not competes."
Andrew	"Non-Compete rules are a form of anti competition which hurts individuals. Please ban Non-compete clauses against workers."
Brian	"The only purpose of non-compete clauses is monopolization and greed. There is zero societal benefit except for the 1% and they cause massive destruction of the middle class. Make them illegal. They are the opposite of free market. They are oppression."
Jared	"Non-compete is absurd. If a company can freely fire an employee without reason, then the employee should be able to work anywhere they want. This non-compete also caps the salary of the worker since they cannot bring the experience they gained to a different company."
Renaye	"The non compete clause is an unfair burden on employees. We personally have to move cities/states to change jobs. This is not a reasonable burden."

Wally	"I am an MD that has been directly affected by noncompetes. I have no ability to practice within 60 miles of where I live, as my noncompete is not bound by mileage, but by competing health systems, which have monopolized medical care in Long Island and New York. I have no authority to leave my employer unless I move my entire family out of state."
Breda	"I support the proposed rule to abolish Non-Compete clauses from employment contracts."
Lisa	"I want to voice my complete support for this rule. Non-compete clauses interfere with people's ability to make a living in the field of their choice by forcing them to either stay put in a job that doesn't suit them, or to find other work when leaving that job. It is forcing labor."
Michael	"I believe non-compete clauses are a parasite to the worker and only serve to limit their freedom."
Jonathan	"forbidding noncompete agreements would be a great step in the right direction!"
Patrick	"Noncompetes exacerbate clinician shortages and access to care, as physicians are forced to decide between cutting back clinically or leaving the workforce vs. staying at jobs that are not a good fit. Noncompetes help employers evade market forces that would necessitate change and take leverage away from clinicians. They make it difficult to speak out about patient care issues, unfair or unsafe working conditions, etc, without worrying about having to relocate if fired. A single physician leaving a hospital to practice elsewhere in the same city does not significantly hurt a system financially. If many physicians leave the same institution simultaneously, this indicates a bigger issue with the employer that needs to be addressed. The current FTC proposal wording doesn't apply to nonprofit hospitals & needs to be modified to include all hospital systems. Given most US hospital systems are 'nonprofit' (despite the same business model as for profits), this will hurt independent physicians and for-profit hospitals. It will also fail to eliminate noncompetes for most physicians who currently have them."
Mauro	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I've personally had to deal with noncompetes in the software industry and fully understand it's negative impact. I've only been so lucky that companies rarely enforce noncompetes but holding this choke hold over workers is unethical. Thank you for your work, and please issue a final rule that bans noncompete agreements."
J	"Non-Compete clauses are being used to essentially hold employees hostage. In order for my husband to change jobs (anesthesia), we would have to relocate our entire family and I would have to give up my own job. There is no issue of trade secrets and no issue of taking patients with him. The non- complete simply allows

	the hospital to be exempt from the normal supply and demand economics that prevent exploitation."
Sarah	"This is such important legislation for Physicians ."
Eric	"Non-compete agreements restrict employees from working for competitors of their current employer for a certain period of time after leaving their job. While they are intended to protect employers' trade secrets and competitive advantages, they can also stifle employees' ability to find work and innovate in their field. The FCC's proposal to ban non-compete clauses for employees promotes fair competition, innovation, and employee mobility. Non-compete agreements limit employees' ability to move freely between jobs, reducing their bargaining power and economic opportunities. They can also prevent employees from sharing knowledge and expertise, inhibiting innovation. Additionally, non-compete agreements can be unfair to employees, particularly those in lower-paying jobs who may not have the resources to fight back against their employers. By prohibiting non-compete agreements, the FCC can help ensure that workers are not unfairly restricted in their career paths, encouraging entrepreneurship and innovation, and creating a more competitive and fair marketplace. As such, I strongly support the proposed rule change and urge the FCC to implement it as soon as possible."
Katie	"Please do not exclude physicians Please do away with the salary cap"
Himanshu	"I support it."
Akhil	"This is a welcome step. All non compete causes should be illegal. Especially in medicine where they promote monopolies and exploitation of patients and doctors by big healthcare corporations"
Purvi	"Non- compete fornn B physician should be illegal. Often times the sole breadwinner for their family. If they lose their position at one facility often times that includes leaving their home, uprooting their family and having to move to a new city to get employment. This causes a significant amount of stress for family harmony. If there is a spouse involved, they often times will also have to look for new employment and then you city just because a certain job or position does not work out at one hospital does not mean that the physician cannot practice in that city at a different hospital. Making physicians that are respected in the community who have a large patient population move for political issues at work, or for compensation, less than what is being offered somewhere else should not be allowed."
Jisoo	"Banning non-compete would be a huge win for workers and consumers."
Susan	"Noncompetes should be prohibited except in rare cases of actionable trade secrets. Any noncompete legally permitted should require full salary and benefits for as long as the noncompete is in force."

Conor	"I support the proposition to ban non-competes. I am a physician and see how non-competes have come to dictate the contracts and employment options of my colleagues in New York State."
Gary	"Non-compete rule should involve physician . Currently they are most explored labor force in USA. It's resulting in unsafe patient care practices, predatory profit off physicians work, bum out of physicians, resulting in unequal healthcare access. This specifically affecting international physician who have to stuck at a place for visa reasons and exploited to the core by profit as well as non profit hospital systems. Non compete should be uniform and equal for every individual."
F	"I'm writing today in support of your effort to ban nonconnpete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetcs suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I myself have been impacted due to at will employment which allows my employer to fire me at anytime and I still wouldn't be able to work in the industry immediately due to my non compete. That means I would have to find a job in another industry that I have no experience in or wait a year fully unemployed. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Nathaniel	"This would be a game changer. I thought we live in a free market. Need that. Sincerely - Hospital physician who can't practice in a 20 mile radius because of a stupid non compete. I'm saving lives. Not holding trade secrets. Insane."
Parth	"Absolutely ridiculous that it is only applying to physicians , why the discrimination? Why doesn't it have to apply to any other providers? If you can't see that giving independent practice rights to other providers (Physician Assistants and NPs) and then making laws that specifically target phycisians is discrimination, 'hats a huge problem."
Rajesh C	"About time this horrible issue is tackled. With powerful hospital lobbies, it's impossible for an individual physician to survive in the community with this useless non-compete rules / laws. It does no body any good. Makes life miserable for the doctor and the patients alike."
Macario	"This will be beneficial to the working class. Businesses should no longer be able to benefit from binding their employees to a non-compete clause. It's wrong, and exploitative. People over profit. The benefits far outweigh the concerns."
Manoj	"Dear Sir, I sold my employee benefits consulting firm (insurance agency - Paul Global Benefits, Inc.) in Sept, 2020 to a private equity owned company World Insurance Associates, LLC. The sale was initiated by a consultant who teamed up with a lawyer to help sell my company. The consultant insisted that I use his partner law firm, with a logic that they have extensive experience in M&A activity."

	<p>That, this law firm will help negotiate better terms for me. They teamed up to aggressively push me to sign the purchase agreement and non-compete, not realizing that they wrote me out of the business if I ever quit. First, I have a five year non-compete, plus, two-years non-solicitation after my non-compete. If I leave after five years, I will have one additional year of non-compete, plus two years of non- solicitation. This effectively has written me out of the business if I want to quit, and start all over."</p>
Matt	<p>"I fully support banning of non-compete agreements. As a lifelong worker in the technology industry, a non-compete is disastrous as it can prevent me from supporting my family if my only employment options are considered "competitive" with previous employers."</p>
Isabella	<p>"Noncompetes, "trade secret" s, default company ownership of IP developed by an employee (even during their off hours), and other anti-competitive measures are a blight upon society. I wholeheartedly endorse abolishing noncompetes completely, even though they're typically already solidly unentbrceable. I would also fully support the abolition of the other aforementioned conditions."</p>
Arlene	<p>"I wholeheartedly agree with this rule. It would make me feel more comfortable and more confident and changing jobs. As a medical professional, I've been I wholeheartedly agree with this rule. It would make me feel more comfortable and more confident and changing jobs. As a medical professional, I've been scared of restrictive covenants. even change the contract on me. But thank you for thinking of us."</p>
Richard	<p>""No" to non-competes"</p>
Daniel	<p>"Dear FTC, I am writing to express my support for the proposed ban on non-compete clauses. These clauses are anticompetitive and harm both workers and the economy. Non- compete agreements unfairly restrict a worker's ability to find new employment opportunities and earn a living in their chosen field. These clauses also limit innovation and competition by preventing workers from sharing their skills and knowledge with other companies. This can ultimately hurt consumers by limiting their choices and driving up prices. Moreover, there's an asymmetry in the power dynamics between worker and employee that can lead to a lack of bargaining power for workers, particularly in industries where there are few job opportunities or a limited number of employers. Non-compete clauses further exacerbate this power imbalance by restricting workers' mobility and ability to negotiate better terms of employment. This can result in lower wages and fewer benefits for workers, as well as reduced innovation and competition in the marketplace. By banning non-compete agreements, the FTC can help level the playing field for workers and encourage a more competitive and fair job market. By banning non-compete agreements, we can promote competition, innovation, and economic growth while protecting the rights and opportunities of workers. I urge the FTC to move forward with this important proposal. Thank you for your consideration."</p>

Joseph	"I strongly SUPPORT the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes ultimately building a stronger economy for everyone."
Chau	"Non-compete clauses are immoral and unethical."
Matthew	"I support prohibiting non compete agreements. I had to sign one in order to work for an apple retail store . This agreement preventing me from joining a start up team and learning how to develop iPhone applications. Looking back I'm sure the agreement was probably not that strong. But the threat of litigation from one of the biggest tech companies in the world was too much for the entrepreneurs that wanted to hire me."
Matthew	"This is a much-needed rule to enhance state-level efforts. Confidentiality can be maintained without the need for restrictive non-competes"
Brian	"I am strongly against Non-compete agreements. As a physician , I currently work under a very restrictive RC that essentially would require that I uproot my family to find a new job. It dos no thing but incentivize larger corporations or hospitals to treat their physician employees unfairly with no recourse on behalf of the employees. At worst, it potentially restrict the quality of healthcare available to people by forcing someone to leave a community to escape a predatory work environment. There is no way in reality that a single person can negatively impact the bottom line of a larger entity enough to justify such draconian laws. They should be made illegal immediately."
William	"I have been an attorney for more than fifty years and have regularly dealt with non-compete clauses. In my experience the inclusion of non-compete clauses, even when they are obviously unenforceable prevents employers from hiring talented and qualified people because they do not want their competitors challenging their unenforceable non-compete clauses. So, in my experience the primary purpose of non-compete clauses and the observance of those clauses is to prevent a challenge to their own non-competes. Also, no company I have ever dealt with has been prepared to reimburse the hire if his/her challenge to a non-compete is successful and very few employees have the financial wherewithal to bring an action challenging a non-compete. Even if the hire wanted to challenge the non-compete, by the time the case would be heard, the non-compete period is likely to have expired. Finally, companies often confuse non-competes and confidentiality clauses. they are different and should be treated differently."
Naomi	"As a physician, I would say that it is high time that the issue of non-compete clauses was addressed. I support the proposed FTC Non-Compete Clause Rule."

Christopher	<p>"I urge the members of the FTC to eliminate no-compete clauses from employment contracts. Non-compete clauses clearly and unfairly limit people's ability to seek the best employment opportunities for them. In the land of the free, freedom should include the right to work for whom they please. Why should private companies have the power to limit this freedom, especially when many employees do not have trade secrets?"</p>
Judi	<p>"As a woman who has worked in information technology for 40 years, I can confirm that, as you rightly observe, non-compete clauses are a very effective means of depressing wages and restricting labor mobility. These effects are felt across the entire labor force, not just by employees but by consultants and contractors also. Please note also that the lack of labor mobility resulting from non-compete clauses makes it materially more difficult the employees to escape harassment or bullying on the job. I have experienced all of these impacts at almost every one of the half-dozen employers I have worked for. I would suggest one adjustment to the language in the proposed rule: allowing an employer to prevent workers from <i>*seeking*</i> employment <i>*prior*</i> to the conclusion of the worker's employment with that employer, is almost as chilling as the current situation. In my experience, non-compete clauses are exploitative and coercive at all times, so I would suggest that the language be adjusted to allow workers to seek new work even while employed. Thank you for seeking to make this change."</p>
Alexander	<p>"There are 2 examples below. Another example: I am writing to express my strong opposition to the American Hospital Association's (AMA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely. A concerned physician."</p>
Joseph	<p>"Banning a No Trade Clause is the best thing we can do. It will only drive competition for the work force and create a better environment for the employees. Companies will finally have to treat their workers the way they treat their C Suite employees."</p>

Elizabeth	<p>"I didn't realize the extent of the problem with non-compete clauses until a relative asked me to review his non-compete after his job was eliminated due to a downsizing. The small real estate company that he worked for in North Carolina, made him sign a non compete after he had already begun his job at the company. They gave him no additional compensation and no choice but to sign the agreement. Furthermore, when he was let go after only one year at the company they would not release his severance pay unless he signed a contract re-affirming that the non compete was in full force for one year after the termination of employment. His job wasn't specialized or in a field where there was any type of technical or proprietary information that he would take to another company. I believe this sort of clause is very detrimental to employees who need to find a new job. My relative, who is a well educated, mature employee still was considering contacting an attorney in the face of his non compete clauses and was very concerned about litigating such a clause for a small amount of money. He asked his employer to eliminate the non compete clause and the employer would not. Having to involve attorneys in the negotiation process for non compete clauses that are often in a contract even though they are unenforceable under state law is a burden on the ordinary employee. Therefore, I agree with the FTC's proposed rule."</p>
Jacob	<p>"Love it, absolutely love it! Companies should not have the legal right to forbid former employees from taking other jobs in their industry. How are they supposed to make more money for themselves and their families?! All their experience is based on their chosen industry. I applaud you Lina Khan and the rest of you at the FTC for spearheading this. Noncompetes are simply tools to protect corporations without any regard for the little guy or gal. You have my full support!"</p>
D	<p>"Dear Members of the Federal Trade Commission, I am writing to express my strong support for the proposed rule to ban non-compete clauses. As a physician, I know firsthand the negative impact that non-competes have on the healthcare industry, and I believe this rule is a necessary step towards creating a fairer, more competitive healthcare system. Non-compete clauses are a major impediment to healthy competition in the healthcare industry. By preventing physicians from working for multiple employers in the same geographic area, non-competes create a monopoly-like environment that limits competition and puts physicians at a disadvantage when negotiating their contracts. This inevitably leads to lower wages and fewer benefits, which in turn harms both physicians and their patients. Non-compete clauses also give employers unfair leverage during contract negotiations. In many cases, employers use the threat of non-competes to coerce physicians into signing unfavorable contracts. This is especially true for younger physicians, who may not be aware of their rights or lack the bargaining power to negotiate a better deal. Non-competes also result in the mandatory relocation of physician families. Because physicians are not allowed to work in the same geographic area, they are often forced to move to a different city or state in order to find employment. This can be a traumatic experience for families, and it also disrupts continuity of care for patients, who may have to find a new physician if their current one moves away. Finally, non-competes limit patient access to specialty care. By preventing physicians from working for multiple employers, non-competes reduce the number of providers available in a given area. This can make</p>

	it difficult for patients to find a specialist or receive the care they need in a timely manner. For all of these reasons, I believe the proposed rule to ban non-compete clauses is a necessary and important step towards creating a fairer, more competitive healthcare system. I urge the Federal Trade Commission to pass this rule as soon as possible."
Jennifer	"I strongly support eliminating non-competes. I am a physician and this limits job opportunities and can be incredibly restrictive."
John	"Could not agree more. I am in sales and went from working as an employee to being a 1099 rep for another competitor. I am not allowed into any of my old employers customers, even if I wasn't their rep when I was with them. It has hurt my new business terribly, to the point where I am not sure I can survive. I have time invested and money invested in those old relationships, just the same as my old employer does. I should be able to use that to my advantage, especially since I am the little guy and they are a multi-billion dollar company."
Nader	"Non-compete agreements can be extremely restrictive and unfair, limiting an individual's ability to work in their chosen field and earn a living for an extended period. These agreements can be particularly egregious when they are used to prevent low-wage workers or employees in non-managerial positions from finding employment elsewhere. It's time for employers to reassess the necessity and fairness of these agreements, and for lawmakers to enact legislation that protects workers' rights to pursue their chosen careers without unreasonable restrictions."
SHEILA	"I as a primary care physician rurally trained am in support of this measure to ban non compete clauses as my prior contract prevents me from working in critical access rural community for a minimum of 2 years. Removing non competes allows physicians the option to continue to work in areas where physicians have an established name and can serve the community directly faster."
Luis	"This is very discriminatory and should end ASAP! Employers are unfairly preventing individuals to go out on the market and get fair compensation to provide better living conditions to their families while they continue to do better at the expense of the hard working individuals!"
Mary Ann	"I am a CRNA, Certified Registered Nurse Anesthetist , practicing in New York State. I work under a contract with my corporate employer, the Anesthesia Group of Albany, that has a one year noncompete clause after I leave their employment. I cannot work in any of the facilities that they have had contracts in during the last year. My employer recently contracted in size leaving 2 hospitals in the last year. So if I was to give my 6 months notice to leave say 6/1/23, I could not work in those 2 hospitals until after 6/1/24. This is very unfair as there are significant CRN needs in hospitals and would mean I would have to travel outside my living area, perhaps over an hour versus 20 minutes from my home. I welcome the proposed change to eliminate noncompete clauses to make work more available. In my profession, I'm delivering anesthesia, it's not like I'm working for a profit oriented business."

Stacy	"I strongly support the FTC's proposed rule banning non-compete clauses. They hurt people from growing- in economic strength and ideas (entrepreneurs). No company- even fast food places, should have a right to hold people back. Make the rules strong and enforceable- please."
Zachary	"End all noncompete clauses immediately"
Najeeb	"In markets there is no need for non-compete clause especially those who have no trade secrets. E.g. physicians. Let the employer keep their employees happy with work-life balance and not burn them out."
Najeeb	"I am a physician practicing in Upstate NY. Non-compete clause is oppressive which obstructs the rights of physicians as employee. On other hand, a hospital can construct their extension whenever they want. In smaller communities, physician can't exercise their right to dissociate from a hospital and move to another organization. There can be a lot of reasons for physicians to move away from a hospital; one of them being non-conducive environment to provide compassionate clinical care or indolent discrimination. I strongly support the motion to end non-compete clause. Employers should work hard to keep their health-care providers happy and save them from bum-out and cut down admin bonuses."
Steven	"I am a practicing physician and sincerely hope that the FTC supports the REPEAL/ELIMINATION of non- compete clauses in ALL contracts. The intention of a business to require a non-compete in any contracts is to solely restrain/restrict trade. It has ZERO benefit to the consumer of any product, or service when one looks at the non-competes intention. It RESTRICTS an individuals ability to provide services to the public, not because that individual cannot, or will not deliver said service, but it restricted from providing that service ONLY because it would be to the detriment of the corportation/business. A restrictive covenant/non-compete rule in and of itself does not provide a benefit to the consumer, but inherently becomes a control mechanism in that the company now can inherently control a market, not directly, but indirectly through the restriction of its present as well as future employees. That is restriction of services and therefore the consumers "free choice" to chose said service."
Kelsey	"Please make sure medical and hospital jobs are included in the non compete clause rule! Thank you so much!"
Keith	"Non compete clauses are unfair for medical providers . There is little individual art to their work and they could be replaced if they chose to leave. The clauses should be banned as they only serve to prevent employees from being able to negotiate contract extensions effectively after the initial contract is signed."
Sandy	"Regarding Part ILA, these clauses should never apply to hourly wage / non professional staff workers such as sandwich makers, warehouse workers, security guards etc.whose qualifications already constrain their choices of employment and unfairly prevent them from finding comparable or better employment in the same

	<p>field. As a member of the professional staff / administrative team for my last employer, I had other professional options and would have been utterly unable to move to another company had a non-compete clause been in place. My job did not involve developing proprietary material for my employer that could potentially be compromised if I worked for a competitor, and it would be completely unrealistic to expect me to change careers and acquire new skill sets for a period of years so that my employer could dissuade me from leaving Training costs-- along with the costs of advertising, hiring, benefits administration, etc. -- are the standard "cost of doing business" and should serve as an incentive for the employer to 1. hire carefully and not rely on a TRA or non-complete cause to hold the staff person hostage, and, 2. to treat the person they ultimately hire as an asset and in a way that ensures they are satisfied and want to stay on. Non-compete clauses -- while potentially relevant in areas of proprietary research -- allow the employer to unfairly retain staff whose departure won't have a comparable impact on the company, and provide an unfair advantage in the marketplace by not permitting other businesses with the same staffing needs to access the true pool of talent that exists to meet their needs. Please pay particular attention in this regulation to its impact on hair stylists. While stylists at a salon may offer the same schedule of services, the artistry of the individual stylist in providing those services is what creates their base of loyal clients. When a stylist leaves a salon, it is impossible to find out from the salon owner where the stylist has gone; perhaps word-of-mouth on social media is a way around this now, but stylists are not interchangeable and the prior employer should not prevent customers from locating the service provider who best meets their needs, plus those stylists should not be held hostage in a work environment by the fear of losing contact with their means of support, their client list."</p>
Elise	<p>"Dear Federal Trade Commission, Physicians, and medical providers generally, should not be excluded from the proposed Non-Compete Clause Rule. Such an exclusion would interfere with continuity of care among patients choosing to stay with their physician or create undue hardships for them to access their care, especially in rural and underserved areas. This is further aggravated by the recent practice of large medical centers and hospitals acquiring practices and clinic over large geographical regions, so that even in urban areas, a physician would be forced to relocate an unreasonably far distance to avoid "competing" with his former employer."</p>
Kurt	<p>"There is no justifiable reason for non-compete restrictions on employees below the most senior, product design and research, marketing strategy or policy-formulating levels of businesses. Hourly and skilled employees who can be considered as technicians or service providers must retain the right to seek alternative employment when they leave their prior employer, for whatever the reason for their separation. It is anti-competitive and discriminatory for past employers to seek to control the futures and success of employees. I support the finalization of the proposed rule and its application to as many employees and categories of employment as possible."</p>

Tom	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 I strongly support the FTC moving forward on this, with expediency. Non-compete clauses are monopolistic, based on greed and fear and rob the American worker of prosperity. They run counter to the American entrepreneurial spirit and work against a free market economy. They can allow one company /firm, whether effective or ineffective, to dominate a market, especially in remote areas where workers have fewer employment options. Non- compete clauses also can severely limit consumer choice in rural areas, especially in the health care field. Another health practitioner may be more skilled, able to provide a better service or more cost effective services, but be blocked from serving their community due to another business trying to unfairly control the market. This is predatory in nature and nothing but a microcosm of the Standard Oil monopoly days. For the worker and their families, being forced to relocate for employment due to a non-compete cause places an undue financial, emotional and social burden on them while concurrently supporting the economic prosperity a fonner employer. Workers may be forced to stay in an unsatisfactory work environment for fear of unemployment/ underemployment/ loss of income/ expense of re- training for a different field of work in order to stay in their home community. Children may be uprooted from their friends and school districts, families may have to take a loss on the sale of their home or move away from family- perhaps family they are caring for (elder care). All of this for what? For the greed of a company. An argument could be made that forcing someone to sign a non-compete clause as a condition of employment is a form of discrimination. Removing this unfair, predatory, and un-American practice will enable people to continue to seek out their best prosperity and support the ideal of a free market economy. Thankyou for your time and consideration and for spearheading this effort to protect the American worker from these unfair practices Kind regards, An American worker"</p>
Jose	<p>"As an anesthesia provider in a small community the non-compete clause prevents me from giving access to invaluable diagnostic and surgical services for patients who live just down the road from me. It also makes me feel as if my employer owns my labor. I ought to be able to work for and with whomever I choose to."</p>
Josiah	<p>"Under the "at-will" employment doctrine, an employer has no right to make employment conditional on non-competition. Outlawing all non-compete agreements will better reflect free market, small government principles."</p>
Ewan	<p>"As an employee and resident of Upstate New York, I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone."</p>

John	"I think this proposal is a good way to increase the quality of life of the average working American. People work so hard to bring success to their employers so its only fair that employers not be allowed to restrict workers from seeking other job opportunities."
Carlos	"I'm a physician in NYC and non compete rules here are killing our business Have been hurting my practice And I cannot practice in the areas I would like to work"
Wesley	"Ending non-compete agreements is one of the most important things that the government can do to allow individuals to work in a free and safe work environment. Additionally, it is essential that the protections for workers include those in the medical industry, including doctors, nurses, and other providers. Many hospital systems have developed into massive conglomerates through mergers and acquisitions, and when they enforce non-compete agreements with workers, they force physicians and others to move entire states away to take new jobs. American hospital systems should not be allowed to carve out a special exemption to allow themselves to mistreat those in medical professions while other Americans are protected."
BettyJean	"As the parent of a small business owner, I can attest to the impact the non compete rule has had on my daughter's career. She worked for two years for a doggie day care facility, owned by a Veterinarian Group and unfortunately, signed a NPRM. The terms included no competition for TWO years, including day care and dog training. Leaving a very difficult employer and wanting to resume her own small business became impossible. It's absurd that a large veterinary practice, which is very profitable, has been able to prevent her from making a living. Her business would not harm theirs by any stretch of the imagination. There are no trade secrets involved and there are more than enough clients to be had by both. The non-compete clause does not encourage women and small business owners to succeed. It only restricts and discouraged them from trying. I speak in favor of the new rule eliminating the non- compete clause."
Nicholas	"While I have not been subject to a strict non-compete clause in my work, I am aware of friends and family who have been. These types of clauses have caused them tremendous hardship. They have had to move to different states just to have the opportunity of changing jobs. One of them was a doctor who have spent decades paying for training personally and did not want to leave the medical profession just because he didn't like the practice he was in. Thus, we was require by his non-compete clause to leave the state just to change jobs. It seems unlikely he was privy to any special knowledge or skills of his practice that would make it unfair for him to move practices in the same state. It seems more likely that the practice did this to prevent him form finding a better paying job and to keep their wages down. This is a huge burden on people to freely leave bad or underpaying employers and take their skills somewhere else. I support the non-complete clause rule the FTC is proposing."
Emily	"As a young physician who hopes to work for a non profit hospital, I am depending on congress to protect my ability to charge jobs. Physicians have high

	suicide rates, often due to toxic work environments. We should be able to leave our job and go somewhere better without having to uproot our entire lives if our job is miserable. We put our lives on the line to protect the country during COVID. Please protect us from being stuck in a miserable work situation."
Randi	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Alexandra	"As a physician , non compete clauses only help administrators make money at the expense of patients and patient care. Non compete clauses should be banned completely!"
Rhianna	"Yes non-competes should be banned! When an employer can hire/fire you at will but you cannot leave for better circumstances that amounts to indentured servitude. It is a blatant way to suppress employees because having to uproot your family to find another job is not feasible in many instances so it leaves employees with no choice but to continue to be held hostage to provide for themselves and their families"
Joseph	"Hi, non-compete clauses should be banned, including for healthcare workers. In many cases this will force an employee to move if they want to change jobs, which means that they will have very little leverage when negotiating with their employer."
Thomas	"I am opposed to the use of non-compete agreements, particularly in the healthcare field where the welfare and free choice of patients is of paramount concern. The same principle applies across the economy."
A	"I support the ban on noncompete clauses. Specifically for physicians . A non compete clause for a physician, where the large conglomerate healthcare systems, would make it impossible in many cases to find employment without moving. Physicians can not change specialty and many healthcare systems have multiple locations through the state. This limits employment for physicians seeking a job as they would fear a non compete clause from a healthcare system and also hinders the physician who already works for the healthcare system as they may not find employment opportunities near their home if they leave the healthcare system."
Cathy	"Hard-working American citizens who earn modest wages should not be subject to non-compete clauses. It doesn't even make sense and I could enumerate reasons why, but I think the FTC understands them well already. I'll mention a side issue: when people have to drive hours out of their way to work, burning gas, it's not just a personal inconvenience, it's an environmental issue too. Please fix this. It's tyranny,"
j	"are you kidding me, i didnt know this even existed, just another way to keep people down"
J	"To speak informally I strongly support this and it would be incredibly beneficial to workers across the board. With that stated I think that it should be sure to not

	exclude any particular professions or groups. In particular, physicians should be included as well as the vast majority of them are simple employees working under larger hospital and medical systems. This proposal would help support the growth of small businesses and give common workers greater stakes in their productivity. Please try to push for this to be passed to the best of your ability."
L	"As a freelance voice over actor this would be wonderful. Jobs can be very low paying and companies can try to sneak in a non-compete for recording for another similar brand or company. It's ridiculous."
M	"As a physician , I have to comment on unfair noncompete clauses that tie us into contracts and make it difficult to leave jobs that are geared towards making money for the hospital system and not helping people like we want. I have heard of colleagues stuck in noncompete contracts that deny them the ability to seek mother job in the entire STATE. These noncompete clauses are arbitrary, inhumane, and manipulative. I urge you to remove noncompete clauses and allow physicians to function as people who can actually help patients, and not be attached to a certain hospital system with a ball and chain."
R.	"I am in favor of eliminating non-compete clauses. They do not allow fair competition between employers to offer the best work environments for the most suitable employees. They hand-cuff employees into jobs they may not like (and therefore put in the minimum hours and effort). I thought business-owners and capitalists believe in a "free market". Non-compete clauses are antithetical to free market theories."
Milena	"I wholeheartedly support ending non-compete clauses. Employees should have free choice over when to leave their employer and where to go afterwards. It is an unfair restriction of employee rights to limit the location or industry they are able to work in. Stifling competition is not good for any of us."
Ashraf	"This should be removed causing major problem to doctors as hospitals blackmail then on this clause."
Jatan	"It is absolutely essential to include physicians and non profit hospitals in their final draft!"
Adam	"Please ban non-compete clauses for ALL WORKERS. I have decades of experience in the fast-paced technology industry , where non-competes stop veteran AND lower-paid emerging talent from being reallocated to the winning products, services and companies that drive America's economy, competitiveness and tax base. America wins from faster innovation and when it attracts the best talent from around the world. thank you, Adam Sah former senior engineer, Google author of 25 patents in internetworking, databases, digital imaging and healthcare"
Keith	"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. And yet, because of the time the employee

	<p>has been involved in that industry, that's undoubtedly the kind of work/ industry/ practices the employee knows best. While I acknowledge that for employees at the TOP of the food chain (Presidents, Vice Presidents, Executive Vice Presidents, Managing Directors, and Directors) if the employee was covered by a CONTRACT, such non-compete stipulations included in the contract should be acceptable. The person taking the position has the opportunity to accept or reject the position because of that element in the contract. But if anyone else who is hired / employed on an "at will" basis, there is no place in our economy or in the American philosophy that says a former employer has any claims to what you are doing, or where you are working once you have left their employ. I strongly approve the FTC's proposed rule to ban non-complete clauses."</p>
peter	<p>"Hello - Thank you so much for hopefully making non-competes illegal to enforce. I am in sales and had to sign a non compete as a requirement for the company I've worked for, the past 14 years. They were a great company to work for, until they weren't. I'm 64 and trapped, as I'd need to take 12 months off or work outside my industry for that time period, which would be a financially hurtful to me and my family. I'm one of at least 5 sales people in my company in the same predicament. Eliminating non competes is the right thing to do. You'd be freeing up millions of people to better their lives. We're rooting for you!"</p>
Amy	<p>"Non-competes are hurting local communities that need more, not less, doctors for health care."</p>
Ahmed	<p>"As a physician planning to relocate to Florida my contract has a noncompete clause with geographical restrictions (30 miles for 2 years). That essentially means that if things do not work out I would have to leave the city. Given this predicament I am wary of purchasing a home. Furthermore this affects patient care who may rely on certain local physicians expertise who cannot practice locally after leaving the institution due to noncompete clauses essentially running them out of town."</p>
Idoko	<p>"I am a resident of Long Island, New York working remotely for a global Contract Research Organization (CRO) as a Medical Director. My sentiments are strongly in favor of the proposed rule by the FTC to ban non-compete clauses. What I have with my current employer is not even a contract but an offer letter that shouldn't be legally binding. Yet, I was essentially compelled to sign a non-compete agreement as a condition for getting the job. My objections to the non-compete clause that CROs, such as the one I work for, put into these offer letters is the extreme restrictions it places on employees in this industry. Given the global nature of the operations of these CROs, the implication of the non-compete clause is that you can't work to make a living in any part of the US or the world for 6 months to 1 year. This is absolutely absurd and impinging on one's fundamental human rights to exist! It creates extreme hardship, makes it almost impossible to find another job in the industry and could potentially create discord within a family unit. This is the scenario I face in that I am the breadwinner/sole income earner in my family. So, you have companies creating geographical restrictions that are unnecessary since their sole aim is to make sure you don't leave the company for any other that could pay you a better salary. Most of us that are made to sign</p>

	<p>these restrictions on our offer letters (they all do not even offer contracts of employments with better terms), do not even have any access to the so called trade secrets that they claim to be protecting. The experiences we bring to bear on our jobs are experiences we already possessed before joining the company and which are adaptable to any job of that kind in the industry. In other words, they gain more from us than we do from them. The softwares we use for work basically work on the same principles. So, what exactly are CROs protecting that pushes them to want to restrict one's ability to make a living and feed his/her family? To conclude, the benefits to workers in the CRO, biopharmaceutical and biotechnology sector in ending the non-compete clause will be quite immense as it will allow for fluidity of skills, prevent untold hardship upon families (re: income, children's schooling, logistics of commuting to work, etc), and allow for more meaningful and sustained contributions to the communities where an employee is currently domiciled. Transferring skills thousands of miles across borders (which is even impossible under a particular non-compete with a company that is global and without specification on the geographical areas that you cannot work in), is quite disruptive, unnecessary and lacking any merit. A non-compete clause is a violation of an individual rights to be domiciled where he/she chooses and ability to work for whom he/she chooses. There are enough laws protecting confidentiality of information and trade secrets without violating individual fundamental human rights and compelling people to sign non competes just to be able to get a job to earn a living. Thank you for taking the time to read through this and I hope the FTC's efforts to do away with the non-compete clause in offer letters and employment contract sails through."</p>
Roopal	<p>"As a physician, I have had to make the difficult choice of declining job offers in remote areas due to egregious non-compete clauses-- meaning, if I ever decided or needed to leave the potential employer, I would have to sell my house and uproot my family in order to find alternate employment. This prevented me from accepting positions in underserved areas. My current employer, located in an urban/suburban region, is utilizing a non-compete clause to decrease my compensation, knowing that it will be nearly impossible to stay employed in my field of practice if I do not accept. Competing companies have stated that they are ready to hire me if I can "work on my noncompete." Thus, my employer has effectively prevented its competition from acquiring an experienced, skilled physician employee."</p>
C	<p>"I am a physician and healthcare administrator in analytics and digital health. Non competes have had a chilling effect on both ends of my career. I do understand that there could be 'proprietary information in other industries but in healthcare we're all working from the same knowledge base and working out of the same EHRs and analytics software tools. We already sign NDAs and intellectual property agreements in case we discover or invent anything. But barring where I work for two years makes me decide between progressing in my career and my salary as would be commensurate with my experience OR uprooting my family OR spending many hours commuting to a farther job. Either way even if I get paid more I still lose. This is un American and unconstitutional. You should keep in mind that in an industry so heavily consolidated many medical groups are now owned</p>

	<p>by bigger hospitals or payers or publicly traded companies or investor groups. So essentially everyone around you is a competitor of your current employer or is also part of your current employer. You either don't want to or cannot work for them when you decide it's time to leave. For someone like me who has a variety of clinical management skills I can always be told that someone is a competitor whether it's a clinical job, a startup, a payer. Different companies are doing aspects of work I've done. At the same time when I've negotiated contracts I must admit I'm in a better negotiation position than most workers. And still the best I can do is either negotiate down the number of miles radius OR receive a vague non legally binding reassurance that it's not really me they're after with these non competes. That I shouldn't worry. If that's the case then the small number of worrisome cases where trade secrets are stolen or shared should be taken to court. There are already protections for that. Those don't keep wages down or add costs to most workers. Thank for for this proposal."</p>
Jon	<p>"Please make sure ALL physicians are included in this policy. Many physicians are hospital-based and don't carry a patient panels. We take care of patients admitted to the hospital and in the hospital only. There is literally zero risk to the hospital if we choose to move to a different job because our previous patients are already home, and any current patients are already being taken care of by a team in the hospital. It is inhumane to allow noncompetes in our contracts, as it essentially amounts to signing our lives over for this job unless we are willing to relocate our entire lives and family a very significant distance (often to a completely different state) for literally no reason."</p>
Ayman	<p>"I support this proposal as I find that the non-compete clause can often result in undue distress on workers unjustly. The non-compete clause prevents workers from leaving malicious work environments without suffering consequences of life changing sacrifices such as relocating themselves and their family out of the non-compete zone to be able to earn an income. Similar, the non-compete clause can force workers to relocate from a non-compete zone even though the employer is not able to continue to support the position for the worker. I urge you to support this proposal and end the negative impact of the non-compete clause."</p>
Kabir	<p>"I am strongly in support of the FTC's proposed rule banning non-compete clauses in employment contracts. This restriction on employees moving freely between jobs and firms has the effect of stifling innovation and traps employees in job situations where they are unable to reach their full potential. Non-compete clauses give disproportionate power to employers, who can adversely impact a person's ability to earn a livelihood in their industry and with the job skills they have developed over the course of their career."</p>
Michael	<p>"I am an ophthalmologist in practice for 25 years. I agree with elimination of non-competes as long as it is for all health care group including non-profits. Don't let the nonprofit lobby groups pressure you. If we want a fair playing field for all doctors then eliminate the no-competes for all! If you only do a partial then you are giving unfair advantages to non-for-profits"</p>

Wendy	"Workers deserve the right to seek out new employment when they are unhappy or dissatisfied with their current situation. Non-compete clauses make that almost impossible. This country has gone too far in stripping of workers rights."
Lorraine	"It seems to me that a fast-food worker or hairdresser or others in non-management positions, the employer should only control your activities while he or she is paying you. It seems unfair to prevent you from leaving a job and finding another."
Natalie	"Hello. I previously worked for a staffing agency that made me sign a noncompete agreement as a prerequisite of employment. Per the terms of the noncompete agreement, upon termination of employment at the company, I would not be able to work for another staffing agency of comparable business sectors (administrative, technical, accounting/finance, and creative) within FIFTY miles of the company headquarters. This is an absurd business practice that was forced upon me as a condition of employment as a full-time, salaried employee at this company. I have the privilege and resources to be able to work in another field or move to another area. However, many people, especially those who work in underpaid, hourly jobs, do not have this same type of access. Noncompete "agreements" are an exploitative business practice that not only discourages competition but artificially lowers worker wages and maintains the trend of the US economy toward monopolization. I support the FTC proposal to ban noncompete agreements across the labor market. Citizens are the driving force of government, NOT companies. Thank you for your time."
Jordan	"The elimination of non-competes would have an enormous positive impact on my career and the lives of countless other workers. In the field of medicine, non-compete agreements allow monopolistic hospital chains and health systems to effectively eliminate any meaningful competition and shackle doctors into onerous contracts through non compete agreements. It is common for physician employment contracts to include non-compete clauses that prevent the doctor from working within 50 or 100 miles of their employer for months or even a year after quitting. With many health systems spanning entire states, this essentially prevents physicians from exiting their contracts for fear of having to move their families to a different state to find work. These contracts also prevent physicians from informing their patients, who they may have treated and developed relationships with over years, that they are leaving and where they are going. This allows healthcare oligopolies to maintain a strangle hold in patients and threatens the trust and care that defines the physician-patient relationship. These effects harm not only physicians, but patients, who are deprived of a competitive healthcare environment that could reduce prices and make available the kind of humanistic care that everyone deserves. Other professions are similarly affected by these contracts that dictate how a former employee may behave long after they have left their former employer. Non competes may make some kind of sense in the context of industries with trade secrets, but this doesn't apply to medicine or most other industries that non-compete agreements are deployed in. In medicine, there are no trade secrets. On the contrary, medical practice is predicated on transparent, universal guidelines that are developed through the scientific method."

	<p>If a surgeon developed a new technique that improved outcomes, it would be unethical not to share it with their colleagues so that everyone could benefit. In this context, trade secrets and non-compete agreements are nonsensical, and are in fact harmful to patients. Please, make this great step forward for workers everywhere Eliminate these onerous agreements"</p>
Randy	<p>"This is great news! I worked for year selling sale, leadership, and customer service training, and gaining much experience. When my former company changed ownership, they imposed very restrictive commission structures. I list hundreds of Thousands of dollars in commissions. I was offered an incredible salary with a competitive firm back in 2002. I took the job knowing full well that the new owner of my former company would sue. tie did yet we won. I was still very loyal to my former owner/CEO and fully abided by the non disclosure agreement. This is a major move forward and I applaud the work of the FTC!"</p>
Brahm	<p>"I strongly support regulations to limit non-competes. Non-competes have become the default in many industries and reduce economic productivity and choice among workers. Companies should try to retain their employees by being a more attractive employer as opposed to threatening to sue their employees who are being recruited elsewhere."</p>
Greg	<p>"I am an engineer. Over my 35+ year career I have been negatively impacted by non-compete clauses in employment agreements and continue to be negatively impacted to this day. The non-compete clauses have been used to discourage me from seeking new employment when I wanted to do so. This has been in the form of intimidation and a "friendly reminder" that I am under a non-compete clause. Specifically, I have been told that I cannot take another job if that job will result in using anything that I learned while employed regardless of how or when that knowledge was gained - on or off the job 24/7 since the date I started that job. This, of course, is ridiculous but it is the kinds of things that employers have used to prevent me from leaving and to prevent me from voicing complaints about my work conditions or salary. I believe that nearly all employers within my industry understand that the non- compete is unenforceable and actually have no intention of enforcing it, rather they force employees to sign them (I've had employers that require it to be signed every year just before performance appraisals) and use it as a threat only. I feel strongly (for the future generation of engineers mostly) that employers should be prevented from using this threat in any way against employees."</p>
Phyllis	<p>"Non-compete rules effectively create a monopoly-type employment market. We're long overdue to start reigning in the power that corporations have over our lives, and this is a good first step."</p>
Bryan	<p>"I am a freelance Mechanical Engineer. Changing this rule would allow me to immediately expand my business and potentially begin hiring and training others to take on more work."</p>

Dili	"The physicians should not have the non-compete clause rule in their contracts. This severely restricts a physician's ability to switch jobs in case the employer is not a great match for the physician. The non-compete also allows the hospital to potentially abuse and hold the physician hostage. This should not be allowed in a free society such as United States."
Tyler	"I support this decision."
Sarah	"Noncompetes must be banned for physicians . I am in a situation where I was hired fresh out of training with the promise that I would be considered for partnership and there would be "good faith negotiations" that would start after working 2.5 years. Well that never happened and instead I was being threatened to be fired with the noncompete being held against me as a means of keeping me at the practice or else I would have to leave the geographic area to practice. The practice owner fired the other associate as well who had to move to practice. It is not fair that other professionals such as lawyers are no subject to noncompete agreements. I have been verbally harassed by the owner of the practice and wish I would be treated fairly. There are other jobs at local hospitals which are no competition to this one owner practice but because of the clause I cannot practice anywhere."
Nancy	"RE: FTC proposed Non-Compete Clause Rulemaking, Matter No.P201200. In general, I support eliminating non-compete clauses from employment contracts, as they make it more difficult for employees to change jobs, or to seek a better job. I speak as a former employee of companies that had non- compete agreements for all salaried employees. I do support limitations on former employees "stealing" employees or clients from a previous employer. I also support confidentiality agreements for proprietary information owned by a company."
Mannu	"As a physician . I am appalled that anytime I wish to pursue other options for mine or my families best interest, it is the interest of hospital systems which is prioritized above our own. Non-competes turn us into indentured slaves, we cannot leave employment without leaving the area and in turn my family suffers or I suffer, but the hospital systems which abuse us do not. Non-competes are anti-American, they are anti-capitalism. They exist only for the sole benefit for hospital systems which despite "non-profit" status are in fact entirely for profit."
Shara	"This is so important. Physicians locked into a contract with a non compete, especially in rural areas with greater mileage non competes would have to move to a different area if they needed to leave their job. Or they might be forced to commute over an hour. This isn't a fair ask for doctors. It means that employers doesn't have to try to keep us with fair wages or benefits like health insurance or retirement savings. It's doesn't allow fair compensation."
joyce	"Dear Sir/Madam: Hello, my name is Joyce Shiffin, and I am sending you this e-message to tell you that I support a ban on non-compete clauses for ALWAYS!!! Why is this particular issue pertinent to me? Because to me, EVERY worker deserves to be given fair wages and more importantly, a safe, productive work

	environment for as long as stlie is working for ALL TIMES!!! Thank you, Joyce Shiffrin"
Robert	"Well paid workers drive a strong economy!! I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and hann working people. This policy will make it easier for workers to earn what they're worth!"
Alyson	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth and to be free of corporate control"
Jennifer	"I strongly support the ban on non-compete clauses."
Ian	"This proposed rule is absolutely the right thing to do for the American economy. I have signed a non-compete statement/restrictive covenant in my current role as all of my coworkers have. Finding a job is hard enough and being legally obliged to look outside of a certain geographic area is lunacy. I am not really sure what else to comment, but I cannot express how strongly I support this rule. Even if I did not sign a restrictive covenant, I would still be in support of this rule because an employees have not been "owned" by employers since 1865. A company shouldn't be able to carve out an arbitrary piece of land and stake it as their bounds for their employees; at least not without paying property tax and then even still it's a had idea."
Michael	"I am strongly in favor of this rule. Non-complete clause distort the economy, disempower workers, ultimately resulting in worsened growth and social outcomes. Thank you for your diligent work on this."
Shlomo	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, doctors, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a fmal rule that bans noncompete agreements."
Alexandra	"I am an internal medicine physician in a small rural city. I own a home here and work for the only hospital in the county, which is a non-profit private organization. Unfortunately, after signing my contract (which included a non-compete) and working here for a few years, I've learned just how terribly the hospital is run and how poorly the physicians and APPs are treated. I'd like to leave my job and continue to serve my community, which is in desperate need of internal medicine physicians. However, I cannot, as I have a non-compete. As this job is not sustainable and many are quitting, I've looked for other jobs, however, this means I have to commute an hour away to another city. This other city does not have a

	healthcare worker shortage the way my home city does, but it's my only option since I cannot work locally due to the non-compete. I also do not want to sell my home, uproot my life, and move away from my family and friends. The non-compete in my contract is preventing me from continuing to serve my community, where I live, which is in dire need of internal medicine physicians. Physician burnout rates are so high, and so many physicians are leaving the profession. The non-compete in my contract allows the only hospital in town to essentially "get away with" the horrible working conditions they provide, and it prevents locals from working in their own community when they want to make the decision to work in a place that doesn't lead to high rates of depression and burn out."
Dennis	"Non compete agreements are a unfair stipulation companies put on employees. It takes power away from the employee and give it solely to the employer. These agreements benefit no one but the large entity. Employees are forced to sign these, it is never voluntary. It puts people in a position of putting up with unfair conditions. If they don't like their situation it is either commute long distances or move their family. Some states have outlawed non compete agreements. I hope the federal government will do the right thing and ban them to. Please restore the power to the people you serve. Give us back our negotiating power."
Erin	"We live rurally and my husband has been under a non compete ever since leaving college. The size of the non compete makes it so we would have to move entirely if he ever was unhappy with his employer. It is never ending indentured servitude. His employer blindsighted everyone and sold to a big corporate company who then also withheld pay owed to him until he signed the non compete. The whole thing is ludicrous and needs to change!"
Hiroshi	"We should ban the non-compete clause. 1. Non-compete agreements harm workers: Non-compete agreements prevent workers from pursuing their chosen career paths and limit their opportunities for advancement. They also make it harder for workers to negotiate for better wages and benefits. 2. Non-compete agreements harm innovation: Non-compete agreements prevent workers from starting their own businesses or joining new startups, which stifles innovation and competition in the marketplace. 3. Non-compete agreements are unfair: Non-compete agreements often force workers to choose between their livelihoods and their personal freedoms. They also disproportionately affect low-wage workers who are less likely to have the resources to fight them. 4. Non-compete agreements are unnecessary: Many industries, such as technology and healthcare, already have protections in place to prevent employees from taking trade secrets or other confidential information to a competitor. Non-compete agreements are therefore redundant and only serve to limit workers' opportunities. 5. Non-compete agreements hurt the economy: By limiting workers' opportunities, non-compete agreements make it harder for businesses to attract and retain top talent. This can lead to a brain drain in certain industries and hurt the overall economy."
Gail	"I am in strong support of the proposed rule to severely curtail the excessive and often capricious use of non-compete clauses by private employers under the guise of protecting corporate interests. The practice of overly broad non-competes -

	<p>which all employees are afraid of, whether they are a blue or white collar employee - results in a form of indentured servitude. As a professional consultant, my current non-compete literally forces me to stay in my current employer or essentially leave the industry. As a highly specialized person, my non-compete states that I cannot work within 200 miles of my office or with any client of the firm's (not my own) for two years upon my departure. Both the term and the geographic limitations serve to handcuff me to the organization. I would love to start my own business where I could easily earn more and work less, a clear example of how these non-competes stifle competition and suppresses salaries. Moving to restrict employers' use of these agreements is critical for people like me - professionals who are ready for a new challenge - to get the opportunity to truly do something incredible in the waning years of their career. What ever happened to rewarding American ingenuity? Without this basic restriction, we are stifling everyone to achieving their best. And by the way, to the question of why I would have signed a non-compete in the first place? My job offer was literally contingent on it and I needed the job. If I had had the ability to negotiate it away, I would have. Now, although I'm employed, I'm stuck."</p>
Abigail	<p>"I urge the FTC to ban noncompete clauses, which hinder labor Inability and hurt workers. The deck is already stacked against regular employees, and it is unjust to allow employers to dictate what people do after they leave their jobs."</p>
Paul	<p>"Dear Chair Lina Khan, I work in digital advertising sales, and have been under noncompete agreements for most of my career. My experience hasn't been a great one. Often, when it would be most beneficial to you, you're unable to change jobs because of them. That's not to mention how vague they can be (it's not rare to have them worded so broadly you could conceivably never work in advertising again if you were to try and change jobs). I easily has missed out on higher paying or more desirable jobs because of my contract. I am one of many people I know who could say the same in my industry. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Paul Stack"</p>
Eric	<p>"I am a family practice physician who has struggled with noncompete agreements for most of my career. There are many reasons why noncompetes are not good for medicine but the biggest of all is that they hurt patients! The patients frequently have to go find a new doctor. Or a community may lose a certain specialist who is desperately needed. I completely support banning these agreements but please include doctors and other medical professionals, for the sake of the public."</p>
Skye	<p>"As a violin teacher I have non-compete clause in my contract at a community music school. The school has never provided me with any curriculum, and provided no training before I began my position in 2003. I've never been offered more than 10-15 hours per week of work with this organization. Although they have never interfered with my ability to work concurrently with other organizations to make ends meet, it has prevented me from pursuing opportunities that would cut into my time working with them. The fact that this clause is there and enforceable should one of my supervisors choose to target me hangs over my head. It is</p>

	unjust, and unjustifiable. Please enact the proposed ban on unjustified non-compete clauses."
Danny	"My wife and I oppose the Non-Compete clause. This prohibits workers from moving up to better positions and wages. They suffer with threats of legal action and must travel cruel distance to survive. Please eliminate the NPRM"
Mindy	"I was subject to a non-compete clause. They are unfair esp as corporations get larger."
Joseph	"This is great. I am a doctor and my non compete limits me from going to any hospital in the area. To remove this restrictive clause would help me so much"
David	"I'm in favor of banning non-compete clauses because they are detrimental to workers. I hope the FTC passes this rule soon."
Sandra	"Anything that would increase competition in our monopolized market is a good thing."
Jeffrey	"In the case of a business sale, I would recommend the percentage be raised to at least 33% perhaps even 50%. Having it at the currently proposed 25% greatly restricts innovation that could be happening in our economy, by casting way too big a net for founders selling their companies. Additionally, I believe, again in the case of a business sale, at minimum, the FTC should restrict how long a non-compete can stay in force. I am seeing many in the market coming in at 5 years. Again, this stifles innovation. I would propose something more on the order of 1 to 2 years."
William	"As the FTC has correctly stated, Noncompetes depress wages and kill innovation. That gives corporations more power over workers, and less freedom for millions of Americans. It would be a clear win for workers if the FTC banned noncompetes, but corporations won't just let it happen."
Rose	"the Federal Trade Commission proposed a rule this year that would ban the use of noncompete clauses in future employment contracts and void such clauses in existing contracts. This would help my family enonnously. I am a physician assistant with a noncompete clause. I do not have access to, nor am I party to, any trade secrets by my employer that would be of any use to any other hospital system. Therefore, the point of the noncompete clause is to drive down competition and to keep my wages stagnant. Please void the noncompete clause in my contract so that I am free to move from hospital system. I have a middle class family and a child and this has a real impact on my ability to earn a living."
Dan	"I've been in medical sales for 20 years. Every year I have to work longer and harder while my company lowers commissions and create hostile work environment. To the point where many of my colleagues do unethical things to try and make quotas and earn what they used to learn. We can't go elsewhere

	because of noncompetes and are stuck in our jobs or have to change fields losing all our contacts"
Patrick	"I was recently let go by my employer who is the second largest electronic security [firm] in the country. The company I used to work for was acquired by this new company two years ago and in order to stay employees I was forced to sign a non compete agreement. These agreements can force a 24 year veteran in the business into another industry due to the restrictions in the agreement. I am not the type of person to steal their business and or trade secrets. If a Cleo t wants to do business with the new company I am working for due to their discontent for my previous employer it should not be considered a breech of contract. I fear that these agreements Don not only affect the employees but also the customers in the business. In my line of work there are only a handful of companies in the US that specialize in the technology I have worked with for over 20 years. It is my belief that in order for fair trade that non compete agreements should be banned and deemed illegal. This will ensure fair trade and labor options for all parties."
Vonetta	"As a physician who has had noncompete clauses in employment contracts, I am writing in support of the abolition of noncompetes. They serve no purpose in improving patient care. They adversely affect patient care by limiting where physicians can work and thereby affecting availability to many different communities. An employee should have the ability to leave an employment position when the working conditions are not suitable and not be bound to an employer, just because leaving would be so onerous. They are simply a means for the employer to bind the employee to stay with that employer, regardless of working conditions. Because of noncompetes, employers have a little incentive to improve contracts and conditions. Employers, especially large hospital chains, use restrictive covenants indiscriminately by adding clauses to positions that do not justify having restrictive covenants, for example, jobs were physicians are performing duties that are solely inpatient, either delivering care as emergency, physicians, anesthesiologists, hospitalists or intensivists, and have no patient following that would necessitate a restrictive covenant. Even worse are large systems that have wide geographical areas and use their restrictive covenants to basically force the employee physician to choose between staying at their current position or moving completely out of state. The historical justification was that these positions are highly specialized, and requiring highly technical skills that are hard to come by in the employment sector, and therefore certain clauses should be added to ensure employee retention. The reality is that restrictive covenants, affect, competition, adversely, by forcing the employee to effectively be chained to their current employment, and not be able to have the ability to move to other nearby employers. If a specialist has to move completely out of the region to honor restrictive covenant, this will have a negative impact on the community, especially if this specialist was the one treating rare conditions, or in a specialty that is experiencing overall physician shortages or limited access. Given the known shortages of physicians nationwide, having these kind of limitations on employment, have a significant negative impact on the healthcare system as a whole. Outside of the medical community, it is known that employers have become egregious abusers of restrictive covenants, and have not use them as they claim,

	to retain highly skilled employees who may have trade secrets, but for non-skilled employees as a way to 'chain' them to their job. For this reason, restrictive covenants should be eliminated in all industries."
J	"The American hospital association does not represent physicians. The American medical association does not represent physicians. They do not have the interest of physicians and trying to exclude physicians from this ruling. This is to increase the profits of hospitals and their CEOs on the back of physicians. Physicians are limited in where they can practice and forced to leave their homes if things do not work out. Hospitals are creating monopolies every where as health systems. They have deep pockets and are trying to influence the FTC. Physicians, mostly, are all against non competes. Listen to physicians when inquiring about how physicians feel and not the CEOs of hospitals who make millions. They forced physicians to work during Covid and they made big profits and bonuses - yes even the not for profit hospitals."
Rita	"Noncompete clauses are finally getting the attention that it deserves and I'm glad it's negative attention. These contracts prevent employees from getting work/fair pay. I am a healthcare worker and in my opinion as well as others who work in this field agree that this blocks access to care. Which has been a major problem when all systems fail because we aren't prepared (example: Covid pandemic). These contracts allow for employers to keep their employees hostage resulting in unfair pay/lack of raise in wages. If this is a country that values freedom- no compete clauses should not exist. They were implemented for something specific (keeping company secrets) but has been used in horrible ways to prevent people from getting work. I support this bill 100%!"
S	"As a recent residency graduate who has moved to New York City due to a change in her long-term partner's job, having a non-compete clause of any distance in my contract severely limits my ability to continue to practice in multiple other boroughs. Therefore, we would have to significantly relocate to a totally different type of environment (suburban or rural), if I were to leave my current position with a desire to work at another institution, which not only affects my ability to work, but also my partner (while uprooting our children). Already in California and other states, legislators have recognized that these agreements restrict a patient's right to choose their physicians and wrongly limits competition between healthcare systems. It is likely that non-solicitation agreements are sufficient to prevent physicians from poaching patients when they leave the practice, although I still believe that patients should have a right to choose their physicians. Additionally, a physician should have the right to fair compensation and working conditions regardless of the proximity to their previous employers, especially as so many physicians are forced out of the workforce either due to extreme burnout or dying by suicide. Lastly, this ban on non-compete agreements should certainly apply to both for profit and non-profit organizations, as many health systems have a non-profit organization status and will undoubtedly utilize this loophole to continue enforcing non-compete agreements."

Lewis	"People are free. They should be able to work anywhere they can find work. Noncompetes only help exploiters, not workers. Which side are you on?"
Carolina	"It's about time the federal government steps in to stop these abuses by companies, especially in financial business where agent working as independent contractor are barred by big companies like New York Life to go to competitor, meantime, getting all the contacts and business of that agent whose commissions/renewals are cut off. Even when financial professionals do not sign any non-compete agreements, the company will harass former agents and financial professionals from continuing business with their clients, including their own family members whom they had a previous dealing NYS frowns upon such practices as shown by several cases by NY Atty General, but a federal law is still necessary to curtail these illegal practices of these big institutions. New York Life Co, for example, will insist that non-compete is incorporated with their agency agreement written somewhere, except that it is not even signed by agents. Also, thousands of FINRA cases for those with securities licenses are filed against professionals moving to another company only to harass them, it gets dropped by FINRA by the thousands but not after expensive arbitration process and besmirching the reputation of the professionals for at least 2 years and depriving them of livelihood. Yet, this big company (NYL) sweeps under the rug their own compliance mishap leading to elder abuse case and fraudulent withdrawal of elder client annuity accounts. They don't investigate their ranks despite timely report by us but they are quick to jump at financial professionals leaving the company to join competitors. FINRA is not very helpful either, because it allows publication of ALL reports and allegations by financial institutions, leaving the individuals to fend for themselves. hire lawyers while having no job, the rules require arbitration fees and hearings which takes many months if not years, while the records of the individual are not automatically deleted even after an investigation by FINRA shows the report is not true! FINRA forces the financial professionals to arbitrate in order to remove the false report. The FTC must step in. I have evidence to all these."
Richard	"I am writing in support of the proposed non-compete clause rule to restrict and/or eliminate non-competes from the workplace. As a former employee of a company who compelled me to sign a non-compete, I can say with experience that non-compete clauses chain an employee to an employer for the long term if for no other reason that the employer is the one with the bigger financial pockets and can easily crush an employee into submission to the noncompete - whether or not the non-compete document has merit - with the threat of a lawsuit whether in current employ or post employment. In my case, I was let go from my employment of 11-1/2 years mid-year in 2009 during the financial crisis. My employer (a lighting/audio/video production company in the New York City special events industry) was deeply in financial distress and seeking to cut expenses wherever possible. I was let go and my employer cautioned me that the non-compete was still in effect and that I should not seek employment with a firm that competed with the company. At the time, I had spent virtually my entire professional life in the New York City theatrical and special events business. I owned an apartment with a wife and young child. The idea that I was to simply walk away from my profession and all of my professional contacts and colleagues was simply preposterous. I

	<p>consulted with an attorney and was advised that I should go ahead and seek new employment - which I did and was successful. (I remain with this same company today 12+ years later). In the late fall of 2009, my former employer served notice of a lawsuit and I spent the next year fighting back. I did not have the financial means readily available to do this but had no choice as I was in no place to move from New York City, the country was in deep recession, and the idea that I would have to change professions not only practically impossible but deeply unfair and unjust. I borrowed money from my father to pay the lawyer. In December of 2010, the matter was finally brought before a judge who ordered my former employer to provide financial proof that I had caused irreparable harm. My former employer chose to drop the lawsuit rather than pursue the case. I spent \$35,000 in legal fees fighting him off for a year. This was a tremendous amount of money for me. Non-competes in my opinion are on their face un-American, deeply unfair to the employee, and an unjust and unjustified restriction on a worker's rights to freely work with and for whomever offers the best possible employment. The employee has no financial ammunition - unless most likely assuming debt - in the face of a committed former employer who wishes to chase the employee from the profession. Regardless of an employer's arguments that they have an inherent right to restrict their employee's right from seeking the best possible employment situation that is in their interests, I cannot agree in any manner whatsoever. Nothing can justify the assault on an employee to work where the offer is best. I am adamant in that opinion. Thank you for your time. I urge support to all parties involved in implementing this rule that will restrict or eliminate non-competes from the American workplace wherever it may occur and regardless of profession or employee income."</p>
Scott	<p>"Noncompete agreements are anti-American and definitely anti-capitalism. Companies should not be able to tell employees who have spent their lives training for specific jobs that they can not take their talents elsewhere if they want to. I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone."</p>
Robert	<p>"This is an amazing idea. Non-compete is a fundamentally anti-worker idea that sends a message that people are not allowed to advance themselves and their careers."</p>
Yosef	<p>"The non-compete clause is stopping good talent from reaching their potential. Please get rid of this clause. Thank you"</p>
A	<p>"I think this is a great move for the FTC!! It's the first time in a long while the country has seen a commissioner do something positive for the working class! Thank you, keep up the good work!"</p>

Alec	<p>"Anxiety, depression, and thoughts of suicide are increasing exponentially. It's been determined that a major cause is toxic work environments. Too many places of employment are run by narcissistic and sociopaths who view kindness, praise, and empathy as weaknesses while demanding that their words and methods be treated as gospel. As easy as it is to tell them to "just move on," too many employers make that significantly more difficult by making employees sign Non-Compete Agreements, giving them the right to file lawsuits against employees to prevent them from moving on. By banning Non-Compete Agreements, you would open up job opportunities for over 30 million Americans, raise wages by over \$300 billion per year, and decrease America's depression rates. This is a matter of humanity, not numbers."</p>
Ann	<p>"I am writing in support of the proposed rule banning noncompete clauses. As a physician working for a large system, I am currently bound by a noncompete clause that bars me from working anywhere in a reasonable commuting distance from my home. Without the freedom to change employers, not only do I have no real bargaining power in terms of my own compensation, but I and other physicians lack power to effectively negotiate for system changes to positively impact patient care, including advocating for adequate staffing, resources for communicating with patients, and processes of care for patients."</p>
Jennifer	<p>"Noncompete clauses won't apply to nonprofit hospitals. Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities. Sincerely, Jennifer Tomczak MD"</p>
Ray	<p>"Non-competes are a burden not only to the employee but also to society. I am a physician in a highly populated city, where there is a great need for my work no matter where I choose to work. My hospital is currently proposing a non-compete that excludes every other large hospital system in the area, and is far encompassing and holds me the my entire contract. Whether there is a need or</p>

	<p>better conditions elsewhere, this clause would keep me at this one hospital, OR force me to move away from the area entirely, OR simply step away from my job. This exacerbates physician shortages and access to care, as clearly outlined by my choices above. If the work conditions at my hospital were to deteriorate, I would have no recourse to leave, and then my choices would be to either leave medicine entirely, or move to a completely different region, thus the region losing another health care worker. The allowance of noncompetes allows employers to ignore the needs of employees, in that they feel secure that employees as myself would be forced to either stay in the position, or just leave, and they assume that the latter is not even a choice. Furthermore, the idea that the noncompete is necessary for the protection of the hospital or practice is completely unfounded, particularly in areas of high need. There is no harm, as there is no loss of patients or revenue to the hospital when any one physician leaves. If many were to leave at once, that would indicate that the hospital or practice is in fact in need of change, and should not be allowed to continue in the manner that they are. Most importantly, the current proposal does not apply to non-profit hospitals, but it really should. Most all hospital systems are labeled as "nonprofit," despite operating like any other for profit institution. By excluding "nonprofit" hospitals and hospital systems, this is hurting the large number of health care workers as outlined above, with no recourse. I highly support and urge for the proposal to go forward and to include non-profit entities, particularly hospitals and hospital systems, in the verbiage of the proposal."</p>
Philip	<p>"You don't apply it to Attorneys how dare you try to make it applicable to Physicians. Ever heard of Equal Protection Clause" we have and you couldn't even pass a rational basis scrutiny for a socio-economic provision. That is how absurd the suggestion."</p>
Bradley	<p>"Dear FTC, I support banning employers from enforcing non-compete agreements. Employee non-compete agreements stifle innovation. The USA should follow California's lead on this issue. If an employer wants to ban an employee from working for a competitor, they can restrict them from doing so by paying for the non-compete activity. A non-compete agreement has value, so employers should not get to take it for free from employees. Regards, Brad Note: These opinions are my own, and not related to my employment or employer. My current employer does not have non-compete agreements or clauses as a requirement of employment."</p>
Christopher	<p>"between non-competes and all the hospital system mergers (that should have fallen under more scrutiny) physicians essentially need to uproot their families and move in order to change jobs. These market distortions artificially lower wages by taking away any negotiating leverage and trap people in practice settings where they are unhappy and unproductive. health systems might argue that they use this downward pressure on wages to pass along savings to patients and their families, but where is the evidence of that? https://ldi.upenn.edu/our-work/research-updates/hospital-consolidation-continues-to-boost-costs-narrow-access-and-impact-care-quality/ to cite many studies showing the opposite is true."</p>

William	"I am writing in support of this rule and that it should apply to non-profit organizations and physicians along with other healthcare professionals. Many healthcare non-competes are very restrictive and prevent professionals including physicians from fairly seeking other opportunities, especially as many require physicians to move in order to obtain a job in the same specialty due to incredibly restrictive covenants including radius and duration. In many cases, physicians who wish to seek other opportunities do so in order to advance their careers, pursue leadership positions, obtain research opportunities, etc. In other cases, it may be working conditions such as unsafe patient conditions, poor hospital quality, or burdensome work unrelated to direct patient care. By allowing physicians and other professionals switch jobs freely, it would also improve patient care, hospital quality, and incentivise hospitals to invest in their employees. In our current healthcare environment post-pandemic, our hospital systems are on the verge of collapse and healthcare professionals are leaving the field in droves. This is unsustainable and by allowing professionals to seek other opportunities, perhaps we can retain this talented and highly skilled workforce."
Ben	"I strongly support a ban on noncompete clauses. I have been bound by one at every job since college, and they have forced me to change industries with every job, reduced the rate I've been able to increase my wages, and have left me afraid of taking opportunities that my current employer might see as competitive and suing me to stay put. America will be fairer, more prosperous, and more free when noncompetes are a thing of the past."
Emily	"All non competes should be made illegal. They are incredibly harmful to workers. They result in undue hardship, pressure to stay at low paying and other wise undesirable jobs, depress wage growth and cause a number of other issues. Business need to compete for workers by providing better pay and benefits, not by cheating their way to keeping unhappy employees!"
San	"I strongly support this clause. I signed into a 5 year non-compete with a small business owner who supplied me with the resources but I pretty much learned everything from my friend on the job and on my own. There are no trade secret but i still had to sign a non-compete. I want to someday start a business but cannot so my only two choices are to stay or to learn a new skill. Im a 32 year old man, it took me years to gain the skills i have and i have to leave it behind if i would like to pursue the american dream, i cannot get sued before i get innovate, so now i must start over and learn another skill."
Olivia	"Please put this rule into effect! I work in publishing , where my main leverage to increase my salary was switching companies. I was once told explicitly by my direct supervisor that an offer from another company was my best option to get a raise. This is a small enough industry that if I'd had a non compete, I would not have had that option and might still be fighting for the same raise."
Kym	"I am a Certified Registered Nurse Anesthetist , who works on Long Island. I had to sign a noncompete clause to keep my job. It basically keeps me from working for any other hospital system on Long Island. Therefore, if I wanted a new job I

	would have to move or travel over 90 min to work for a diffent company. I do not think this is fair. I totally support banning non compete clauses."
Jill	"Please ban non-compete clauses in employment contracts. Please also look at non-competes and other rights waivers for severance contracts. These are also stifling worker mobility and allow companies to fire people that are outliers or challenge the status quo without threat of lawsuits."
Sarah	"Please please please ban non-compete clauses. These vile clauses prohibit excellent workers from taking their skill sets to where they're most needed. Because these clauses can be insanely broad, wonderful workers can be locked out of their industry for years and years, wasting their developed skill sets just because one place of employment didn't pan out. Banning non-compete clauses will help raise the employment rates and strengthen our economy with experienced workers."
Cyril	"I am a physician in support of removal of non-competes. The non-competes are used by the large health systems to monopolize their networks and intimidate and threaten their physician staff. Having non-competes is a detriment to public health, as physicians are forced to take non clinical roles or practice outside a geographic area for 2 years. By removing non-competes, public health will be improved by more access to providers. Additionally, physician and provider burnout will be decreased"
Vikram	"Please pass this bill!"
Richard	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people Banning this policy will make it easier for workers to earn what they're worth! As a business owner , I do not feel the Non-Compete Clause Rule is fair of justified. A company should not be able to keep employees from being paid a fair wage for their services compared to other similar size companies. Pay from employers should be based on many factors, but companies should not be able to hold employees hostage by the Non-Compete Clause Rule. If another company is willing to pay more for someones services, businesses have the choice to match or negotiate with the employee, if desired, or accept the losses and not hold them back financially with this Rule."
Gregg	"This is an excellent rule and should be adopted. Employers have no legitimate interest to prevent an employee who has honored his/her contract from earning a living in the same city. Employers can be protected by rights of first refusal. Non-competes are overreaching and utterly unfair to employees. In the broadcast television field , many states have already enacted laws that ban non-competes, and the FTC should do so as well."
John	"I have heard that the American Hospital Association is trying to EXCLUDE Physicians/Surgeons from the non-compete rule. Physicians/Surgeons are some of the most negatively impacted professionals by non-compete clauses. We often spend years developing a practice based of our personal reputation and expertise

	<p>however many hospital systems and practices have non-competes in place that prevent us from changing jobs. We settle our families near where the job is, children are in schools, and spouses work nearby and the fear of a non-compete is essentially like a pair of handcuffs keeping us tied to the job. We often have no recourse when it comes to job dissatisfaction and the only options are to completely uproot our families and give up our practices and start over from scratch somewhere outside the non-compete. We are one of the only fields where trying to comply with a noncompete can often mean completely restarting your career whereas other professions have the benefit of being able to take jobs that are equivalent to their experience/seniority albeit in locations that do not violate the noncompete. Physicians/Surgeons and all other healthcare practitioners at all levels should NOT be excluded from the non-compete rule. Do not cave to hospital lobby."</p>
Dawn	<p>"Please rule in favor of abolishing non compete contracts. I should be allowed to take a job at another company without being forced to move or commute long disyances. I want to be allowed to have a competitive work three as well as fair working conditions which I believe will occur if you abolish non complete clauses in contracts."</p>
Justin	<p>"I support banning non-competes. In medicine, it serves to disadvantage doctors from options. Their choices are less and they feel trapped."</p>
Corey	<p>"I fully support the FTC in banning non-compete clauses in contracts. Non-competes are in themselves anti-competitive- they function only to benefit corporations by chaining employees to their employer. To be unable to work/practice one's craft freely in the place one has formed a life, simply due to a clause within a contract, is absurd. In one quite pervasive example, physicians are subject to non-compete clauses and many times cannot practice within several miles of their former office (and many times within *any* office owned by their former employer). In areas that have large health systems a non compete clause essentially prevents a physician from leaving, harming patient care and destroying any ability for that physician to continue caring for their patients- ultimately a harm to the people under that physicians care."</p>
Alexandra	<p>"I am a physician in a small town in New York State. My employer lived 500 miles away however he kept me to my two year noncompete clause and therefore I had to drive 1.5 hours to work, but more importantly, he substituted a poor physician in my place who had no knowledge of the people of the community and was much less qualified. I do not hold trade secrets, I am a physician trying to do my job. My reason for leaving initially was that my employer was a slave driver and would not provide assistance. I worked with him for 13 years but couldn't continue."</p>
Kyle	<p>"please ban them in all capacity and in all scenarios. people have the right to chose where they want to work. if companies are worried about trade secrets getting out then dials what NDAs are for, in all other scenarios its a workers choice where they want to work and emoloyers shouldnt be able to forcibly keep employees by tying a rope around them. i had to sign one at my first job and it</p>

	severely limited where i could go after i left the job. invalidating my degree, experience, and work history."
Michael	<p>"My name is Dr. Michael White and I am a 37 year old neurologist with specialized training in neuro-oncology. I trained at some of the best institutions in the world and became one of a handful of physicians in the United States who is an expert on cancers that metastasize to the brain. I moved from Boston, Massachusetts to Rochester, New York because I wanted to live near family and knew there was a great need for access to brain tumor treatments and there was no physician in the entire upstate-NY region with metastatic cancer expertise. I took a faculty position in the Department of Neurology, division of neuro-oncology, at the University of Rochester and was forced to sign a non-compete agreement that specified I could not practice medicine within a 30 mile radius for 2 years if I decided to change jobs. At the University of Rochester I created the first program for brain metastasis specific treatment and opened a first-of- its-kind early phase clinical trial for targeted experimental therapies in Rochester, New York. During my 1.5 years at the University of Rochester, my program grew rapidly and I saw my first patient respond dramatically to treatment on my clinical trial. However, my work environment was toxic and I wanted to change jobs. My wife is one of a handful of transplant-specific cardiologists (also at the University of Rochester), and our family is in the region. Because of my desire to keep my house, friends, local family, and wife's position but also switch jobs, I was legally forced by the University of Rochester to work in a small town as a general neurologist far from my home. My brain metastasis clinic was closed, my clinical trial closed, and all of my patients left with no doctor as there is no one else who has my particular expertise. All of the promising work I did in the region evaporated when I left. There is no other large cancer center in the region that would have been an alternative for me to work at outside of the non-compete zone. I currently drive over 80 miles per workday and no longer provide neuro-oncology services. For having trained at Harvard Medical School/Dana-Farber Cancer Institute/Massachusetts General Hospital, I could not believe the University of Rochester could do this to the community who is already underserved in all areas of medicine simply to maintain their profits. In my opinion, the non-compete clause imposed on me by the University of Rochester prevented me from providing a critical service in an underserved region and was damaging to both the community and my professional career. I implore the FTC to ban these harmful non-compete agreements that are used to exploit workers such as myself and deprive underserved communities of critical services."</p>
Beth	<p>"Noncompetes area kind of financial prison. When you have a physical reason to remain in a geographic area (ailing elderly parent, custody issues etc) and you are physically bound to a geographic area, noncompetes imprison you to your job and prevent you from making a living outside it. Please please overturn the rule"</p>
Mark	<p>"I belly that it's clear at this point that non competes are overwhelmingly in favor of the companies that require employees to sign them and are simply, and I never use this term, un American. flow can anyone or any entity prevent people from making a living? This is is corporate America scaring employee from leaving. Just</p>

	one step away from indentured servitude. Non competes should be eliminated entirely."
Jerry	"This would be an incredible step in stopping nonsense in my industry. I'm in the mortgage space , and ever lender I've worked for has a non-compete. Most recent, I moved companies and one of my friends wanted to come with me. I have a non-compete for 1 year, but I cannot tell someone that they cannot work for whomever they want, so after he started with me at the new place, my old company promptly sued me for 1,000,000. Yes, 1 mil for only 1 person, stating they would be working there for "years to come". So petty... I hope this goes through and quickly!"
Cheryl	"I am in favor of the ban on non compete agreements. As a fitness professional it is very limiting to have employers ask you to not work elsewhere in an industry that is already extremely difficult to make enough money to live on. Banning these agreements would be hugely helpful!"
Gabriel	"As an emergency physician for almost 23 years, and an administrator for hospital in New York City and an emergency medicine staffing group in Texas, I have seen that non compete clauses unnecessarily restrict the ability of hospitals to properly staff. Most physicians do not want to change jobs or locations, but when they do, they should be free to work at any hospital in the community. Often if they leave one hospital, there is only one other hospital in the region at which to work. A non compete clause means they have to move their family and practice. I am against non-compete clauses."
Katherine	"Throughout my career I've been subject to a non-compete clause at almost every job I've departed--whether I was laid off, fired, or quit. For those of us working in states like New York, where I'm located and where noncompetes have been effectively unenforceable for a long time, they rarely achieve their intended purpose at all, but do create incredible animosity between company and employee and huge amounts of stress particularly for young employees struggling to navigate a job change for the first time. The last time I left a job I simply refused to sign the noncompete paperwork, recognizing it for the empty threat it was, and moved on with my life, but those with less experience navigating the system find them chilling and confusing, and they suppress the ability of young workers to effectively build their skills and grow their careers out of fear that they'll wind up in expensive prosecution they cannot afford. It's time to recognize that professional skills are the property of the employee, not the employer. Perhaps these clauses made sense at a time when employees invested years into building companies and businesses, but in a world without any guarantee of job security at all for coming generations it is unfair to slap them with restrictions that date from the era of pensions and gold watches. The burden should be on employers to effectively manage their internal security and processes to restrict access to sensitive information, not on employees to restrict their economic prospects on the off-chance they may have encountered something proprietary."

James	"Restricting noncompetes would be a major step forward for workers rights. Non-compete clauses are used maliciously to lock employees into staying at their current employer, by mandating that they can't work at another employer for a period of time just because they happen to be in a similar field or industry. In the technology field especially, these clauses can be incredibly broad and restrictive in a way which greatly reduces individual flexibility and freedom. Please support this and all measures which give protections back to American workers."
Richard	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Xiaodi	"As a physician scientist , I was astounded to hear that the American Hospital Association (AHA) purports to speak on behalf of 270,000 of my peers in opposing the proposed rule. I am not aware of any communication, let alone decision-making process, about that stance from the AHA to the hundreds of thousands that they allege back up their stance. Quite to the contrary, for my own part, I would urge the FTC to use a high bar for exempting any profession from its proposed rule. Physicians, surgeons, and other healthcare workers who are employees—including those of non-profit hospitals—need and deserve the fullest tools and protections under law to advocate for their working conditions, which are essential not only for their own well-being but for that of their patients."
Meegan	"Non competes make it impossible for employees to be compensated fairly and look for other jobs. Its monopolizes certain industry's and can make it impossible for workers to find new jobs. Employers should not be allowed to have that much control over workers and prevent them from moving on to better opportunities. Banning non competes is the right thing to do for workers as it puts them at a disadvantage in the work force and can force them to change careers all together if they need to leave an employer"
Wenbin	"NPRM is unfair for physicians, undermining career advancement of many physicians, creating many issues for families."
Adina	"Yes, please ban non-compete clauses! They are anti-competitive and decrease the power of employees compared to their bosses. Thank you."
Anna	"I am an oral surgeon practicing in Plattsburgh, New York. I chose to relocate to this area from New York City last year after having my first child and hoping to find a place in New York where I could establish a family while being located closer to relatives in the upstate area. I was lucky to find a local dental office hiring, and I chose to accept the job as a way to begin to familiarize myself with this new area. Unfortunately my employer imposed an extremely restrictive non-compete in my contract that bans me from practicing in two contiguous counties (Essex and Franklin county in New York - this is an area that spans hundreds of miles). I did make an effort to try and negotiate this part of my contract to something more reasonable, but my employer refused. Unfortunately, because I was completely unfamiliar with the area, I was afraid to open my own practice from scratch and

	<p>instead chose to sign this contract in order to at least begin working Now that I am ready to move on, I realize that this non-compete part of my contract has not only prevented me from becoming a part of a community that has extreme barriers in accessing excellent dental care, but I am also being prevented from creating a livelihood and establishing my family. It is not reasonable for me to simply not work for 2 years while I wait out the non-compete in my contract. Likewise, I am looking to simply move elsewhere and perhaps to Vermont. Likewise, I strongly support the FTC proposal to ban non-competes."</p>
Atif	<p>"Physicians need not be tied up by corporations. Physicians advocate for their patients when they are not tied down by insurance firms and health systems"</p>
Rodolfo	<p>"I am a private practice veterinarian in the Northeast USA and non-competes hurt my profession which has been dealing with a nationwide shortage of doctors to care for the growing pet population in the country. Non-competes hurt the ability of professionals to negotiate fair wages because they cannot easily leave a position for a better fit unless they uproot their lives and move miles away. This hurts rural communities most severely and will result in loss of care for millions."</p>
Gregory	<p>"Dear representative, I am a reproductive endocrinology & infertility specialist practicing in Syosset, NY (Long Island). I am in support of eliminating or banning the practice of non-compete clauses. I believe non-compete clauses are undemocratic and stifle healthy competition. Thank you!"</p>
Madeleine	<p>"I am a general dentist and own my own business in NY. I don't believe in restricted covenants, never had one for my employee dentists or Hygienists. It has not hurt my business. There is no logical reason to hamper growth (I can not easily hire a new dentist away from a competitor- don't they deserve to get market rate /competitive salaries? Isn't this what America is all about?) I am happy to pay more for a great employee - my husband is a physician and has not taken jobs due to the restrictive covenants offered as I can not leave the area due to my business. Small businesses are being hurt. Please help the small business owners. How can we compete with big business. Ultimately Americans lose out on competition which drives efficiency's, change and our economy. Help us doctors out please."</p>
David	<p>" Noncompete clauses are what firms use to sequester your human capital from competitors. When a new employee signs a noncompete with, say, Johnson & Johnson, they agree that when their employment ends, they won't work at another pharmaceutical company for a designated period — usually one to two years. If you're familiar with noncompetes, you likely associate them with technology jobs, where employers want to protect valuable intellectual property. And that's the defense most often offered for the restrictions. BTW, the argument is bullshit ... a confidentiality agreement does the trick.</p> <p>The irony of noncompetes is they only serve to dampen growth. One of the few places where they're banned is also home to the world's most innovative tech economy: California. Job-hopping and seeding new acorns have been part of Silicon Valley since the beginning. In 1994 a Berkeley economist theorized that California's ban on noncompetes was one of the main reasons Silicon Valley</p>

	existed at all, and in 2005, economists at the Federal Reserve put forward statistical evidence supporting the theory. Apple, Disney, Google, Intel, Meta, Netflix, Oracle, and Tesla were able to succeed without limiting the options of their employees."
Sara	"No compete clause is stripping a worker's right to freedom. Non compete clause should be made illegal."
Ross	<p>"Dear Sir/Madam, I am a physician in New York who is an owner of a specialty dermatology group, Hudson Dermatology. Caremount Medical, the largest multispecialty group in our area, with over 600 physicians, has been recently acquired by United Healthcare to form Optum Medical. Unfortunately, the acquisition has brought a multitude of deleterious consequences for patient care that have been extensively documented in the press.</p> <p>https://www.theexaminemews.com/lexaminer-probe-uncovers-restrictive-employment-contract-at-optum-veteran-caremount-doc-tors-feel-trapped/ The good doctors at the former Caremount now feel trapped by their draconian non-competes, yet unable to provide excellent care for the local community, hampered by mismanagement by United/Optum. We would love to hire some of our colleagues and allow them to continue seeing their patients, but they are at risk of harsh legal retribution. The situation is beyond shameful. I fully support your efforts to end the unreasonable practice of non-competes that harms patients."</p>
Shan	"In my case, I don't have a problem with the employer protecting their interests and understand it's the ordinary course of business. However, these non- competes often extend into businesses they are not participating in. In my case, I have an anesthesia device company and an anesthesia staffing company. The employer wants me to sign a contract preventing me from doing these things and claim all of my inventions as theirs. That was not the spirit of the non- compete clause, so I am in a very long contract negotiation. I think the proposed summary here would be more fair for the employee to increase competition for the domain rather than essentially prevent employees from competing with former employers"
Andrea	"Agree with banning mandatory noncompetes for employees, very important for career opportunities and adequate wages."
Rachel	"I support this rule 100%. Non-compete clauses force physicians in hospitals to accept poor working conditions and administrative decisions that negatively affect patient care."
nicole	"non competes should not be allowed against physicians. This allows hospitals to force physicians to stay and limits options for care for patients."
Martha	"The non-compete contract should be outlawed except in rare instances for executives and technical workers who have bona fide trade secrets from a particular company. Even in those kind of circumstances they seem suspect to me. If employees are managed well there should not be an issue. As a verified AICP planner certain non compete circumstances were governed by the AICP's ethical

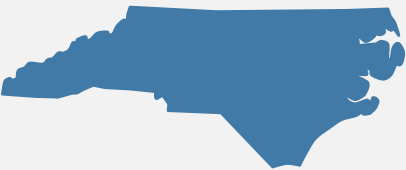
	<p>rule of professional conduct. That seems like an appropriate approach. But individual employers enforcing draconian non compete rules is stifling individual's careers and stifling our overall economy that depends on labor's ability to move to better opportunities. The FTC should stop non compete contracts, and the Chamber and other business organizations should recognize that the economy will be better without them."</p>
Michael	<p>"The company I recently worked throughout my whole career sold to a larger entity this past year. They pressured each person to sign an NDA that states they can't work for any competing company within the US. As a 30 year veteran in the Electrical Industry, you can imagine the challenge I'm faced with trying to leave and find work to support my family. I'm in support of the FTC to ban all Non Competes from corporations of 50 employees or more."</p>
Amit	<p>"Non-compete Clauses are often used by employers to keep employees hostage. The employees are afraid of being forced to move to a different region in order to get a new job, which would affect their personal life as well as the life and education/career of their family members. As a result, the employees are afraid to speak up even when they see/experience discrimination, inadequate working conditions, unsafe or unlawful practices, and such. The non- compete clause should be removed from most employment opportunities."</p>
Scott	<p>"Non-compete clauses are completely acceptable for a sliver of highly specialized employees with knowledge of trade secrets or senior leaders of very large organizations. Otherwise, they should be banned. American employees, but for a few exceptions, are at will employees. They can be fired for any non-discriminatory reason at anytime with no notice. Employers have all the power. To extend that power to limit employee's next job is wrong. It also ties into the face of capitalism, whose basic premise is markets(jobs are a market) should be left unregulated. Businesses want it all.... employment at will when it is convenient to fire someone and non-compete clauses when they want to retain employees. They shouldn't be able to have their cake and eat it too. Please end non-compete clauses!"</p>
Rebecca	<p>"I appreciate the intent and the content of this rule. I have read it and find the evidence cited (especially the impact on competition and wage suppression) to be compelling. These non-compete agreements are not appropriate for employees. Business partners are a different matter, but employees shouldn't be subject to these."</p>
Nicholas	<p>"As someone who has been subject to a number of non-compete clauses over the years, I welcome the initiative to regulate these clauses in defense of worker's rights. However, I think it's worth calling out the different types of non-competes. I've worked at firms who dictated I should not work at any other firm in the industry for a year in a very broad manner, and with no compensation. This is unacceptable. However, in the financial industry, it is customary to pair the non-compete clause with a guarantee that you be paid your salary during the year the non-compete is in effect. This is a great way for employees to essentially take a</p>

	sabbatical, and protects both the firms interests while ensuring financial security for employees. I hope an exception would be in place for these types of clauses."
Gregory	"I am in favor of banning non-compete clauses in employment contracts in most situations. I understand there may be highly specialized industries that might need some level of assurance that an employee won't take proprietary knowledge to a competitor, but I believe that could be accomplished without hamstringing employees and preventing them from finding work."
Errol	"I am in strongly in favor of the proposed rule. Non-compete clauses should be used in a very limited fashion, not widely in a manner that is detrimental to everyday Americans. This rule as proposed will correct that wrong."
Alex	"Non-compete clauses have their place, yes. If someone's knowledge/brand is integral to a business, then they should be prevented from competing in related businesses close by as that would provide a definite conflict of interest. This does not apply to someone who flips burgers, and it definitely does not apply to security guards. These jobs are fungible, and (within reason) any two workers are able to work the job equally well. In these (and the vast majority of scenarios), non-compete clauses only serve to limit people's ability to get jobs. They should only be allowed in special circumstances, like the one I started this comment with."
Kari	"Hello, the non-compete clause should be banned for any employee who is a wage earner meaning they do not own a share of the company nor do they receive a share of profits. They are ONLY appropriate for employees that receive significant stock options or a significant percentage of profits -- e.g. are co-thunder or co-owners. If an employee simply participates in an employee stock program (which most tech companies offer) the non-compete is not appropriate. For hourly and salaried employees the non-compete must be banned. Employers should not be able to prevent a worker from seeking better working conditions or higher pay through non-compete clauses. If they want to keep workers from switching to a competitor, then offer them a great working environment and fair pay. All US citizens should have free will to work where they wish. Restricting that freedom is a form of human chattel."
Jack	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."

Constituent Support for the FTC's Noncompete Rule



North Carolina | Statewide Impact

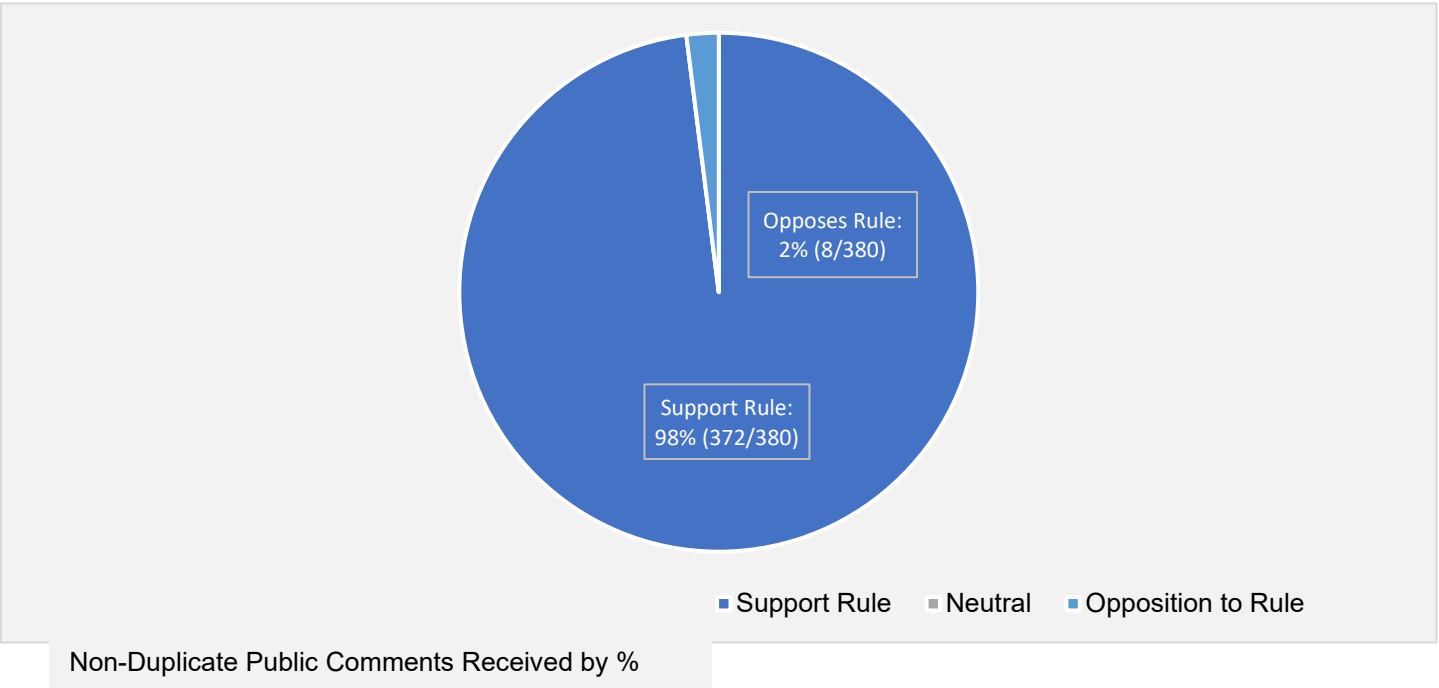


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **North Carolina**:

North Carolina Covered Workers	Increase in Total Annual NC Worker Earnings	Increase in Average Annual NC Worker Earnings
3,759,643	\$2,105,343,963	\$560





[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 372 of 380 NC Commenters Support



Support Across Sectors of the North Carolina Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Physician here, I've had to uproot my family and move 3 times due to non-compete clauses. Disrupting kids, friendships and life. Why? I'm an employed /salaried anesthesiologist. It would be impossible for me to steal patients or some mythical operating room management secrets."</p> <p style="text-align: right;">-Raymond S.</p>
	<p>".... I was a caregiver for a time for my disabled parents. To help make ends meet I took a part-time job that was seasonal and nature for a tax preparation company. Now, I am able to return the full-time work. I would like to take a job as a bookkeeper with another company but because of the noncompete clause I cannot work for that company....it's ridiculous that I am trapped in a seasonal part-time job and have to take public assistance when if it were not for that [non-compete] clause I could go to work full-time for another company that wants to hire me as a bookkeeper...Depresses me to staying in poverty level in a public assistance."</p> <p style="text-align: right;">-Eddie K.</p>
	<p>"I work for a Learning Center in North Carolina making only \$15 tutoring students. Many of the students are special education students. I can't leave to find other work because of the non-compete clause...The clause names explicitly all of the tutoring companies in Charlotte where I can find work. I can barely afford to live on this wage in Charlotte. If I did not have to worry about the non-compete clause, not only would I be able to find a fairly paying job. It would also create more competition for qualified tutors, and wages would increase."</p> <p style="text-align: right;">-Tamara C.</p>
	<p>"I work for a company in the equipment rental business.... I am in sales and have a non-compete agreement that I was forced to sign after taking the job. I cannot go to any other company that rents or sales the same equipment we do. Non-compete agreements stop me for making a better wage, better benefits and the mental healing of working for a company that values their employees and not having to deal with the stress of hying to make it day to day and provide for my family. Because of my skills and knowledge, I have been offered management positions but cannot take them because of a piece of paper. I support the rule to make [the non-compete] vanish so I can be valued and be happy."</p> <p style="text-align: right;">-Bret H.</p>

	<p>"As a veterinary specialist, non-compete clauses have been a part of every contract.... the clauses are so restrictive from a distance and time frame that it forces those who which to leave their employer to move to a different area of the country. This means uprooting a family in the name of changing jobs. For example, my current employment is an area where there are 5 other specialty hospitals within a reasonable driving distance. However, the non-compete encompasses all of those hospitals, making it nearly impossible to leave my current position unless changing careers altogether."</p> <p style="text-align: right;">-Marc H.</p>
	<p>"I am a small business owner, and I am asking for the repeal of non-compete clauses to apply to franchise agreements. I own a [franchise] Car Care Center in North Carolina and have been in business for 11 years. This is my first business and when needed financing to open this business I was not able to obtain an SBA loan without the backing of a franchise. My current agreement will expire in 4 years. At that time, I will have the opportunity to sign another agreement...for another 10 years. If I choose not to renew, I will be unable to operate an automotive related business or work for another automotive related company for one year. Since I lease the building where my business is located, I will be left with two choices- renew or sell my business....When this agreement ends, I believe the two parties should be able to negotiate a new contract in good faith without the threat of closure or sale of my business as coercion for me to re-sign, Removing the non-compete clause may give me the opportunity to negotiate for better terms and lower fees too."</p> <p style="text-align: right;">-Gregg C.</p>
	<p>"I work for a very diversified manufacturing company in the automotive industry. All employees are forced to sign a non-compete agreement to join the company and at any promotion. As a result of our diversification, it is difficult for any employee to leave the company and stay within the automotive field without violating the terms of their non-compete. This makes it very hard for those looking to move on from the company and stay within the industry. I am all in favor of eliminating these non-compete agreements."</p> <p style="text-align: right;">-Clint G.</p>
	<p>"As an IT worker, I can be coerced with a noncompete to not work in the same industry for a certain number of years for any or no reason at all. This limits my ability to find gainful employment with the full set of skills and experience that I gain working for a current employer. I was interested in starting a company after leaving my last job but would be unable to do so without leaving because of a non-compete...I cannot afford a legal battle so I have to avoid breaking any current or possible future noncompete and will do my best to avoid having to sign one going forward. This could mean that I avoid an otherwise great job opportunity. This is not useful and hurts the IT field in general."</p> <p style="text-align: right;">-John M.</p>

Additional Support from North Carolina

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Manish	"I urge you to include physicians in a ban on noncompetes. Noncompetes prevent physicians from leaving unethical practices that do not offer patients adequate care or time with each patient. Noncompetes also force the physician to leave the state after she's left the practice, causing patients to lose their doctor."
Edward	"Please end this archaic practice. It is unfair, especially to contractors. I was unable to line up new jobs and had to wait 90 days after my contract to reapply for jobs that had already been filled because of NCAs. They also caused me to collect unemployment."
James	"This is long past due. As a physician , the non-compete clause limits our ability to force organizations to improve their efforts to better patient care through a competitive market. In addition, many medical professions (mine included as an anesthesiologist) have no impact on the competitive nature of a hospital. Patients do not choose to come to a hospital because of the anesthesiologists that work there, but typically because of the surgical care that they will receive. In addition to this, having non-competes for trainees is both unethical and unwarranted (which occurs for non-ACGME accredited trainees). Removing non-compete clauses can only improve the competitive nature of business that should exist in a capitalist society that is driven by competition to constantly and consistently improve. It places the power back into the hands of the common employee to force organizations to improve, which in my world as a physician means better outcomes for patients."
Rediet	"In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc.). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all-time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."
J	"Don't hinder the American worker- help us! Keep the ban on non/ compete clauses"
Jonathan	"My institution titles a similar concept of a noncompete as a... "Cost Share" clause, and I am very excited about the FTC's efforts to eliminate this practice. I have a concern that my institution, among others, will be creative and otherwise

	rename, redescribe, or find a loophole/workaround to penalize the employee in a way that circumvents the intent of the FTC's effort to eliminate this predatory practice that is indeed antiquated."
Michelle	"Physicians are once again being held to higher standards than any other practitioner while being asked to early those less trained and knowledgeable again and again. Those of us who have longest commitments need to be protected too."
Nicole	"I fully support the FTC's proposal to eliminate non-compete clauses. I have been forced to work under a non-compete clause for 15 years. While I love the city in which I work, I am significantly underpaid and work in a dysfunctional hospital system . Echoing many voices here, my options are to either drive 1.5 hours daily to a position outside the non-compete radius, or to uproot my family and move. However, I have a child with special educational needs. Leaving her current school would be devastating to her and almost certainly provide a worse educational experience for her. Why should my employer force me to choose between staying in an unpleasant working environment or hurting my family by choosing excessively long commutes or moving. I don't have industry secrets. I don't have patients who follow me. My employer didn't put hundreds of thousands of dollars into training me. Their only motivation in having a non-compete clause for my position is to allow them to keep salaries low and to not have to address workplace issues.... The current use of non-compete clauses is applied indiscriminately, but trying to argue against it in court is cost prohibitive for employees. It's hardly a fair fight when going up against a multimillion-dollar corporation who has its own legal team."
Scott	"I am generally in favor of disallowing non-compete clauses for healthcare professionals, irrespective of whether the employer is for-profit or not for-profit, or at least strictly limiting their scope. The hodgepodge of various state rules makes navigating the employment market maddeningly difficult. When combined with no-cause termination clauses, a non-compete may result in disruption of physician practices and patient access to care, not to mention family life, children's education, healthcare of the individual and their family, and limitation of market-based compensation. It is possible to discourage "employer shopping" and to recover employer "investment" in new physician talent via economic forces (for example, cost share agreements or claw back of startup packages for departure within a narrow range of dates after hire."
James	"As a technology senior manager , I fully support ending non-competes for almost all employees. Individuals work hard to develop expertise in a given field and should have the freedom to use those skills in the manner they choose. A previous employer should have no control over my future decisions."
Jennifer	"I believe non-compete clauses in employment contracts should not be legal for anyone. It limits competition. As a physician most employment contracts have a restrictive non-compete clause (not just non-solicitation) that basically requires us to move our families if we seek employment elsewhere. It leads to uprooting

	<p>our spouses from their jobs, and our kids from their schools. It is not fair. Big hospital corporations tend to have cookie cutter contracts and will not remove these clauses. It limits our employment opportunities and keeps us in jobs we otherwise might leave just because we don't want to move our families. I served in the military and moved my family enough as part of my service to my country and moved around my entire childhood due to my father's service to his country as well; my job as a civilian shouldn't require me to move my family just to take another job if one is available in the nearby area."</p>
Erin	<p>"It is EXTREMELY important that all healthcare workers including physicians are free from noncompete clauses. Noncompete clauses for physicians are written in such a manner that a physician would have to leave the city they reside in, if not the county- move completely- in order to leave a job. This is done entirely to limit market competition. As healthcare systems have merged this has further limited competition and put more control over the workforce into a handful of administrators.... This directly harms patients who lose healthcare providers when there is already a desperate shortage. Providers in rural settings who are forced away from serving an underserved area hurts multitudes- and it is done because the fact that the area is underserved has direct profit benefit for the owners of the main healthcare system in the region who can prey upon them. Disruption which occurs when a physician is forced to leave a geographic area can also directly harm Patients who then just scramble to find persons who can continue their care. Allowing physicians and other healthcare workers to seek workplaces which honor their humanity and treat them as respected workers rather than forcing them to remain in jobs which at best area poor fit for them and at worst actively abuse them is harmful to them, healthcare consumers, and the market.... PLEASE do not allow the powerful hospital lobbies to buy an exception to exemptions for physicians...."</p>
Erin	<p>"Nonprofit healthcare systems should not be excluded for this ruling. As has been exclusively researched upon, predatory practices that enrich nonprofit hospitals while sacrificing their care mission are extremely common. Forcing physicians who may have chosen to work at a nonprofit at some point in their career to now have to move to an entirely new geographic area- move their family and lives- should they wish to take another job is absurd. Healthcare consolidation has already limited market competition and allowed abuses of healthcare workers across the spectrum. There is really no reason to exclude nonprofits in general- if they are living up to their mission then the idealistic persons who work for them will be glad to continue doing so even if it pays less. They knew it paid less when they took the job in the first place.... It serves no one but hospital boards and will only further contribute to the mass healthcare worker exodus as healthcare workers continue to burn out and can find no reprieve. If you are going to exclude nonprofits then set radius limits or something for goodness' sake! How is forcing persons to move far away so that health system employers can keep a functional monopoly and artificial scarcity alive in ANY WAY consistent with our supposedly capitalist system...Healthcare if anything is the area that needs competition the MOST at this point in time. If you exclude nonprofits, you are taking out of play the biggest healthcare systems in the country!"</p>

Jimmy	"These archaic and restrictive clauses have made companies treat their employees more like indentured servants than employees. I worked for a company that had so restrictive non-compete clause that I would have had to find a job that was over a two-hour drive from my home. I could not relocate due to family commitments in the area and housing issues. So, in essence I was "bound" to stay there and continue to work in a toxic environment. I can understand that companies need to protect their self-interests but, me leaving and taking a similar position across town would not hurt their bottom line or that I would "steal" clients away from them. We are in a healthcare industry and patients are bound by where their insurance company will "allow" them to receive care not by where their favorite provider practices."
Sherri	"Do not believe hospitals writing letters "on behalf of physicians and employees stating that noncompete should stand as is. These letters do NOT really represent the wishes of the employees. Hospital systems use noncompete clauses to trap employees and avoid paying fair salaries! Noncompete should be illegal!"
Jacob	"This is extremely healthy and welcomed throughout many private sector jobs. In particular, as a physician it helps keep the market reasonable for both academic and private practice positions as non-competes are ubiquitous and nonsensical."
Erin	"I am writing to urge you to consider banning all non-compete clauses, including physicians Non-compete agreements are designed to prevent employees from leaving their current employer and working for a competing company or starting a competing business. While non-compete agreements can be appropriate in certain circumstances, they can also be overly restrictive and limit job opportunities for workers. In the case of physicians, non-compete agreements can prevent them from practicing medicine in a certain geographical area or with certain patients for a period of time after leaving their current employer. This can be especially problematic for patients who rely on their physicians for ongoing care, as well as for physicians who may be forced to relocate or give up their medical practice altogether. I believe that including physicians in the non-compete rule would help to promote competition in the healthcare industry and provide greater job opportunities for physicians. By prohibiting overly restrictive non-compete agreements, physicians would be free to pursue new job opportunities and provide healthcare services to patients without fear of legal consequences. I appreciate your consideration of this issue and urge you to take action to ensure that physicians are included in the non-compete rule."
Suman	"Non-compete clause significantly limits employee's opportunity for growth, better pay and should be banned. It is very painful to move to different locations for job change, especially with the people with families/children and almost a form of enforced slavery (work here or move away to different city or state). It is against right to freedom."
Triad	"I am a physician in North Carolina. I have innovated huge for our health system.... The AHA has not been talking on "behalf of doctors".... take down

	this non-compete immediately. Let health systems learn to survive through insurance pricing, culture and fair employee management."
Mike	"I would hope to see the non-compete be forced to go away. A non-compete cost me my home and livelihood for 20 months..."
Jacob	"Non-competes are antiquated and should be illegal"
Kyle	"I support this rule disallowing non-compete agreements. Many industries are very specialized, and years of experience should not lock an individual into working for a single employer."
HJ	"Simply put, there is no valid reason to have a non-compete clause that limits the workers ability to earn what they're worth. I am a retired Building Engineer with more than 35 years with the same agency. I dealt with hundreds of companies with assets and payrolls from the thousands to the millions."
Eddie	"Especially hurts people like me who have a part-time seasonal job in tax preparation. If not for the noncompete clause, I could get a full-time job is a bookkeeper at someplace else, but since they also do tax preparation, I'm banned from doing it. So, it's actually keeping me from making a living keeping me in poverty."
Grace	"I am in support of eliminating noncompete clauses. For my practice in anesthesia , healthcare delivery is limited when noncompete contracts restrict provider practice for the financial benefit of the contracting company. Removing the noncompete barrier enhances free trade in healthcare and all other industries."
Justin	"100% support this"
Tamara	"It is not a good policy to have so many non-compete clauses in the workplace. I know they were originally intended to protect company trade "secrets", but they have gotten totally out of hand and overused. You can't tell me that a fast-food worker should be limited as to where they can get a job because of where they worked before. This is yet another way that employers are keeping the upper hand over workers. A friend of mine has run into this in the health field (what secrets do hospitals have that workers would "take"??) Please help the folks trying so hard to make ends meet in this increasingly fraught time where the U.S. is regulating more and more of our lives- -this time without any greater good...only corporate good."
Vinay	"Please ban this practice that limits a physician's ability to fmd better jobs without having to uproot their lives and move far away disrupting their family and social lives."
Greg	"I currently work for a company that promoted me 2 years ago and they told me that I had to sign a non-compete. I have been recruited by other companies and

	they have offered me more salary and better benefits, but my current employer won't let me out of the contract. I am just a regional manager for a small company, and I am upset that I cannot better myself"
Triad	"As a physician in North Carolina speaking for myself and many of my colleagues we 10000% welcome a ban on non-competes. This is the worst abusive monopolistic behavior generated by corporations esp. health systems to get away with mediocrity of HR practices that involve employment HR abuse and poor listening skills by management. It stifles physician creativity and makes the health system treat us like cogs in a wheel. This ban is long, long overdue"
Ava	"This is essential to allow for patient -physician relationship to prevail over the needs of corporations and large groups. It will allow physicians to continue to serve their communities when it is no longer possible to remain in a group or to remain employed by a corporation for any number of reasons. Why deny a community access to a physician's services just so a hospital corporation or physicians' group can try to force physicians remain in their employ when it isn't in the best interest of the physician or the patients."
A	"I am a physician and strongly support the bill to remove non-compete clauses. They are particularly discriminatory to women and mothers who often are geographically limited due to their family and childcare obligations. Patients suffer as well, as often times there are only a small number of specialists that can treat certain diseases. If one of those specialists are barred from working in an underserved area, it has harmful effects for patients."
Rachel	"I am or was in flooring . My previous employer is seeking irreparable damages from me stating they provide specific performance which is not true. This company...offers cabinets, countertops, flooring, window treatments, Fixtures, lighting fixtures and more...I have been in the flooring industry my entire life this is pushing me out of my career. And even though I adhered to placing my LLC outside of the noncompete mileage and it clearly states this business is Real estate related, they are still seeking damages."
Michelle	"As a long time, massage therapist who has worked in a variety of settings, I can attest that non-compete agreements do more harm than good to our profession and my colleagues. Customers who want to work with an individual are restricted in their free market access to preferred service providers. Practitioners who ethically move into private practice are strong-armed by corporate entities motivated by greed, instead of working together for the benefit of the consumer. Since they...cause financial and mental/emotional hardship on people pursuing the American Dream of starting one's own business, please DO ban non-competes."
Cameron	"Regardless of the length of time no compete clauses have been in use the unfortunate impact of such provisions in employment agreements is coming to light and it is negative in effect. Typically, a no compete clause bars the contracting employee for a one- or two-year period from competitive employment

	<p>and does not provide for regular compensation and benefits during the period of such an agreement. Most employees who are asked to sign such agreements do not have the resources to endure a one- or two-year period of time without compensation. This places an undue burden on creativity on our economy and prevents upward mobility for ordinary skilled people. Work conditioned on such covenants without regard to job content is an overreach based on unequal bargaining power and is clearly an anticompetitive practice. If an exception were to be desirable, other than the sale of a business, then continued compensation and benefits of an employee during the period of such a no compete covenant would protect the employer and enable the employee to be available at the end of that time for other employment. As a former practitioner dealing with these covenants from time to time, it was frequently apparent that no compete agreements provided cover for abusive treatment of employees because some employers would anticipate an employee could not economically withstand the lack of employment for one or two years and would impose undue risk taking without commensurate compensation. Additionally, it is believed that many of the employees subjected to these covenants are not fairly identified to the employee or the company's other employees or even in the annual disclosure documents of the company as essential to the company to the point of needing a no compete. As we are concerned with all of our citizens, the use of a no compete clause especially prevents upward mobility as well as wealth building for minorities both male and female. No compete provisions seem to be particularly unfair when one examines the relative imbalance between an employee and a company or employer as upper management has compensation for the risk of unemployment or the life of a no compete clause. I don't think this is true for other employees. As difficult as it sounds, in my opinion the use of these agreements consigns a large number of our countrymen and women to perpetual serfdom. For these and other reasons I submit that the Federal Trade Commission should adopt a rule banning such agreements as anticompetitive and unfair competition. Sincerely, Cameron Cooke"</p>
Chad	<p>"...I'm all for them being done away with. If an employer wants an employee to not spill trade secrets or something, they should work harder to keep their employees. In a capitalist society, one which insists that capitalism does in fact work, it is amazing to me that we have a practice baked into our society that is literally non-competitive even in name. If the little guy has to compete for his bread, so should the big guys."</p>
Jenny	<p>"This practice seems directly opposed to any concept of 'free trade' I can understand. It unfairly benefits employers and makes innovation and starting up new veterinary practices difficult. If an employee has bought property in a certain area (usually while working for the employer who has written in the 'non- compete' clause), this person is essentially forced to either change professions, or to sell up and relocate. It is unfair to prevent a professional from practicing their profession in the area of their choosing."</p>
Arnold	<p>"Ban non-competes for MDs"</p>

Christina	"As a physician I fully support the eradicating non-complete cause in contracting. Non-competes are used to unfairly restrict physicians from competing in the workforce and restrain fair trade for labor."
Joshua	"I am fully supportive of this Rule. It is sorely needed to protect workers' rights to provide for their families."
Jessica	"I am a Board-Certified Family Medicine physician noncompete clauses can be very detrimental to a physician's career, lead to increased stress and burnout due to being forced to stay in a position, and contribute to the PCP shortage due to early retirement. My personal experience with a noncompete clause is the following: I had been working in a small community for 7 years when the practice was bought by the local hospital system. I was unable to negotiate out of the noncompete clause in my contract. The work environment turned out to be quite toxic and I was very unhappy. I resigned from my position. Since this is a small rural community, with few medical practices, the closest practice to join, due to the noncompete clause, was over 45min away. I ended up starting my own practice, to great expense."
Christopher	"I have worked under an NCA for only one (former) employer, and that NCA was clearly intended to dissuade workers from leaving the company for other employment...in practice, NCAs are most often used to more tightly bind current workers to the employer through the threat of future punishment. legally pitting the Goliath (employer) against the David (worker) in a legal battle that nearly all former workers would be financially incapable of waging. This is by design. As such. I am in favor of a ban as proposed...If a company's business is truly threatened by low-level workers leaving to work for competitors, then the business model of the company is unsustainable. Workers who are so valuable to a company that their employment with a competitor poses a threat to the company will certainly be compensated appropriately, so a fair earnings test would look something like earning >400% of the average (mean) employee/owner/partner compensation. This would limit applicability to the higher earners in a company regardless of geography or industry."
John	"I heartily support the rescinding of the non-compete clause."
Skand	"Support move to stop non-compete clauses"
HoJun	"This would make lives better, too many companies and corporations put restrictions on workers that makes even simple moving or changing jobs too hard. I am a dentist in NC and while I do not have any immediate plans to change jobs non-compete restrictions are always on the back of my mind."
Justin	"As a fully employed physician in a large academic health system, I support the FTCs goal of eliminating the noncompete clause. As an employed physician, we are often forced to sign geographic noncompete causes, which makes it extremely difficult to find new employment if for some reason you separate from

	your employer. This new rule would help physicians find optimal employment, help physicians find fair compensation, and improve the well-being of physicians."
Vijayarajan	"Please don't exclude, as I feel I am feeling being taken advantage."
Micheal	"I support the FTC's ban on non-compete clauses. They harm workers, making it extremely difficult to leave an unfair employer. The proposed policy will make it easier for workers to seek better employment without leaving their field of expertise and construct better lives for their families."
Jennifer	"This is an excellent rule that should be enacted nationally as written, as it protects workers and enforces the social contract engendered in "at will" employment. For at will employment to work, employees need a more equal playing field and movement in the job sector. That is, they should be able to freely move jobs at will in the open market using their skills and experience without restrictions, just as employers can hire and fire "at will." Current practice of non-compete squelches this on the side of employees through contract. Removing the burdens of non-compete on employees will enhance the US economy and help employees in equal bargaining. The control employers have had on common skills through non-competes has not only squelched worker's ability to seek a livelihood but has squelched innovation in many sectors because it removes the movement of people (and their innovative brains) in their jobs. Non-competes are not necessary for employers either, who theoretically want to hire the best people (potentially more experienced) for their positions. Non-competes by their yew nature discourage people seeking experience in related jobs, keep wages low, restricting the ability of employees to move and gain skills in an area, and thwarts competition - all of which negatively affects all employees, all companies, and the economy. These non-competes are especially damaging in retail, food industry, social work, education, eldercare, healthcare, and manual and skilled labor jobs where there absolutely no reason for them. It is high time these oppressive rules are done away with. To be clear - doing away with these rules does not do away with the protections of confidentiality that many employees must retain upon leaving a job. There are many employers who conflate these concepts in support of non-competes, but these are not mutually exclusive. Once can easily protect confidential information and misappropriation of secret company information while still doing away with onerous non-competes. This comment is willfully submitted by me as an individual, not on behalf of any employer, and does not reflect the opinion of any present or past employer."
Andrea	" Physicians with non-competes in their contracts are forced with the choice of uprooting themselves and their families any time they want to switch practice environments, and the daunting challenge of reestablishing a reputation and practice in a new location. Employers know this and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. As a real-world example, I practice at a hospital that has

	several other hospitals in the area. Because of non-compete clauses, it is nearly impossible to change jobs or move to another health system. This has also allowed ALL the health systems to pay far less than the national average and we as die employee have no leverage at all and are held hostage in whichever health system we started at. These clauses give all the power to die health systems to continue to underpay and overwork their staff"
Matthew	"I am writing in support of eliminating non-compete clauses and restrictive covenants. In a remote work world, companies are using non-compete clauses to limit employees' rights over a large geographical area, including the entire United States. In my case, I am a physician with a specialty in digital health product management. My skill set, by necessity, means that any employer who would want to hire me would be considered in the same field as my current employer, and thus a violation of a non-compete. This leave me trapped in my current job, even if my job description, work projects, reporting structure, and expected compensation are all completely changed by current employer, which is exactly what has happened. A world in which a worker does not have the right to work for the employer who most values his talents is antithetical to the free-market system that this country supports. Thank you."
Greg	"Please ban non-compete clauses. This is a restraint that is unfair to workers and destroys the integrity of the free market. How can a market be free when an employer holds power?"
Amy	"I'm a nurse anesthetist and non-compete clauses with hospitals and anesthesia staffing companies have become predatory. Typical clause: Two years legally barred from working within a 30-mile radius from your current facility, which is enforced even when the staffing company you work for loses the contract to provide services at the hospital you were staffing. These non-compete practices are anti-competitive and hurt medical providers and their patients."
Bradley	"This is a much-needed regulation. I work as a middle manager with no trade secrets, yet the non-compete I had to sign to secure the job prevents me from looking at other companies. There is nothing about me that is unique, and I have no super- secret knowledge that would benefit a competitor. Really feel like this clause is preventing me from gaining a job more aligned with my needs and expectations."
Bryan	"I am commenting as a physician ...Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout, in large part due to the ways these large health care organizations take advantage of them and exempting them from the FTC non-compete rule would simply continue to exacerbate an already burnt out and at-risk group in favor of the profiteering of large health care organizations. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital

	Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."
Cibele	"I am against non competes."
Kieran	"This...would dramatically improve healthcare worker flexibility. Unfortunately, in the world of consolidated healthcare nearly all employed physician groups/organizations/hospitals require non-compete agreements. This has functionally led to no ability to negotiate with organizations to remove non-competes. This has the effect of artificially suppressing income, choice, benefits, and more practically the patient care environment. Organizations can tell physicians and other healthcare workers they need to increase how much work they do with less and the only alternative physicians have is to complete uproot their families and move a great distance away. This in the setting of most physician specialties there is no practical reason for non-compete agreements as it does not change referral patterns and many hospital specialties are not chosen by patients who arrive in emergencies. Thank you, Kieran Leong"
Tracey	"I'm writing to express my strong opposition to the use of non-compete clauses in contracts for healthcare providers . I urge the Federal Trade Commission to take action to prohibit the use of non-compete clauses in contracts for physicians. Such a prohibition would help to ensure that patients have access to the care they need and would promote competition in the healthcare industry. These clauses or restrictive covenants unduly restrict employed or contracted providers from practicing medicine within a certain geographic area and/or for a specified period of time after leaving a practice or other employment situation. This can lead to loss in income and instability for healthcare providers and their families The use of non-compete clauses in physician contracts is harmful to the physicians and the patients they serve. Physician non-competes limit the mobility and job opportunities of physicians and can prevent them from providing consistent care to patients in need. This leads to shortages of physicians in certain areas and can make it difficult for patients to find the care they need. Furthermore, non-compete clauses in physician contracts can limit competition, which can lead to higher healthcare costs for patients. By limiting the number of physicians in a given area, non-competes can also limit the number of choices that patients have when selecting a healthcare provider."
Abbie	"These non-competes hold workers hostage, stopping them from switching jobs to get better wages. The ability of a worker to leave a job to pursue better opportunities is a fundamental part of how a marketplace works. These non-competes are giving too much power to business, at the expense of workers and their lives. It's time to get rid of the non-competes and allow workers the freedom to choose where to work, and to make businesses compete for the best labor."
Richard	"I am retired for the past three years. Formerly I enjoyed a four-decade career as a software developer for IBM, Lenovo, Itron and Blade. Almost all of these years

	<p>I was required to sign a non-compete clause. I was never in a position financially where I could refuse to sign. I agree with the FTC rule because these non-compete clauses are entirely weighted in the favor of the employer. The employee is never rewarded for honoring the non-compete clause. Now I am seeing the next generation of employees, my own daughters and sons in-law being subject to the same type of clause by their employers. In their cases I see this as an even more egregious imbalance between the employer and employee in favor of the employer. The reason that I state this is the very high level of education that these employees bring to the job on day one with their employer. This education is in part paid for by me. It includes undergraduate, PhD and professional schools and internships. Now when this new employee starts on day one with their new employer their future employment options are severely limited by these non-compete clauses. If they are unhappy or have professional disagreements with their employer, they are restricted from pursuing employment in the same geographic area using the training that they invested in and that I invested in prior to their signing the employment agreement."</p>
Ashley	<p>"The non-compete restriction that employers have in place limit a person to continue their career in a given industry. When the non-compete prevents someone from changing companies with all of their industry knowledge, it puts the person at a disadvantage to better themselves, increase their income and support their family. Companies seek people who are already in the same industry to join their teams. This allows the new employee to be a productive part of the team quickly, benefitting both the company and the employee. When an employee works for a company with a non-compete, they are limited in their financial growth and their overall career growth. With average raises only 2-3% a year, people can get increases in pay by changing companies every few years. With a non-compete, the employee is essentially locked in to working for that employer, unless they have transferrable skills for another industry. The employer thinks they are keeping their 'trade knowledge', but all they are really doing is forcing someone to continue to work for them who feels stuck and eventually will give less to the company based on the feeling of being captured. The worker bees that are doing the tactical work should not be bound by this type of agreement. In our country, people should have the right to change their employment for more professional opportunity and increased compensation. When employers implement non-compete agreements that prevent them from working for competitors, vendors or clients of that company, employees lose those rights. Who wants to have thick career opportunities and income limited? Nobody. I support the effort to reduce or eliminate the use of non-compete clauses broadly across a company. Alternatives could be to only require executives to sign non-competes and/or limit the scope of non-compete agreements to only include direct competitors and not clients, vendors, etc.."</p>
John	<p>"Please get rid of this archaic and abused tactic that companies use to essentially enact a form of indentured servanthship. I could see an extremely small carve out for people that have produced proprietary information and products at the expense of a company from being able to take that investment immediately to a competitor. Or even a principal in a company with a guaranteed golden parachute,</p>

	being able to leave and immediately work for a competitor. But to be able to force lower-level workers into a noncompete clause as a condition of employment is a restriction that defies the competitive nature of capitalism. To borrow a phrase from Ronald Reagan, please throw this destructive tactic onto the trash heap of history. (For context, I am a retired person who would never have the need to sign a noncompete agreement, nor have I ever.)"
Freedom	"Non-compete agreements prevent me from moving up in my industry; I would have to be unemployed two years from current job to get a career advancement at a new company. It totally screws individual employees while protecting companies profit margins. Getting rid of them would be government for the people not the corporations."
Smeet	"This is a much-needed regulatory action. As a physician , I see countless colleagues stuck in jobs with increasing burnout as they feel they have no other options due to their restrictive covenants that sometimes span 100 miles. There is no trade secret we are taking with us just what we have learned clinically through our training. Physicians all across the US would and do support this regulation."
Dawn	"Workers need to be able to leave a job they are not happy with and be able to find a new job using their skills."
Balwinder	"I as a physician strongly support the ban on non-compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Vamshi	"As a physician and patient, I would request to remove non-compete clause"
Jeff	"I fully support the banning of non-compete clauses in employment contracts. Non-compete clauses restrict employees from working for a competitor or starting a competing business after leaving their current job. Such clauses limit an individual's freedom to work and pursue their career, and they also harm the overall economy by reducing competition and innovation. Research has shown that non-compete clauses have a negative impact on the economy, particularly in terms of entrepreneurship and innovation...non-compete clauses may impede the diffusion of knowledge and innovation, as they limit the ability of workers to move between firms and share ideas and expertise. In many cases, non-compete clauses can be overly restrictive and unreasonable. They can prevent employees from using their skills and expertise in the same industry, even if they are not directly competing with their former employer. This can result in talented individuals being forced to leave their chosen field entirely, reducing the pool of available talent and stifling innovation. This is overly evident in the STEM field where we already struggle to maintain a healthy pool of skilled workers and extremely small pools for niche fields like power and nuclear engineering. Banning non-compete clauses would allow employees to pursue their careers freely and contribute to the economy without unnecessary restrictions. This would

	ultimately benefit both workers and businesses by promoting a more competitive and innovative job market. Therefore, I strongly support the ban of non-compete clauses in employment contracts.... Banning non-compete clauses in employment contracts would be yet another step towards ensuring that America remains at the forefront of innovation and economic prosperity. By promoting competition and entrepreneurship, the US can continue to attract the best and brightest minds from around the world and create an environment where creativity and innovation can thrive.... Banning non-compete clauses in employment contracts would be a testament to America's commitment to entrepreneurship, innovation, and individual freedom. It would ensure that the US remains a beacon of hope and opportunity for generations to come."
John	"This is something that absolutely needs to happen. Noncompetes force workers into making the tough choice between staying in a job with poor working conditions and uprooting themselves/their family. Nonprofits should not be exempt from this - and in fact should abide by their own service mission to pay their employees fairly to retain them vs coercion via noncompete."
Robin	"Need to get rid of noncompetes as they are bad for patients, bad for capitalism, create unfair working situations that employees cannot get out of. Nonprofit hospitals should not be excluded from this as the majority of hospitals are listed a nonprofit but their ceo makes millions. Hospitals are not hurt from an employee leaving to a competitor any more than an employee leaving to move to a different state. In order to prevent people from leaving, employers need to work on better strategies for retaining their staff"
Raymond	" Physician here, I've had to uproot my family and move 3 times due to non-compete clauses. Disrupting kids, friendships and life. Why? I'm an employed /salaried anesthesiologist . It would be impossible for me to steal patients or some mythical operating room management secrets"
Daniel	"The non-compete needs to be removed completely. When a person spends any amount of time in a field and they're forced into a non-compete, that's the only field they have skill and experience in, meaning they can't go do the job they know for a livable wage elsewhere."
Priyavadan	"Agree with proposals"
Michelle	" Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less

	pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations as well as limit physician autonomy and career opportunities."
Jennifer	"Non-compete agreements keep employees with the passion for their field from finding a better job especially when your working environment is toxic, and you are unhappy with that company and are underpaid."
J	"I am 100% supportive of banning all non-compete agreements. This practice currently prohibits many medical providers, including myself, from being able to seek other employment opportunities without having to completely relocate."
William	"I arrived with my employer through a series of acquisitions over the last 7 years. My current employer required that I sign a non-compete as a condition of keeping my job. The non-compete prevents me from working for virtually any other employer in my field of work. I've spent 25 years in this industry. Where can I take my hard-won skills for employment and be of use to another employer with an employment contract hanging over my head? I signed the document because I cannot pay the bills without a job. There is nothing my employer has taught me that is proprietary information. I acquired those skills and knowledge elsewhere. The only reason for this contract is to prevent me from going anywhere without imposing hardship on my family. This does not benefit me and it does not benefit out economy,"
Avia	"Non-compete clauses patient's ability care and prevents companies from being competitive and raises unemployment for well-qualified individuals."
Max	"End non-compete clauses, they harm the workers in a way in which the workers can not harm the employer. employers get to keep and continue to use any work performed by an employee when the employee terminated their employment, or is terminated, but to say the employee then can't get a new job is ridiculous!"
John	"I fully support the FTC's proposed rule both as a working member of our country's dynamic tech community, but more importantly as a person subject to technology in the public and private sector. These types of agreements should be reserved for issues of national security, not fur banal consumer tech."
Christopher	"This is wonderful. In the research triangle park area, the 3 dominant medical systems were colluding through use of noncompetes and handshake agreements not to hire each other's physicians. This led the Durham Hospital Referral Region on one Medscape physician salary survey to have the lowest physician salaries in

	the nation. When physicians were poorly treated, they had often to leave the state to find work, disrupting their families and children. Thank you for pushing for workers. I hope lobbying doesn't neuter this advocacy."
Gabriel	"I am a young physician about to finish my training of 6 years. There is so much fear and anxiety about joining a practice in a location I actually want to live long tenn because of the fear of getting stuck in a noncompete I would be unhappy with. Noncompete impede physicians from getting the most competitive salaries as when it is time to renegotiate contracts, the employers have the upper hand of knowing you are unlikely to uproot your entire life to leave to an area outside of your noncompete clause. It is becoming very common for physician practices to be sold to private equity and other investment firms and physicians are losing their ability to practice die way they want, and sometimes corporate interests supercede good patient care in these settings and noncompetes only amplify this problem as it creates difficulty for physicians to leave. I hope that you create a new role to get rid of noncompete clauses for everyone."
Caitlin	"I am dealing with an unusually restrictive non-compete right now that has caused me significant emotional distress and financial strain. Brief backstory - I am an RN and worked for a plastic surgery office for over 5 years. I contributed to the company significantly throughout this time and was well-liked by my patients and coworkers. There was, however, a long history of administration actively bullying staff' members, threatening their professional futures, and using manipulative tactics. In my case, I was retaliated against because I confided in and expressed personal concerns with my manager in private...It was pretty obvious they were trying to force me out. Why did I not quit? Because of my non-compete agreement - I had nowhere to go. I was fired about a week later - over the phone, with no opportunity for an exit interview.... I paid my attorney thousands more to write my ex-employer a letter in an attempt to negotiate my NCA and collect my unpaid wages. They refused to negotiate and claimed they owed me nothing. Instead, they threatened to sue me if they ever found the in violation of my NCA terms.... All I want to is to perform the services for which I was trained and love to do. I am not trying to "compete", "steal clients" or "divulge trade-secrets"...the NCA prohibits me from performing ANY of the services I performed with my ex-employer within a 50 mile radius and for a period of 18 months, regardless of how my employment ended....This not only hurts me as an individual, but it has hurt my clients who I built rapport with and treated for the last 5 years who I can no longer treat due to my 2-year non-solicitation clause. This has hurt my family and startup business as I have had to invest a lot of time and money into this situation which could have been invested ill them. This hurts society as a whole as it limits the ability to earn a living and pay taxes. Please consider my story and know I am NOT the only one in this unjust situation. Thank you."
Nirav	"I would be in full support of banning non-compete's and restrictive covenants."
Anonymous	"Non-compete clauses need to be eliminated Non-compete clauses are detrimental to everyday people trying to survive in today's economy. They only

	favor big companies with infinite resources. Please stand firm in implementing these necessary new rules. Thank you"
Jocelyn	"I support this Non-compete Clause Rule. Clinic's/owner's do not own associates or clients. In our society, businesses should keep employees and clients because they treat them well, create a good working environment and provide a good service. Non- compete clauses help to foster toxic work environments in so many ways. Feeling trapped and forced to work in a toxic situation is affecting the mental health of veterinarians in our profession. Please pass this rule."
Connie	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone."
George	"As a physician , it locks our hands when we are not happy with current work environment and cannot leave. It is a disservice to our patients when we would like to stay in the area and take care of them but cannot because we have to move out of the state because of the economic burden the physician would incur from a non-compete. Please remove noncompete and/or restrictive covenants."
Anonymous	"I am completely in favor of forbidding non-compete agreements. In this time of inflation and a potential recession, the American people need to be able to obtain employment from any place that is offering employment nationwide."
Carolyn	"I am a physician of 25 years. Non competes have created a dangerous situation where hospitals control the choice of patients to see their physician of choice. The majority of physicians are now employed by large hospital systems. An employment disagreement such as a contract dispute can escalate quickly into the employment relationship being dissolved. Patients are caught in the middle- most physicians have to leave their community after their employment with a particular system ends. Patients are unable to follow the doctor they trust when the physicians are forced to move. Hospitals know their employed physicians are largely captive to whatever they decide unless they are willing to uproot their families and move."
Kevin	"Almost every job I have worked as an employee or contractor in the last 5 years has tried to have me sign a noncompete clause. Some have been open to negotiation while others have insisted it was required for the work. At this point in my career my skill base is so specialized that a non-compete clause would essentially render me jobless and ensure that my particular skills and certifications would be all but useless to the workforce. This trend in these clauses becoming almost the assumed norm has completely removed valuable job skills from the workforce. The idea that a company can still attempt to enforce these

	even when they lay someone off or break their end of the contract is almost comical in how blatantly unfair and illogical this is."
Franklin	"Non-competes are harmful to the average American worker and ultimately to die United States economy as a whole. They're most frequently used as a tool to prevent employee mobility between companies. This limits Americans' options in harmful way, especially when wages aren't keeping up with inflation. It's well known that wages for jobs at the middle management level and below do not come close to keeping up with inflation. Frequently the only way to get a significant raise to keep up with inflation is to change jobs. It appears that the Non-Compete Clause Rule (NPRM) would be a positive force for the average American in the land of the Free and the home of the Brave. Thanks"
Leon	"I strongly support banning non-competes. Hi. I'm an emergency physician . When the formerly physician-owned, well-run practice I had been working for was bought by a private equity company, the initial proposal was for a 75 mile non-compete for physicians. The younger physicians (no equity in prior company) negotiated that number down to 12 miles. However, negotiating over the non-compete enabled the company to decrease our pay and benefits. That was likely the plan all along. Non-competes in medicine harm physicians and patients. Physicians get trapped in practices they don't want to be in. That leads to burnout and poorer patient care. Additionally, the risk of not having a non-compete is what? The non-solicitation and non-disclosure agreements are separate. Rather than trapping physicians in a contract, regulations should prevent the exiting physician from soliciting that practice's patients & contracts for a fair amount of time and prevent the physician from disclosing the company's secrets. I strongly support banning non-competes."
Deborah	"Please take steps to reduce the use of non-compete clauses. Currently, workers who make sandwiches or prepare fast food are required to sign non-compete clauses in order to be hired at some companies. This restricts their upward mobility and ability to pursue the American dream. Please restrict the use of these clauses to rare situations."
Sandeep	"I strongly support the proposed change. As a physician, given the growing costs of medical care in this country, I am amazed that health care companies are able to prevent physicians from easily leaving and providing more choice for patients by using a no compete clause."
Michele	"Yes please help - I am a nurse anesthetist contractor...If work is done for them then I would understand but the hospitals make us use them and they don't even know what we do. They will keep you on the back burner as someone with experience and take a cheaper person they have nailed down be that means they get a bigger portion of the pay per hour...and then you have no job"
Emily	"As someone who has taught yoga for five years and is currently under a non-compete and non-solicit contract, I have a direct understanding of how these laws being lifted could change the industry. As a yoga teacher you get paid maybe

	<p>\$60/class max, which ends up being less than \$30/hour when you take into account prep time, arriving early/staying after, and more. Meanwhile the owners of the studio make all the money, yet students think that by supporting the studio they're putting money in your pocket. One way to make ends meet as a teacher is to teach at multiple studios. A non-compete prohibits that. A second way is to branch out on your own and offer your own classes or open your own studio. A non-compete/non solicit makes this incredibly hard because of the waiting period between leaving the studio and being free of your contract. As someone with plans to open their own studio one day, have these contracts nullified would directly impact my life. More so it would benefit the local economy to allow people to make a living wage doing what they love and offering more classes in a city with high demand. Non competes are a money grab and attempt to own someone while paying them well below their worth. I'm hopeful the FTC sees that and will nullify these contracts to create a fair labor market."</p>
Jacob	<p>"I urge the FTC to ban non-compete agreements to simplify the law and prevent future employer abuse tactics. In many US states, non-compete agreements already are very limited. However, some corporations choose to use legal loopholes and pay "Registered Agent" companies to set up a P.O. box in Delaware or other employer-first states, even though neither the employer or employee ever step foot in those states. For a mere \$50, you can set-up your company in the most employee unfriendly state and manipulate your employees. Personally, I was a victim of manipulation and emotional abuse by a former employer during college through the use of a non-compete agreement for academic research. What I thought was a good opportunity at the time turned into a complex situation, where I was essentially hostage to my employer, as they threatened me to be unable to find employment elsewhere if I left their company on unfavorable terms due to the non-compete agreement. I was manipulated to work many hours unpaid under the pressure of keeping my job. The employer also pressured me to shut myself off from other undergraduate research opportunities, spending time with friends, and to not seek out any other internships. While this happened in 2020, the situation still impacts my life, as I lost my opportunities for graduate school. Of course, I later found out such a non-compete agreement was unenforceable in Illinois (where I worked at the time), because they did not recognize legal loopholes. But it is not illegal to write a unenforceable non-compete contract, and the laws surrounding non-competes vary, so that combined with their manipulation tactics kept me at this company through fear. I urge the FTC to make non-compete agreements universally banned to simplify the law, and close the opportunity for inter-state loopholes and employer abuse."</p>
Heinz	<p>"As a 25 year veteran of a niche industry business and I am under a 18 month non-compete. The other mid-level managers I work with are also under the same non-competes. All of us have spent our working careers in this industry and if we were to leave, we would have to sit out of our industry and find work in a different line of business. In many respects it keeps us anchored to the current employer since we cannot afford to wait out the non-compete with no option to entertain offers from competitors. In some respects you feel like the employer owns your</p>

	<p>skill set and services in this type of situation. No one wants more competitors in their industry, but it is healthy for the business community which brings down prices for the consumer. Getting rid of non-competes would be a positive step for the employee and the economy."</p>
Kevin	<p>"Non compete's are nothing but harmful It prevents healthy competition in an industry, which hurts not only the employees bound by them, but the customers of the companies imposing them, and the companies themselves. Pm currently under one waiting to expire. I've had to give up 15 years of experience, and take a lesser paying job, which has caused me to struggle. Not to mention the only reason I am under one is because I had to sign a non compete when the original company I worked for was bought out, and the new owner made us sign one. So my option was keep working for us by signing this, or get fired. I was left with no choice but to sign it, and kept in a toxic work environment because I couldn't go out and work for someone else in the industry. So the only way out was to leave the industry completely, and let my non compete expire. I'm constantly being reached out to by my previous customers, as the service I provided to them is no longer available, but I am unable to help thanks to my non compete. So a few of them have actually had to hire people to replace the services I was providing, costing them more money. So, there is no benefit to non competes, even to those who impose them. My previous company even loses out because they are losing customers regardless, as the customers find other solutions. So what is the point? Who are these non competes protecting? Hopefully this proposition passes to allow healthy competition again"</p>
Jennifer	<p>"Physicians should be included in the non-compete ban. Burnout is high in healthcare and the ability to avoid being trapped in a poor working environment may help."</p>
Greg	<p>"I am an independent contractor. One of my clients has the following in their contractor agreement. The name of the company has been starred out. The CAPITALIZATION is mine for emphasis. 'Contractor agrees that during the term of this Agreement and for a one (1) year period after completion or termination of this Agreement, Contractor shall not in any manner whatsoever, directly or indirectly: (i) within the geographic areas where **** conducts business and its clients and customers are located, solicit or accept any Competing Business from, or engage in any Competing Business with, any clients or customers OR PROSPECTIVE CLIENTS OR CUSTOMERS of *55* with whom Contractor had any written or oral contacts or dealings in conjunction with the Services during the term of this Agreement; or (ii) on behalf of Contractor or on behalf of any person, firm, corporation, association or other entity, solicit, influence or cause any employee or contractor of * * * * to leave his or her employment with * * * * or cease or reduce his or her contractual relationship with ****. For purposes of this Agreement, "Competing Business" is business of a nature or type that is the same as, similar to, OR OTHERWISE COMPETITIVE WITH THE BUSINESS being conducted by ****. Contractor agrees that, in the event of a breach of the covenants set forth in this paragraph, ****'s remedy at law would be inadequate, and **** may seek injunctive relief, as well as damages. Contractor acknowledges</p>

	and agrees that the requirements of this paragraph are reasonable in time, territory and scope, and do not unduly burden Contractor's ability to earn a living, and that the aforementioned one (1) year period shall not be reduced or shortened by any period of time during which Contractor is in breach of this covenant.' This is in North Carolina, but the company does business worldwide and its clients have entities worldwide, thus the world is off limits. Anyone the business has ever talked to could be considered a PROSPECTIVE client. Even potential clients that have refused to do business with the company. I FIRMLY believe this non-compete clause is in RESTRAINT OF TRADE and I am IN FAVOR of the Proposed RULE."
Amal	"Physicians should also be included in NPRM"
Victor	"I'm in Tech where these idiotic clauses stifle competition. Which prevents the best workers from going to better, smarter companies. Which results in inferior products and services for consumers."
Kathleen	"California prohibits non-compete clauses yet it has the largest and strongest economy in the nation."
Rebecca	"I strongly agree that the no compete should be dropped and not considered a legal contract"
Josh	"It's entirely unfair that employers get to dictate the terms of my employment for years to come. I turned down my first employment opportunity during the pandemic for just such a reason. The government should ensure that workers have a right to work anywhere, not limited by who previously employed them. If there are trade secrets, limit those under already existing law. Otherwise, let Americans work freely."
David	"I strongly support the proposed rule on non-compete clauses. I have worked in the automotive industry where I had to sign a non-compete that was so broad, I would not have been able to work for 2 years for any other employer that COULD theoretically compete with my employer, regardless of whether the other employer actually competed against them. This hurt my income and career trajectory, as when the plant shut down for a year to retool, they didn't lay off the office staff - instead, they "relocated" our jobs to another plant 1.5 hours away from where I worked, then said the non-competes prevented us from getting other jobs in the local area. This abuse must stop. It hurts the local economy and other employers, who could have hired employees like me. Instead, I had to change fields entirely just to avoid the non-compete, which reduced my income and reset my progress on climbing the promotion ladder. I had to throw away skills that I had gained in the automotive industry."
Joshua	"I see no benefit to workers for non-compete clauses. I was asked to sign one out of grad school which would have prevented me from working within several miles of my home in anything remotely related to the job. Non-compete clauses are frequently abused to the maximum degree and should be outright banned."

Gregory	<p>"Please pass regulations on non-compete clauses. It is not fair to hold employees hostage, or limit their ability to grow themselves and the economy, by restricting their employment options. I have first hand experience with this practice. A former employer had me sign a Non-Compete when I started employment as a internship in college. It was a part time position of 20 hours of work as an Electrical Engineer, while I finished university. After university, I worked for this employer another 4 years full time, but then found a better job in another state. It was not a competitor, but a customer of my former employer. My former employer waited till the day after my 4-week notice to tell me that I had signed a non-compete agreement and that it bared me from working for any competitor, customer or any potential customer up to 5 years after leaving the company with no geographic limitations. This was effectively the entire semi-conductor industry and put my entire career at risk. I had to pay a lawyer \$1500 out of pocket to help, and they were only able to water down the language in the agreement to allow me to take my new job. However, I had to agree to new binding agreements and a "confidentiality" clause so I could not warn my former workmates or post about my experiences."</p>
Daniel	<p>"I wholly support the FTC eliminating the socialist baggage otherwise known as, "Non-Compete Agreements" (NCA), from the American professional experience. Some organizations have claimed management of NCA should be left to the states, but this betrays our system. Interstate matters are the purview of the Federal government, not of lower-tier state governments. NCA are not limited in scope to a single state and are therefore the purview of the Federal government. My own NCA is based in the state where my company is headquartered, a state where I have never performed a day of work in my life. NCA unfairly stifle the American worker, wages, and innovation, they give employers unfair and dishonest leverage to keep employees at their company who would otherwise leave for better employment. It is time to end NCA and restore capitalism to the American workplace. Competition is healthy and good, an employer who only maintains an employment relationship by NCA is not a good employer and should not be protected from the consequences of failing to be a good employer by such means."</p>
Kevin	<p>"Employers have most of the leverage over their employees. That leverage should end when the employment ends! Employers are more than capable of protecting themselves without crippling intimidating a FORMER employee's opportunity to eam a living!"</p>
Patrick	<p>"Hello. I am a husband of a spouse that is also medical like me. The anesthesia company that controls entire large city we live in mandates that she sign a non compete. They do not allow their employees to choose where they want to work. If you want to work within 40 minutes from home, you are forced to sign this. The benefits are terrible and the pay is under the average. However, they know they have a monopoly in the area and that is how they keep people. They don't keep people because they offer a fair wage, good benefits, or even respect. People should not be forced into this. Especially highly trained individuals that have invested their lives to helping people in the medical field that no one wants to</p>

	work at. Please cancel non competes. It only serves the greed in companies. Not die employees. Let people choose where they want to work. For her to leave this company, we both have to uproot and move an hour away or she has to commute an hour away, which would take a toll on our family."
Ralph	"My comments on the proposed FTC ban on noncompete agreements are as follows: 1. For most levels of employees, and most situations, I agree that non-compete agreements should be banned. The countering argument, that noncompete agreements are necessary to safeguard company proprietary information, may have some validity. But on the other hand, for other than employees in certain positions or circumstances, banning noncompete agreements could have a benefit to society in that companies will be discouraged from underpaying or abusing its better employees so that they will not be motivated to leave in the first place. They will want to stay. 2. if noncompete agreements are NOT banned, then I suggest limiting their allowed application as follows: They could be applied to any employee, who was fired for disciplinary reasons. That's because fired employees could be more likely expected to take retribution against their former employer by doing things such as sharing its proprietary information with the new employer, who could be a direct competitor to the former one. It seems reasonable and fair to prevent this specific and more likely circumstance from occurring. 3. If not banned, then noncompete agreements should NOT be applied to laid off (as in Reduction in Force programs) employees who work in a position where proprietary information is unlikely to be known, such as working on the factory floor. In order to maintain this desirable circumstance, it would of course be necessary for the employer to disperse proprietary information strictly on a need-to-know basis, such restriction which the employer should already be doing ANYWAY. There would admittedly be "gray areas" where decisions would need to be made about what is proprietary, such as a more efficient way to distribute materials on the factory floor. Is that really proprietary or not? But again, one way to defend against the "gray areas" is to treat the employees well, so that they are motivated to stay, not to leave. 4. The best application for noncompete agreements, if not banned, is for the riskiest scenario, which is where a high-ranking officer of the company, who would be likely to know critical company proprietary information, is fired for disciplinary or performance reasons. Obviously, this particular employee would probably be at most risk for divulging critical proprietary information to a new employer in same industry as former one."
Jennifer	"Non-compete clauses expose people to undue restriction on employment and are in direct conflict with an individuals right to prosperity. In many circumstances employers that compete, are in the same regional location, meaning people working under a non-complete clauses have few prospects for alternative work."
Elizabeth	"I am a veterinarian who has lived my entire 33 years in practice following and respecting all my non competes. Now I simply want to start a side business as a way to move into retirement while keeping my small animal job. I advised my employer up front about all of this when I signed on with them over two years ago. They informed me then it would not be a problem but now it is a problem."

	Veterinarians already have high burnout, long hours for low pay compared to our human counterparts and non competes are not helping. Please help free our profession from this onerous problem. I simply want to have a side business which in no way competes with my employer who does not even offer these specialty services. Please do the right thing and end non competes for American workers (veterinarians) and give us a chance to be all we can be. Thank you!"
Kathleen	"My wife is subject to a non compete as a veterinary professional and it is literally robbing us of income we could be making if she could search for a better job. Please help us. We are trapped on a hamster wheel and we are ready to start a business ourselves which in no way even competes with her employer."
Fatima	"Physicians have long suffered with non competes as we get bound to one hospital or practice over another. And then unable to work anywhere nearby even after leaving for up to two years. Working hard in this field doesn't mean we are entitled to one hospital or clinic. Our quality of life have declined a lot ever since huge corporations have taken over healthcare. We need some silver lining. Please remove non competes for Physicians as well as a fair rule for all laborers."
Andrew	"The prohibition of non-compete agreements needs to be finalized and implemented now. These agreements, except in the narrowest of circumstances, are unfair, anti-competitive, monopolistic and quite frankly, completely unamerican. They depress wages and worker freedoms and are a net drain on the economy as a whole. Thank you and please do the right thing."
Andrew	"Non-compete clauses have transformed from their original intent of protecting sensitive company information from being easily accessed by competitors to what they are now; which is simply a means to reduce the mobility and opportunity of current employees to negotiate and compete for higher wages at their current employer or at competing enterprises. Noncompetes are now almost exclusively directed toward lowering the wages of lower tier workers by suppressing their freedom to compete in the employment marketplace. This is flat out Unamerican!"
Lisa	"I write to support a BAN on exploitative noncompete agreements. Workers around the country are sharing their own stories about how noncompete agreements have hurt their careers. One in five Americans has been forced to sign noncompete agreements at the time they were hired, leaving these workers with lower wages and worse benefits. Everyone should be free to leave their job for a better opportunity. Noncompete agreements are bad for workers."
T	"I believe this to be a profound change for good. As the press page from ftc.gov states, it will unleash change. Employees shouldn't be held to an employer through coercion but through instituting a work environment and compensation package that doesn't encourage them to leave. The allowing of non- disclosure is still vital and enforceable so that an employee's worth is determined by their general ability to contribute and not a short term market change by disclosing strategic information. While some might view the change to be government overstep, I counter that there has been a fundamental shift in the

	<p>worker/management relationship since the 1970s, this puts power back to the workers to sell their labor to the bidder that best aligns with their price. This doesn't stifle capitalism, rather it unleashes it by removing barriers. Additionally, workers are subjected to layoffs with little to no notice and often with limited to no severance packages. While management knows of these changes and those being let go have an opportunity to plan a departure. Barring more radical changes to the disclosure requirements for layoffs, this will give workers some ability to continue to provide for themselves quickly and reduce government assistance. Personally, I would like to see more European style labor protections, i.e. layoffs can't be restaffed without offering the position back to the holder and months of notice with generous severance packages."</p>
Noah	<p>"I strongly support banning non-compete clauses. As an advanced practice nurse, and I have only seen non-compete clauses used to limit healthy competition rather than for their ostensible purpose of protecting proprietary information. Medical care is generally not proprietary, but instead relies on a large-scale collaborative effort of countless researchers and medical professionals using publicly available in with the single goal of helping those in need. Allowing companies to limit medical professionals ability to easily switch to large multi state hospital groups to abuse non-competes as leverage to keep practitioners locked into non-competitive contracts rather than allowing the free market to force these companies to provide market rate compensation. Non-compete contracts stifle competition, innovation, and the ability of workers to move freely between jobs which harms the public health system. The only thing non-competes do in my field are useful for is to allow companies to provide below market value compensation to health care professionals."</p>
Thomas	<p>"I am for the elimination of the practice of using non-compete clauses in the labor market."</p>
Christine	<p>"This is great news. I work in the therapy field. Non-compete clauses hurt both practicing clinicians and most of all, clients. Clinicians have the right to provide their (much needed and in a shortage) services to clients in whatever environment that is best suits them. I've seen many group therapy practices intimidate and scare clinicians into continuing to work for them by pointing at their non-compete clause. It's completely and totally unethical and all clinicians in the field know that about non-competes. It's time to be rid of them."</p>
Nazema	<p>"Please continue the proposed changes! Non-compete clauses are widespread in medicine. As health care systems have expanded through mergers and acquisitions of smaller hospitals, a non-compete that states one cannot work within 50 miles (for example) of the health care system may now apply to a wide geographic region or an entire state. This impedes competition, and limits the ability for providers to move practices to more rural areas where health care is desperately needed."</p>
Marilyn	<p>"As a physician, I should be free to practice wherever I am licensed. Noncompete clauses exist to unfairly restrict physicians from changing the places</p>

	and conditions of their employment, negotiating for fair incomes, and drives physicians away from practicing medicine, at a time when we don't have enough to fulfill our needs. No employer of physicians (for profit or not for profit) should be able to use a non-compete clause."
Nancy	"I am in support of eliminating non-compete clauses."
Virginia	"I am a veterinarian. Non-compete clauses in our contracts hurt veterinarians themselves, limiting our ability to leave a job that isn't a good fit. I personally bought a house 30 min away from my job so that if I ever left I wouldn't be locked into an even longer commute by living close to my job with its 7 mile, 2 year non-compete radius. They also hurt consumer choice. Since veterinarians find it difficult to leave their jobs because they might have to move, have unreasonable commute times (can be hours long to get outside the radius), etc., they are stifled from setting up their own business, bringing their ideas to a different business, and forcing veterinary practices as a whole to be better to keep their staff."
Zari	"I support banning non-compete agreements. Workers should be able to transfer their skills to any job they want without penalty."
Himanshu	"I, as a privately employed physician , whole heartedly AGREE with the ban of non-competes on a national scale. It is a way for corporate entities to keep wages LOW for workers and have undue power in renegotiations in contracts....I can assure you ALL of those doctors and nurses would WHOLEHEARTEDLY support the banning of non competes. Additionally, if you look at their leadership page for AFIA, there is not a single medical doctor on there. And finally, their letter has an undertone of a potential legal action, which an organization would only suggest if it impacts the corporate profits. Please, I implore you to proceed with a national ban on non-competes WITH NO EXEMPTIONS for ANY SKILLED WORKERS. It is tiring watching our representatives be swayed by corporations."
Michelle	"As an employee that was forced to sign a noncompete clause by my employer, I urge you to pass this rule. Many workers are forced to stay in low-paying jobs or toxic work environments because they do not wish to relocate in order to change jobs. Abolishing noncomplete clauses is just the right thing to do."
Jennifer	"I am in support of ending non-compete clauses. This MUST INCLUDE PHYSICIANS. Physicians are increasingly held hostage in untenable work environments but are unable to change jobs without completely uprooting their entire family and leaving their support systems and even specialized programs that they themselves built for their employers. Physicians are unable to unionize to improve their working conditions and ensure they are being treated fairly. Contracts are changed, reimbursement for services provided are changed mid contract and physicians are forced to sign these unfavorable changes because they cannot leave their current employer and still live in their same city. Of course hospital systems are against this... they want to maintain their unfair power. Physicians should not be treated any differently than any other employee."

anon	"I am completely in favor of forbidding noncompete agreements, I had recently been offered a new tech position, which I was very interested in, but due to their broad non compete clause lasting 18 months, which would be effectively worldwide, I have had to turn down that position which would have been a dream job. The fact that in some states they are illegal and not all is unjust, I shouldn't have to live in CA just for the same position not to have a non complete cause."
Sam	"...I am an outside sales rep for medical devices and am under a strict non-compete agreement. I love my company but have argued for years this practice holds down wage growth within my company. I currently make the same base salary that I made when I started 11 years ago. My commission rate is also the same it was 11 years ago. The only way I get a "raise" is if I sell more than the "quota" that is assigned to me by the company. There is no negotiation, no discussion, no objections. Ending the non-compete clause would force my company to increase wages and more fairly allow for individual growth. In the mean time, I am trapped in the forced compensation package they determine."
Jenny	"I support ban on noncompete clauses for physicians."
Laura	"Non-compete clauses keep physicians bound to undesirable work environments, restrict them from earning a living with the skills they have devoted their lives to developing in communities where they have established their families and livelihoods, and potentially limit patients access to good care with their trusted physician."
Henry	"I am all for it. Non competes unfairly advantage employers. It may even be immediately relevant to my own ability to find extra work as a professional photographer working with studios."
Gina	"I feel that a non-compete limits your ability to grow. It almost feels like your trapped may it be a good or bad job. We have a hard time securing great potential employees as they do not want to sign a non-compete"
Elec	"I am writing in support of this proposed rule. Non compete clauses and contracts are unfair practices that hurt the economy. Furthermore I would encourage the commission to include the healthcare industry in this rule. Healthcare workers should not be limited by an employer in terms of where or for how long they can practice."
Anusha	"Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician

	<p>leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however, one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave the block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients."</p>
Laura	<p>"This is very important and should be done and accepted"</p>
Alden	<p>"Non-compete clauses in medicine prevent competent physicians from making personal career decisions. They are bad for patient care especially in areas of medial need. They should be eliminated completely but especially in the medical field. Physicians are leaving the profession in record numbers. Do we want to continue to prevent physicians from remaining in a geographic area solely to protect the "rights" of a business or corporation. The need for physician is increasing exponentially. Stop the draconian practice of non-compete clauses and allow physicians to make career decisions that do not force them to move and uproot their family."</p>
Frederic	<p>"I am a 30 year physician in NC. Noncompetes for medical practitioners does little to 'protect' the financial interests of the employer. In medicine, there is uniformity of training. Forcing relocation of a family should a group and doe separate does not protect the employer. But it does upend many lives."</p>
Rachel	<p>"I am submitting my support for the proposed rule to terminate non-compete clauses, particularly for physicians, as this would allow them to provide care to patients, especially those in underserved areas. The current state of healthcare in this country is a challenge, and it is essential to explore every possible solution. This is one solution. Non-compete clauses limit the ability of physicians to practice medicine (including where it is most needed), as they restrict their employment options and prevent them from serving patients in certain areas. By eliminating these clauses, we can promote a more equitable and accessible healthcare system by our communities. This step will undoubtedly contribute to the betterment of healthcare in the country and ensure that patients receive the care they deserve. I am being affected by not being allowed to practice as an Obstetrician/Gynecologist....This will provide appropriate and fair wage compensation for healthcare. It's a step in the right direction!"</p>
Jacqueline	<p>"The non compete clause is an infraction on personal rights of an individual to work in an area of their choosing."</p>
Shelileah	<p>"Dear Federal Trade Commission, I am writing to you as an oncology physician, who is bound by a noncompete clause. I am writing in strong support of your proposed change to eliminate noncompete clauses andlor make them illegal in contracts. I think that it fundamentally restricts our freedom as physicians, employees and citizens, to be bound by a noncompete clause that essentially force us to move cities, if we no longer wish to work for our current employer. If</p>

	employers mistreat us, undervalue us or otherwise create a suboptimal work environment we should have the right to leave and work elsewhere, without having to uproot our lives to another city. It is not as though we are taking trade secrets or intellectual property with us as physicians. Furthermore, let it be known that the American Hospital Association does not speak for physicians when it states that it is against the elimination of noncompete clauses. I cannot think of a single physician that I know that is in favor of noncompete clauses. I respectfully ask that the FTC pass the proposed rule to eliminate noncompete clauses from contracts."
Becca	"I am commenting in support of the proposed rule. I have been a practicing physician for over 10 years. Most physicians are now employed, typically by large healthcare systems, and frequently required to sign non-compete clauses with employment contracts. These non-compete clauses allow the employer to modify the job expectations, support structure, and compensation, knowing that their employees are less likely to leave since they are unable to obtain a new job within a reasonable commuting distance without moving or facing a significant legal battle. In this area, non-compete clauses are clearly detrimental to competition and limit the employees' ability to seek better employment or improved working conditions."
Lauren	"As a veterinarian I strongly support the FTC's proposed changes to non-compete rules. Both large corporate practices and small single-owner hospitals/clinics use non-competes to depress wages and suppress career growth by keeping us from starting our own businesses or taking to a better job in the same area. I have worked for three veterinary hospitals in my 16 years in practice and each one of them had a non-compete clause in my hiring contract which they said was non-negotiable. As a result, when I did leave for another job I was forced to uproot my family to avoid costly litigation. This rule would be a boon for the thousands of veterinarians who are trapped by non-compete clauses and a boon for consumers as well. The elimination of non-complete clauses would increase competition between practices and would make starting a new hospital or clinic much easier, leading to more choice and more affordable care options for the consumer."
Kim	"Non compete clauses in employment contracts should be illegal. They are not compatible with a free market economy. They give far too much power to an employer and force people to stay in work environments where they are unhappy. They are hugely detrimental to workers and I urge you to consider making them illegal in the U.S."
David	"I am in full support of the proposed rule. Non-competes are basically just a way for companies with a lot of money and resources to bully employees who can't fight back. The only way to fight back is to not work for them but in our current economy we need to work to survive. I recently left a job where I was being held back in terms of upward movement in the company. I made the decision to leave to pursue other opportunities. This decision though forced me to work farther from my home than I already did because of the size of the non-compete radius. This

	<p>makes my commute longer and takes me away from my family for longer periods during the day. Unfortunately, the company I went to also made me sign a non-compete. I work in healthcare and there are no groups in the private practice sector who operate without non-competes. It is unfair and I hope that you all will find it illegal."</p>
Jane Doe	<p>"I am a veterinarian, as is my spouse. Non-compete clauses are abusive to employees. My husband is subject to a non-compete clause that makes it so that he'd have to commute an hour to be able to work elsewhere. How is this ever fair? His employer lured him in to working for him by promising him partial practice ownership. The owner has worked part-time since my husband started, taking many long weekends and entire weeks off to vacation and spend time with his family. My husband, as a reliable long term associate, works long hours and gets little time off. Instead becoming a part owner, my husband worked for this man for several years, substantially adding to his client base and heavily lining the owner's pocketbook. The employer then sold the practice to a corporation for a massive profit, or which my husband sees none of. Many times, he has asked to negotiate the non compete clause, but this was flat out denied. He would like to start his own business, since his took away any opportunity to run the practice he helped build, but he cannot do anything related to vet medicine unless we move our family. The practice owner plans to retire in his early 50s, owns a luxurious beach home, multiple new luxury vehicles, and has more money than he knows what to do with. Meanwhile, my husband and I continue to have endless student loan debt. It's appalling that these practices continue regularly in the land of the free. My husband could build a wonderful practice to serve our community and our family could stay in the area we know and love without non competes. Instead, we are saddled with the choice between him working locally for a corporation and owner that will not repay his loyalty, or we move and uproot our lives to start somewhere new. Also, it's time we stop giving corporations such a leg up over individuals. They already have more buying power to negotiate better prices, more capital to use as they wish, etc. They do not need the additional prop of controlling their employee's ability to choose to work elsewhere. Non competes can and do trap employees who don't have the means to move their lives elsewhere. The transition of medical, dental, and vet practices from small businesses to corporate-controlled machines is taking the humanity out of these services. Practice ownership is one way that these people, who have dedicated their lives to constantly learning and serving in order to help others, can earn enough to pay off the immense student loan debt that comes with a public school medical/dental/vet degree. Even small businesses should not be permitted to use non competes with their employees. They should be challenged to be considerate or their employee's needs and of the fair and competitive benefits that other businesses offer in their area. My husband's boss used deceptive promises to get my husband to join in with a non compete, and now the employer reaps all the benefit and keeps my husband from being able to negotiate at all."</p>
Mahesh	<p>"Non-compete clauses deprive patients of continuity of care. If a physician leaves an organization with has non-compete clause that provider is arm-twisted to sign initially, he has to leave town. This is unfair to patients and causes harm. Hence</p>

	there is no place for non-compete clauses. Also, it forces physicians to leave town. This in my opinion, is against the freedom enshrined in our constitution."
Richard	"I am absolutely for removing Non Compete clauses in the workplace!"
Joshua	"This law needs to go into effect, I specifically am an individual that would benefit greatly. I am bound by an 18 month NC and it has stifled my ability to grow and have any chance of higher wages no Matter how successful I am at my position."
Mataia	"I don't believe non-competes should exist, mainly because in the world where an employer can terminate you for no reason at all, they don't have to actually have a specific reason to let you go. I think that this disproportionately the working class I also believe that this can affect minorities at a heavier rate, because of the things that they could potentially face during employment, and then this can also affect their ability to provide for their families and cause yet another economic disadvantage for people that are in their communities."
Stephen	"I support the FTC proposed rule banning non-compete clauses. What they have been doing is wrong and should be banned."
Holly	"I work as a programmer in small companies. I have had extreme distress and economic hardship due to these noncompete. I cannot change jobs easily due to thing banning anything to do with credit card transactions, or air conditioners. Every time I have to get a new job I have to change industries and start from the bottom again. I make 1/2 what most programmers make and I largely attribute it to these non compete. I have had to turn down several jobs due to this."
Patrick	"I am an individual covered by a non compete that essentially limits me from working in any capacity by any organization that touches HVAC equipment for 5 years, covering about a 500 mile radius from my house. Leaving my current employer would result in me needing to make a complete career change. This essentially means I must choose to continue working for this person or risk the ability to provide for my family. I understand in certain circumstances a non-compete is needed to protect investment and training, but making something so broad like in my case essentially limits my ability to seek additional compensation or benefits due to the sweepingly broad language used. My non compete was offered with no additional compensation, years after I was fully employed by this individual. I was told to sign it or my employment would end."
Shazia	"As a physician serving the local community am against non compete clauses limiting the scope of practice of a physician. The admin monopolies and blackmails the physicians with such restrictions."
Randie	"Non competes seem prohibitive to clinicians to successfully change jobs if unsatisfied with their work environment and remain local. This seems absolutely unfair, is an extreme hardship to the clinicians and their families The clinician has to cease working for a period of time (unaffordable for most) drive very far to avoid violations (unhealthy/unsustainable for the good of the clinicians, their

	patients or their families) or relocate which also an egregious expectation because you want to change jobs. If I was a cashier at target and I quit, I can easily work at Walmart. In fact my experience is helpful not feared due to liability of non compete violations. If I am a pilot, I can switch airlines right? A pharmacist-pharmacies? I just don't see how large hospital systems can monopolize where doctors can and can't work. It is wrong!"
S	"This is no brainer non compete should have been eliminated decades ago if FTC was in favor of more access and fair competition. Impossible to believe that individual physicians can compete against behemoth hospitals"
Shoba	"I am a Physician who is affected by the non compete clause of 30 miles for one year. I don't want this clause."
Vishal	"I support this proposed ban on non-compete clauses."
Elsa	"It is time that these archaic deals that only protect employers end. Equine vets are often forced by them to have to sell their homes and move out of the area if they disagree or don't like how they are being treated by a practice owner."
Roy	"Non-compete clauses are unfair to employees, restricting their ability to work (and innovate) within a specialized skill set. Employers demand months or years of guarantee for no consideration paid during the restriction period."
Charles	"The actions to remove non-compete clauses are long overdue. Employers use non-compete clauses as a means to restrain die employee's flexibility to seek and secure jobs with higher wages or better working environments. I am an optometrist and have been forced to pass on better jobs for 12-18 months because of broad non-compete clauses. Thank you for taking actions to end this unnecessary practice."
Evan	"Trying to enforce noncompetes on physician while disallowing them on every other profession is absolutely ridiculous. What happened to your healthcare hero's?"
Michael	"Please pass this rule on banning non-competes in the workplace! They are anti-capitalism and unAinerican and hurt employees by limiting their wages in preventing them from working for competing companies in the same locations. This rule is totally pro-company and anti-employee and I can't understand how it was ever passed."
Uchit	"Should healthcare field be included in this, then definitely one of the best things to have happened to healthcare over last several years. This would improve patient's access to different specialists in an otherwise access limited (or delayed) scenario."
Kevin	"I regards to. Non compete the ruling should apply to all hospital systems non profit vs for profit is a meaningless distinction for the physician and in realty for the

	health system since they are all for profit. Everything else is just how they file their taxes"
Hiren	"Absolutely doctors must be free from non compete clause."
Anil	"This ban will be very helpful and fair for physicians"
Randall	"I cannot truly express how much banning non competes would truly help the American worker. Since graduating college over 10 years ago, I have been forced to sign a noncompete at every single job I have had. This has severely limited my career options in several instances and forced me to stay with a company that was holding me back and negatively impacting my mental and subsequently physical health."
David	"I previously worked as a physician for a large hospital system in North Carolina that had a severe non-compete clause. If I left my job, I would not be able to practice medicine, period (not just in my specialty), in my county for at least a year. Given the size of the system, this would de facto mean that I had to move or face 2+ hour daily commutes if I wanted to get another job. The system would not have lost clients/patients if I'd left: I was a hospitalist and did not have personal or lasting relationships with patients. There was no proprietary information that I knew or developed that competitors could have exploited. They explicitly used this non-compete to compel physicians to continue working under ever-worsening conditions: unsafe patient loads, shifts several hours longer than their stated duration, and increased frequency of call duties. It allowed them to cap and suppress salaries, despite increased health risks (daily exposure to original COVID) and rising inflation. I was able to get out of my non-compete clause thanks to a personal connection with an upper-level executive, but other doctors could not. My former teammates have children in school and families they couldn't easily uproot. They wouldn't be uprooting immediate families, but also close relatives who either helped with childcare, or suffered ailing health themselves."
Ornob	"I am strongly against non compete clauses. This stymies innovation, competition, and is antithetical to the economic philosophy of capitalism. It also promotes formation of monopolistic business models."
Sam	"I support an end to non-compete clauses for physician hiring."
Dan	"I am not in favor of non compete clauses. This prevents competitive salaries and benefits. Please stop the non compete."
Eleanor	"I strongly support restrictions or a ban on non-competes. I am a veterinarian and my first job after graduating required a non-compete. After 8 years at that job, I needed to move on, but because of the 25 mile non-compete, I would have had to drive over an hour each way to work. Since veterinary jobs tend to be long hours anyway, this was not possible for me at the time with kids in school and sports. After almost \$10k in lawyer fees, I was able to work closer to home, and I have refused to sign a noncompete since that first job. Thankfully the market allows for

	me to make that requirement right now, but when the market changes, I won't always have that ability. For me and for new vets that follow me, I hope you pass this rule. While I understand an employers concern of 'stealing' client, they had a non-solicit clause in the contract that prevented me from soliciting previous clients."
Kenan	"Pm writing in full support of outlawing non-compete clauses. As a worker, these are extremely harmful and limit our ability to find new jobs when necessary. Confidentiality of trade secrets can be protected with NDAs, so there exists no reason to additionally limit where else a person can work. If another company can provide a better working situation, or if a worker wants to start their own company in the same industry, nothing should stop them. Preventing that is anti-competitive and anti-worker. Also consider that non-compete clauses can frequently prevent a worker from working anywhere at all and force workers to stay in poor working conditions. In some professions, a non-compete could essentially cover any other job a worker would be trained / qualified to do. So a worker would be faced with the choice of never leaving their current company or leaving and waiting for the non-compete to expire (oftentimes over a year), which isn't feasible without pay."
Joan V	"Agree the non-compete clause in an unfair portion of many physician contracts that can limit life decisions"
James	"Thank you for proposing this rule change. Companies' broad use of these noncompete clauses- -even for entry-level, low-paid jobs- -is out of control."
Amanda	"Non-competes make no sense for physicians, like myself, who only take care of ICU inpatients. Patients don't "choose" where they go for ICU admission. There's no way I could "steal" patients from another ICU. Stop the madness. All these non-competes do is force physicians to uproot their entire lives just to find a new job because it means they have to move to a new city."
Tamara	"I work for a Learning Center in North Carolina making only \$15 tutoring students . Many of the students are special education students. I can't leave to find other work because of the non-compete clause...The clause names explicitly all of the tutoring companies in Charlotte, NC where I can find work. I can barely afford to live on this wage in Charlotte. If I did not have to worry about the non-compete clause, not only would I be able to find a fairly paying job. It would also create more competition for qualified tutors, and wages would increase."
Ariel	"I am a sales representative and non competes have hindered me significantly in the rental industry! I moved out of state to avoid violating a contract. After my contract was up I moved back to my home state. I was fired 1 month after being in the new territory they want to hold me to another non compete in both states. I had to switch industries as I did not have the time or resources to fight the case. They then threatened my severance and sent me a letter of intent to protect themselves via lawsuit that could cause issues for me, or future employers making me essentially unable to be hired for a entire year within the construction rental equipment industry unless I got a release of that contract which they

	<p>refused. I was only in my new territory for a month. They essentially eliminated competition by enforcing a non compete in my home territory after being there for such a short period of time with their company. They allowed me to enter contacts and previous relationships I had in the area to salesforce and then fired me for being "too bubbly and giggly"</p>
Christine	<p>"I have already commented but since that time, my non compete has come into play. I was being starved out of my media sales position with Gray TV in Charlotte, NC by new management, so I was unable to remain employed due to financial responsibilities that must be met. I have had 2 compensation plans violated, which HR is telling me is fine and normal. I've been doing this for 10 years for several different companies and have never seen annual income reduced by 75%, due to managers moving accounts around as they please just because they want to do so. I left my job last Friday, after having only been there 6 months, due to management changes and account shifting, which I was assured would not happen. The manager that assured me of that was let go a month ago. I can't do any damage after only 6 months, but after having multiple tense conversations with the new General Sales Manager, I believe she is not letting me out of the agreement due to spite, just to make my life harder....My 81 yr old mother loves with me. We relocated for this job and I bought a home, which I am now going to lose, since the 3 stations I've spoken to cannot hire me due to being sued for interference by Gray TV. This should be illegal. No company should have that much control over a previous employee."</p>
Brian	<p>"I am currently 3 months removed from my position as a client support rep....I started at \$38,000 as the lowest ranking employee. Didn't even realize when signing (being I was getting paid so little) that I signed a non compete. I quit in late October because my roles and tasks increased dramatically. My hours and days worked also increased then... [and] asked for a raise that got denied....I was happy with the workload and to work in sports but wanted to be compensated accordingly. They weren't willing, so I'm the end, I left. After I quit, I took a local job...paid me more money than Vald did. During this time I was seeking employment with sports tech companies in the industry as I wanted to be happy doing something I loved and got hired to do client support. I have since received a letter from Vald trying to take me to court for breaking my non compute. I have a grandmother in the hospital whose bills I help pay. A wedding a year from now that I need to pay for. A fiancé in PA school and two dogs that I care for. This is causing me undue hardship as they are trying to make me quit and be without a job. I found a job I love and people who treat me right and pay me accordingly....I just want to work. A non compete is against all human rights. I have the right to work wherever I want and this absurd....This has given me an unbelievable amount of anxiety and they're causing me to feel a way I've never felt."</p>
Chris	<p>"Please, this limits the ability to utilize learned transferable industry knowledge that will benefit the employee. Without necessary skills and knowledge, growth as an employee within their industry is nearly impossible. Banning non-competes will promote progression and competition. Will some abuse? Absolutely, but the absolute majority will not. Companies can protect themselves in other ways."</p>

Kermit	<p>"I am totally against non-compete agreements as they clearly stifle individuals from starting their own business. My current company gave me a non-compete agreement while I was on vacation and said I didn't have a job if I did not have it back to them in 48 hours. That was 6 years ago and I have been trying to leave, but this agreement is being held over my head. The United States has been prosperous because of entrepreneurship and this is crushed with these agreements. Please pass this law and do not allow the large corporations to keep it stuck in court for years."</p>
Shannon	<p>"I have been a veterinary specialist for —25 years and have been asked/ required to sign a non-compete agreement at 70% of the positions that I have held. My experience with non-compete clauses as they relate to service driven professions such as mine, is that they are used to prevent competition and limit opportunities for growth of the profession locally and regionally. I was once asked to sign a non-compete clause that spanned 1/2 of the state of SC, part of southern NC and part of northern GA. This is a ridiculous restriction but not necessarily that unique in my profession. When working in a service industry such as veterinary medicine, the non-compete clause really functions as a means of trapping employees in a situation that they may want to leave. If this is a free market society, then no one should be threatened by a competitor opening a business down the street. Competition is good for the community and leads to innovation in the profession. Also, the individual practitioner is being denied credit for their contribution to their workplace/ employer. Although a client may enter a practice because the practice has a good reputation, it is incumbent upon me as the practitioner to foster the doctor/client/patient relationship such that the client wants to return to the practice again and again. In that scenario, the practice benefits from my hard work and productivity. However, if I choose to leave a practice after having signed a non-compete clause or get released from the company without cause, all of my sweat equity is lost. Meanwhile, the practice retains all the goodwill I have created with the clientele. Even if I "sit out" my non-compete period, typically 12 months in my profession, I have nothing to show for all my hard work; meanwhile, the practice can continue to grow and build on my reputation and sweat equity. This is an unfair competitive advantage for the practice. The other loser in this equation is the client/ patients. When a practitioner is forced to leave a region due to a non-compete clause, the clients/patients are left scrambling to find a replacement. Often the choice of replacement is made by the practice; whereas the client/patient do not have/get a choice. The replacement chosen by the practice may not have the same skill set or clinical experience of the practitioner being replaced. To mention nothing of the need for the client/ patient to build trust with a new caregiver. This takes time and while that new relationship is developing, patient care may suffer. Again, where is the fair market? I strongly urge the FTC to move forward with abolishing non-compete clauses. I believe that doing so, professions such as mine will become stronger, more innovative, and far more productive. Every community, region and ultimately the country will be better for it."</p>
Kari	<p>"I am an OBGYN physician. I recently moved and now my commute home is an hour. Because of noncompetes, I am unable to join the group (close by my home)</p>

	for a year. The "solution" to satisfy my noncompete is to work only hospital based in a hospital outside the noncompete for a year and then return to the office. Fine - I'm doing it - but my goodness. These are my skills that I've worked over a decade for. I was with my previous office for 10 years. Let me go where I want to go! Enough with the noncompetes."
Daniel	"I support the ban of non compete clauses. My wife has one as a doctor in NC where she wouldn't be able to work anywhere within 100 miles of either of her work locations, which means we'd have to move to another city. This breaks apart family bonds, friendships, and the spouses job."
A.	"I strongly favor the proposed rule by the FTC to disallow noncompetes. As a physician, these noncompetes greatly hinder our ability to find the best job fit for us and for our patients. Noncompetes need to stop now."
Jasmine	"Please vote to get rid of non-compete clauses. I have been forced to sign many in my career in marketing, and they are clearly a tool to scare employees and keep them from looking for better opportunities."
Angelica	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
HARLEY	"I am fully in favor of the FTC eliminating non-compete clauses. I am a physician, an anesthesiologist specifically, and I was required to sign a non-compete clause with my employer. I have always thought that a non-compete clause for anesthesiologists was ridiculous. If I moved from Hospital A to Hospital B within the same city, I would never draw a patient away from the other hospital. Patients simply do not make a decision about their care based on where an anesthesiologist practices. So why do these large medical corporations require us to sign a non-compete clause? It is simply a business tool to monopolize a market and reap the largest profits at the expense of the employees and the local hospitals. When the hospital that I worked at decided to cancel the contract with my employer, our entire group of over 90 highly specialized anesthesiologists suddenly found ourselves unemployed and unable to work in our city for two and a half years. The personal consequences for each of us; selling homes, leaving family and friends, finding new jobs, pulling our kids out of school was bad enough. For the hospital system and the patient community it was devastating. Ask yourself, how do you replace over 90 highly trained physicians that have served the community and the hospital surgeons for over 35 years overnight? The simple answer is that you cannot yet that was what was done. As a result, there was a chaotic and dangerous transition where unfortunately, patients suffered and worse. As the FTC's position is discussed, the question in the medical community is what comes first, patients lives or corporate profits? The answer is obvious. With Thanks, Harley Geller, MD"

Anna	"Please do not omit physicians from the noncompete!"
Rex	"Non-competes traps me in my technical job position. I can't go anywhere else for two years or I will be sued by my current employer. They didn't decrease my pay but changed my job position and limited my merit increases to below the norm. I'd have left years ago if it wasn't for this employment clause"
Helen	"I firmly support a new regulation that forbids non compete clause. Reason: unjust, anticompetitive, hurts the lower level managers, workers who want to strike on their own, can be seriously discriminatory and simply unAmerican. However do believe employers should be fairly with clear fair definitions of forbidding solicitation of current clients/customers from your current employer for your future planned business. That would be immoral and should be illegal. However again the language should be clearly defined by the FTC. The FTC approved language should be die only language put in any employer contract to be signed by a future employee. In fact that language should be in quotes and directly attributed to the FTC. An official FTC Imprimatur so to speak!!!"
Yizhen	"Please ban non-compete clauses for all employees, including physicians in all levels of training, including residency. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."
Tama	"Non compete clauses hurt employees. It stifles free and fair competition and puts people in a position that they might not find a job in their given field in the town that they live in."
Samuel	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Allen	"I am a physician recently employed by non-profit health system. I was treated very poorly and made to see 2,000 patients in a clinic with no nurse no manager and no other doctors for over two years. To join a better group that provided

	adequate support, I was forced to move 15 miles for one year. Many of my patients delayed care until I returned to the region; others had to drive on tollways and had significant burden to reach me to continue care. Please include non-profit hospital systems in rules reducing non-compete agreements as this is an unfair regulation hurting patients, when doctors must choose between leaving or being able to support patients adequately."
Christine	"I work for Gray TV, WBTV in Charlotte NC. I previously worked for the same company, different station (WECT) in Wilmington NC for 5 yrs. The only position in the entire company that must sign a non compete to be hired, is that of Account Executives. The only damage that can be done is sharing rates, which managers know as well or better than AEs do, but can also be shared by any client that either advertises with a station or has been pitched by a station. Advertising agencies have rates and products as well Engineers and IT employees can shut down systems but don't have to sign one, and talent is free to go wherever they like once their contract is up. Our agreements read that up to one year after separation from the company, we can't work for a competitor, even if we are fired. I have seen Gray TV intimidate a company that was going to hire a previous co worker of mine, keeping him from being able to eat a living unless he moved out of town for one year. I am currently being squeezed out by new management, after relocating for my current position, buying a new home, and uprooting my 81 yr old mother to a new town. New management sees no value in me, even though 3 previous managers that hired me did, offered me enough to make a move across NC both desirable and profitable. Now just because new managers can do whatever they want to, I can't survive on what they've reduced my current income to, which was not in the offer I accepted, but they are also making it impossible to earn a living without relocating again. I spent \$10,000 to move here and buy a home and am going to go bankrupt if I can't find other employment within 30-60 days. How can that be fair and/or legal?? I have 2 other companies that would hire me if this agreement was not in place. SHOULD BE ILLEGAL"
Adrienne	"I fully support eliminating non-competes."
Kelly	"There is nothing proprietary about a physician's knowledge. Every specialty has societies, organizations, and regulatory bodies to ensure they are meeting practice standards. Corporate hospital systems, both for-profit and non-profit, do not have trade secrets when it comes to practicing medicine. They are using non-compete agreements to force physicians to comply with often poor working conditions or be faced with being abruptly stripped of patient relationships, be forced to uproot their families, or be forced to leave home for extended periods of time to make a living. It also limits patient access to physicians when physicians are forced out of an area. There is absolutely no reason non-compete agreements should be upheld for physicians. Be get these banned asap."
Kaustubh	"Non-compete clauses are used against physicians to increase responsibilities while compromising patient safety. E.g., 1. physicians are asked to cover calls at multiple busy hospitals simultaneously. 2. Physicians are asked to supervise multiple PAs & NPs simultaneously since the healthcare system can generate

	additional revenue. Both these examples create significant patient safety issues. The healthcare administrators understand the safety risk. However, they also know physicians must leave town if they oppose the excessive responsibilities. So, a lot of physicians have become a part of this unsafe patient care culture."
Laura	"Please include ALL physicians in the elimination of noncompete clauses. Do not give exemptions to non-profit hospitals, many of which are non-profit in name only."
Kate	"I am completely in favor of forbidding noncompete agreements."
Michael	"I strongly support this rule. Non-compete clauses tilt the balance of power away from employees and toward large corporations. They unfairly inhibit business and trade. They force many employees to choose between family and work, with employees having little option but to stay at their current employment due to non-compete rules."
Sunil	"Current non compete clauses are nothing but ensuring indentured servitude. The current proposed agreement and explicitly categorizing non compete as anti trust and monopoly is what any free citizen should demand.. Also its nice that the proposed rule would clarify that the term `Worker" which includes an employee, individual classified as an independent contractor, extern, intern, volunteer, apprentice, or sole proprietor who provides a service to a client or customer. (12) as this definition will not give much wiggle room for corporations and their lawyers to get around any non compete clause rule ban"
Mary Ann	"The non-compete law should be abolished. It's skewed to benefit the employers and punish the employees. It keeps the employees hostage in their jobs even when they're unhappy or being treated unfairly."
Elizabeth	"Noncompete clauses are what firms use to sequester your human capital from competitors. I fully support the removal of non-compete clause to support individual workers. Noncompete agreements contribute to wage stagnation because one of the most effective ways to secure higher pay is switching companies. These clauses have become so commonplace that they have swept up even low-wage workers."
Ranadeep	"It's a very important and most needed rule to help average employees. Employers have long exploited non-compete rules to under pay and keep employees in jobs that are not very satisfying and fulfilling"
Brett	"...I am an accountant . I support the FTC's ban on non-compete clauses. Corporations don't want to pay workers what they could earn on an open market, so they make claims about "fostering innovation." It's a load of crap. Workers describe themselves as "hostages" and "indentured servants" to their bosses. But impacted industries will run their own campaigns in an attempt to keep the rule from being implemented, sometimes even using tricky astroturf tactics that can be hard for the FTC to detect. These clauses hold workers' wages down, stifle

	innovation, and harm working people. The ban on non-compete clauses will make it easier for workers to earn what they're worth! It would open job opportunities for about 30 million Americans and raise wages by \$300 billion a year. Non-compete clauses also make it harder to move on from a job that underpays or mistreats people by allowing their former employer to sue them if they go to work for another company in the same industry. Please do the right thing and ban non-compete clauses."
Judith	"Non compete clauses forces employees to choose between keeping a terrible job or feeding their family. This is absolutely an unfair labor practice."
Tedra	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Shan	"We need a non-compete rule. I support it for the sake of healthcare!"
Katrina	"I am a Paralegal currently working on the review and research for a Non-Compete Agreement in order to facilitate the ridiculous restrictions that only benefit the company. And what I found funny is within the one I am working on (which has been previously executed by the way) mentions the word "indefinitely", however the term is two (2) years extinguishment after the employee leaves the company. A lot of them are quite ambiguous and enoneous. I am ecstatic that the FTC even discussed and researched this as being a very serious issues not only for the working class and the public as a whole, but also for many businesses. I not only support die Non-Compete Clause Rule, but very much look forward to the final outcome!"
Paul	"Noncompete clauses are limiting physicians ability to make a living without having to disrupt their family. I strongly urge the FTC to go forward and eliminate this practice."
Paul	"Noncompete clauses are limiting physicians ability to make a living without having to disrupt their family. I strongly urge the FTC to go forward and eliminate this practice."
Sarah	"Non- Compete's are for die benefit of the employer and the employer alone. Yoga is already a profession with very limited income and benefit opportunities. NC's restrict our financial opportunities even more. In addition to this, Yoga is meant to be shared to all and NC's prevent teachers from having that ability to help their community."
Scott	"As a physician , I oppose noncompetes universally. It has no place in medicine."

Gwyn	"Non-compete clauses are bad for the American public and American workers. Please ban them."
Thomas	"As an anesthesiologist for over 25 years, our group of over 35 physicians has endlessly hated our non-compete relationship with our private equity owners. This "non-enforceable" rule has kept most of us in check through the threat of litigation and has ultimately limited anesthesia care in our community. Our physicians are entrenched in the community and most of us are unwilling to make the wholesale move to another location. We can't just pick up and leave without serious family and financial disruption. The concept of an anesthesiologist having trade secrets or competing for local business is laughable. No one chooses their anesthesiologist for surgical care although some might like it when they see a familiar face, but ultimately we are not involved in the decision tree of locating surgical care. Limiting our ability to leave our current position to work ultimately leads to higher medical costs and a disgruntled workforce. I would surmise that most physicians would support the removal of our non-compete clauses in the contracts that we must sign to work and that a mobile physician force would be good medicine for our communities. I have attached a section of our 2014 contract's non-compete clause for your review. Attachments Anesthesiologist non-compete example"
Charlotte	"We need to get rid of non compete in healthcare worker contracts. Patients need options, not monopoly from big hospitals."
Melissa	"The non compete title should absolutely be abolished. No one should be prohibited from furthering their career or just changing employers for better quality of life. It allows companies to keep employees at lower wages because it stops competition. Companies do not have a trade mark on a position, therefore they should have no control over an employee taking a new position with another company. It truly is one of the most absurd rules of employment."
Anonymous	"I support amending non-compete agreements laws. They are unfair and unrealistic to the funeral director."
Dan	"The biggest establishments that you're trying to excuse from this bill is between the franchisor and the franchisee. Franchisee's are forced to sign non-competes that keep them locked into a franchise for life or give up everything they built. Franchisors own the data (Customers) that the franchisee paid for through sweat, tears and marketing and that with a non compete in their territory leads to be completely controlled by the franchisor. I am ok with Personal, Confidential agreements about how the franchisee performs but not the non-compete or ownership of customers clauses."
Matthew	"Non-competes are controversial because they can have negative consequences for both employees and the economy as a whole. Here are a few reasons why non-competes can be seen as bad: They restrict employee mobility: Non-competes limit employees' ability to seek new employment opportunities in their field, potentially limiting their earning potential and career growth. They may also

	<p>prevent employees from leaving a job that they are unhappy with or moving to a new city or state. They can stifle innovation: Non-competes can discourage employees from leaving to start their own businesses, which could potentially be innovative and beneficial to the economy. This could limit competition and result in a lack of new ideas and products. They may be unfair: Non-competes are often included in employment contracts without much negotiation, meaning employees may not fully understand the implications of signing one. Additionally, non-competes can be overly broad and prevent employees from working in any company in their field, regardless of whether that company is actually a competitor. They can be difficult to enforce: Non-competes can be difficult to enforce, leading to costly legal battles for both employees and employers. This can be particularly challenging for low-wage workers who may not have the resources to fight a legal battle. Overall, the negative effects of non-competes on employee mobility and innovation often outweigh their benefits for employers. While there may be certain circumstances in which non-competes are appropriate, they should be used judiciously and only when absolutely necessary."</p>
Ryan	<p>"I own a freight brokerage company with no non-competes. I pay wages that are top of the industry, have great health benefits and many perks for the employees. We have roughly 800 workers with very little turnover. During Covid, many of my competitors laid off employees and then enforced their non-competes. This seems ludicrous to me, an individual is out of a job during a pandemic and can't look for work in his profession. I strongly support ending non-competes."</p>
Michael	<p>"As a surgeon in North Carolina I am bound by an 18 month non-compete clause and would support eliminating all non-compete clauses"</p>
Kim	<p>"Hi I totally support the FTC's proposed ban on non-compete agreements. I worked for a company that I brought 12 clients with me to and to get the job I had to sign a non-compete clause. I had never heard of one before- after 3 years of emotional abuse and bullying by these 2 owners I decided to move to another agency - they picked the clients from my caseload they wanted to keep and let me have the others- some they picked were some that had come with me three years prior. One person was on my caseload did not want another therapist and came with me anyway. It's a client's right to choose where they want to get services. As soon as the old company found out I received an ethical complaint from my licensure board with the complaint. I had to hire a lawyer to respond to this complaint. The ethics board were exceptional letting me know they had to go through the protocol to address this and once the letter was as written it was dropped. I was never considered to be practicing unethically. This board's response to me gave me the understanding that the ethics board had dealt with these people before and I did find out that they did this to every employee that left their company. The consequences of their complaint caused by liability insurance to drop me because they had to pay the lawyer to write the letter. (Which was what I was paying the liability insurance for. The other consequence it caused me was to be completely traumatized, as I was in the middle of divorcing a narcissistic husband and becoming a single parent, losing my job because of the stress of the</p>

	<p>situation - almost losing my house and having to file bankruptcy. As a single parent of a then 4.5 year old I felt helpless and I had no family support. Then I found out all the stress that put me under it took the Drs 6 months to find out that my thyroid had stopped working, then trying new meds to level out my blood work and fix the numbers. This triggered me to go into full blown menopause . The entire process took about a year to get my hormones straight. I did get new liability insurance and eventually got the help I needed to keep my house- I ended up opening my own private practice. So I have to say that I'm very grateful for the second chance. But the plethora of stress and sleeplessness. I look back at that time - 2013-2015- and wonder how I made it through out that situation."</p>
Leslie	<p>"This has been due for many years. Thank you so much for addressing this issue."</p>
Ashraf	<p>"This ban must be approved because it is inline with the spirit of this country. I am a previous employee of a company that had me sign a non-compete when I started and was told that all employees signed the same non-compete. That wasn't true and was just one of many other untruths during my employment. When I was leaving the company, they had their lawyers enforce the non-compete so they wanted to make sure I don't provide the same ideas to others. Although these ideas were all from my creation and not the company's. Non-competes are being used by few greedy and unfair organizations to steal people's hard work and gives the company an undeserved advantage over other companies that may deserve this advantage more and who actually want to do good. I strongly support the ban which is inline with the spirit of this country."</p>
Jennie	<p>"I believe non compete clauses need to be done away with immediately. Those clauses are financial and career suicide for individuals looking to work and provide for themselves and their family if they leave their employer. It causes individuals to be tied to companies even if they are being treated unfairly, passed up for promotions, or working conditions aren't ideal. Non compete clauses allow companies to be bought out by larger corporate companies because the individual can't typically take on the corporation or pay the egregious amount to get out of their contract. The individual may have an excellent working relationship with their current company. When they are bought out by a larger company there are many risks. The new company that comes in could make changes to production or have unrealistic expectations that can't be met to get a raise, and yet you are tied to that company if you signed a noncompete with a he prior company. Your rights are stripped away and you no longer are free to make a living. Often times these contracts are signed prior to an individual ever working for the company and most people are unaware of working conditions prior to signing their life away. I have personally witnessed individuals have to find a new line of work or move hours or even states away to be able to work and provide for themselves and their family. This means having families that are settled in a community where they live, work, go to church, intend to raise their family, in a blink of an eye are gone if they no longer are with the company they signed the non compete clause for. They now have to uproot their family and move so they can get another job in their field of work so they can provide for their family. Non compete clauses are unethical and</p>

	<p>take away our right to work and we live and work in a right to work state. An individual shouldn't be punished because they made the choice to leave their employer. If people or businesses decide to follow the person that is the choice of the individual or the business. When we interfere w/ decisions preventing individuals or businesses from making their own choice on who they want to do business with we become a dictatorship. We live in the United States of America. The home of the free.....until you sign a noncompete. Corporations large and small will still be successful without non compete clauses because they will be relying on the employees they hire to do their jobs. It is unconstitutional to prevent an individual the ability to work and that is what non compete clauses do. They take away a right that Americans have fought for."</p>
Michael	<p>"As a franchise owner, I had to sign a non-compete agreement initially 9 years ago to acquire my franchise. My contract is up in 2024 and I fully intend on semi-retiring, only working when my health allows it to supplement my income from SS. I would have to move over 40 miles from my territory to avoid prosecution on my non compete agreement, which requires me to build a Client network again. In semi-retirement, I would not be able to atibrd the minimum franchise fees if I decided to continue to work part time. I would have to give up my loyal Clients, forcing them to find my services elsewhere. I believe that this type of agreement serves only the large corporations and franchisors and stifles my continuing contribution to the workforce and to my craft. I support outlawing of non-compete clauses in contracts because of the way it would idle me and individuals like me and keep me from working and paying taxes while providing a service."</p>
Jon	<p>"I think it would be terrible for healthcare to leave physicians out of regulation. CMG s are using non completes to worsens patient care and abuse physicians and other medical staff."</p>
Chad	<p>"I am an optometrist. I have worked at four different practices during my career and have had to sign a noncompete clause at three of them. Their reasoning for the noncompete clause was they didn't want all their patients following the doctor if he or she left. Each time I left I had to move to another town because the noncompete clause prevented me from working in that area, except for the one company that didn't make me sign one. These companies, that were corporate or private, did not want to increase my pay despite having worked there for several years. Even though their fees to patients and insurance went up every year, my salary did not increase. In order to find fair and competitive compensation I was forced to move to another town. The companies with whom I had a noncompete clause were not willing to negotiate my salary because I had no leverage. They knew most people were willing to deal with the lower salary just so they didn't have to move. The one practice that I left that did not require a noncompete clause did just fine after I left despite only moving down the road by 5 miles to another location. Most companies offer doctors a low "base salary" and then offer large bonuses based off work completed or revenue generated. Then these companies will find reasons not to pay the bonuses stating the doctor didn't meet certain requirements but never being willing to show the actual numbers generated and the doctor is left with a low base salary. They know that most</p>

	doctors don't want to uproot their families and they're willing to take the chance that those doctors will stay and just deal with a lower salary Taking away the leverage of a noncompete clause will force these companies to negotiate with their employees so that the employees can earn a better wage."
Anne	"Ban non competes. They are forcing us to stay in jobs"
Kristie	"I was layed off and prevented for working in my state for 2 years for any customer facing accounting activity. A whole 2 years of being held back from my chosen profession. An employer should not own employees in this way. We have a right to work."
Regina	"Studies show that ending non-competes would boost wages for countless American workers, one out of five of whom are currently bound by a non-compete. But business interests led by die Chamber of Commerce the main business lobby group in the U.S. are now carrying out a full court press against the ban proposed by FTC Chair Lina Khan. Pass the ban on non-competes."
Sarah	"These non compete clauses, made swoping engineering jobs difficult, locking in more experienced engi eers. These rules are rarely enforced, except if you succeed in competition with the patriarchy or established system. Change brings risk to incumbents, who are incentivized to suppress it. Thus, a key role of government is to ensure efforts to suppress competition are blocked"
Ho	"Forcing non-compete contracts creates problems for consumers seeking good competent care being readily available."
Harry	"As a machinist in the late 70s skills acquired from low paying jobs always had the potential to lead to a higher paying job. One place I worked treated it's top workers so well I once witnessed them bail a gentleman out of the drunk tank to do a job. That's job security. Is it wrong to seek a better life? Or more precisely, life is not fair and employers should evaluate each employee and if valuable pay that employee accordingly and treat them well. Or competition in the workforce makes for better workers?"
Allison	"I've always worked for a small company with small town values. My employers just recently merged with a large corporation. It was a necessity to sip a noncompete agreement so we all still had jobs after the merger. The merger has been a nightmare and had an attorney look over my noncompete I had to sign. It says that if I have a separation of employment with the company, I can not provide the same services I provide now for anyone else or anywhere else for 2 years. I have a family to take care of. I am a CPA and have worked in the industry for 17 years now. It is not right. That basically tells me that if I want to continue to have a job, I HAVE to work for them. That should be against the law! I am completely on board with the FTC cancelling out these agreements. As employees we should have rights."

Buddy	<p>"Non-Compete Agreements should be outlawed. They are unfair and should made illegal. Any active Non-Competes should should be rescinded immediately. Not only do they hurt the worker, but they can also be devastational to their families as well. Especially for those that did not voluntarily choose to leave their employment. Non-Competes prevent growth in many ways. They are bad for the individual, the consumer, and for the economy. They prevent the opportunity for higher wages, new worker opportunities, and new business growth. All of this has an affect on our economy. Both direct and indirect. The potential for increased tax revenues are automatically lost. This loss effects local, state, and federal coffers. Not good."</p>
Barbara	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! Why should workers have to change careers when they want to change a job?"</p>
Dirk	<p>"Please eliminate the non-compete. It is so punitive to workers, and generally is non-negotiable"</p>
Caleb	<p>"I support this! Non compete agreements are an unfair tool used by companies to keep you from personal progress and hinder competition in the markets."</p>
Andrew	<p>"I am a physician in a rural area. There are limited options to practice where I live. The non compete I was forced to sign allows me no other options for gainful employment."</p>
Gregory	<p>"My wife and I are both primary care physicians and have been hurt by. Incomplete clauses that are used by large hospital based systems to not only limit competition, but punish employees when the corporations work requirements change. My wife was hire to work part time as a primary care physician by a large hospital system in Charlotte, NC. After building a successful practice working 3 1/2 Days/week as she was hire to do the company decided that their new requirement was that all providers had to work a full time schedule. With two small kids at home that was not possible. Even though this was different then the job she was hired to do her company held her to her no complete clause and she was out of work for 12 months. They punished us via a noncompete to try to force her to work only for them. At a time of a severe health care provider shortage this is simply manipulative. My current employer is planning on implementing a severe noncompete clause in an effort to keep under paid providers from moving to any potential competition. Primary care providers are in high demand and they bring value and patients to hospital based systems. The hospital systems add little to the physicians skill set or knowledge base. Noncompete clauses typically attempt to make an argument that the employer has made huge investments in the provider, that the provider has made no personal investment in the new job, and in primary care this is simply not true. I requested that my employer reconsider their proposed noncompete clause. The lawyer for the hospital said that if a competitor moved to town they might lose their providers. At the same time a decision was made to NOT implement a pay raise to bring certain providers up to</p>

	nearly die median pay scale for their specialty. Clearly the noncompete is being used to restrict competitive employment opportunities. As nearly all hospital systems (in states that allow noncompete clauses) both have extreme noncompete clauses in all of their provider contracts and entbrce these, their is an appearance of collusion."
Paul	"I have read and support die proposed rule clmnges. Non-compete clauses are generally detrimental to workers, small start-up businesses, and the economy. This proposal fairly addresses the legitimate concerns of large established organizations that may use non-compete agreements to mitigate their risk, but would prevent the use of such agreements to unfairly extract value from workers and the employment market. Please enact these rules to protect the rights of workers, new businesses, and the economy."
Sanford	"My comments are in support of eliminating "non-compete" agreements....Forcing one of my employees to sign a 3 year agreement was threatening and required an additional non-compete year than the majority of the Hanes Companies management who had 2 year agreements....A company can destroy someone's moral, self-esteem, and confidence after they have signed these types of agreements. In conclusion, non-compete agreements are not needed in a country that has the ability to patent products, designs, and ideas like the United States. There is no doubt these agreements are detrimental to new products, new companies, job growth, tax growth and most importantly the consumer."
David	"I am a Physician Assistant for the last 25 years- I (and more importantly my patients) have been subject to non compete clauses- This has harmed both myself but mostly patients who must drive the (in my case 20 miles) to continue their health care with the provider whom they have chosen and entrusted with theoir lives. The non compete in the medical arena serves to bolster hospitaFhospital organizations control (read money here) over health care providers and patients alike. This is un american, harmful to patients and of course medical personnel's mental health. Ever wonder why the now > 60 % of health care workers want to leave medicine? THis is a primary reason- we cannot strike out on our own or move to a different hospitaloffice without uprooting our families and the families of patients we serve. Non competition clauses further inhibit competition, and serves a corporate interest (again read money here) but is inherently un-american, and isn't how our society works. Please consider ending this practice for the betterment of the american patient, economy, and allow us to "pursue happiness" as the constitution intended."
Nancy	"This rule is a good start -- but only a start. Please also outlaw TRAP requirements as well as NDAs. These are just as restrictive in a supposedly free country. Also, universal healthcare would free up many employees who now feel they must remain due to familial or personal health problems."
JOANN	"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts

	that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. I have personally witnessed excellent doctors having to move their practice to another town 30+ miles away. Their patients have to decide to choose another doctor or choose to DRIVE longer distance to the physician of their choice."
AARON	"Please, please, please pass this. As a primary care physician in a small community we have seen first hand the challenges and unfair advantages non-competes have on our ability to get and keep medical specialist and primary care physicians we need. Abolishing non competes would help shift the balance to fair market employment and compensation."
Kate	"Non competes have given monopoly healthcare systems power over physicians that are now employed but not allowed to unionize. Consequently they are treating the experts in medicine with the most dedication to training and education The worst. I live in a small town and physicians have to move out of town while disrupting their entire families with 100's of thousands in debt when a hospital system treats them so poorly because they are not allowed to work within driving area. It is cruel and should be absolutely illegal to treat people like this. My own physician had to leave. It isn't good for patients, the community or physicians. Everyone talks about rural healthcare but continues to allow non compete clauses."
Kim	"Non-compete clauses do nothing to promote patient care, and in fact detract from it. I was employed by a practice that insisted on a 50 mile non- compete, which I was able to negotiate somewhat lower, only to find after I started working that the practice was rife with fraud. By that time, I had a healthy and happy panel of patients that I had to leave behind completely. Without the non-compete, I would have been able to carry on making positive impacts for the patients."
Matthew	"Non-competes stifle innovation, violate free enterprise and create pseudo career monopolies for skilled workers. In the spirit of capitalism, they should be abolished."
Mark	"They should be banned. They stifle workers rights in favor of businesses. I am and independent contractor and even I have one. This makes no sense at all. PLEASE do away with non compete agreements!!! I'm trapped and mine even says my employer can sue me. How can this be possible if my skills as an independent contractor would not allow me to put on the table for my family? I'm at a loss."
Sherri	"FINALLY! Highly restrictive No compete contracts are not fair. I work in rural America. I can be abused in my job and have no choice but to stay ... or move my

	entire family! I understand restrictions regarding specific propriety information, but years/miles? I definitely support the change!!!"
Stephen	"As a young sales rep at a tv station in 1995, my income was limited by established, senior reps at the station. I was offered a job at a competing station in the same market and doubled my income that year after the switch. I did not have a non compete and most reps at the time did not. When I become a sales mgr at that station several years later, all the reps in the market were forced to agree to non competes. I couldn't hire the talent I needed at my station. Reps couldn't increase their incomes since they were locked into their jobs. I retired in 2020, and I can say conclusively that tv stations are desperate for talented reps in all markets. Non competes have damaged reps incomes and hurt the very station groups that enforce these terrible agreements. They are the single biggest reason talented sales reps overlook media sales. NCs should have been eliminated years ago!"
Susan	"I urge you to eliminate non-compete agreements! My daughter works as an esthetician at a spa where she was asked to sign a non-compete agreement on her first day of work. Her contract stated that if she left the spa within one year, she would have to pay the owner \$20,000 for the "training" she received. She receives no paid time off and is "riot-allowed" to take a sick day. She must request her unpaid days off 2 months in advance. Working conditions are tough and she'd like to leave but she would not be allowed to work at another spa anywhere in her current county for 1 year and cannot open her own business for 5 years. This seems so unfair. It allows employers to keep employees from earning a living should they choose to leave a workplace where they are being taken advantage of. All employees should have the freedom to change jobs in order to get ahead or to just maintain their physical and mental health. These employers have their employees handcuffed."
John	"Ban non-compete clauses."
Madison	"As a new business owner, it would be devastating to my company to hire an individual who takes the information and knowledge we share with this employee and they then turn around and use it against our company. Non-competes assure that companies can invest in their employees and provide insider knowledge without fear that this employee will later have the opportunity to take business away from them. It can allow a certain amount of trust between employer and employee. I would be hesitant to hire any worker to invest time, money, and energy teaching them the trade if there isn't any basic protection that would assure my investment isn't going to be taken advantage of or used later against my company."
Kyle	"I strongly support the FTC's proposal to federally ban noncompete agreements. It doesn't make sense for fast food workers to have non-compete clauses."

David	"In a country ostensibly centered on a ethic of free association and self-determination, non-compete clauses are anathema to those values and should be put aside."
Alaina	"I am fully on board with this proposal. This would be very helpful to my current situation and provide more opportunities to live a quality life as a yoga teacher."
Gayle	"It is about time that we did something to even the playing field between businesses and workers. Workers give their time and bodies to benefit businesses. And they get stopped from progressing at every stage. This is one small step that the FTC can take to be fairer to those who labor and remain the working poor. We need to do better. This rule needs to pass not."
J	"I fully support a ban on non-compete clauses. My employer has moved most of their manufacturing to Mexico and will most likely close this US plant. A competitor has announced they are opening a facility within the year in our town. Some employees have already been offered higher wages and have gone to work for the new company setting up their factory. My employer is intensely pressuring us to sign a non-compete that would stop us from working for 12 months after we are laid off or give notice. The intention is to retaliate against their competitor. The result is preventing people from being able to work in their trained profession at a competitive wage. The majority of the almost 100 workers impacted make less than \$50K a year. This creates a hardship for many. I hired an attorney at my expense to help me understand the document. I am not signing it and am worried about losing my job and health insurance."
Phillip	"I support the elimination of any/all non-compete clauses from employers. Please pass this legislation ASAP!"
Carmen	"I strongly agree with this sentence from your document: 'In the Commission's view, the existing legal frameworks governing non-compete clauses formed decades ago, without the benefit of this evidence allow serious anticompetitive harm to labor, product, and service markets to go unchecked.' My husband worked for John Deere works for 17 years as a welder , and we have great health insurance too, and that represents an example of an American man who contributed to the health of our country and Democracy and both parties benefited. The company was happy to have him, and he was happy and grateful to work there, and felt valued. This needs to be the way things are in our country, in our opinion. Of course he was a UAW union member, which is a different topic, but anything, including non-compete negative affects, which strengthens the fabric of our country needs to change for the better. For some people less fortunate than my husband was, it's more like modern slavery out here than good solid common sense ways of operating, and even though it is improving, when I was talking to people recently who work at our local Walmart, they feel taken advantage of for specific practices such as only being allowed to work 30 hours a week or less so the corporation does not have to provide health insurance for them. So what happens instead? A drain on the U.S. economy because healthcare and privately purchased health insurance are so expensive. Please do

	<p>everything you can, including this, to make our country strong, which includes any support you can give the working citizens. The only thing I would change regarding this specific non-compete clause issue is a document that is less than 216 pages for the public to read and comment on which possibly can achieve the same result as reading 216 pages? thank you so much"</p>
Josh	<p>"The proposed ban on non-compete agreements by the FTC is a step in the right direction towards promoting fair competition and innovation in the job market. Non-compete agreements are often included in employment contracts and restrict employees from working for competitors or starting their own businesses for a certain period of time after leaving their current employer. Such agreements limit employees' career options and hinder their ability to contribute to the economy by starting new businesses or creating new products and services. The proposed ban would promote job mobility, allowing employees to seek better opportunities and employers to attract the best talent. It would also encourage competition among businesses, leading to greater innovation and better services for consumers. Moreover, the proposed ban on non-compete agreements would help to address the power imbalances between employers and employees. Non-compete agreements are often included in employment contracts as a condition for employment, leaving workers with little bargaining power to negotiate the terms of the agreement. The ban would protect employees from being trapped in jobs that are not a good fit, and would also prevent employers from using non-compete agreements to control their workforce. In summary, the proposed ban on non-compete agreements by the FTC would create a fairer job market, promote innovation, and empower employees to pursue better opportunities."</p>
Casey	<p>"I love this! When I was 22 I worked for a company that got sold. I was sold as an employee with the company. DAY 1 the boss came in and told me I sign this complicated contract OR I lose my job. I had no idea what any of it even meant at the time. I just knew that I had bills to pay. My mom's house was in foreclosure *2012* still fall out of 2008 effects... I had no choice. I ended up only being hired to train my replacement and then they let me go just a few weeks later with a warning not to do anything related to the industry for a few years within 100 miles. I had nowhere to go. I ended up moving from NC to Washington DC/Baltimore to start my 1st company. Away from family, friends and support. I could have stayed close and my life would have been much happier. I know I could have been a competitor and done a great job for the community I loved. They knew I was great at what I did but out of fear they denied that so they did not have to work as hard. They actually tried to sue me even still! I had never been so stressed. I was just trying to make a living at 23. I luckily got passed the threats but I know as a now experienced business owner that these contracts are very unfair and used for bad more than good. Competition drive innovation. If you are scared of your employees then you are doing something wrong. I grew my company to be the largest in the nation for the niche market I am in. I sold it in 2021. I know this will have litigation against it. The FTC absolutely has authority here. We need this to pass. I would stand before the entire country and tell my story and explain why this rule is needed. I feel this will only bring positive economic growth. Drive innovation and speed up market changes. Non-competes are predatory and used</p>

	to extinguish new flames of fresh thinking in an industry. You want to see job creation or higher wages? This is it. Yes YES and YESSSS! - CC"
Carmen	"I am a veterinarian and have worked close to 40 years. I have been an associate and a practice owner. I see no justification for non-competes and in fact feel it hanns the entire profession. Non-competes are pervasive and notoriously difficult to tight. For many years now I have worked for corporations and have watched colleagues both attempt to negotiate non-competes and bear the brunt of legal battles if they attempt to challenge the non-compete. Should you really have to move your entire family to acquire a job? How do I harm a company by working for their competitor?"
Mary Ellen	"I support this proposed rule! Thank you!"
James	"I work in an industry that across my 16 years of work have always required a non compete agreement and they always hung that over my head. I recently had to move 700 miles away to avoid the non compete agreement. Please make non compete agreements illegal and allow employees right to provide for this families. Thank you"
Jeremy	"Please enact this as soon as possible! We are held hostage by non-compete clauses, forcing us to work for companies that don't take care of their people. No one can work a lifetime in one industry and wait a year to switch employers!"
Sean	"I am a physician in a rural underserved area of Appalachia. As has become the trend over the past 2 decades, die hospital system in our area has been acquired by a national for profit hospital system that now has a functional monopoly in our area. Prior to my arrival here, die hospital system had purchased all the physician groups in my specialty giving me no other options for employment. After significant protest, I was forced to sign a non-compete agreement that would bar me from working in a 25 mile radius, which covers all the major hospital systems in our region. If I were to leave my employer, not only would I have to leave my local community, but would have uproot my family from the Western North Carolina region completely. These "non-compete" clauses have become ubiquitous in die healthcare industry. With Hospital systems merging, providers with aggressive non compete clauses must abandon the community that they serve if they chose to leave their employer. This can have devastating effects access to care for patients in a healthcare system that is already severely understaffed. This disproportionately effects rural areas, where there is often only one healthcare employer for a large geographic radius. Healthcare providers feel trapped in their current employment situation, leading to significant burn out that can shorten their carer longevity. Many are forced to retire early or take a prolonged pause in their career when they have no other recourse to combat their employer. I am very much in favor of the proposed "non compete clause rule" and feel that it should be enacted in its current proposed fonn as soon as possible. Applying Non compete clauses to physicians is inappropriate for many reasons. First, these clauses are supposed to encourage corporations to invest in developing their worktbrce. However in healthcare the training and expertise

	<p>required for the job is not provided by employers, rather through the rigorous schooling and post graduate training that providers pursue individually. In the US, physicians are asked to take on massive amounts of debt that can take their entire career to pay back. Second, patient do not seek consultation by a physician because of the corporation that employee diem; they come to a physician due to their individual expertise, bedside manor and reputation in the community. Thirdly, Excluding Physicians from this rule would allow corporations to further control the market, limiting access to care and increasing the cost of healthcare in our country by squelching competition. Patients in rural and underserved areas are already struggling to have access to high quality, affordable healthcare, and non-compete clauses are a large part of the problem. I would ask that non - compete clauses be completely banned from the contracts of all healthcare providers to help stave off the oligopoly within healthcare that I fear is already at our doorstep."</p>
Kathleen	<p>"Many LOW PAYING jobs in the areas of retail and education (tutoring and teaching) that have made me sign non-compete disclosures and shared information regularly with 'competitors' to ensure their workers were trapped where they were. These exploitative companies are also the types of employers who are constantly policing any talk among employees about their rights or right to organize."</p>
John	<p>"Noncompetes limit our ability as physicians to adequately practice how and where we want to. A noncompete is simply a contract that you will work for a hospital system until you retire/die or you will have to up and move your family to another city/state and leave the community and patients that you have been caring for. Hospital systems know this and use this to suppress wages, understaff clinics, and overwork employees. I have seen this first hand in practice and like many others have know way out unless I move 90 miles away. This is not practical and if feasible only increases the cost of healthcare unnecessarily. Noncompetes will lead to more physician burnout and early retirement which we can't afford in our current healthcare climate Banning noncompetes would incentivize hospitals to abide by fair pay practices, encourage healthy competition, incentivize adequate staffing of hospitals/clinics and ultimately lead to better patient care."</p>
Brian	<p>"Non compete clauses are used by hospitals to limit competition and bully physicians into sticking with existing contracts. Please unwind these burdensome, anti completevative practices"</p>
Erik	<p>"Lawyers have banned non-competes across their profession stating that this is necessary to protect individual attorney autonomy and protect the attorney- client relationship. Obviously lawyers are aware of the damage these agreements can cause to society. How are these not banned in similar professions such as Physicians? The doctor-patient relationship is surely equally if not more important to preserve than a relationship with a client. I support this ban across all professions and employment sutuations."</p>

Andrew	<p>"I am writing in support of eliminating non compete clauses from employment contracts. As a practicing physician, I have dealt with this issue first hand, having had to navigate an excessive non compete in order to continue providing care for my local patient base and maintain their continuity of care. The practices argue that this protects their "business" or "intellectual property," but in the medical field, we are dealing with actual patients, who have actual problems. Luckily I have patients who trust me and were willing to follow me to my new location, and most did. Nothing from the old practice translated into the care I had with an individual patient. I did not learn techniques from my practice that influenced how I performed surgery, or cared for patients. Their surgical experience was based on my skill, and die experience at the hospital. In the medical field, these contracts are written just to limit employee options, which does have a direct negative reflection on the patients we are trying to care for. Often, physicians have to choose to completely move from an area because they don't have the financial resources to fight a major healthcare system in a non compete argument. The reality is that in some states (CA), these non compete causes have been illegal for years. it's ridiculous that this would be a state to state difference that only benefits physicians in CA. Obviously the health systems in that state have been able to survive/thrive for many years, even without the protection of a non compete. Obviously in the cases of a coffee barista, having a non compete in effect is ridiculous. I would argue that these tenns also affect higher income earners (physicians), which also has a more significant effect on patient care, which is more vital to the population than being able to get the appropriate venti latte. My thimer practice was basically stealing money from me, but thought they were in a position to continue doing so just because of an onerous non compete clause that I would not want to fight. They were never willing to renegotiate any of my contract because they felt they were in a position of ultimate power, and that I would be forced to move if I wanted to get out. I got to the point where I was willing to fight, and again, basically every patient desired me to continue their care. Interestingly, the old practice even started telling patients to come see me when they couldn't provide the "same care" for them that they advertised they would do after my leaving."</p>
John	<p>"To Whom it May Concern: Thank you for proposing this critical rule change. I am a physician, and non-compete restraints within health care have led to monopsony at my health system, leading to decreased wages across various categories of workers, decreased mobility, and decreased access to care for patients. I am strongly in favor of the proposed legislation, and firmly believe that it will benefit my personal career, the career of my physician and non-physician colleagues, and the community that we serve."</p>
Erica	<p>"I support elimination of non compete clauses to help promote competition and hopefully increase compensation of workers in the US workforce. Iain and employed physician."</p>
Mike	<p>"I support elimination of non-compete clauses to help foster competition and help worker pay in the US labor force. I am an employed physician."</p>

ROBERT	"I fully support the banning of non-compete agreements."
James	"Dear Sir/Madam: I am writing to express my support for banning non-compete clauses nationwide. In this day and age, these clauses tend to bind and bog down the American worker. 'The freedom to change jobs is core to economic liberty and to a competitive, thriving economy,'" said Chair Lina M. Khan. I feel that the workers should be free to change jobs in the same field without the threat of litigation from a former employer for simply continuing employment in said field. By stopping this practice, the FTC estimates that the new proposed rule could increase wages by nearly 1300 billion per year and expand career opportunities for about 30 million Americans. As a worker with another 30+ years ahead of him in the workforce, I hope to see the use of non-compete clauses eliminated in the upcoming vote. Thanks,"
Chris	"I work as a general dentist in a private practice owned by one other dentist, in the heart of a very desirable town to live and work. Due to the appeal of living in this town, the associateship opportunities were so thin that this was the only open position within 30 minutes of town when I began applying for an associateship position. However, along with my contract came a non-compete clause which bars me from practicing within 8 miles of my current practice within 2 years of discontinuing my associateship. The clause specifically points out that it doesn't matter who ends the associateship or for what reasons; regardless, I'm unable to practice dentistry within 8 miles of this town for 2 years after departure from the practice. Once you travel —3-4 miles outside of the heart of this town, the population density becomes drastically thinner until you quickly reach very rural areas that would be difficult to start a new, successful dental practice. The owner of the practice I work for has no desire to bring me on as a financial partner/part-owner, as he and his wife handle every aspect of the operations behind the clinical scene. So as long as I continue working for this practice, I will continue to be an associate and will never have the opportunity to become a partner, which would substantially increase my income and allow for personal growth in my career. I am a proponent of banning non-compete clauses for situations similar to my own. While it may be true that a small handful of patients may decide to follow me to a new practice if I ever leave my current practice, the effect this would have on the owner of my current practice would be substantially smaller than the effect the non-compete clause has on my career growth and income potential. Dental patients almost always stay with the practice they're comfortable with, especially when the doctors staying on board have a much longer history of treating the patients at that practice. The tangible effects on my current practice, even if I moved directly across the street and started a brand new practice, would be very minor, and inconsequential in the short-to-medium term. The harsh subclauses prevent any escape from this non-compete clause, regardless of cause for departure. Please continue forward with banning these clauses."
Amanda	"I signed a non-compete clause with my former employer that is now limiting my ability to get a new job. The employer, Ross Stores, proposed the non-compete in a year that I would not be receiving my regular bonus pay, something that I relied on for income. It was at the peak of COVID when many retail employees

	<p>were terrified of losing their jobs. Let's just say it was management's full-time role to ensure their employees signed it. Every discussion was about whether or not we had signed it yet, and they wanted us to do it ASAP. I was afraid that if layoffs happened I would be the first to go if I didn't sign the agreement. Now I am no longer with the company and have started my own small business, and the fear of this non-compete hangs over my head. I don't really understand what I am legally obliged to and no one has taken the time to let me know. I worked hard for that company for seven years and now I feel unemployable in my new location because of this clause. Giant corporations shouldn't restrict their employees' ability to advance their own careers. Please ban non-compete clauses."</p>
Nicholas	<p>"As a physician I have seen how noncompete contracts have negatively effected patient care. If a doctor wants to leave a hospital or a practice they often have to leave the area all together. This has happened in my area where a hospital was bought out and doctors had to make a commitment to a new employer with the risk that if it was not a good fit they would have to leave our area to find another job. The new owners of the hospital where operating with unsafe practices. Doctors would typically leave to not risk their license and to not promote unsafe care, but they risked up rooting their kids from their schools, spouses from their job, leaving their family, friends, and church. Doctors should be able to practice where their is need not based on what is going to protect corporate healthcare profit. People over profits"</p>
Dinah	<p>"I really like banning the non- compete clause for workers, this protects their choice to work where they want. If it is a good employer you wouldn't leave. Poor work environments cause this. Non-combat ban protect employees Dina Duckworth"</p>
Daniel	<p>" As a hospital physician I have no personal patients. I admit and see whoever shows up. Rest assured in the 20 years I've been doing this and after seeing many thousands of patients not one has said they come the that specific hospital just to see me. Yet the hospital makes us sign a non-compete clause. I have no proprietary information to bring to another competing hospital. Medicine is medicine. Yet hospitals continue to force non competes. Why? Ownership. They want to own doctors. They want to force them to follow their rules or risk having to find work in a different field or else upend their family and move or drive for hours all in the name of control. This isn't legal and must end now! My last non compete was for two years. I had no proprietary information on how the hospital was run, logistics, billing, coding, etc. after I left I asked a year into the non compete to be let out. They refused and threatened a law suit against me. This is about control of the market. Control of compensation. Keeping doctors in jobs they aren't happy with lest they upend their family. I'm happy to talk further about it and my experience as a doctor that has worked in three states and in over 25 hospitals."</p>
Lynne	<p>"Protection of industry secrets is sensible, total noncompetes is nonsensical. People must be able to change jobs without excessive restrictions."</p>

Vaibhavkumar	<p>"I am in strong support of banning non compete. It only benefits big corporations, since they can buy out skilled or trained employees from small business if they want even though small business may have non compete. But cannot be true the other way around, since small business doesn't have that type of extra money. And once this is allowed, the employees have no choice but to accept that in their contract as there is no other option... During pandemic in June 2020 a corporation " cone health" decided to end their contract with other corporate " sound physicians" for hospitalist services at their hospital in Burlington, North Carolina. 18 doctors, 2 nurse practitioner and 3 office staff worked for sound physicians at this hospital. This was a " very good time" for hospital to make this move due to "very less" work secondary to pandemic....And in that "slow business season" hospital can wait to hire and replace the whole team in few months. Usually it is very difficult task, since this work never stops and even difficult to hire 20%of your staffs at a time if left vacant. Now the corporate greed comes to surface. As not going to be employed by sound physician group, physicians reach to hospital management for job, since they are in need of doctors... Sound physicians company wouldn't release them of non compete clause so they can't work within 20 miles of that place for 2 years or with that employer at other place. Most of the team had to relocate at other places. Sound physician company was having only one other place contracting in the whole state at Rocky Mount,NC and didn't have any openings. They offered to continue to employ them if they move out of state to their other places: but wouldn't release Noncompete without money... Please ban non compete."</p>
Bryan	<p>"I think this is long overdue. Employers have been using Non-Competes as leverage against employees for too long. Now all employees that are being held back from bettering themselves have nothing to fear if this is approved"</p>
WESLEY	<p>"As someone who has seen first hand the weaponization of noncompete clauses by employers against employees, I support a blanket ban on their enforcement. Non-compete clauses were born out of sensitive trade secrets, and have now evolved into simply a tool to allow modern day servants. As someone with a blue collar background, I have seen people with 0 trade secrets drug through court and sued by employers. These people were not making enough money to survive, and were doing what they had to for their family. Their ex-employer rewarded their sacrifice by driving them into bankruptcy with summary judgements and legal fees. Before anyone says "noncompetes are managed by the states and often aren't enforceable" they should understand just how these corporations use the judicial system. Sure, if you fought a non-compete suit as an employee you would probably win, in many situations. However, you would spend tens of thousands of dollars on legal fees to do it. I ask you, what common citizen has that much money to fight an employer? All non- competes should be ruled invalid"</p>
Ashley	<p>"As a physician working under a noncompete, I beg you to eliminate noncompetes. If I decide to pursue other employment, I will be required to uproot my family (including four children). I would hate to leave my community based on</p>

	this archaic rule. Please consider that non-competes eliminate good, healthy competition in areas of our country, and greatly affect healthcare."
Oscar	"These agreements are overused by corporations and limit individual citizens right to work and support themselves. The existing trade secret and Intellectual property protections existing already protect companies information. These agreements are used solely to limit employees ability to seek alternative employment."
Jessica	"I strongly believe in the FTC taking action on the non-compete regulations that are in place. In the past, these regulations at my previous employers prevented me from growing my career and earning more income for myself and my family. As a single mom, this is a critical issue for me and my family. Please make changes to this horrendous rule. Thank you for supporting the public in this matter."
Laura	"Good day, I am an Emergency Physician who travels for work. I live in the Asheville, NC area. I have been greatly affected by non-compete clauses in several of my prior positions. Employers and employees are hampered by such clauses. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Beth	"The whole idea of Non-Compete contracts is ridiculous. Corporations and franchises base their whole existence on free-market competition. How is it that the American Worker should be hamstrung by this limitation?"
Beth	"What do Non-Compete agreements do? Only give the employer an unfair advantage over the employee and take away the primary tool the employee has to better his lot. This allows the employer to trap workers in stagnant wages and positions, while reaping the benefits of their work, kind of like slavery."
Ryan	"To whom it may concern, I am a young physician just starting in my career. I have a non-compete as is "standard in the industry". I also have a young family and hundreds of thousands of dollars of medical school debt. I fully support the prospects of making non-compete agreements obsolete as this would boost competition and allow workers increased opportunity. This would also improve the economy and the worker's rights environment as a whole. Additionally, before medical school I had a small business that had a non-compete clause for its employees. Even with that background and knowing that non-compete agreements help businesses (big and small) maintain their employees, I feel a shift towards pushing those employers to focus on compensation and benefits to keep their employees provides a greater good. Thank you for your time."
John	"I completely support the effort to ban non-compete clauses. I've been in a new job less than 2 months and feel trapped. What about an escape option from bad work conditions? My non-compete is effective for a year after termination."

Richard	"I believe this clause will further our industry, economy, and markets in a positive and meaningful way. This clause would reinstate the competitive nature of our workforce, and incentivize companies to innovate, explore, and capture the right talent to join their ranks. This clause would allow millions to freely move to better, more advantageous companies that offer higher pay, and allow many young aspiring workers entering into the workforce to adapt to a more competitive environment in order to secure their future from the start. The American Dream can only become possible if the non-compete diminishes!"
Meg	"I have worked for a company for 7 years. The company has recently been bought out and I've been "forced" into signing a non compete. I have spent 7 years learning this industry and now will be stuck here or will need to find a completely new industry to work in. Non competes are not for those of us trying to support our families, it is only for big business. It is unacceptable. Please get rid of non competes."
John	"Non competes are outdated and need to be banned. There's nothing worse than being stuck in a position because you are only allowed to use your talents for 1 specific employer."
Justin	"I strongly support the proposed ride to ban non-compete clauses. Non-competes depress labor market competition by making it challenging to switch employers. This depresses wages and inhibits employers that treat workers well from accessing the best talent. As a student in a high-tech field, I am particularly excited about this proposal's potential to unlock latent innovative capacity, giving disruptive employers a chance to recruit top talent and forcing large companies to offer stability and interesting work. I believe this will contribute to the development of some of the technologies we will need as a species to weather the disruptions caused to humanity by climate change and environmental degradation."
T	"I am faced with the same as an Emergency Physician . I do not agree with this. It limits where I work and it hinders others from hiring me when they are in need."
Matt	"This is a GREAT piece of legislation. My wife is a Physicians Assistant and works for a private company that has a non compete for one year after leaving. The enforcement area is huge and they simply use it as a tool to keep people in place. They won't negotiate salaries with any real intention and when people try to leave they call upon the non compete and try to scare people into staying. It's just a scam to keep pay low and not be too worried about keeping excellent working conditions. Thank you for proposing this and I hope it happens!"
Janet	"I agree that non compete clauses need to go away. The American worker has been feeling used and abused during and since the pandemic. "The great resignation" and subsequent rise of employees embracing unions should show all corporations that we are tired of the boots on our necks and ***** pay while shareholders and CEO's make profits hand over fist. Eliminating the non compete clauses would go a long way to give the average hard working American a feeling of security and trust in their company and perhaps even cut down on union

	building efforts if employees are allowed to change jobs that aren't working for them. Nobody wants to feel trapped."
Sam	"I am a large proponent of this bill. Please do all you can to make this a reality. Would be a big game changer for employees and help encourage economic growth. Good for you guys taking the initiative on this. :) Very pleased"
John	"As an employee bound to a non-compete agreement I can testify that the non compete agreement has prevented me from increasing my annual income of an additional \$501c a year. What is makes these unfair is like in my situation the non-compete agreement was not a condition of employment nor a condition of a promotion. The company I work for terminated a manager, that manager accepted employment from a competitor. When this occurred my employer mandated we sign a no compete in order to keep our employment. I consulted an attorney and was advised if I needed to maintain my current job I had no choice but to sign the no compete."
Kristin	"In favor of this. As both a manager trying to hire staff and also a worker myself, the freedom and flexibility to have talent and skill sets be used where best fit is a wonderful change to see coming."
Drew	"I work in sales management with 6 direct reports covering die entire US Eastern seaboard. As a distributor, wee represent 30+ manufacturers and sell to more than 700 customers in my region alone (well over 3000 across the entire US). My non-compete prohibits me for a period of 24 months 'post separation' from my current company from working for any of our suppliers, or from working for any direct competitor (we have at least a few dozen that would fall in this cateogy), and from even speaking professionally to any of the customers I or anybody on my team has dealt with during my entire tenure with the company. It's restrictive to say the least. Recently I have been looking for new opportunities, both to expand my skillset within my industry, and to seek higher wages to support my family. There have been at least two companies that were interested until they saw my non-compete, and then declined to interview me based on that document alone. Fortunatley I still have a job, but the non-compete agreement has made seeking new employment challenging."
Amelia	"It is vital to our healthcare system that noncompete clauses do not limit physicians. Physicians hold no trade secrets and practice independently. Non competes exist only to limit physician to patient relationships outside of a branded healthcare entity. It exists to stop negotiating and stifle benefits and competition."
K	"As a physician , I strongly support the proposed measure to ban non-compete clauses. Non-compete clauses for physicians only protect the profits of large health care systems. It is otherwise unethical for the employed physicians and their patients. These causes force physicians to uproot their families and leave their beloved patients if they ever need to leave a toxic work environment. Many patients can be left without a physician since their physician had to move outside of a certain radius so as not to violate the non-compete clause. These non-

	compete clauses also stifle negotiations and bargaining, and continue to perpetuate the abuse that health care systems can impose on their employees."
Jackie	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I face enough hardships and employee/owner power imbalance in employment as it is, I don't need this limitation as well, and I consider banning non- competes and even going further to ensure liberty from coercion by further limiting the power of employment contracts in general. This is a good and concrete first step, and I support that. Thank you for your work, and please issue a final rule that bans noncompete agreements, Don't stop there either. Sincerely, Jackie Fox Ocean Isle Beach, NC 28469"
Carl	"I am in favor of banning non-compete clauses and I don't believe pre-existing contracts with non-competes should be grandfathered in. These clauses inhibit competition in die labor market, suppress wages, and prevent basic freedom of movement in our country."
A	"I am a registered nurse that due to back injury during a patient transfer would have to switch specialties. Since I'm working for an agency, I had to sign a contract that said that for a year after tennination I would have to not work 50 miles away from the hospital where I was injured. There's a hospital 2 miles away from said hospital but the closest one besides that is 80 miles away. That would mean that not only I lost my job but I also have to move my entire family to a different state in order to continue working as a nurse. Please change this law for die sake of the average working people"
S. Madisom	"As a new pediatric ophthalmologist, I have been recently interviewing for my first "real" job at the age of 30. I have spent die last 5 years living separately from my husband due to the life of a resident / fellow and the match system (he is currently a fellow as well). Now, as a I am offered contracts most contracts include non-competes ensuring that if I leave my first job ever, I either must leave the city (most cut out the whole metropolitan area and beyond) or pay between 300 and 400 thousand dollars. As we will be starting our family in the next several years— my first job choice seems to determine if we will get to stay in the city that we would like to live in— or if once again we will need to move across the country to find work. My education of non- competes is admittedly lacking for all occupations, but surely few other occupations have such large and restrictive non-competed as physicians."
M	"I commend this proposal as it will improve access to care while broadening opportunities for practicing clinicians. Dr. M. Lucas"
Kathryn	"Yes, please ban non-compete clauses"
Michael	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. My wife and I's career growth and even mental health

	<p>have been directly impacted by onerous non-competes. Several years ago my wife left her employer, Red Ventures, and when Red Ventures found out she had interviewed (not worked, interviewed) with a firm being run by someone with a personal dislike for the Red Ventures CEO the non-compete clause was used as a guise for harassment...All because they knew they had far deeper pockets and legal expertise than my wife and were quite willing to use that in order to intimate her, damaging both her career and the would-be new employer. Over the years I've heard countless similar stories, always told 'off the record' due to employees fear of an employer taking legal action. In my experience non-competes PRIMARY purpose is employee intimidation which creates a highly distorted labor market and is antithetical to the virtues of our capitalist system. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Vanitha	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. The present institution that I work for will not allow me to moonlight with other institutions as a physician even if I purchase my own malpractice coverage. Therefore, I am enslaved by the below market value my institution pays. They make the claim that my freedoms are intact and that all we have to do is get approval from leadership to moonlight elsewhere. Leadership always rejects these requests and we are left constrained by the motives of the healthcare institution imprisoning us. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Janet	<p>"I agree that non compete clauses need to go away. The American worker has been feeling used and abused during and since the pandemic. "The great resignation" and subsequent rise of employees embracing unions should show all corporations that we are tired of the boots on our necks and shiny pay while shareholders and CEO's make profits hand over fist. Eliminating the non compete clauses would go a long way to give the average hard working American a feeling of security and trust in their company and perhaps even cut down on union building efforts if employees are allowed to change jobs that aren't working for them. Nobody wants to feel trapped."</p>
Sean	<p>"I would very much be in FAVOR of a ban on Non-Compete clauses in contracts. They are held over workers in my industry, with a threat of lawsuits the employee would be difficult to defend, mainly due to cost. As a doctor, we are sometimes forced to move from an area, with our families and children in school, due to the limiting of options and restrictions from these Non-competes. It gives companies the authority to treat us as poorly as they wish, unless we wish to resign and leave an area. Even if we decide not to sign a new contract, we have been banned from earning a living in the area we often live and our children go to</p>

	school. I look forward to this passing and the end of Non-compete clauses in all contracts."
Donald	"Dear Chair Lina Khan, Non-compete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with higher non-compete agreements suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I am encouraged by your work to ban non-compete agreements. Please issue a final rule that bans non-compete agreements."
Gil	"I am strongly against non-competes. They should not be allowed in healthcare. As a physician if I would like to change jobs I would have to uproot my family and move to another city in order to remain employed and provide care. Patients inevitably suffer as well as they lose access to their doctor. Local communities also suffer due to loss of a potential healthcare practitioner. The only entity that benefits from non competes are the employer. It's a one-sided and profoundly unfair power balance. It leads to abuse of employees as they know that they have no option other than to stay in a bad job or move to another city. Extremely unethical. Please ban them from healthcare."
Jamiellah	"Non-Competes are used to scare and stifle employees from moving on. Most of the time the employees are not executive-level and are not running off with trade secrets or a client list. Companies use non-competes to bully and this they should be illegal and unenforceable at the federal level."
D	"I am strongly in favor of the proposed rule. I am in an industry that frequently has up to 3 year noncompetes globally. It is ridiculous and unfair, and anti-competitive. 3 year noncompetes for all workers are insane. Even relatively "good" firms will give you 1 year."
William	"Employed physicians, particularly in academics and nonprofit hospitals are an important class of workers that need to be rid of non compete clauses. The current environment discourages hospitals from investing in patient care."
Shekinah	"I am writing because I hope that physicians, and therefore our patients, will benefit from inclusion in the NPRM. While hospital systems are classified as not for profit, it is unfortunate that a profit motive is seen clearly in their decision making. Physicians want to stay in their jobs. Yet, there is little that we can do to ensure fair working conditions to make this possible. Our working conditions are the healing conditions for patients and when they are harmful, it's patients that are harmed. Non-compete agreements mean that physicians are often trapped in unfair and unhealthy working conditions, or forced to leave communities and patients entirely by leaving medicine for roles that are not only more lucrative but allow them to stay with their families Physicians deserve to be included in the NPRM rule regardless of where we are employed. The leverage it provides will ensure that hospitals are improved, more physicians are retained, and patients benefit."

D	"I am completely in favor of forbidding noncompete agreements. As a physician psychiatrist, I have witnessed first hand how healthcare organizations bully physicians with non-competes that lead to a huge restriction in access to care for entire communities. Non-competes are a way for big corporations to take advantage of those with less resources, creating situations that cause negative impact to individuals and entire communities."
Suz	"Non-compete agreements should not be allowed in the health care field. It limits the freedom of patients to see the provider of their choice. This is also true for mental health professionals in addition to other health care workers. Voting against non-compete clauses protects the therapeutic relationship that is vital to the patient's mental health care and can take months to solidify. Non-compete agreements are an outdated practice and in our times today are unethical and unAmerican."
Peter	"I am a pediatrician in Charlotte, NC. Two health systems (Atrium and Novant) employ almost every pediatrician and both systems have non compete clauses in their employment contracts. These two systems have all the leverage in insurance contracts so it is not financially feasible to practice primary pediatrics without working for one of the two systems. If I were to try and leave my health system I am prohibited from working for 12 months within 15 miles of my practice. The effect of this practice is that doctors have to stay with one of the health systems and have little leverage in any negotiations regarding working conditions or else they will be faced with loss of employment x 12 months. You can try to move to the other system but would be forced to practice in a different area x 12 months which effectively disrupts established patient-doctor relationships and access to care for patients. The systems claim that they have invested in our professional development with unique and proprietary health delivery models necessitating non compete clauses but in reality our professional training and development occurred during medical school and residency, not with these large health systems. As systems nationwide merge and become larger they create monopolies that control doctors and the end result has become less patient access, disruption of doctor patient relationships and less personal healthcare. Eliminating non compete clauses would force the systems to respond to physician concerns, re- instill competition, and empower doctors to seek employment that best serves the doctor and patient, which after all should be the center of healthcare, not the interests of corporations! The public good is best served by physicians having the freedom to practice without being controlled by corporations incentivized solely by profits. Next, the government should eliminate "non-profit" tax status for these mega health systems that pay their CEO's multimillion dollar salaries and invest the tax revenue in making Medicare and Medicaid more financially stable. DO not increase payroll taxes on hard working Americans to shore up government funded health care, just tax corporations that have been enriching their administrators by evading taxes under a non profit disguise!"
Marguerite	"Veterinary Non Compete agreements are unfairly restrictive to veterinarians and their families, their communities, and to animal owners. Animal owners have the right to seek treatment from the veterinarian of their choice. Veterinary practices

	<p>should rely on goodwill generated in the community among animal owners rather than non-compete agreements. Veterinarians should be able to treat animals that need help, wherever they are. They should not be subjected to the undue hardship of having to find employment outside of their community with expensive, long commutes to another area, or of having to move from an area in which they have roots in the community, where spouses and family may be employed and children may be in school. I have known several veterinarians whose work and lives were impacted severely and unfairly by non-compete agreements. Non-compete agreements stifle the industry by limiting innovation, competition, and freedom of movement. They also result in substantial anxiety and fear of litigation in many veterinarians who have entered such agreements as a requirement of their employment. Corporate practices are increasingly pushing the limits of geographical area and length of term on non-compete agreements in order to wield control over employees who may find better practice environment elsewhere. AVMA's Principle VII states that veterinarians must be able to choose the environment in which they practice veterinary medicine. This principle suggests that veterinarians should be free to leave a practice in which they do not believe they can provide care that is consistent with their ethical beliefs. Where a non-compete agreement is in place, the veterinarian before leaving such a practice environment must consider: What would I do if the job does not work out? Will I be able to commute to a different job? Will I be forced to move? Is my family in a situation to move if that happens? Veterinary non-compete agreements are not ethical and should be banned."</p>
Taylor	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I myself have dreamed for years to start my own data analysis firm but cannot due to my idea being too closely related to the work that I do in my current job where I have a non-compete. Despite my years of experience and research, and working for a firm that does not care about any of my ideas, I cannot begin this business venture until 2 years after leaving that firm. Proposing this ban on non-competes would allow me the opportunity to start my business as soon as possible which will ultimately contribute to the local economy"</p>
Ashley	<p>"I am writing to express my strong opposition to the use of non-compete clauses in contracts for healthcare providers. I urge the Federal Trade Commission to take action to prohibit the use of non-compete clauses in contracts for physicians. Such a prohibition would help to ensure that patients have access to the care they need, and would promote competition in the healthcare industry. These clauses or restrictive covenants unduly restrict employed or contracted providers from practicing medicine within a certain geographic area and/or for a specified period of time after leaving a practice or other employment situation. This can lead to loss in income and instability for healthcare providers and their families. The use of non-compete clauses in physician contracts is harmful to the physicians and the patients they serve. Physician non-competes limit the mobility and job opportunities of physicians, and can prevent them from providing consistent care to patients in need. This leads to shortages of physicians in certain areas, and</p>

	can make it difficult for patients to find the care they need. Furthermore, non-compete clauses in physician contracts can limit competition, which can lead to higher healthcare costs for patients. By limiting the number of physicians in a given area, non-competes can also limit the number of choices that patients have when selecting a healthcare provider."
Ryan	"I agree, please discontinue Non Compete agreements. It has the potential to restrict myself from starting a new business our community needs!"
Peter	"I support the elimination of the non-compete. There already trade-secrets, NDA, and IP assignments to protect my employer, their stuff, and the fact that I know how to build their stuff. The non-compete just limits me though, burning my bridges for me before I ever reach them."
Meenal	"Strongly oppose non-compete clause. In urban and rural areas physicians and physician extenders should be able take care of patients where ever the need is. Healthcare is dwindling in the number of providers when compared to the population growth (20% of population over 65 by 2030). We need to understand how care will improve with non-competes. For reference, some academic institutions don't have non-competes. They don't offer more than fair market value salaries, but yet are able to retain physicians based on the work conditions and other leverage. Often they are amazing places to work. Non-competes are unfair to highly trained professional, such as physicians, limiting their ability and will to provide care where needed."
Doctor	"As an MD in anesthesia group owned by private equity firm I can state that noncompete is the only thing keeping me working for them. It's a 30 mile radius noncompete clause precluding me working in any nearby medical facility. PE is banking on us not being willing to relocate and truly I can't until my daughter is done with school. What an evil!!! PE firms taking generous amount of our money without contributing zero value. Patients indirectly paying for all of that, if you think about it. Patient care suffers greatly since the only thing PE do well is cutting care and staffing ratios to improve their reimbursement. Noncompetes must be banned! It's a free market and hospitals actually will benefit from it too."
Royce	"I am an emergency medicine physician and have been negatively impacted by non-compete clauses. I worked in an area under a non-compete contract that would have required me and my family to move if I switched employers. This essentially meant I had no options at all and had to work under whatever conditions and wages my employer decided. Eliminating this rule would have allowed for a rural market competition and less unfair employment conditions."
Mag	"Doctors have worked long and hard to care for patients. And the reward? Non-compete clauses that force us to stay in jobs that abuse our time and energy. We deserve to work freely with the right to change jobs without fear of non-compete. We are not indentured servants. We deserve freedom of choice."

Chris	"Non competes should be dropped for healthcare workers including physicians regardless of salary earned or employer (non profit vs for profit). Having physicians forced to leave an area can disrupt therapeutic relationships and create significant costs to the healthcare system as patients struggle to re-establish care with a new doctor....Non compete clauses create artificial and unnecessary disruptions in the physician/patient relationship. In addition, non compete clauses can exacerbate physician shortages. I live and practice in such an area and have seen doctors leaving unnecessarily because of non compete clauses making it hard to meet patient demands for care."
Zeni	"I strongly support the ban of non-compete clause. Non-compete prevents competitions to allow patients to get the best care available. Shortage of physicians already make appointment time months in advance, limiting medical access. Noncompete also allows big health system to monopolize the health market while suppressing the establishment of independent physicians to serve the communities they are already in"
Hakim	"Agree with banning non compete clause. It goes against a market economy"
Brian	"As a physician, I wholeheartedly support the abolishment of non- compete clauses for physicians nationwide."
Chai	"Ban non compete clause"
E	"There is already a legal tool available to business owners to deter the disclosure of corporate secrets, it is called the Non-Disclosure Agreement (NDA). Business owners do not ALSO need to shackle workers to a non-compete agreement. Competition benefits the consumer; forced non-compete agreements only benefit the business owner, and they also work contrary to the establishment of a fair and free marketplace. Please vote to ban the use of non-compete agreements as a requirement to employment."
Cindy	"As someone affected by a noncompete agreement, I have experience the ay/fill difficulty of finding a new job. Employers want individuals with industry experience, and the non-compete bars, those of us with experience from earning a livelihood. I can't tell you how difficult it has been trying to find a job. I finally Obtain one at a 32% decrease in pay. Not to mention worst benefits. I cannot vocalize how difficult this has been on me and my family, the sleepless nights, the anxiety and the stress. This is caused all because of the noncompete. I know for a fact, as competitors did offer me positions if I could get out of the noncompete. I have no issues with signing a nondisclosure agreement to keep trade secrets. But die noncompete prohibits those of us that want to earn a living to find income and employment in the industry we know and love. I hope Congress will act and illuminate the restrictions, placed on individuals who want to work, but are prohibited because of non-complete clauses"

Valerie	"Non-competes prevent freedom to work and should be prohibited. I support this proposed regulation to prohibit non-compete clauses. Thank you."
Robert	"I have been a physician employed for 16 years at a hospital-based practice. Our noncompete prevents us from practicing within 30 miles of any of 16 locations for two years. Even though this may not be enforceable in court the corporation has voiced the opinion that they would bankrupt any physician trying to fight this in court, with legal fees. This policy would in effect, force us to move away from our patients who we have treated for many years and deny them continuity of care for corporate profit. Hospitals claim they need the noncompete to protect them from losing training costs and recruitment cost. Past majority of physicians take out loans to cover their medical school and residency costs prior to obtaining any position that requires noncompete. The only training usually provided would be on that specific hospital standard operating procedures. This is not something that the physician could use to get another job as that hospital would have to train them on their policies. As far as recruitment costs go, all businesses that do not use non-competes are required to treat and compensate their employees so that they do not want to leave. Requiring employees to stay by contractual agreement is evidence that this is a unfair practice, otherwise why would it be required. Preventing physicians from working at other hospitals/clinics inflates the cost of care to patients and the government. Private practice physicians charge much less for the same procedures performed in office versus hospital outpatient departments for the same procedure, The hospital outpatient procedure is usually a office in the hospital office building, providing an identical environment at 2-3 times the cost. Physicians have no proprietary information regarding the hospital's financial information. For the most part the hospital has not paid for any of the training or education of the physician. The noncompete in the healthcare scenario, is simply to limit trade and prevent workers from obtaining fair market value for their services."
Thomas	"Non-competes are not perfect. In fact, most of them are used putatively, without merit. But plenty of others are necessary to protect proprietary information. It is definitely a matter that needs attention, and even regulation, but not a binary solution."
David	"As a small town attorney in a county where working for a lawyer is a somewhat coveted position because of its access to people in power and its 'bankers' hours," I would like to comment on what a ban on non-compete agreements would mean to small/solo law firms in smaller communities. I instituted non-compete agreements, as a solo attorney, because of the predatory behavior of older, more well-established attorneys who would steal good employees. As a solo attorney who was looking for a person of good character with a good work ethic that could be trained, I was less concerned with prior experience, education, or contacts than I was the aforementioned traits. Consequently, I trained my first assistant when I was still attempting to establish myself. She has been my best employee I have ever had because of the time dedicated to her training. She helped me establish many of the client handling systems that I still use twenty years later, she networked well with our local judicial staff, other law offices,

	<p>clerks, and our clients and their families. She learned a lot and offered a lot to me and my young firm. All of this was while continuing to increase her salary and giving her a new marketable trade. Numerous attorneys tried to hire her out from under me with offers of better pay, more time off, etc. But for her loyalty, my time and effort training her, introducing her to innumerable contacts, and helping her to establish a good name would have been in vain and my business would have suffered tremendously. It was after that experience that I instituted non-compete agreements. Smaller businesses cannot compete with larger, well- established businesses all the time and a non-compete agreement that is not unconscionable is not an insurmountable hindrance. The non-compete that I have had employees sign is a stand-alone document that is for a duration of three years and a radius of fifteen miles. Additionally, when I have hired well- established legal assistants with their own reputation locally, I have not had those persons execute non-compete agreements because the firm was not offering them anything exceptional to add to their resume. In support of some common sense, however, I do believe that employees should be made well aware of the fact that, by accepting employment with ABC company, employee is restricting employee's options for employment thereafter. I have always ensured that is done by a clearly labelled stand-alone document. No employer should be permitted to deceive potential employees. Adding to the common sense theme, as well, I believe that minimally skilled labor positions where employers are offering little to no training or experience should not be permitted to bind those in the most need of opportunities who are applying for these positions out of necessity. All in all, I believe that this interferes with my ability as a small businessperson to negotiate contracts with individuals meaningfully while still protecting my small business' ability to remain competitive, a violation of my First Amendment rights. While I may not be able to offer all the salary and perks of my larger competitors, I will give someone a chance that a larger employer will not. This regulation allows the larger employers the opportunity to then interfere with my business by hiring the person in whom I invested so much time and training I think this regulation defeats the very purpose for which it is intended."</p>
<p>Jack</p>	<p>"Non-competition clauses are an important tool that businesses use to protect their business and their intellectual property. It appears that the intent of the FTC for the current rule is to prevent companies from unfairly restricting economic activity (i.e. unfairly restricting workers from being able to make a living). Non-competition clauses are generally disfavored as they are viewed as a restriction of an individual's ability to freely participate in commerce. Courts typically weigh the business necessity of the non-competition clause with the right of an individual to make a living. Many times there are less restrictive means to protect a business's intellectual property and customer lists (non-disclosure agreements and non-solicitation agreements are two such less restrictive means). However, there are times that a non-competition agreement is not only appropriate but promotes commerce. Specifically, non-competition agreements should be specifically allowed (via a safe-harbor provision in the final Rule) in the event they cover business owners who are selling all (or substantially all) of their business to another party. In this example, if a buyer of a business is unable to ensure that the seller will agree to not compete, it is highly likely that buyers will determine business purchases are much riskier than they are now (and they are already</p>

	<p>risky), and this would suppress mergers and acquisitions (and thus economic activity). Therefore, the FTC should include a specific exception in the rule and allow non-competition agreements to be effective for owners who sell their business to another. Non-competition agreements are also important and necessary to protect a business in the event its highly paid executive level employees leave the business. In this example, some executive level employees are highly paid and as part of their incentive package, they are offered a golden parachute. These workers have a greater level of bargaining power than non-executive level employees, and also have more information and a greater overview of the business. If these executives are able to leave the business and immediately start competing with their former employer, the business would most likely be damaged. Therefore, the FTC should provide a safe-harbor in the final rule allowing businesses to enter into non-competition agreements with highly compensated executives for the duration of any agreed upon severance agreement/golden parachute. The non-competition agreement would terminate at the same time that the severance agreement/golden parachute terminates. Finally, regarding franchises, the FTC should allow non-competition agreements for a certain period of time (i.e. 6 months) in the event a franchise agreement is terminated due to no fault of the franchisor. If the franchisor terminates the franchise agreement/fails to extend the franchise agreement, then the non-competition agreement should not take effect (unless the termination was "for cause"). However, if the franchisee terminates the franchise agreement or if the franchise agreement is terminated for cause, then a non-competition agreement with a limited geographic scope and a six month duration should be allowed. Without allowing such an agreement, the FTC may discourage companies that offer franchises from participating in this commercial activity (i.e. it could have a "chilling effect"). Further, the FTC should consider that any individual that negotiates with a franchisor to be a sophisticated investor. In conclusion, the FTC should pass a rule banning non-competition agreement for ordinary workers as non-competition agreements do restrict commerce and ordinary workers lack the bargaining power to push back against non-competition agreements. However, the Rule should have specific exceptions and safe-harbors for non-competition agreements affecting owners who sell their own businesses, franchisees, and highly paid executives with a golden parachute. The FTC should consider additional exceptions in the event the two parties have equal bargaining power. The reason for these exceptions is that individuals who have more bargaining power than ordinary workers should be allowed to freely contract and make bargains with potential employers. By enacting the non-compete clause rule with such exceptions, the FTC will be promoting commerce. Yours truly, Jack T. Brock II, Esq."</p>
<p>Bob</p>	<p>"I would suggest a legal time limit like 12 or 24 months. Some jobs require you learn trade secrets that possibly made that company successful and is proprietary to the company. (the recipe for Coca cola, or Pancake syrup for example) Without a non compete clause they could possibly share that knowledge through a new job at a competitors company."</p>

Kenneth	<p>"Non-competes are a mis-use of contract law used to bind employees to employers. Occasionally, you hear a specious argument by employers that they are necessary to allow employers to "invest" and get a return on their investment. If true...why are they necessary for some positions and not others? Why are they used by some employers and not others? And why would they not have sunset requirements for when the investment return has been achieved? Because, they're simply a corruption of the law. My daughter turned down a job she wanted, on my counsel, because they were a nationwide firm and had a 100 mile clause. It would have shut her out from most any city in the US. This was for a job as a "Nail Technician" paying low teens per hour. I commend the FTC for addressing this long-overdue problem. I don't care at all about executives. They can afford lawyers. But for any job making less than about \$150,000, they should be prohibited. Thanks for listening."</p>
Patricia	<p>"Non-compete clauses should be banned for all but the top echelon of companies. Too often, they are being used to force hourly employees to remain in poorly compensated jobs or substandard working conditions. When I worked at a newspaper, the company that bought us tried to force us to sign non- compete clauses until the newsroom at one of our sister publications raised hell. They s till required newbies to sign one. There is no fair reason a fast-food or retail worker should be forced to sign a clause effectively preventing them from seeking other employment. This clause amounts to indentured servitude for too many people. If someone is in a position to have trade secrets, then a non-compete clause is appropriate. If it is just there to prevent your poorly paid employees from seeking a better deal with a competitor, then it's indentured servitude."</p>
A	<p>"I believe non-compete clauses should only be enforced IF the employer : a. Is willing to compensate the employee in FULL (including benefits) for the duration of the non-compete agreement if the employee resigns without a competing offer. b. agrees to waive it in cases of an involuntary termination, not for cause c. In case the employee is getting a higher offer at a competitor, is willing to compensate the employee at that higher wage for the duration of the non compete This is my long way of saying - away with non-competes."</p>

Constituent Support for the FTC's Noncompete Rule

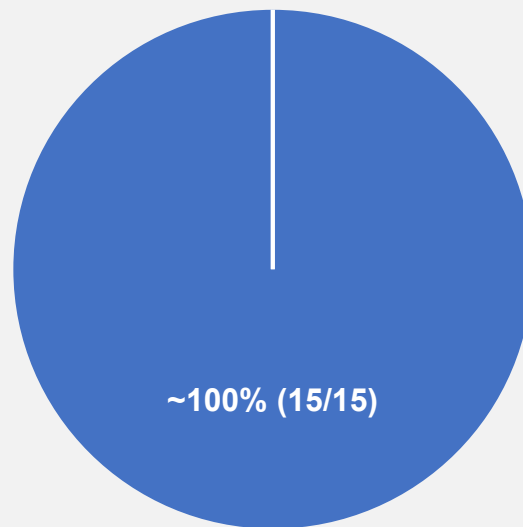


North Dakota | Statewide Impact



On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade. North Dakota **has banned noncompetes** as a State.




Notice of Proposed Rulemaking: 15 of 15 ND Commenters Support





Non-Duplicate Public Comments Received by by % ■ Support Rule ■ Neutral ■ Opposition to Rule

Support Across Sectors of the North Dakota Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Perhaps no professional class in the world is as restricted from practices their craft as physicians. We are legally barred from owning hospitals, Medicare is constantly reducing the allowed value of our work product, and hospital companies grow larger and larger. The Company I work for, Common spirit, operates in 35 states. I have an enormous non-compete clause in my employment contract which leaves unclear whether I wouldn't be barred from practicing in any of those 35 states if I were to leave their employment. It sounds absurd that a noncompete could be written that way, I don't know if it could be legally binding. But the expense of any legal action to find out would break me. For patients, these clauses give hospitals the leverage to take away their ability to see their doctor. Physicians already don't earn overtime, don't receive compensation for taking extra call for hospitals, are in many instances barred from unionizing . . . Please outlaw physician noncompete clauses"</p> <p style="text-align: right;">- Nicholas B.</p>
	<p>"A non-compete clause in any profession, especially one involving the physical health and mental well being of the employee and the patients being cared for, is unethical. These clauses have led many health care professionals to experience financial strain, personal isolation, and professional limitations that are long lasting. I ask the government to recognize the malicious intent of these contractual agreements, and make them illegal and non-enforceable on a national level. Thank you."</p> <p style="text-align: right;">-Evan R.</p>
	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! I've been in the workforce since I was 16 years old and non competes never made sense to me. This is meant to be a competitive environment where the company willing to pay the best prices for their employees succeed. If I have to join a new Industry every time I get a new job then how will I ever get paid as a true professional if half my knowledge base is wiped out from job to job. Sincerely Robert Czaplewski from west fargo north dakota"</p> <p style="text-align: right;">-Robert C.</p>

	<p>"As a physician I recommend noncompete clause be dissolved and no longer standard contract language. I think it deprives physicians the appropriate ability to choose where and when to work and limits access to care by placing burdens between patients and physicians."</p> <p style="text-align: right;">-Michael W.</p>
	<p>"My son is stuck because of this right now. He worked for a company and had to sign a non compete, then his job ended they had [finished] the job and laid off. He couldn't move on with any other company doing the same type of work and basically had to start over with a new career because of this non compete. I am all for competition it is what makes the world thrive, it's not fair for anyone to horde the field."</p> <p style="text-align: right;">-Liana S.</p>

Additional Support from North Dakota

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Theresa	<p>"Non-compete clauses only stick individuals in terrible situations. With the healthcare shortage, it limits the workforce to the benefit of big hospital systems forcing people to work fine worse conditions - then we quit and can't work for a while further fueling the use of locums rather than stable, long term individuals. It is part of the problem. Non-competes should be removed for all healthcare workers! We should be able to chose where we work based on the real working conditions. When we get promised the world and then they change and switch - but we are locked in? Employers can change the contract at any time, but we have to be enslaved to them even after we work there. We should have the freedom to look at other options without being punished with moving over 100 miles away so a hospital can hang that over our head and treat us just a little worse knowing we have way more to lose. It's a form of indenturing servitude and a significant cost to the worker."</p>
Jessie	<p>"Please consider the health of physicians in this country when deciding on this. Non-compete clauses are detrimental to physicians mental health and this country needs to focus more on this, with physician suicide rates on the rise."</p>
Joseph	<p>"As a physician, I support the FTC decision to end noncompete clauses for physicians. Noncompete clauses area significant source of physician burn out and are harmful to patients. They only benefit large hospitals and health systems that have used them to exploit and manipulate physicians."</p>

David	"This rule is overdue and should pass. How on earth companies can tie the hands of former employees is beyond me."
Andy	<p>"Non-Compete clauses are anti-competitive and used to exploit the working class in favor of business owners. Many of these clauses are poorly written and non-enforceable as they are in violation of state law, however the mere fact of their presence is enough have a chilling effect on employees who may not know their rights. In some places, employees with specialized skills may need to completely uproot and relocate their families to get employment after choosing to leave an employer - or be involuntarily terminated. This is an unacceptable hardship on American workers. There are sufficient protections in the way of NDA's and No Poaching clauses that protect the employer's intellectual property and existing customers. Removing this onerous burden on employees would achieve the Commission's goal of raising wages by forcing employers to offer competitive wages in their geographic area. Exceptions could be made for business owner's selling their business and in cases of other highly compensated, high influence individuals (this should be defined, and really restricted to those who are compensated at the C- Suite executive level) who will not be materially harmed by remaining unemployed during the non-compete term. A software engineer, product manager, or equipment technician from middle America making <\$100,000 a year should not be included in this definition. One alternative would be a severance package equal in value to the expected salary for the term of the non-compete term. Likewise, there should NOT be a regulatory carve-out for specialized technical employees as proposed by the Society for Human Resource Management. With the wage pressure in the industry caused by globalization, these employees are no longer as highly compensated as in years past, with the constant risk of having their jobs eliminated as we have seen in the latest round of Silicon Valley layoffs. America traditionally has valued competition, and this nation was built on the principle of moving to the best opportunity. American history is full of stories of employees leaving their employer to found their own successful businesses. In summary, there are better ways to protect employers - particularly large corporations to whom employees are almost a commodity - and their property and customers without restrictions on where employees may work. I respectfully request the Commission consider how workers have been harmed by these anti-competitive conditions of employment, and how the market conditions today are materially different from those of years past and how the scope creep of those non-competes have trapped an entire generation of mid to low level workers in a sort of legal bondage to their employers. Thank you."</p>
Sidhant	"I support non competes for all health care practices including not for profit hospitals."
Amit	"Non-compete clauses are anti-competitive and in general are bad for employees."

Thomas

"Non-compete clauses for **employed physicians** are becoming increasingly common, particularly in the United States. These clauses are agreements that prohibit physicians from working for competitors or starting their own practice within a certain geographic area for a specific period after leaving their current employer. However, non-compete clauses have a negative impact on both patients and competition amongst hospitals. First and foremost, non-compete clauses harm patients. These clauses limit the patients' ability to choose the doctor they prefer and access the care they need. If a patient's physician is bound by a non-compete clause, they may have to travel further or pay higher costs to see another doctor. This can lead to delays in receiving care, which can be particularly harmful in cases where prompt treatment is crucial. Non-compete clauses also limit the continuity of care that patients receive, which can be especially problematic for those with chronic or complex conditions. Secondly, non-compete clauses prevent competition amongst hospitals. Hospitals can use these clauses to limit the number of physicians available to competitors, which can reduce the quality of care and increase costs. Non-compete clauses can also prevent new hospitals from entering the market or expanding their services, which can limit patients' access to care and result in higher costs. This lack of competition can lead to a lack of innovation and progress in the medical field. Furthermore, non-compete clauses can have a negative impact on physicians. These clauses can limit physicians' ability to advance their careers and earn a fair wage. Physicians who are bound by non-compete clauses may be unable to negotiate higher salaries or better working conditions because they have limited options for employment. Additionally, non-compete clauses can discourage physicians from pursuing new research or treatment methods because they fear they will be unable to practice their new skills if they leave their current employer. Fourthly, non-compete clauses can have detrimental effects on physician burnout, suicide, and mental health. These clauses can contribute to a toxic work environment where physicians feel trapped and undervalued. Studies have shown that physician burnout is on the rise, with one of the main contributing factors being a lack of autonomy and control over their work environment. Non-compete clauses can exacerbate this issue by limiting physicians' ability to make career choices and control their own destinies. Furthermore, non-compete clauses can contribute to a sense of isolation and hopelessness among physicians, which can increase the risk of suicide. A study published in the Journal of the American Medical Association found that physicians who reported a lack of career autonomy had a higher risk of suicidal ideation than those who reported greater autonomy. Non-compete clauses can also contribute to anxiety, depression, and other mental health issues among physicians, who may feel trapped in their current employment situation. Therefore, it is crucial to consider the potential impact of non-compete clauses on physician burnout, suicide, and mental health. Employers and policymakers should prioritize the well-being of physicians and work towards creating a supportive and flexible work environment that encourages autonomy and allows physicians to pursue their careers without unnecessary limitations. This would not only benefit the physicians themselves but also lead to better patient care and outcomes. In conclusion, non-compete clauses for employed physicians have significant negative consequences for patients, hospitals, and physicians. These clauses limit patients' access to care, prevent competition amongst hospitals, and can harm physicians' careers and

	mental health. As such, policymakers and employers should reconsider the use of non-compete clauses in the medical field and work towards developing alternative solutions that prioritize patient care, competition amongst hospitals, and the well-being of physicians. This can include offering fair compensation, providing support and resources for physician burnout and mental health, and promoting a culture of collaboration and innovation."
Shirley	"Non-compete clauses should be illegal - of course! A worker has every right to quit and take another job. An employer should have no say in the life of someone who no longer works for him. I can hardly believe this is legal in the first place, and the sooner it is banned the better."
Wylee	"Yes, please!!!"

Constituent Support for the FTC's Noncompete Rule



Ohio | Statewide Impact

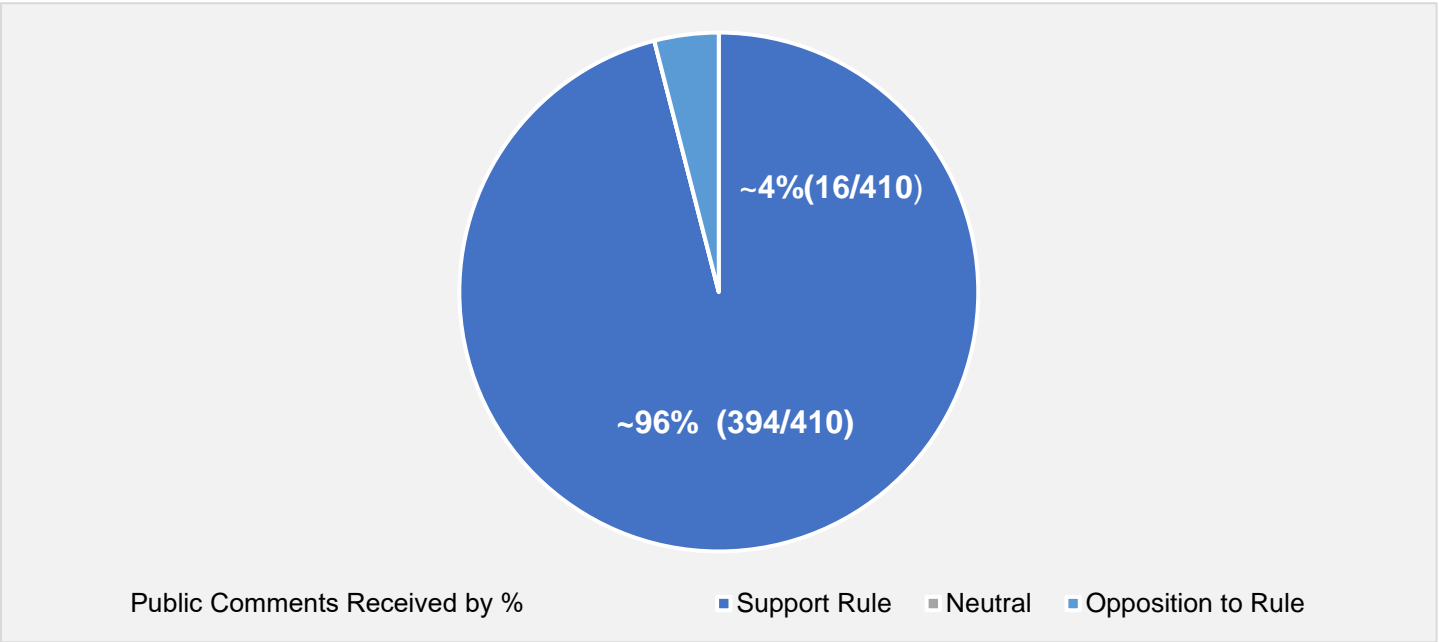


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Ohio Covered Workers	Increase in Total Annual OH Worker Earnings	Increase in Average Annual OH Worker Earnings
4,314,090	\$2,330,837,261	\$540





[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)




Notice of Proposed Rulemaking: 394 of 410 OH Commenters Support



Support Across Sectors of the Ohio Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am a home inspector in Ohio. I signed a no compete with my boss in January of 2017. Business was slow at the beginning of 2023 and I was not working so I resigned to start my own business. My former employer advised me not to inspect in a 50 square mile radius of his office or I would owe him \$10k. He said that I would have to wait 2 years and then I could open my own business. I worked for him for 6 years and he could not give me ample work even though I was willing and able yet he denies me the right to provide for my family using the skills and education I acquired in my field. These non competes need to be done away with, so people such as myself can flourish."</p> <p style="text-align: right;">-Richard</p>
	<p>"I am in favor of repealing non compete clauses in employment contracts. As a small town physician closely located next to another state, I would be unable to leave my current employer and remain near my patients. This would be a burden to many of my patients as I am the only board certified addiction specialist in the area. IF I left many would lose access to life saving Medication for Opioid Use Disorder. Removing non compete clauses from employment contracts would allow me to return to private practice if needed and continue providing life saving treatment to those suffering from Opioid Use Disorder"</p> <p style="text-align: right;">-Michael</p>
	<p>"I have worked for a company for 33 years that makes a profit of \$500,000 per year of the work my 2 colleagues and I do. They do nothing to enhance our lives or lighten the workload. Recently 1 colleague retired leaving just 2 of us. Instead of replacing him they left us with an increased workload and call. Meanwhile they pocketed his salary as well as the profit they were already making. Because of the non compete clause we were unable to form our own company and bid on the account ourselves in order to staff appropriately and get paid a fair market wage. Because of my profession I basically have to move to change jobs and this company is everywhere anyway. I should be retired but because I've been underpaid for so long I don't see that happening soon."</p> <p style="text-align: right;">-P</p>
	<p>"As a large Midwestern system owned primary care group we pride ourselves in having no non competes in our contracts as we believe they create obstructions to patients having a long term stable relationship with their doctor. We have very few physicians leave our system for our competitors who do use non compete clauses - we as a system and as medical group feel we want physicians as members of our team not because they are held hostage but because they value their experience with us. If you are bound to your employer by these draconian clauses</p>

	<p>the employer has the power to bully and intimidate the physician staffing. These clauses are of a negative impact to good high quality patient care."</p> <p>-Joseph.</p>
	<p>"As a former professional recruiter and current law cleric of an employment firm, I can say with experience that noncompetes hurt employees AND employers alike. I remember trying to hire people who were perfect fits for certain companies and even though the noncompete was likely too restrictive, the employer had to pass on the employee rather than go through the cost of litigation. It also hurts small businesses because folks looking to create their own companies are prevented from doing so they have to choose between moving their entire family or working outside of their field for years Banning noncompetes also helps the courts by significantly decreasing litigation. I am 100000% in favor of a prohibition on noncompete clauses."</p> <p>-Sarris</p>
	<p>"I support the ban of non competes and also non solicitation agreements! I am a hairstylist. For the first time in my 25 year career I worked in a salon last year as an employee. After 90 days they informed me that they require all employees to sign a noncompete. I had just uprooted my family from Michigan to Ohio. After 11 months of working for the salon I chose to leave to go back to being an independent contractor. The noncompete was for 15 mile radius and 1 year. I found a salon 14 miles away yet closer to my home. I am a single mother and have to take a break to meet the school bus for my daughter every day. 4 months after leaving the salon they emailed me via their attorney a cease and desist letter stating I am in violation for that 1 mile. My clients have reached out to me. So they're claiming that I have caused them a financial loss. I have had to leave the current salon. I cannot find another salon near my home. It has caused a huge financial hardship for me. And now I have displaced clients...Please ban these like yesterday!! They hinder the middle class from getting further!"</p> <p>-Cindy</p>
	<p>"I support the FTC to ban non compete clauses that are unduly strict. We are a small private practice radiology group and it is almost impossible to get anyone to work for us on site due to the noncompete clauses for the large private equity firms that are scooping up the radiologists in this town. In addition to the move towards teleradiology. The non compete ban would help redistribute the workforce and keep our small business alive. We are outside of the city almost 30 mi away yet the non competes include distance from any minor branch of theirs or a place they provide services for so that includes almost all of central Ohio for us. I was told many times that there area lot of radiologists wanting to work for us but they cannot get out of their noncompetes. Thank you!"</p> <p>-Angel</p>



"I am writing to express my support for the proposed rule. **I had to sign a non-compete agreement as a retail worker.** There was no special training, no significant investment, or any reason my near minimum wage job should have warranted such a thing except they could Banning them at least for everyone below the highly compensated employee threshold is absolutely justified."

-Chris

Additional Support from Ohio

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
A	"Please repeal the non-compete! This is my personal experience. I am a pediatric Hospitalist and have seen the negative impact on patient care due to this restriction. I work in the hospital care setting with infants and children, and would not "take" patients if I worked at another nearby facility. For example, I work near several community hospitals that are desperate for help, but I am restricted for over a year to work there. My non- compete says I cannot work in any county that touches the county I worked it. Instead they have to hire expensive traveling coverage- raising health care costs. It is a hardship to restrict someone's livelihood when my area of practice is limited to a hospital setting. I cannot just go anywhere and start my own Hospital to work at. If a place of employment is fair to its employees, they should not have to worry about retention of employees. How is non- compete helpful to patient care in "non-profits" who are supposed to be there to help? Thank you,"
H	"Noncompete is against fair business and restricts looking for better opportunities. Noncompete should be banned."
H	"No place in healthcare for the non compete. May be no solicitation is appropriate so do not steal the patients. Doctors and nurses are abused. If you have a small practice May be it is better to be creative and add real partners with good plan for the future to keep them rather than to chain them with a non compete until you make your investment ack out from the new hire. Everyone is expecting more from physicians, see more patients, stay late, while managers and CEOs already home hours earlier. Doctors and nurses are abused and the least what the government can do for the sake of the patients, healthcare and doctors, the non compete clause has to be banned in healthcare. End of discussion!"
Hadeel	"Stop noncompetes for physicians and health care workers. Should be illegal to trap a healthcare worker in a job and force them to move or lose income because of hospital greed. Physicians should be allowed to participate in free market likes any other employee"

Saad	"Non compete clause cause exploitation and mental and emotional exploitation of the employees-I am in favor of removing non compete laws"
Michael	"I believe non compete clauses are harmful for workers and that this rule should move forward. Non compete clauses have prevented workers from seeking other employment in the same field with different employers for better compensation for fear of the consequences of their current employer. These clauses suppress competition and fair compensation, so this rule should be adopted."
Mark	"As a corporate technology engineer of 20 years, I fully support the elimination of non-competes. These large corporations take advantage of unknowing professionals with little or no corporate experience. No training is offered about the implications of what you're signing, no legal representation is offered, and in many cases you don't even realize that you should seek legal advice. If you don't sign their paperwork, you don't get the job, it's as simple as that. And the paperwork is very one-sided towards the employer. I have first hand experience with being threatened by my former company for leaving to go to another company that wasn't even a competitor. They told me that there was "a chance" that my new company could become a competitor in the future. So even though I went to a non-competitor, they threatened to enforce a non-compete against me. Then my former company even contacted my new company and threatened to take legal action against me and my new company. My new company nearly terminated me over this. This was extremely unjust treatment that applied undue risk to my career and added high anxiety to me and my family. Corporate America has too much power in this regard. It is causing actual detriment to people's lives. Elimination of non-competes would be a great step forward fur this country and our hardest working citizens."
Hisbam	"I agree with the statement as is."
Rebecca	"Please ban noncompetes! As a physician, I can honestly say it is the bane of my existence!"
Anonymous	"I am a 23 year old, fully licensed and educated insurance agent. I only make \$15 an hour. I live in a rural area where finance jobs are scarce and my current job has me under a 2 year noncompete that spans 6 counties. I work 40 hours a week and sell easily \$20-25,000 in premium per month yet my take home pay is rarely \$1000. I wish I could gain employment with another agency but I'm scared to leave due to my noncompete. So I am stuck with \$30 or less left over after each paycheck, plus no benefits, because of the non compete. If the proposed rule passes, I could have a chance at building a savings account, getting health insurance, and buying groceries. It would change my life to achieve gainful employment somewhere with a better wage."
Anonymous	"I'm a physician and my area is dominated by two major healthcare corporations. My current employer has a noncompete clause that I cannot work within x miles of ANY of my employer's facilities -- even ones that are 50 MILES AWAY from the hospital I do work at and they expand to new geographic locations all the time. This effectively plans two major metro areas across the

	entire state. If I want to leave my job, I basically have to say goodbye to friends and family and practically move to another state. It's an unfair labor practice."
H	"There should be NO noncompete clause. It is just another way to keep health care providers as slave to their system - it should be illegal."
Wanda	"I'm in favor of banning the non-compete clause, it impedes competition."
Patrick	"I strongly support any measure that prevents non-compete clauses in employment contracts. My wife's current contract is set up in such a way that if she needed to leave her employer we would be forced to move our family to a new city to find a job for her, leaving behind numerous family and friends in our home town."
Carrie	"Please include physicians in the elimination of the non-compete so that we can seek employment in the same community at other employers without having to move or commute to change jobs."
Lakisha	"As a C- suite executive in a professional organization , I strongly support this proposed rule of terminating this policy. A non- compete hinders individuals from making lateral and/or progressive moves within their industry. It is imperative for a solid workforce to allow employees and contractors to accept job offers that would enable them to grow professionally. With a non-compete in place, an individual may have to completely change their industry, remove themselves from the workforce for a period of time or create hesitation on leaving an employer. To complicate the situation even further, many employees feel pressured to accept a non-compete to accept their position. Neither of these options are conducive to growing a strong economy."
Tom	"Members of the FTC Thank you for the opportunity to comment on the proposed revision of the legality of non-compete clauses. To some extent die continued legalization of non compete clauses is an equivalent to modern day indentured servitude. While a corporation has the right to protect its intellectual property the current use of non-compete clauses forces unfair hardships upon the working class and creating a monopolization of the work force."
Dot	"As a health care provider this has always been standard practice but has never felt like it was for the best interest of the employee only the employer. When you live in a small geographical area and there are only 2 health systems to work for , it feel like being trapped in your job. The Americans dream and rights are about freedom and advancement and non-competes hinder these by employers having a stronghold on their employees. Sure you can work somewhere outside of the milage specified in your noncomplete, but then you and your family's quality of life may suffer and you may incur more costs for higher residential costs, utility costs, child care costs, etc. if you have to move to work. The non-compete is archaic and should be illegal as it infringes on our rights as Americans."
Colton	"I think this is an excellent change. As a young white-collar professional, I feel as though non-compete agreements force me and others like me into having to

	<p>choose which matters the least between staying in the same city, staying in the same career sector, and making more money. I recently lost-out on a career advancement opportunity at the biggest employer in my sector because the recruiter in touch with me got spooked by my non-compete agreement with my employer, who is a labor supplier for the company I was pursuing an opportunity with. My employer pays lower wages for similar work compared to the larger company. Therefore, if I want to make a better wage, I need to either leave the city to work with this company elsewhere or switch career sectors. If I want to stay in the same sector, I either need to leave the city or accept my lower wage compared to other opportunities. And if I want to stay in the city, I either need to switch career sectors or accept the mediocre wage my employer pays. These agreements not only limit income potential, but also force employees to make the difficult choice between being poorer but keeping their friends, family, and support network close, or leaving behind their friends and family to get paid the wage they deserve and build a life of their own. I don't know how many individuals my age (mid-20s) know about this proposed ban on non-competes, but I know we are the demographic most affected by it. And I know every major corporation in America knows about this proposed change. I'm sure every corporation will lobby against this with their fancy legalese arguments, and there will be no shortage of comments from them. But don't forget the comments of individuals like me, who are most hurt by these agreements. Non-compete agreements are anti-competitive, anti-social mobility anti-freedom, and frankly, anti-American. The sooner this rule comes into place, the better off this great nation will be for it."</p>
Thomas	<p>"I fully support this rule, and encourage you to make it applicable to NON-PROFITS as well! I am a Neonatal ICU physician at a non-profit Children's Hospital. There are multiple other NICUs at hospitals in my city, and there are two private physician groups that care for the patients in those NICUs. My non-compete clause states that I cannot work within 100 miles for 3 years, whether I leave voluntarily or not! This means, even though there would be plenty of opportunities for me to work elsewhere in my city if my current employer lets me go, I have NO CHOICE but to move far away from my extended family for years. I have had colleagues who had to live in apartments in other cities, away from their spouse and children, during the week every week, because the spouse couldn't move his/her job, or they didn't want to pull the children from a school. Why should my hospital be able to DESTROY a family's life like this, even if they are a non-profit? Why should a Children's Hospital be able to say that once you've worked for them, you have to move over 100 miles away if things don't work out, even though there are jobs available nearby? I understand having a non-compete if one has trade secrets, or would steal business (for example, an accountant opens a new office and pilfers all their clients from the old job). But this is NOT the case in my situation. Families do not pick their neonatologist. If I moved to another local hospital, business would not follow me there. And I hold no secrets that would undermine my current employer. The only reasons for the non-complete are to suppress wages, to suppress dissent (because, if I criticize the hospital administration, they can let me go without cause, and I'll have to sell my house and move far away), and to suppress competition (for example, a group of pediatric specialists could not</p>

	open an office and compete with the Children's Hospital for new patients). The lack of competition raises prices, and likely reduces the quality of care, as patients are left with no option but to use the monopoly that the Children's Hospital has. I work in fear every day, knowing that one misstep in the eyes of my employer means I'll need to sell a house, find a new job far away, move, and leave my elderly parents. Please implement this rule, and do NOT allow an exception for non-profit institutions, which employ 50% of physicians"
Imad	"I strongly oppose the present non compete clause in contracts. As a physician who was adversely impacted by such clause in medical employment contract , I feel the unfairness of such clause which adversely impacts the livelihood of physicians if decided to leave their employers for some reason,. they are prevented from seeking different employer if they are not happy with the current one. They are forced to uproot their lives and families because of such unfair clause. this non compete rule is un American and contradicts basics of freedom of work and seeking better options and opportunities and without being penalized for such effort I strongly feel it is time to remove such unfair clause and respect the freedom of workers to choose what best for them and not to be under the mercy of their employer even if they are not happy ."
Amanda	"I support the FTC's ban on non-compete clauses. Corporations are too greedy and expect that if they can't retain an employee by paying them well and having healthy work environments then they can threaten them with their non compete clauses. It's bad business and inevitably harms the working class on all fronts. This policy will make it easier for workers to earn what they're worth and force company's to improve work culture which is desperately needed in all sectors."
Beth	"I absolutely disagree with non compete clause/contracts. 1. Why am I being punished for being good or great at something I have chosen to do while employed? 2. When a company fires you for whatever reason they determine, why should someone not be able to work at their choice employer after being discarded? 3. Great job opportunities are much harder to find in small industries. If you happen to be the best and want a better opportunity, they should not be able to stop you from choosing a new employer."
Tyler	"Non-compete clauses have held my wife and I back from jobs that we would have been better trained for. Employers are taking away our liberties and the should be barred from writing up or requiring non-competes."
Gerald	"I support proposals to ban (or at least greatly restrict) non-compete agreements; that will give workers greater freedom and flexibility to change jobs and advance their careers."
Thomas	"Non-compete clause with former employer has left me with few commensurate employment options all with significantly less compensation even with fifteen plus years experience of which one third was in employ of most recent employer. I now have very severely limited earnings potential for the 12 month and 100 mile restrictive covenant with no hopes of overcoming this deficit for I predict the next five to ten years. My former employer has zero chance of being

	<p>harmd in any way by releasing me from this. My career and my family's economic prospects are now in dire straits."</p>
Stewart	<p>"As an employee I appreciate this type of action to ban non-competes. My previous owner sold the company to our competitor who made me resign a new N.C. I feel stuck and not able to explore other companies within the music industry. Company culture is one of many reason why I support this ban. If a employee doesn't like the culture of the new company taking over then a non-compete limits the employee to look at other companies within the same industry. I love what I do but non- compete limits my ability to look at other companies that offer a better fit with wages, benefits, career advancements, company culture/beliefs."</p>
Patricia	<p>"If I had been able to find new work as a physician without upsetting my children's lives, it would have changed our lives. Please end noncompete clauses."</p>
Jon	<p>"I fully support getting rid of non-compete clauses. Non-compete clauses are anti-worker and anti-competitive. Any time a company wants to use a non-compete clause they should be using an NDA. NDAs would cover any trade secrets that a company may want to protect. All Non-compete clauses do is prevent workers from using the one thing they have at their disposal to bargain for better jobs, their ability to work. If a business can only retain talent through the use of a non-compete clauses they shouldn't be in business. As a worker, I fully support getting rid of non-compete clauses."</p>
Seref	<p>"Non-compete clauses for physicians are being used by employers for putting profits before patient care. The corporate practice of medicine, despite being prohibited by multiple jurisdictions, continues because physicians who want to put patients' interest first are left with die choice of "bowing head down" versus "leaving town." Eliminating non-compete clauses from physician contracts will reduce profit-based interference with how physicians practice medicine. A physician who does not have to leave town, sell their house at a loss, and disrupt their family's life will be better positioned in saying no to profit-based "instructions" of their employer. The benefits of eliminating physician non-compete clauses for patient care and also the cost of healthcare are self-explanatory. Thank you."</p>
Lindsey	<p>"I am whole heartedly against non-compete clauses and would love for them to be discontinued. Non-compete clauses by the major health systems in Northwest Ohio have restricted doctors and our ability to practice. Once a contract is signed with a noncompete, if the doctor is unhappy, die few options are to set up private practice, to uproot family, or commute hours away. The noncompete can be just for where a doctor personally practices or for any facility operated by the company which could be 50-100 miles in any direction. This puts all of the power with the employer. Thank you for addressing this topic."</p>
Caleb	<p>"I support this rule being implemented as an Ohioan."</p>

colin	"Non-compete clauses are exploitative, anti-democratic and protect the wealthy from accountability for their misdeeds, while denying justice to the less powerful. They are unAmerican and must be outlawed, completely, totally and thoroughly, as quickly as is feasible."
colin	"Ban non-compete clauses. They are anti-worker, protect predatory businessmen (like career criminal Donald Trump) and punish employees for seeking to improve their situation."
Brenda	"I do not agree with noncompete clauses. I work as a physician, and these have been used by companies against physicians for a long time to prevent them leaving and working for another company or setting up their own practice in the same area. I and most physicians are not in administration roles, so the work we do is not proprietary, we practice by the same standards of our specialty nationwide. I could see nondisclosure agreements as those would protect company secrets. It has been traditional that you cannot solicit patients from a former employer to follow you to a new practice, but if the patient seek you out, that is fine. Noncompete clauses are an unfair restrictions on workers abilities to change jobs without having to upend their whole lives eg moving, taking children away from school, friends and family. I am in a short supplied specialty which results in less accessibility to patients when noncompete clauses cause doctors to move away. Please do away with noncompete clauses."
Doctor	"Non-compete clauses should be the exception rather than the rule. They mostly act to unduly burden workers and restrict the free movement of labor."
Kayla	"People should be allowed to work wherever in any radius! Let people free!!! !!!!"
PLouise	"As a contract health care professional I support the ban on non-compete clauses in the health care industry. I work with marginalized communities and provide services to youth and elderly relative to education and wellness."
Adam	"I am under a one year non-compete clause for any location within 10 miles of die former employer. Just so happens that said employer has locations in just about every are as their competitors for 1-2 hour drive. Remove the hindrance of the employee from seeking to improve their work environment and make it easier for competition. In the end we all want a happy, healthy and productive workplace."
Richard Eric	"I accepted a new position at the start of the year. I asked my management for permission to accept die new company and be released to work there. They accepted and I worked for 3 weeks with public knowledge I had accepted new position that didn't compete against my soon to be old employer. 3 weeks after starting my new employer and I both got copies of my 13 yr old non compete via certified mail. 3 weeks after that I was terminated when my old company would not relent on giving a written release. Now I don't have a job."

Matthew	"Dear Federal Trade Commission, I am writing to express my strong support for the proposed rule to ban non-compete clauses. As a general surgeon and medical professional. I know firsthand the negative implications that non-compete clauses have on both patients and physicians. Non-compete clauses restrict healthy competition and give employers unfair leverage during contract negotiations. They prevent physicians from being able to negotiate higher salaries, better benefits, and improved working conditions. This lack of competition is detrimental to the physician's well-being as well as to the quality of care that patients receive. In addition, non-compete clauses often require physicians to relocate their families, disrupting continuity of care and limiting patient access to specialty care. When physicians are forced to relocate, they often have to spend a significant amount of time and money getting re-certified in their new state, which can put a strain on their finances and delay their ability to start providing patient care. Finally, non-compete clauses can also limit patient access to specialty care. When physicians are prohibited from practicing in certain areas, patients may not have access to the care they need. This can be especially problematic for rural areas, where access to specialty care is already limited. In conclusion, non-compete clauses have a negative impact on both physicians and patients. For these reasons, I urge you to pass the proposed rule to ban non-compete clauses and ensure that physicians and patients have access to the care they need. Sincerely, A General Surgeon"
Mathew	"As a healthcare worker bound by a non compete I welcome this new rule which would allow areas underserved to utilize my services that would be restricted by my current non compete . Please move forward with banning this clauses ."
Darrian	"I support making non-compete agreements illegal. I believe that they unfairly suppress competition and worker's wages."
Kyra	"The passing of this law would greatly improve my life. I'm currently stuck in a non compete contract in the state of Ohio that I believe is extremely unfair. My employer states that I'm not permitted to work ANYWHERE in the entire city of Columbus, Ohio. This is the city where I was born, have lived in for 21 years, the city I got my cosmetic license in, which I went \$20k into debt for, and I believe telling me I can't carry out any work here is absolutely against my constitutional rights. I'm aware this law has been introduced on several occasions and has failed to pass. I'm confident when I say the passing of this bill will help so many other women in the beauty industry besides me."
Erol	"Ins Flexo printing machine operator in Ohio State , my current employer no have PTO or benefits that other flexo printing companies have to offer i have give them 2 weeks notice resignation and the same last day of my 2 weeks notice a letter was send to me and my new employer that i have non-compete agreement that i signed 12 years ago if i start work with the new company both will be sued is a shame for a company the i spend 1/2 of my life working hard and they no let me go for better opportunities Attachments letter The attachment is restricted to restrict all."

Elizabeth	"I am a Nurse Practitioner working for a laser hair removal company and my no compete is so broad that I cannot pursue employment at any med spa who preforms laser hair removal anywhere for 2 years. Considering that I specialize in aesthetics this no compete limits me from most job prospects which would support me in practicing to the full extent of my license. My no compete contract depreciates my quality of life and happiness in my career. Additionally this contract limits the people who I can support and care for."
Mario	"I fully support this move. I fought a non compete in court in Ohio up to the Appeals Court of Ohio. In medicine there are no trade secrets only hard work. Contact me if you wish to discuss."
Stephen	"While a lot of states prevent these from being enforceable, I would like to see these companies banned from trying this shady practice."
David	"Noncompete clauses have caused harm to the healthcare system on both an individual personal level and on larger patient focused systems level. On a personal level as a practicing radiologist,) have witnessed firsthand the limitation they put on physicians and their families. Radiology has for all practical purposes become a commodity in the medical field. Just as a patient really does not care which lab performs the requested test, just as long as basic quality metrics are met, that is all that matters when it comes to lab results. The same goes for radiology these days, patients want their imaging studies read quickly and accurately, yet they really don't care who reads their study, as long it is a licensed and credentialed physician that has met state and specialty board requirements, of which there are many. Radiology groups hide behind their noncompete clauses and prohibit the radiologists from leaving a particular group and working for other groups in the city, county, or sometimes even the state. As radiology groups across the country consolidate, this has led to larger and larger noncompete territories, prohibiting physicians from seeking employment at other groups in the city, county or state that may offer better working conditions focused more on patient care rather than profit. The business minded radiology groups attempt to run leaner and leaner to improve their profit margin, often to the detriment of both patient care and the working conditions of the radiologists, constantly pushing the radiologists to read more studies faster and faster. And the radiologist has little choice but to comply with no option of leaving the company if they are tied down to a particular city due to family circumstances, kids in school or a spouse's job. And no doubt these noncompete clauses also cause patient care to suffer. Chronic understaffing at radiology groups to increase the bottom line leads to fewer radiologists working more and more hours while cramming in more and more studies. The nonstop focus on productivity causes all the softer and more artistic aspects of medicine to fall by the wayside. It would be nice to pick up that phone and answer a question from a referring physician, but that meter on your computer desktop is telling you that you are running behind and you don't have time for that, better start cranking out another case report! Gee, I would like to help out and perform your requested procedure this evening, but I am reading studies from over 30 hospitals and we are several hours behind on our turn around time so I will push it off as long as possible. Many private practice radiology groups,

	<p>especially larger private equity backed groups, hide behind the motto of being "physician led" when actually they have nothing more than one or more token physician puppets who are highly compensated to tow the party line in the interest of the bottom line rather than the larger group of humanitarian minded physician worker bees. The knowledge that the radiologists use to carry out their life's work is acquired over years in medical school, residency training, fellowship and endless self study, not corporate secrets that individuals will take with them between jobs to the detriment of a company. Noncompctes have no place in medicine and simply exists to restrict the free flow of labor and allow the heavy hand of corporations to exert undue influence on the practice of medicine and individual liberty. If private practice groups actually had to create a work environment to compete for radiologists (or any physician) to stay, rather than trap them in place, the incentives would flow to improvement of both working conditions and patient care rather than profit."</p>
Elizabeth	<p>"Non-compete clauses for physicians are not only terrible for physicians but also their patients. Patient should be allowed the choice to continue care with their physician, even if the physician decides to leave a specific hospital or clinic. Physicians aren't taking trade secrets when they go to a new position. Physicians should not have to move to another city in order to be able to continue working if they find themselves in a bad situation or have a poor fit with their employer. There are physicians who end up having to take jobs with a commute of 1-2 hours driving away for 1-2 years due to non-competes. Non-competes are really a way for hospitals and healthcare system to prevent physicians from leaving so they can treat physicians poorly. Physician burnout has increased with the COVID pandemic and has ranged from 40-60% even before the pandemic. Approx 10% of physicians left the practice of medicine last year. We already have a physician shortage, we don't need to loose more doctors. Non-competes contribute to the loss of physicians from practicing because some end up leaving and due to the non-compete, can not find another position so they end up leaving the practice of medicine. This is not good for patients given the physician shortage. Many health care system now cover such large areas that the non-compete covers the entire metropolitan area, with clauses that state the physician can not work with 10 miles of any satellite clinic of the healthcare system. Physicians already have a difficult time competing with healthcare systems who have a lot more power to negotiate better reimbursement from insurance companies. There is no need for a non-compete to be another set of handcuffs keeping a physician at a job that they don't want to be at."</p>
Matthew	<p>"As an independent business owner who has spent most of his non compete time teaching myself my knowledge it has severely dampened my ability to offer multiple services to my clients. I have die the of working in jobs i liked so i could improve my own knowledge and pass it on. I am a citizen who has voted in all my elections and work die polls. I care deeply about America. I strongly support removing this antiquated rule and replace it with the liberties of pursuing our dreams of upward mobility without some company who doesn't pay our bills at home telling us what to do. Thank you for your bold move FTC."</p>

Chris	<p>"I feel that all non-compete contracts should be banned and voided. I have been in sales for over 20 years and have recently taken a sales position at a company I have worked for a while. I originally was shown a salary expectation and in order to get this new and better position I had to sign a non-compete contract. Since I have signed the contract and taken the job I have not seen the return that was led to believe I would be seeing even taking into account for slower sales. In short, I feel I was shown a highlights reel so to speak in order to get me to sign the contract. Now I would like to part ways and take a job elsewhere in the same field with a guaranteed better return but I can't because of the non-compete contract. I can't keep working in this current position due to the lack of pay and is starting to negatively effect my finances. I have friends working at other companies and have tried to get me to apply there but I would get into legal trouble if I got hired there. Most of my sales experience is in a certain area of sales so what else am I supposed to do for work if I quit? I feel that the non-compete contract is holding me back from yet again Trying to better my life. If my current company wouldn't have exaggerated the job to me I wouldn't have signed the contract in the first place. Now I feel they don't have to do anything to keep me working for them, I feel they have gotten a if you want to leave but don't go work for the competition or we will sue you kind of attitude. If my contract was banned then I could go somewhere else that might want to make it more worth my while to work there. I have multiple opportunities that guarantee me a higher wage but I can't go work there because of the non-compete contract or at least until it is banned. In essence I am losing money that is effecting my family's well being and I don't know how to fix that until non-compete contracts are banned."</p>
Jeffrey	<p>"I fully support a complete ban on non-compete clauses. My wife and I met in Columbus, OH while she was completing her residency at Ohio state. She had signed a non-compete clause with The Ohio State University. In order for her to find a job she had to accept a job in Dayton, OH. The drive from Columbus to Dayton is not acceptable daily commute. I quit my job and found a new job in Dayton. I sold my house which I had bought at age 21 and had put in years of renovations into and had a strong sentimental feeling to. We had to move away from nearby friends and family, which we see occasionally on weekends when we drive back to Columbus. We can no longer do weeknight dinners with our friends and family in Columbus. This has been an incredibly stressful move and continues to be a strain on our daily lives all of which could have been avoided had the non-compete not existed."</p>
Victor	<p>"I've been in the transportation industry for 10 years and a non-compete with the wrong company is forcing me out of the industry to avoid being sued. Northeast Trailer Services or NETS Companies based out of NJ, is probably the worst company I've worked for. Although a corporation, they lack any processes or procedures and every decision from equipment purchasing to ordering pens for the office trickles to the owners desk for approval. He's a narcissistic, sexist crude individual that has zero respect for anyone. Currently the company is running thin and what's left of employees can't/won't leave because of the NDA. Constant threats of being sued if leaving for a competitor is told to us often. From top office execs, to middle level management (where I</p>

	<p>am) and mechanics are threatened with legal action from this NDA. Recently a competitor (who doesn't require NDA's, pursued me for employment) decided not to hire me due to my non competent and the owners reputation for litigation. Poor working conditions, harassment, secretive behavior, closed door culture, non transparent commission payscales, lower pay, no structure and pure insanity is why we want to leave this company but we feel stuck. I have an opportunity to double my pay! All I want is better work environment and to better myself financially and I'm stuck. Please ban the NDA's. If not, have to quit and change career paths (lower pay) to avoid being sued."</p>
Samantha	<p>"It is time for non- compete clauses to be outlawed. They affect real people and allow businesses to take advantage of their workers. No one should be prevented from taking another position or being forced to move or commute to enter lto a better work agreement. As a physician all of my contracts have included a non compete clause that would prevent me from providing continuous care to my patients if I left my current position. Non compete clauses hurt workers and their families and force people to give up opportunities that they would otherwise strive for."</p>
christin	<p>"Physicians with noncompetes in their contracts arc forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable-unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working condition-, for decades, while employers evade market forces that would necessitate change. I have had to uproot my life twice because of non compete clauses. If the system focused on physician retention patient retention would go hand in hand. When they lose good physicians the patients WANT to follow their doctor and they actively prohibit continuity if patient care by non compete clauses and by not allowing physicians to tell patients where they are going. I was effectively clausued out of Philadelphia for a year because of this clause which forced me to uproot my life becuase the proximity of medical systems to one another and they make it from any of their satellite locations the radius of non compete."</p>
william	<p>"I worked, as a chemist, for the rubber industry for over 40 years. During the first 20 years, there were no compete clauses for non managerial employees. Employees who changed companies were professional in what they knew from the previous companies and their new employers generally employed in areas where there were no conflicts of interest. 1. Non competes were started by Michelin and the other major rubber companies followed suit in which an employee had to remain unemployed fur 18 to 24 months, with pay, if he/she was able to provide proof that the other company wanted to hire him/her. The issue was obtaining the proof from the other corporation and having that job still open after the unemployed time. That did happen to an acquiesce of mine where die economy softened while he waited, the new company rescinded the offer, the previous company would not re employ him, and he was forced to</p>

	<p>change careers to a non rubber industry. 2. I tracked my salary, vs the CPI, before and after the non-competes were implemented. Per Cent raises vs the CPI decreased after the non-competes were implemented. 3. Non-competes were also used to punish employees who left on their own accord or were fired. They were not only black balled from working for another rubber company but also from working with suppliers to the rubber companies. Suppliers had to ask permission to hire someone from a rubber company which sometimes were refused. 4. Employees did have the financial resources to fight the non-competes in court. 5. It appeared to me that marketing and sales executives did not have issues switching companies so there was a double standard on non-competes. Non-compete clauses and training charges should be eliminated for hourly workers and non-managerial professionals. a. If companies expect training should be reimbursed, they should have verifiable data upfront for employees taking the training as to the cost per individual and the time frame for it to be reimbursed. Employees should be allowed to refuse the training, without repercussions, if they feel that it is overpriced for what they will learn. b. Most companies have the forensic knowledge to determining if a professional employee has passed on company secrets. c. Employees should not have to spend their own money in fighting corporations' non-compete clauses. d. That said, the government should strengthen its resources in foreign government spying and have foreign nationals or even 1st generation citizens sign documentation to acknowledge the punishments for spying for foreign nations."</p>
Andrea	<p>"Please end noncompete. It hurts peoples ability to get jobs and switch jobs. Most importantly non-competes are terrible for people who are fired or laid off. I had coworkers who were laid off in Feb 2020 but due to non competes & the economy due to covid were out of work for almost a year. They had companies willing to hire them but the company that fired them wouldn't release them from the noncomplete so they were drawing unemployment which they didn't have to draw except for this piece of paper. I have been a director or higher for the last half dozen years for corporations. I honestly don't know any trade secrets that I could take somewhere. I think there are very few jobs that people know real trade secrets. I have many friends across multiple industries in high level positions & non of them really know anything that someone couldn't figure out on their own. Plus even if they do doesn't competition lead to better innovation & lower prices to customers?"</p>
Eric	<p>"As a worker I believe getting rid of a no compete clause will help keep wages fair and big corporations more honest!"</p>
Micheal	<p>"I am 1000% against non compete agreements. I am currently unable to continue sales in my industry until April 15th of 2024. I was top 3 in overall sales for my industry for 12 of the last 16 years and have controlled the same territory for 20 years. To not allow me to compete is not only completely unjust and biased. But, it's depriving the economy, the hospitality industry a half million dollars a year. Also, the extra personal taxes I would be paying. Because, I've taken a 150 to 200k a year income cut changing industries. Please at least reduce it to 1 year, if you don't completely wipe it off the earth. Thank you for your serious consideration!!!"</p>

Zachary	"Completely agree with abolishing non compete clauses. This makes it difficult for me as a physician to work in one city and change practice employers. Please make non competes illegal."
Stephen	"End noncompete clauses! It's past time to end this disparity in power of employers over American workers!"
Logan	"I encourage the FTC to not allow exemptions for any one class of employee (physicians) or corporation (non profit) included. Physicians or medical professionals are employees, and non competes significantly affect employee mobility, competitive compensation, and allow healthcare workers to be further taken advantage of."
Jamie	"As a physician in a small subspecialty employed by a large health system, I wholeheartedly support the elimination of the noncompete clause from employee contracts. My health system is the largest employer in the region. My limiting my options to practice if I choose to leave my current position, they are furthering strengthening their current monopoly on health care in the area."
Avi	"I favor on passing this law wholeheartedly. This also should not exclude anyone in healthcare including any providers. Non compete laws are in bad faith and only helps employers consolidate leverage. Employees and general public are at a disadvantage in all aspect due to this anti capitalist law."
Elizabeth	"The current non-compete rules don't allow for full worker mobility for leaving abusive environments and also stifles creativity."
Tara	"Noncompete clauses in the healthcare field are bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021; this is roughly 10% of US physicians. Currently, profits are prioritized over patient care and the physician shortage is amplifying as physicians leave the field secondary to widespread frustration and burnout; it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or that they will line unable to provide for themselves and their families. Given the growth of large hospital systems, a physician noncompete clause often means that leaving a job would require a physician to leave the geographic area in which they practice. The downstream effects of noncompetes include coercing physicians to accept conditions they are not comfortable with, eliminating market forces that can lead to better systems for clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced to uproot themselves and their families if they want to switch practice environments where they must reestablish their reputation and practice in a new location. Employers leverage this when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. Physicians are held hostage at unfavorable working conditions while employers evade market forces that

	necessitate change. A single physician leaving a large hospital system hardly threatens the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. This is exactly where market forces should come to play to lead to hospital systems that better serve the needs of clinicians and patients. When physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic location. (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field grows while clinician burnout is at an all time high."
Thomas	"A non-compete is one sided and doesn't look out for an employee at all. It makes an employee feel trapped and unable to better themselves. It also stops an employee from being able to financially better themselves."
Gregory	"Board certified dermatologist who is stuck in a situation where he is unable to earn a living after 12 years of education and 200k debt due to an unconstitutional, parasitic non compete clause"
Rachel	"I am 100% for banning noncompete clauses. I am a physician and will be leaving by current employer to work elsewhere for many reasons. My noncompete is a 20 mile radius for 1 year and it is significantly hindering my ability to care for my patients who I have established long- tenn relationships with, and to make a living myself."
David	"Am fully against excluding physicians from the change to the non-compete rule. This is at the very least, very anti-capitalist, giving far more power to corporations compared to individuals"
Nadine	"It is my feeling that these clauses should be removed from contracts, especially for physicians. As a physician recruiter I have seen it affect physicians, their patients and their communities. It is difficult to find doctors for some communities and banning practitioners from finding employment in the community when they are unhappy with their current employer or wish to open their own care center does nothing but leave patients without care. In a free country you should be free to market your skills and knowledge to other employers and have an option to find a career that you are happy with in the community where you live!!"
Rick	"Please make this not possible for companies to restrict the free market of where I want to work. Our software industry is very non-specific and leaves me very few options to make a change in companies. You could consider many similar companies competitors although they really aren't but depends on use cases. I have many years in this industry so hard tbr me to make a big change to another totally different market."
Patrick	"I am writing to express my STRONG opposition to die American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting

	noncompete agreements. It is inappropriate for the ANA to even suggest this after the worst pandemic in 100 years. We with nurses, RTs, PTs and the rest of the hospital staff tireless work to better people but the hospitals would like to prevent us from changing jobs without changing cities. Why are doctors not worthy of the same treatment as everyone else in this country?"
david	"I strongly support the ban on non-compete contracts. I work in a very limited industry and due to that I must relocate to another state but my current employer will not release me from my agreement until the 12 month term has expired Banning these types of agreements will definitely allow workers to regain their lost income and allow them to start their new career paths. Non-compete agreements are impactable in most industries because there aren't many trade secrets that can be taken to other companies, industries are ran very similar and if one employee can damage a company then I would wonder why die employer didn't keep die associate? Please pass this ridiculous non-compete restriction."
John	"About 8 years ago, after losing a few employees to a competitor, my company introduced a non-compete agreement and forced all employees to sign it or else risk losing their job. For some of us, there was an additional threat that if we didn't sign the agreement the company would refuse to pay us bonuses that we had already earned. Since then, I have seen those few employees that left before the agreement and many that have taken the risk to leave afterwards thrive with their new companies, both financially and psychologically. Since the agreement was put in place, those of us who dare challenging the document have seen our salaries stagnate, falling as much as 50% below similar positions at competitive companies. This non-compete was put in place for one reason only - to keep salaries down - and it has been effective. I don't blame companies for wanting to protect IP by preventing employees from taking it with them, but in this case the sole purpose of the agreement was for the company to avoid compensating their employees per market value. Please put this ban in place immediately, thank you."
Fabrice	"Non-compete clauses should be banned."
Elayna	"To the FTC, I am writing in support of the proposed ban on non-compete clauses in the American workplace. It is an important step in helping workers regain the power over their own careers that has been eroded in the past. Thank you. Elayna Duitman"
Ashley	"Most Non-compete covenants are only there to strangle the choices of employees. I am a fiscal conservative and would strongly vote to ban them."
Anne	"I am just graduating with my PhD and pursuing a job in clinical research and realized that I would have to sign a non-compete agreement with the company I have received an offer from. This non-compete is very restrictive and would not allow me to work in clinical trials in the U.S. for a full year. I thought this job would be a great starting opportunity, but I would eventually like to move closer to family to raise my kids. To do this, I would need to leave the company and work in an entirely different field for a year, or not work at all. Non-compete

	clauses are incredibly unfair and difficult to avoid in my field. Please eliminate them."
Ben	"Non-compete is anti-worker, and creates an atmosphere that promotes toxic work environments. An employer is emboldened to tell employees "do what I want, because otherwise you can't work in the field for an extended period of time." If non-compete clauses are not enforceable, employers would be forced to work with employees instead of forcing them to do things that may be undesirable at best, but potentially dangerous or encourage doing something illegal at worst. Holding this power over past employees is wrong."
Lauren	"This is a valuable rule to protect workers and their ability to seek better employment. Employers are abusing non-compete clauses to retain workers without addressing pay, benefits, or working conditions. No one should feel trapped in a job due to a non-compete clause, regardless of the industry in question. If employers are concerned about insider information, they can simply rely on non-disclosure agreements."
Bill	"I fully believe that the non compete agreements that employers force employees to stay in their roles. Over time, they use the non-compete to force workers to stay at below market pay also. I am in highly specifies sales management role in a niche industry. The non compete I signed has prevented me from advancing financially. When I was hired, I did not know the company does not give yearly market raises or raises in general. Over 9 years, my salary has only been increased by a total of 8% and the noncompete forces me to search for a new job in industries I do not have experience. I could realistically be making double what I make now and be hired immediately by a vendor or supplier of my current company. I am literally being held hostage in my role. This is compounded by the company not raising base pay in line with most acceptable practices: Including but not limited to cost of living increases, performance based raises, and achievement of goals. I feel that non competes should be eliminates and companies should be responsible for retaining their talent, versus an agreement that is mandatory to sign, allowing companies to exploit employees."
Matthew	"Get rid of noncompetes!"
Victoria	"I am writing in regards to the proposed ban on non-competes. I am a physician and have heard that hospital lobbying organizations are petitioning to exclude the medical field from the ban on non-competes. I am writing in opposition to this exclusion. Non-competes inherently benefit only the employer and hurt/harm both physicians and patients. In an ideal world, when circumstances necessitate a physician seeking a new employer/practice location, patients should have the option of going with their physician to continue their care under that physician at their new location. Instead, what happens is that large hospital administrations enact a non-compete that can force physicians to practice a specified distance from either their current practice site or any location in a medical system. I have had colleagues that were under such extreme non-competes that they had to leave the state to be able to practice. Physicians are forced to move locations that are often

	inconvenient for patients to follow - this allows the hospital system to retain the patient base/profits from those patients and forces physicians out. This is not a therapeutic practice because it takes a patient that has often worked with a specific physician for years and makes them seek a new physician. I would therefore request that the hospital systems/medical field not be exempted from the proposed ban on non-competes - they should also be banned in the medical field for the aforementioned reasons."
Katherine	"I am a practicing physician and I support the ban on non-compete clause."
Cortney	"I feel non-compete clause has been a tool used by employers to `trap" professionals. If a company is confident in their ability to retain employees then there is no such need for the clause. Also, employees deserve to work where they have professional "peace" regardless of the zipcode"
Janelle	"In medicine, the role of a non compete is completely absurd. The physician or surgeon is not using any skill developed by or proprietary to the prior employer. They have honed their own skills separately and over many years of training. The hospitals assumption that they 'own' our expertise is ridiculous. For many, we don't have options that wouldn't cause us to uproot and move clear out of our own state in order to comply with a non compete. Highly trained professionals deserve better."
Antonio	"The non-compete clause, as it states, hurts competition which is beneficial in any industry. An important consequence of this clause is that there is a little incentive by Hospitals and managers to improve the quality of employees' work environment (in my case physician). In the current physician burnt-out epidemic, it perpetuates job dissatisfaction which is associated with poorer patient outcomes. Nobody would leave a job where one is treated well, and work conditions are safe. The support of a non-compete clause is a confession by the employer of its unwillingness to listen to or to invest in the well-being of its employees. By eliminating the non-compete clause, there will be an incentive to the employer to improve the work conditions of its employees. This will likely lead to more productivity and better outcomes, at least for patients. The American Hospital Association, with no physician representing us, is strongly opposing to these measures, as if the healthcare providers who bring value this industry were responsible for die irresponsible perspective of insurance companies, drug distribution system (that inflates the price of drugs), and staffing companies who are killing the profits of hospitals. If hospitals want their employees to be loyal, improve the work conditions!"
Ibrahim	"This clause should be removed all together. Companies and hospitals who still carry such a clause should be punished as it hurtles patients' access and timely care. It's difficult to find good jobs or efficient providers anyway, adding another limitation is totally unacceptable, selfish, unfortunate and self centered. It's absolutely worse in the healthcare system as it literally deprives patients and force many providers to move away from their loved communities!!"
Luke	"I am against the use anon-compete clauses since they screw over doctors"

Gretchen	"I am a PHYSICIAN affected by such a non-compete clause and am 1 week resigned from my employer. I am trying to find work IN MY FIELD that will allow me to remain in the city in which I grew up and have lived as a doctor for 26 years taking care of patients. I do not wish to move and have to disrupt my family, especially our high-schooler. Had I not the financial and emotional support of my husband, I would have had to stick it out in a job which wasn't what it was touted to be. PLEASE take out non-compete clauses and allow talent to go where they are valued OR allow for employers to be responsive to employees needs so they do not jump ship."
Elizabeth	" Laborers must be protected, not held hostage by employers when the need to make decisions for the sake of themselves or their family. Thanks for taking this action!:"
John	"These company-required non-compete agreements only exacerbate the power difference between a corporation and an individual worker. Most American workers already are employees at will, which, as a famous judicial opinion stated, allows them to be fired 'for a good reason, a bad reason, or no reason at all.' Allowing their former employers to restrict their future employment not only destroys the worker's supposed equivalent right to quit, but it allows the company additional power to harm a worker it has forced out of his job. Such clauses should be illegal when applied to all workers or at least those who are not top executives."
Nathan	"I agree that non-compete agreements should be banned by the FTC. I agree that non-compete agreements hamper worker choice within the job market, suppress workers wages, and discourage competition and innovation. Evidence supports that non-compete harm competition in US labor markets"
Whitney	"Definitely should be eliminated? Encourages business owners to take someone on, get great work out of the employee, change terms of agreement or not hold up their portion of the agreement and then the employee is trapped."
James	"I fully support the non-compete rule. I I I I fully support the non-compete rule. I believe it's important to give people as much opportunity as possible to find work."
Sandy	"I am an American working woman . I strongly support the proposed rule to ban non-compete clauses. These clauses are anti-competitive, and they undermine the freedom of working people. They benefit only corporations who seek to control working people by denying us fundamental rights. We all know how coercive corporations can be in forcing workers to comply with rules that benefit only corporate interests at the expense of working people. Too many working people have their job prospects and means of support undermined because their employers coerced or tricked them into signing clauses that prevent them from moving on in their careers. The freedom to seek employment where and when one chooses is fundamental to our democratic republic. These non-compete clauses do grave harm to the American people, and they should be blocked. If corporations are so worried about their precious

	secrets, they can negotiate agreements not to share secrets with future employers. Non-compete clauses are bad for the nation. Please do the right thing and approve this necessary rule. Thank you."
R	"I've been approached by many of the clients of the company I work for, especially since covid, and have been offered better jobs. These weren't just a little better, they were much better. Increases in pay by 25-50%, 100% covered health insurance, tenure, etc. The company I currently work for has a one year non-compete, which is crazy. Please do away with non-competes !"
Senta	"Agree the non compete clause should be banned. It will allow for others to flourish and the industry not be so restricted."
Donald	"I support the banning of non-compete clauses. In the medical field we have a shortage of workers. This is exacerbated when available workers are unable to work due to contractual restrictions"
Emily	"I am a practicing PA in Ohio. I would be in full support of banning non compete clause in employment contracts as it would expand opportunity and ensure fair pay."
Zachariah	"This is long overdue, let's discuss Non competes on skilled labor, for specificity, mechanics. Several large companies use non competes, often times hidden in the onboarding process and not discussed during hiring/interview process. For example, several of my good friends worked for one of these companies. They are mechanics by trade, they invest thousands of dollars in tooling and years perfecting their craft. The non compete that was just another "click box" and stated you cannot work as a mechanic for 9 months within 75 miles! This effectively forces a mechanic to stay working for this company or move cities. This is extremely restrictive on the mechanic, and allows the employer to hold all the power. They can change your pay, vacation, hours and treat you like trash with zero repercussions. This is almost like forcing someone to stay in an abusive relationship. If they leave, they can't work in a field that they spent years, and thousands, if not hundreds of thousands of dollars on tools perfecting their craft. Often times, this leaves mechanics to work in random positions where they cannot earn the appropriate amount of money while they wait for the non compete to run out. This financially impacts the mechanic and decreases the taxable income that government entities can collect. Or worse, they go work in their field, and get sued by a major corporation with bottomless pockets for pointless lawsuits. Often times leading to financial ruin for the mechanic. When we look at white collar fields, I.E. Lawyers and Doctors, their non competes are often times thrown out. Its time to provide blue collar workers with the same legal protection as white collar workers. Eliminating non competes will force employers EARN the loyalty of their employees, and allow employees to leave abusive relationships without facing huge financial repercussions. Let the free market compete. +1 for competition, +1 for freedom"

Benjamin	"NDAs should be banned. They are not helpful for employees or workers. If we are going to continue to allow non-competes companies should be force to compensate former workers for loss of income due to non-competes."
Mike	"I am all for this to go through as I was approached by a competing company and they are offering me far more than I am making A company vehicle plus full paid medical benefits. I am currently working in Ohio but the competitor is in Michigan. Only issue is I'm a field service engineer in a specific field and only few company's in this field so I believe this should pass. It makes for a better paid employee and less for the guy up top who wants to fatten his wallet instead of pay his employees a fair wage."
Krista	"I am in support of banning noncompete clauses. Noncomplete clauses negatively impact my family's income, morale, and wellbeing."
Sam	"am in support of banning noncompete clauses. Noncomplete clauses negatively impact my income, morale, and well being."
Scott	"I totally support the ban of these non-compete rules. The ban will serve as a great correction of what amounts to self serving injustice perpetrated on employees across the market by those who yield power and influence in society and government. Let the bosses eat cake and pay up for talent like the rest of the free market."
Alexandra	"This comment is in support of the work that is being done to eliminate non-compete clauses in employee contracts. I have worked for a large academic medical center for 7+ years now. The non-compete clause in my original contract has prevented me from being able to pursue opportunities at other area hospitals that have offered better pay, benefits, maternal support, and work/life balance. The non-compete that I signed includes a 10-mile radius, and last 18 months. In a small- to-medium sized city, all hospitals fall within this range. It has felt that my only option for pursuing better opportunities is to uproot my young family, take my husband away from his job, and relocate to another city away from our larger families. It feels that we are being taken advantage of, and have no leverage to argue for better treatment."
Laeth	"Hello. I am an Oncologist . Non-compete agreements are used to place healthcare workers into restrictive covenants, reduce competition, and keep employees in poor work environments. Furthermore, they are often written in a way that, should the employee leave, they cannot reasonably take a new job in the same city, necessitating either leaving the workforce for an extended period of time or moving entirely. Furthermore, the rule should be written to include non-profit hospitals, as most hospitals are "non-profit", even those that generate billions in revenue. They should not be exempt from the rule, and employees should be allowed to switch jobs without being punitively restricted and limited."
Laeth	"I am strongly in support of banning non-compete agreements across the board. They are used to trap employees into toxic work environment with highly restrictive covenants. This is rampant in medicine. If you are a physician, and

	wish to change jobs, you are nearly always facing the threat of a non-compete and legal action to do so. Banning non-competes would support workers across all industries and strengthen employee rights and wellbeing."
ChrisTian	"The noncompetes law is unfair and should be removed from all contracts for physicians working for any hospital whether non profit or for profit. As the majority of the hospital systems in the country are classified as not for profit in name, this rule may not have the consequences a lot of physicians are hoping for. In an environment where large non-profit hospital systems currently have so much of a competitive advantage over independent practices that are struggling to stay afloat, keeping non-competes for non-profits but not for other employers would provide an unfair advantage against private practices and for profit health systems. Given that the operating model of not for profit health systems may not be significantly different than for profit health systems, this rule seems arbitrary and much to the advantage of several of our country's largest and most profitable hospital systems that happen to have not for profit status in mine."
Christian	"Non compete clause should be banned on all levels. It distrust family lives and decrease opportunities and keep wages at low level. For physicians, the patients are now limited by their insurance so the argument that the hospitals make that the patients will leave the practice to follow them is not strong. Even if a patient wants to follow a physician, it should not limit a physician to find a new job in the city so they don't have to disrupt their entire life by moving out of state."
Sudip	"I very strongly support this proposed rule by the FTC to eliminate non-compete clauses in employment contracts. Studies have shown that the elimination of non-compete clauses can be a significant contributing factor in driving competition and faster product development. An example is the state of California where the elimination of non-compete has helped the state become competitive in creating new knowledge and products. I think this proposal will position US very well to be competitive in the future."
Brian	"I support the FTC's proposal to federally ban exploitative noncompete agreements. These are non-competes that have no bearing on the nature of a person's employment due to the fact that their work is easily replaceable, and they do not possess knowledge or expertise that will compromise the business of their former employer. This can include most wage labor in the US."
Kathleen	"I am writing to support the FTC's non-compete rule. Non-competes have been widely used in situations where they don't make any sense. Originally non-competes were used for top level executives to prevent them from going to work for the competition and using information they had gained in their previous work for a competitor. These were high-ranking employees or contractors who could survive a year of non-competition by doing other work. I knew someone who managed to do this after he left a high level position. But I was talking to a worker in a chain sandwich shop one evening a few years ago and we asked her about the non-competes and found out the workers in their shop were subject to them. That is outrageous. It keeps low wage workers from moving to

	other jobs that pay better or have better benefits. Even for the higher wage workers like my friend, a non-disclosure of information can be equally effective to a non-compete. I support this proposed rule."
Mini	"As a Physician for 23 years I have firsthand witnessed the destructive effects of non-compete clauses on patient care and physician careers. They create monopolies, especially by major hospital systems. They need to become illegal to preserve the integrity of medicine, which is to always put patient care first!"
Aaron	"I started working for a healthcare IT company right out of college and have stayed with them for the past 11 years. Initially my non-compete time frame was 1 year but in the past 11 years that has slowly crept up first to 1.5 years and now to 2. These new dates apply to me as I've signed up to be a part of certain incentive programs offered. As my family was preparing for a move two years ago, I was looking into other employment opportunities but felt severely restricted in options due to the non-compete. The list of blocked companies include customers and competitors and is 44 pages long with three columns per page. Since my current company is continuing to diversify into new areas of healthcare IT, essentially the entire field is inaccessible to me since almost any company might interfere in an area currently sold by my company or actively under development. This was my first job out of college and though it wasn't my area of study but I have loved it and excelled at it. However, I would be extremely hard pressed to find a job for 2 years while I wait out my non-compete time if I wanted to continue in an area where I've worked for over a decade. This would really negatively impact my ability to support my two children with my partner. It should not be this difficult to get a new job in an area where I have extensive experience and passion."
Thomas	"The use of "non-competes" is an abomination and should be banned, and/or made to be unenforceable. They restrict employment choices in an asymmetrical power structure between employer and employee. Only the most highly paid employees can afford to sit out a year before moving to another firm in the same industry. Real trade secrets are quite rare in most businesses, and these "agreements" are designed to trap employees and reduce compensation expenses. Find a way to make these, along with "confidentiality" agreements non enforceable."
Nav	"This is a landmark decision and I hope it goes through. Hospitals and physician employers use the financial clout to tie down doctors to unfair contracts and then threaten the physician livelihoods by imposing those non-compete clauses. Hospital Administrators use non-compete clauses in contract as a cudgel to beat down physicians and force them to literally indentured labor. This has to stop. Thank you."
Andrew	"This ruling would be a huge benefit to workers who are often laid off in droves but then told they can't work elsewhere. In the very least you should be allowed to work anywhere in the case if being let go."
Rachel	"I write in favor of a federal ban on non-compete clauses. As an employee at a large company with locations all across the United States, my contract requires

	<p>a non-compete period of one (1) year that I cannot work for my employer's competitors in the city in which I live. As a new homeowner, if I wanted to leave at the end of my contract, I would have to either leave the industry I've worked so hard and accumulated so much student loan debt to be in, or sell my home and move to another city. It also removes any leverage I have when negotiating raises. Seven years with the same company means my wages have stagnated, compared to my peers who have moved every two years as their contracts expire and other companies make better offers to them. If I left the industry, I would have to start over on a new career path, in which I would likely not receive commiserate compensation due to the lack of experience. It's a no-win situation. From what I've witnessed when other employees have left the company and the industry in order to stay in the city where they have put down roots and are building their lives, my company and its market competitors have had decades of experience flee the industry all together. This means we can no longer serve the public and our stakeholders to the degree that they deserve."</p>
Nancy	<p>"I am an Ohio attorney and a Certified Specialist in Employment Law. I have advised many employees about their non-compete agreements, and litigated several. Noncompete "agreements" keep people from doing the work that they are most qualified to do. They force people to stay at work in a bad environment. Or, they add an extra kick in the butt on the way out the door, especially when enforced against an employee who was discharged without good cause. National and international companies write agreements to prevent any employee from working in the employee's field anywhere the company is located. Even an NCA which is so broad that it would be unenforceable under state law requires employees to incur legal fees to challenge the overbroad agreement in court, in states such as Ohio where the legal rule is to "balance interests" based on the specific facts. An unemployed employee is unlikely to be able to support the cost such litigation. NCA agreements supposedly legitimate business interests, but the thumb is on the scale against the public interest."</p>
mohit	<p>"Dear Federal Trade Commission, I am writing to bring to your attention an issue that affects the employment of physicians in the United States. Specifically, I would like to discuss the non-compete clauses that are often included in physicians' employment contracts and how they can be exploitative and harmful to these healthcare professionals. As you may be aware, non-compete clauses are contractual agreements that restrict an employee from working for a competing business or in a similar profession for a certain period of time after leaving their current employer. While these clauses are common in many industries, they can have particularly damaging effects on physicians. Firstly, non-compete clauses can limit a physician's ability to practice medicine in their desired location. These clauses often restrict a physician's ability to practice within a certain geographic radius of their current employer, which can make it difficult for physicians to find work in their chosen specialty in a location that is convenient for them and their patients. Secondly, non-compete clauses can limit a physician's ability to negotiate better employment terms. When a physician is faced with a non-compete clause, they may feel pressured to accept whatever terms their employer offers, as the consequences of not doing</p>

	<p>so could be severe. This can leave physicians in a vulnerable position where they are unable to negotiate for better pay, benefits, or working conditions. Finally, non-compete clauses can limit patient choice and access to care. If a physician is restricted from practicing in a certain area or working for a certain period of time, patients in that area may not have access to the care they need. This can lead to longer wait times, higher costs, and lower quality care. In summary, non-compete clauses in physicians' employment contracts can be exploitative and harmful to these healthcare professionals, as well as the patients they serve. I urge you to take action to ensure that physicians are not subject to such clauses, or at the very least, that these clauses are subject to rigorous scrutiny to ensure that they are not unfairly limiting physicians' employment opportunities. Thank you for your attention to this matter.</p> <p>Sincerely, Mohit Gupta MD"</p>
Smriti	<p>"To whom it may concern, Noncompete clauses stifle the ability of any physician to provide well meaning and continuous care to their patients at the whim a current employer. Physicians should not have to move towns or even states in order to be in the next employable location. Rural America can't afford for a doctor to be driven out because they're not allowed to work at the clinic down street. Noncompete clauses should be illegal; two parties signing a contract now should not limit the employment capabilities of either of them in the future."</p>
Lila	<p>"Noncompete clauses should absolutely be abolished. This is terrible for our economy, and it's terrible for negotiations, and puts too much power in a central authority."</p>
Noah	<p>"Free the chains of corporate slavery"</p>
PD	<p>"I am writing to express that physicians and healthcare systems (profit and nonprofit systems) should NOT be excluded from the non complete clause rule. It is imperative to ban non compete clauses for all professions including physicians, NPs, dentists and PAs. As it has been clearly outlined that non compete clauses restrict the employer's ability to work fora certain period of time after leaving a job. There could be multiple reasons for physicians and non physicians to leave their job from a certain health care system (burnout, bad hours, negative workplace culture etc) and not being able to find a job in the vicinity of home can be incredibly detrimental to any profession (including physicians who have worked very hard in their career to get to this point). It can also be a disservice to the population and patient's they serve as these patient's need to reestablish care with different providers they might not trust. This is more so the case in rural areas as well where there is a provider shortage to begin with. It is important that we think of patients and their care in this matter and allow all providers in any healthcare system to be able transition to different more meaningful jobs with better job satisfaction as they please. Multiple studies have shown that job satisfaction is the single most predictor to providing meaningful and valuable care to patients. Therefore, I urge to ban non compete clauses for all providers in any profit or non profit healthcare systems."</p>

Gee	"Please do not allow "nonprofit" hospitals to have exemption from noncompetes. It is leading to erosion of healthcare and the healthcare exodus and will exacerbate the shortage of workers. Only when they have to pay a fair wage will healthcare improve!"
Scott	"Non-competes are ethically unsound, most often punitive, and have done plenty of harm to innovation and competition in American life. I understand the desire to protect IP, but a non-disclosure agreement can do exactly the same thing without also removing someone and their work from the market entirely. Please support this rule!"
S	"The prohibition of non-compete clauses should also apply to the Franchise industry. Franchisors create Franchise Agreements favorable to themselves by detailing Franchisees' responsibilities but leaving theirs vague, allowing them to manufacture any number of reasons to label a Franchisee noncompliant and seize their business. Because the Franchisor/Franchisee relationship is not one of business partners nor employer/employee, the laws/rules/rights governing them do not apply. The only recourse available to harmed/wronged Franchisees is a self-financed legal battle, which is cost prohibitive to the Franchisee (if said Franchisee can even find a knowledgeable lawyer to take their case), and regardless of the outcome, will not make the Franchisee whole. Non-compete clauses not only deny individuals the ability to utilize their expertise to make a living (Imagine investing in and operating a restaurant for 10 years then being told you can no longer own/manage a restaurant <- some franchises have saturated viable territories) and deprives communities of goods/services. No one should have to uproot their families to protect the noncompetitive whims of a corporation."
Gary	"These non competes are very hannhamrful to workers and are often written in a way that makes them illegal anyways... but only those with resources to fight in court can do anything about it. if we're going to be in a willing employee willing employer at will arrangement, then both parties need to be able to move on if it doesn't work out. The best non compete is to keep people in your team and let someone else have them if you don't want them."
Tom	"Non-compete contracts serve to monopolize the lives of individuals by corporations. Regulate them out of existence."
Linda	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets — and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. One in five American workers have signed noncompete agreements — and it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers

	by nearly \$300 billion per year and open up new career opportunities for 30 million people — but the FTC hasn't approved the policy yet. Please rule against non-compete clauses and help keep both America and its workers strong!"
Stacey	"It is time to Ban Noncompete Agreements. I worked for the same organization for eighteen years, the company sold to a large corporate organization. I was let go and held to a non compete for the corporate company that resulted in unemployment compensation with the need for legal representation. I have been working in the same career field for most of my life and found it to be a true challenge to change careers. It is selfish for any company to control a person's right to work. In my opinion, we should all have the right to work!"
Dennis	"I say, yes, it's about time these noncompete clauses are eliminated! In California, where they have eliminated noncompete clauses, it has been a big boon to the economy, especially the tech sector. People are not intellectual property."
Tim	"I think that banning non-compete agreements is a good thing for the economy and for employees. I have been thinking about starting up my own IT business for over 3 years now, but I am unable to since my non-compete agreement with my employer mandates that I am not able to do so for a period of two years after the termination of my employment from my current company. This is the exact reason why I have not yet begun to run my own company. I would be able to make substantially more money from running my own business than what I am currently making. The non-compete that I am currently bound by prevents that and I think that it would definitely be better if they were banned."
Anna Maria	" Physicians , including those in not for profit hospitals, should not be forced to sign non-compete rules. Non-competes negatively impact families and communities when people are forced to move to seek a positive employment situation, and physicians are not exempt from this."
Martha	"I support getting rid of non competes"
Emily	"It's completely ridiculous and crippling that these clauses still exist. It keeps people stuck in jobs that are toxic and miserable for the fear that they won't be able to get another job and support their families."
Marc	"I am a salesman with 30+ years experience, and there is nothing more harmful to careers and growth in this country than monopolistic non compete clauses. I was separated from service by my previous employer, and my non compete essentially states: that I am not allowed to solicit or conduct business similar to my previous employer's ANYWHERE in the country for the next two years (even in states where they have little to no business), I violate the agreement my former employer will seek \$250 a day in liquidated damages (an average client was \$1,000 annual revenue), I am also not allowed to make contact with anyone that was a customer in the last 5 years or any prospect that was contacted within the 12 months leading up to my departure; frankly, when the paychecks stop, so should the obligations to my former employer."

	<p>The nature of the company was a non financial brokerage representing 30 +/- vendors/suppliers - my employer did not market or brand any internal products, we only sold and marketed the products furnished by vendors/suppliers. The only function that was proprietary in nature was the customer resource manager (CRM): that information could not be obtained by ordinary means and it was reasonable for the employer to protect it. So long as you (former employee) didn't have the CRM list, and didn't coerce customers to break their agreements, the employer should have no grievance. The state I reside in tends to favor a former employee's ability to make a living BUT the fact that the non compete agreement exists (even if unenforceable) is a major problem."</p>
Preston	<p>"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations as well as limit physician autonomy and career opportunities."</p>
Hannah	<p>"I fully support doing away with non compete contracts! In my industry of cosmetology, I have seen peoples' careers ruined when they choose to leave a salon to enter a new one. Clients should not ever be told who they can see for their hair, and this is what a non compete in my industry does."</p>
Nathan	<p>"I agree with this 100%."</p>
Julia	<p>"I support the ban for non-compete clauses. I, along with millions of other people, have been affected and feel trapped by this clause. I will have a better chance of being successful if the non-compete clause is banned. There will also be many more businesses and a lot more happy people doing what they love without any consequences like being sued and losing their hard earned money. Another reason why this ban should go through is because the government supports small businesses. They rely more and more on small businesses to pay taxes and help boost the economy in a better way. Overall, there are many benefits to not only the people, but to the government and economy of this country if the non-compete clause is banned."</p>

Thomas	"Please act swiftly to prohibit the misuse of non-compete agreements that currently leave many workers in a state of indentured servitude. In my career working as a manager for a national nonprofit community development organization, I'm increasingly seeing non-compete agreements used to keep contract workers from moving into full-time positions with benefits. I haven't had a staff member leave my team in over ten years because I work hard to see that they're fairly compensated, have competitive benefits, and feel like they're valued as team members. Non-compete agreements are an unacceptable and un-American alternative to keeping employees at your business because they want to continue to work for you."
Janos	"No more non-compete clauses!"
Andrew	"Non-competes, especially in a recession, severely limit the ability of Americans to seek gainful employment and stay afloat. Even if companies choose to not enforce them, many candidates encounter issues with prospective employers choosing to not move forward with employment due to the risk associated with non-compete agreements. However, while non-competes often have no legal standing, companies with money to burn in the courts can (and will) choose to tie up hardworking Americans in court to prove a point. Any policy or practice that seeks to keep Americans from achieving gainful employment should be struck down with extreme intensity. Non-compete agreements are one of the single most oppressive forms of reducing honest citizens from achieving the American Dream."
Abdul	"Noncompete is a form of modern slavery as it take the freedom from a person to make a living in an area of his preference or must put up by unjust work conditions or abusive leadership. If you work in a place for 20 years and you have all your family affairs organized in a certain way, then a boss decided you are no good anymore, he can uproot you from your home to a far place or force you to change a job or quit your job completely. I m surprised it is legal in the first place."
Brett	"This is a great a idea, and has been too long in coming."
Shane	"Having a company being able to dictate where you cannot work afterward is a direct attack on freedom and the founding principles of this country. I work in manufacturing where many manufacturers are within the same field. If, for any reason, I decide to leave for a better opportunity, or I am terminated, my job opportunities for the field quite literally have the most experience in, is next to nothing. My ability to take care of myself, and my bills, will diminish. As an American I am sickened by companies having the ability to control their employees lives as such. Ban this immediately."
Nikki	"Please end the ability for large employers to use non-compete clause rules. I am a US physician who opposes the ability of employers to restrict my ability to work and practice using non-compete clause rules in contracts. As health systems buy small independent medical practices, they reduce the ability of independent medical practices to compete for services. If physicians decide to leave their employer and start their own practice, the limited radius around the

	<p>large health system does not allow for a practice to start. That, combined with a state's Certificate of Need laws, may restrict the physician from practicing at all near their established home and family. Further, with more than 75% of physicians employed, individual physician practices are fewer, and there is little chance for a new or existing smaller business to grow and compete with these large health systems. This essentially gives large health systems a monopoly on health care over more affordable and personable small practices."</p>
Aj	<p>"I am writing to express my strong opposition to the use of non-compete clauses in physician employment contracts, particularly within not-for-profit, major hospitals, and academic institutions. As a physician who has experienced the detrimental effects of such clauses firsthand, I am compelled to advocate for the abolishment of these restrictions in the interest of our patients, medical professionals, and the overall healthcare system. Throughout my career, I have witnessed so-called not-for-profit major hospitals and institutions behave in an alarmingly capitalistic manner, taking over entire markets and squeezing out independent practitioners and small practices. The utilization of non-compete clauses only exacerbates this one-sided power dynamic. By restricting physicians' ability to compete with these organizations, non-competes enable large corporations to dominate the healthcare landscape, ultimately driving out the independent practices that provide vital services to our communities. healthcare landscape. Thank you for your time and consideration. I urge you to take action on this critical issue that impacts the lives of countless patients, healthcare professionals, and the overall well-being of our nation."</p>
Gregory	<p>"I would like to add my voice to the range of comments in support of eliminating noncompete clauses and opposing the attempt to exclude physicians from this rule. As a primary care provider in the medical industry, I can assure you that the shortage of primary care is dire enough without the further restrictions imposed by noncompete clauses, which restrict physician autonomy, three relocations, and deter actively working in the field for up to months to avoid these restrictions. It is further the point that the demand for primary care in particular is always greater than the supply of providers, and that there is very little credible argument to be made on behalf of hospital systems to need to retain their patients at so high a cost to their employees, when new patients at the primary care level are so easily found if you have providers to care for them. Beyond this, the pressure behind recent movements towards physician striking and unionization may be alleviated if by enabling more dynamic physician relocation, the market can better address physician needs and improve treatment and match between hospitals and their providers, rather than leave work stoppages and collective bargaining as the only means of recourse. For these reasons I believe it serves physicians and the public at large better to do away with these restrictions that serve only to benefit only the hospital systems themselves at our collective expense."</p>
A	<p>"I am a medical oncologist. I had to leave town- and state- when my employer (a hospital system- changed my compensation terms. I had to do it again when we had a new leader that created a toxic environment at work. I had to uproot</p>

	my family every time and compromise continuity of care for my patients. This is not fair. This clause should be outlawed."
J	"Very important to eliminate non-compete clauses so individuals are able to pursue the best option for themselves and their families. Non-compete clauses put undue burden on the individual often forcing them to leave a city or state to pursue a different opportunity."
Mohamed	"The physician should be included in this noncompete. The physician should not be excluded or rules out The physician should be able to work with no concerns about noncompete"
Jagdish	"It's about time we get rid of all kinds of restrictive covenants. Hospital association statement is not representative of my position."
Jonathan	"I support this proposal. I believe noncompetes are too restrictive and a form of indentured servitude. I also would like to see legislation that prevents companies from inserting language into severance agreements that state the employee agrees not to sue their employer. I believe that these employers are preying on distressed workers who may sign off on that without realizing the implications. I personally know someone who was discriminated against due to a disability and cannot take action because she signed such an agreement."
Tara	"I am physician myself and mother to 2 toddler. I recently resigned from my position at a non profit hospital due to mis treatment. Due to non compete I cannot work for 1 year in the city. My husband's has a good established job and we own the house and have family in the city. So moving city is not in the favor of our family. I will be losing a year worth of wages due to non compete. This should be abolished which will lead to better treatment of physician and in turn will lead to better care of our patients."
Thomas	"I have worked at several banks in a lower level professional position. I have been subject to several non compete agreements. Most of the companies I have worked for primarily used this as a threat to not leave the company while only offering paltry raises. Because of this I didn't work nearly as hard as I could have because I felt that I wasn't being fairly compensated for my work but it was difficult to leave because the threat of litigation. Most recently my prior employer had sent an email to my new employers legal team threatening lawsuits. Their non-compete was overly broad and the former employer said I couldn't work anywhere in the US because they had a national footprint. Luckily my new employer saw through the BS and let me retain my job, but the fear of having to take off an entire year with a family just because of a petty company really did cause a ton of stress. Non-compete agreements are a sham. With the Internet these days, nothing (outside some engineering information) is really proprietary. When it comes to finance, everyone knows everyone else's rates/programs/terms so the non-competes are just used to enforce giving out 1.5-2% raises and to save large companies money to further their record profits."

Dennis	"I strongly support the efforts to make it easier for workers to exercise their rights."
Alina	"I am a veterinarian who moved from CA where non-competes were illegal to OH where I was forced to sign one. There is a shortage of vets and this is a contributing factor. This shortage is a threat to public health. These clauses need to be replaced with non solicitation agreements. It would be a great boon to the veterinary profession and animal owners if non competes were banned."
Masuma	"I wholeheartedly support the FTC's proposed ban on non-compete agreements."
Owais	"We as physicians are most affected by it forcing us to make major life changing decisions. This cruelty should end once for all."
Scott	"I support the proposed rule to ban the use of non-compete contracts. I have personally been restricted by such which kept me from accepting employ that would have significantly increased my income. It is widely understood that companies use these contracts to protect "trade secrets" or "customer base" but in doing so they can restrict employees, almost penalizing them, with little to no compensation increases, Often workers are almost trapped into signing these contracts. Often they will have already left a previous job, and not know of these contracts, until the first day filling out a stack of paperwork with their new employer. What can they do at that point? The amount of wages lost by the worker is thousands (in my case ten's of thousands) per year due to not being able to accept other offers, and offered little, often no, pay increases because the company knows you cannot leave. I am 64 years old so the damage is done in my case but please, for the sake of all who come behind, please eliminate these contracts."
Erin R.	"I fully support this proposed rule limiting the use of non-compete clauses. My nephew has been struggling to find a new job for nearly a year now after being forced to leave his employer's hostile and abusive workplace. While he has been able to find multiple open positions in his field they have all been barred from hiring him solely due to his prior employer's non-negotiable inclusion of a non-compete clause in his employment contract."
Richard	"Non competes are extremely unfair to workers. I am unemployed and have been for about 5 months. I was working for a company that began to have a hostile work environment, and was planning on quitting in a few months. The owner found out, asked if that was true, I replied honestly, then she made me sign a non-compete. I could have quit on the spot to not sign it, but at that time I was not prepared to quit. I signed it and quit about 4 months later. Now I can't get a job in my field anywhere because of it, I thought it was going to be less limiting but I was severely wrong. I would have gotten hired on at 2 places for a respectable salary, but both times my non-compete blocked it. None of the knowledge or skills I learned at my previous job are in any way secret and I could in no way affect my old workplace's success by working for a competitor. I work in education, my previous job was as an IT bootcamp instructor. Please

	for god's sake end non-competes; after having felt the very real effects of one, I realize that they are madness and should not be legal."
Suat	"I am a physician that is looking for independent practice jobs for the first time. Many hospital systems and practices have non-complete clauses as part of their contracts. We as physicians can be highly specialized and sometimes only able to work in certain geographic regions or urban centers. If we have a geographic location that ties us down to a certain region, we sometimes only have one or two job offers to choose from. Since hospitals know this, they are able to get us to agree to non-compete clauses. This then makes it even more difficult to switch jobs in that same geographic location. The hospitals can use this to their advantage and treat us poorly. This can lead to physicians feeling like they are stuck at their job, further worsening the physician burnout problem that is so widespread. This rule should apply for nonprofit hospitals as well as for-profit hospitals. There are many non-profit hospitals that have non-complete clauses."
Brandon	"Hello, Non-compete agreements are anti-competitive and encourage hospital monopolies, which hurt patients, employees, and communities. Physicians do not possess any "trade secrets" that they can carry from hospital to hospital. Rather, physicians work to share and advance knowledge globally, adhering to a standard of care determined by national guidelines. Hospitals should retain their physicians by creating the best working conditions for patients and employees, rather than using the threat of lawsuits to prevent physicians from working at the best-run places within many miles. As such, the most powerful for profit and non-profit hospitals systems are not necessarily the ones that work to employ the best doctors but the ones that hire the best lawyers. This muzzles the capacity for physicians to act as patient advocates, knowing that they can be fired and not be able to find work in their communities where their children go to school, they go to places of worship, and their families have built friendships with neighbors. Rather, each decision to speak up must be weighed against potentially having to uproot their entire lives. Nobody can say that the shift to move medical decision making and leverage away from doctors and to administrators, lawyers, and MBAs have resulted in more compassionate, efficient, or patient-focused care in the past twenty years. Removing non-competes for physicians as well would balance these forces and make hospitals work harder to support the patient-physician relationship. Thank you. Sincerely, Brandon Kim"
Angela	"I fully support making non-compete clauses illegal. I am a veterinarian and have worked for two veterinary practices that had non-compete clauses in their contracts. After I left my first job, I moved states to get away from the non-compete restrictions. I just left my second job this summer. I had worked at this practice for almost 8 years and now have a child. We have deep roots in the community. The non-compete covers 30 miles around the main clinic and 10 miles around the two satellite clinics. However, the practice also sees cattle and it covers all dairy cattle clients seen within the last year. This takes out most of western Ohio for me. I really would have to move far away again to escape this. It lasts for two years. We don't want to uproot our family so I had to get creative

	on how to make an income for two years until I can start my own practice where I live or work for a neighboring practice. You shouldn't have to move when you leave a job. I understand employers don't want a good vet leaving and their clients following them. But, I don't think I should be punished for making a mistake to work for a practice that didn't value me appropriately."
Megan	"Please include physicians in the proposed rule for removing non-compete clauses. The AHA does not speak for all physicians and there is no need for us to have that clause in our contracts."
Timothy	"My name is Timothy King. I'm a Certified Registered Nurse Anesthetist and provide anesthesia services in rural and underserved areas of Southern/Southeastern Ohio. I decided to leave xx as a W2 employee and become an Independent Contractor. I was contacted by two different critical access hospitals to provide anesthesia services for them. Unfortunately at xx, they have a nine county non compete. Because of this, those individuals in the rural area are now not able to receive my anesthesia services. I full agree with outlawing the non-compete cause. Thank you for your time."
Mark	"As a hospital employed physician practicing in my hometown, I am worried about my ability to continue to provide service to my patients. Our hospital ownership has changed multiple times. My contract has a non-compete clause and it rolls over to the new ownership group with each change. If ownership changes to another group that wants me to practice in ways opposing my personal and professional beliefs, I will be forced to move from my hometown and force my patients to have to find another provider. Some groups value volume of patients seen over quality of care, and I am not going to put my patients at risk in order to crank out more volume of patient revenue."
Homer	"My wife has a cleaning business . She is a subcontractor with a large cleaning company. We live in a rural town in Ohio and when the company she is subcontracted through lost the contract that made her lose her job. The big company had her sign a non compete clause that has a 2 year maturity date. She can not bid on the job because of the clause. So in turn her income took a hit and so did her employee. If this rule were to pass it would mean more money for our family and her employee. We have been struggling ever since. This only wouldn't affect my family but other families who can't get work because of the non compete clause. I stand behind this rule!!!"
Stefan	"I am fully in support of this proposed rule. Non-competes are ridiculous. Companies should have to compete for workers just like they have to compete for customers, and workers should have the right to both leave employment and seek employment at-will."
Venugopal	"I agree with the proposition that non compete should be banned"
Ken	"Physician non-competes hurt patients and limit care options in communities. I support the proposal to eliminate non-competes for physicians. We have cases in my practice where competent physicians are forced to either drive over an hour to practice until the non-compete expires. This forces additional stress of

	physicians and families and ultimately robs patients of health care. Non-compete clauses are unethical and anti-American. Non-compete clauses for physicians are dangerous for patients and a critical spear in the heart of physician well-being. Please eliminate non-compete clauses for physicians."
Bonnie	"I support the banning of noncompete clauses. I was sued by a former employer for breaking a noncompete when they decided to move to a foreign country and told me they could not guarantee me full-time hours, and that I would have to take on sales duties when I was a network engineer consultant. I had an eight month old baby and had just put an addition on my house, I gave my notice and was hired by a client that was 20 miles from my employers business. They lost the suit but it cost my employer \$30,000 to defend me. It is unfair for employers to hold employees hostage. There was no way I would have been able to get , a comparable paying job by going into die open market place and I just didn't have time to pursue that. Currently I would like to hire a former consultant, but I am not able to because lie is held under a noncompete for the next nine months. It would help my organization which is a nonprofit if we could hire him full- time. He wants to work with us. I believe that this is hindering his right to the pursuit of life, liberty and happiness. Thank you."
Michael	"Hello, I am currently subject to a non-compete for an engineering industry which I have working in since graduating college 22 years ago. I left my previous employer after the company was acquired by another company with indications to move many of my responsibilities out of the USA. I have recently left the specific industry but I'm finding it difficult to find comparable positions in other industries because all of my specific knowledge and experience are really gear to toward the particular industry for which I was previously involved with. I have ended up taking a lower paying and less senior position to consume time for my non-compete to expire and allow me to go work for a local competitor in the previous industry where my background is applicable. My non-compete also is claiming global coverage, which could possibly be fought in court, but I do not have the funds to go against my previous employer, and I do not particularly want to move out of the state of Ohio or the USA to find another position. I support the proposed federal ban on non-competes and sincerely hope you are able to remove non-competes for my families future well being."
Amogh	"Non-competes have been traditionally unfair and benefit the employer asymmetrically, while also restricting an employee's rights and their ability to provide for their loved ones."
Michael	"I agree with the removal of noncompete agreements from the labor market. I am currently under a noncompete and it has greatly thwarted my ability to freely and easily switch companies while still utilizing my own hard earned knowledge in the market I am employed in. If my employer is allowed to fire me at will without any reason, I too should be able to quit and move on wherever I choose. Although the reason for noncompetes may seem like a good deterrent for trade secrets and IP, if I am truly a nefarious actor it would not stop anything A company should not have the authority to dictate an individuals future in such a way. My understanding is that California has done away with this practice and

	had not seen a negative impact with plenty of innovation and large companies prospering in the state. Give the power back to the individual and remove noncompete agreements from the labor market."
Dave	"I think that this is a fantastic idea. Too often employees unknowingly or unwittingly sign these agreements and are then threatened and bullied when they try to earn a living. The agreements stifle competition."
Balint	"Dear Federal Trade Commission, I am writing to express my support of your recent ruling to ban non-compete clauses in the United States. As a soon-to-be practicing physician, I have seen firsthand how these clauses can be used to limit competition and stifle innovation in the medical field. These clauses have been used to limit the pay and benefits of physicians, as well as reducing their options for employment. This, in turn, has made it more difficult for new physicians to get started in their careers. By banning non-compete clauses, you have opened up more opportunities for physicians to find meaningful and fulfilling work. Not only does this ruling benefit physicians, but it also benefits the patients that we serve. By increasing competition, physicians are able to offer more competitive prices for services, which will ultimately lead to better care for patients. I am thankful for your ruling and the positive impact it will have on the medical industry. Your ruling will help to ensure that new physicians and patients alike are able to benefit from a competitive and innovative industry."
Umashankar	"The current existing rules are in favor of the corporate / hospitals. It has to be patient-centered and people need to have a choice. The simple fact that the corporate needs to employ attorneys to reinforce the compete clause, tells us the reality. Hence, I strongly support the proposed Non-Compete Clause Rule."
Brian	"I am in favor of a ban on non-competes in the US. I have worked in this industry for 25 years and am nearly unable to change jobs at this point. I know that I am paid —50% less than market value, but I can not change jobs due to this. This affects many people in my industry and numerous people have had to change entire industries even when laid off. In my opinion, a NSA and NDA should help protect employers"
Robert	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements One only need to look at California and Silicon Valley to see the value of not enforcing noncompete clauses. All of the innovation that has occurred there, may not have happened had noncompete clauses been enforced. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Robert Larson Plain City, OH 43064"

Stephen	<p>"As a knowledge worker, I have been forced to sign non-compete clauses throughout my career even though I rarely have access to trade secrets or proprietary information and my employers' intellectual property has always been protected by patents, copyrights and non disclosure agreements. Most of the non-compete clauses I have been subject to have been aggressively broad and expansive to the point where the employer would try to claim that anything I created in the following years after I left the company would still be considered to be the property of that employer. Consequently, my opportunities for career advancement have been limited by the excessive restrictions that these agreements have imposed. At different times of my career, I have been effectively shut out of working for any company in various industries until these agreements expired even though some of those companies never competed directly. This limited which jobs I could apply to and prevented me from seeking better paying or more challenging roles at other firms. Employees like me rarely have the ability to negotiate the terms of these clauses let alone to refuse to sign them. Typically, we don't even see the terms of these clauses until we sign our employment contracts after accepting the position. Most HR departments consider non-compete clauses to be legal requirements that cannot be revised or adjusted. As a result, businesses have no incentive to write non-compete clauses fairly and in ways that balance their needs with those of the employee. Rather, these clauses are usually written with the most stringent restrictions permitted by law to include as many potential competitors as possible. Considering that intellectual property is protected in many ways and employers have other legal recourses to prevent IP theft by competitors, I strongly support the ban of non-compete clauses for all employees regardless of their title, salary or field of expertise."</p>
Agnes	<p>"I support the banning of non compete clauses in employment contracts. They are akin to holding hostage after you sign your own kidnapping because you had no choice."</p>
David	<p>"I think eliminating non compete clauses will be a great thing for the majority of workers. I am currently under a non compete as a home inspector. Where I should not be allowed to work as an inspector in the area for 3 years after leaving the company unless I pay \$10,000 to the company. Not having the NCA would allow me to pursue starting my own business."</p>
Robert	<p>"Non-Compete agreements put employees in a similar state to an Indentured Servant in our colonial days. I am 72 but I intend to continue working I have only worked in the graphic arts industry in my lifetime, and I am now under a non-compete which virtually prevents me from working in that industry while the agreement is in effect. So, I must remain with my current employer or not work at all if I leave while the agreement is in effect. This unfairly restricts my ability to take a better position with another employer."</p>
spencer	<p>"Non-Competes are awful!! Please do not allow this!!"</p>
Kristina	<p>"I am a physician in Ohio. I was fortunate to have been hired just before non-competes were added to the contract. A non-compete only benefits the organization and requires them to do less to keep their employees. Employers</p>

	<p>can do so many things to retain between salary, benefits, and respect to keep their employees happy. A non-compete just forces the employees hand to stay even when unhappy. Many of these for specialists are also very broad like over an hour distance and more than 1 year. Patients also have the right to see whatever doctor they want and do not belong to an organization. If a doctor leaves and a patient follows that doctor then nothing from the organization made them compelled to stay. I had many patients tell me they "put up with" my organization only to still see me. The organization wants to look at this as taking business away and that may be true in some industries, medicine is different. Please make non-compete clauses illegal - the worker needs all the help we can get!"</p>
Mike	<p>"Non-compete clauses, as they pertain to physicians, are a major reason for many issues in health care today as well as quality of life for physicians. They remove the ability of a physician to work, freely, often requiring them to work far from home or move. This causes multiple problems in that die location where the physician did live loses income tax revenue and a high earner, and the population loses an important medical resource. Many physicians are leaving medicine due to the overhearing control that non-competes give to employers. Physicians already cannot strike, and non-competes removed yet another freedom. As such, physicians are easily at the mercy of their employers whom often extract more work, for lower reimbursement, in poorer working conditions, a poorer work-life balance, without any worry of repercussions to the employer. When a physicians only options are to uproot their family, leave their community, only to find that die next employer also utilized non-competes, it makes the only viable option to get out of medicine as soon as possible. This is happening per the available current data. Non-competes keep doctors from moving to the hospital down the street which is competition. What should be keeping physicians from moving to the competition is competitive work environments and compensation. Free market, and freedom as our Forefathers envisioned and enshrined in our Constitution. I am an MD, MPH, and I have personally had my freedoms removed and life made harder due to non-competes."</p>
Levi	<p>"A non compete violates my rights by restricting my freedom of movement."</p>
Isaac	<p>"As a medical resident looking forward to and speaking with older colleagues, die negative effect of non-competes conies up time and again. A formerly well-established employed primary care physician who now needs to commute four hours daily to get to work was the first sign to me that this is a serious wrong. From speaking with other colleagues, I have heard similar stories. Proponents of non-competes speak of the investment in their employees they are at risk of losing should this proposal become law. This seems wrong. If the employer is not paying or treating the employee well enough that they need to tie them to their oar, shouldn't that employee have the right to leave? What sort of country would this be if we allow this semi-serfdom any longer. Please, in the strongest of terms, ban or significantly reduce non-competes. Competition is what makes our country strong!"</p>

David	<p>"In 2019, I accepted a Sales position with an asphalt company in Columbus, Ohio. This company required me to sign a non-compete agreement as terms of employment. Over the next 4 years, I had great success in sales and helped this company make millions in profit. Unfortunately, I also came to realize that the culture at this company (hostile work environment, dishonesty, nepotism and slow pay on commissions) was not for me and resigned my position last month (March 2023). The ownership was not happy that I left and even though two other employees had recently resigned without the company enforcing their non-compete agreements, the company has vigorously enforced my non-compete with threatening text messages and emails from their attorney reminding me of my non-compete agreement. They are also considering filing a lawsuit against me. My intent is not to steal any of their customers or do their business any harm but simply do what I do (sell asphalt jobs) with another paving company in town. The non-compete agreement is totally one-sided and they have not been willing to negotiate any type of concession that would allow me to work for another paving company without harming them. As a result, I will have to take a lessor paying job in a different industry until the time period (12 months) expires. FTC please ban all Non-Compete Agreements for individual employees. These agreements cause employees to be trapped in a bad work environment or face the prospect of less money at a job outside their field of expertise."</p>
Jack	<p>"Non competes have allowed no room for progression in my career. I was recently rejected for a promotion which has left me static in my role without any opportunity for growth in the foreseeable future. My current non compete is for two years and nationwide, the non compete is so broad that I have no opportunity to even explore other opportunities in different roles with other employers in the industry. Leaving the industry would be extremely tough and only lead to entry level positions which I cannot afford to do at this point in my life. I believe non competes at my level and with the current restrictions are extremely damaging for individuals like myself. They remove all avenues for career growth and are simply just a way for my current employer to keep me there."</p>
Eamon	<p>"I am writing to express support of the FTC's proposed Non-Compete Clause Rule. I believe this rule will encourage employers to retain employees by negotiating in good faith rather than by limiting an employees employment options upon separation from an employer. Further as a healthcare worker I believe non-compete clauses act as a hindrance to an effective response to emergencies such as the covid- 19 as clinicians may be prohibited from obtaining employment where they are most needed. I fully support the FTC's proposal in it's current form."</p>
Kevin	<p>"Restrictive covenants (non-competes) are entirely one sided to favor the corporation. Some companies I've worked for claim the information they teach you on the job COULD be harmful to the company if you go to another business and share their proprietary information. If that were the case, couldn't they have you sign an NDA if your specific position uses aforementioned information, instead of prohibiting you from obtaining work without uprooting</p>

	your family? I am NOT in favor of non-competes, I believe it should be unlawful to keep someone from working where they please."
Myka	"I am totally in favor of eliminating non-compete employment clauses and contracts. Not only are non-compete clauses anti worker, as they limit the ability of workers to capitalize off of their skills, they are bad for society at large by removing experts in fields who could be contributing potentially life changing advancements if allowed to seek employment in their respective field"
Alicia	"Healthcare is in crisis. Large non-compete hospitals, for profit insurance companies, and pharmaceutical middle men are driving costs and making it so difficult for providers. Removal of non-compete clauses FOR ALL SYSTEMS is so important in bringing back competition. When I care for a patient, it is my patient, not my system's patient. Why does the system (any hospital practice) get to own my relationship? I know the patient, not the system. Take a step in the right direction, remove the antiquated non-compete to protect the patient-provider relationship. Allow for some competition in theses systems!"
Valeria	"I am affected by a noncompete. It has limited me from seeking new employment even though I was paid less and worked substantially more at my prior job. I support this rule to remove noncompete clauses because it is unfair to the employee."
Mark	"As a physician I feel that noncompetet clause hurt everyone And need to be limited or done away with"
Katherine	"Non-compete clauses limit patients ability to access care and impede physician career opportunities."
C	"I am a physician , if I quit my job I will have to leave the entire region and uproot my family, because of non-compete. Employer knows this well, resulting in abusive work environment without real accountability"
Thomas	"Please support the free market. Do not continue to allow the indentured servitude of noncompete clauses"
Arun	"In regards to physician NPRM, these non-competes rules sometime extends the radius of non-compete to hundreds of miles, even listing cities and counties. This is providing organizations, which are forming bigger conglomerates each year, with unlimited power to put physicians under poor working conditions. Even if physicians love their community and patient population they are serving, instead of moving to a better working condition physicians are forced to completely move to a different city. This put enormous amount of stress on families including kids to move to a different city and start their lives afresh. This not only if physicians have to move from this poor conditions they are forced to move their families to a different city and sometimes states. This puts a lot of stress on patients who have developed trust with these physicians. Physicians also struggle to leave these patients behind and sometimes continue to work in these poor working conditions. So please include physicians as part of removing non-compete clause."

Aaron	"I have, in the past, been constrained by noncompete agreements. This could have made it difficult or impossible to find a job in my field, software programming I believe noncompete clauses are anticompetitive, stifle innovation, prevent employment, and should be made illegal."
Warren	"I support the banning of non-compete clauses. I am a control systems engineer . Non-competes have affected my career in numerous ways that are exploitative. I had to turn down my first job out of school due to an overly aggressive non-compete agreement. Due to the pervasiveness of non-competes, I have since reluctantly signed one. This has severely restricted my freedoms as a professional."
Andrew	"I support this rule because too many businesses are writing non-compete agreements that go too far. If I leave my job for a competitor, my current employer will sue me for breach of contract. It is up to me to prove to the court that the contract was unfair and prevented me from making a living. I really wish that the rules include fines for companies that violate this rule or fail to notify employees of their rights."
Matt	"I 100% support the banning of non-compete clauses from employment agreements. They serve only to hinder the upward mobility of workers and make it more difficult to advance in one's career."
Jennifer	"Currently dealing with a non-compete in Ohio! My husband was terminated for not doing some audit for his previous company, or the audit score was not high enough for "their" liking, meanwhile it was in the 90% range. Long story short they let him go, he has lost almost 30k in wages in 6 months, and now accepts a job and within 2 days of starting a new job he receives threatening emails, and mail from his previous company. So basically he can't make a living for his family, pay bills. How is this acceptable. They let him go!"
Mike	"In my IT career, starting in the early 1990s, I have seen these agreements h both grow in popularity with employers and be used to suppress employee mobility. Nothing we do was a true trade secret but a non-compete document can be used to deter employees from leaving for better paying jobs."
Anthony	"Non compete clauses are predatory unless the employee is paid so well that they can afford not to work for the period of non-compete enforcement. Most people suffering under these rules are not so lucky. They are anti-competitive and have no place in employment contracts. Companies afraid of workers going to a competitor or setting up their own business have a simple solution, offer the best working conditions and wages. This is the way."
Wisam	"I wholeheartedly support this rule as a physician who changed multiple jobs in my careers. I had experienced the brunt of no compete clauses in my contracts over and over, which resulted in my departure from communities I had worked at for many years and practices in which I established long term relationships with patients who needed me and my services."

Tim	"I support the proposed rule change in most cases for all classes of workers. An employee should not be contractually prohibited from supporting his/her family because of being tethered to a NCC. Someone who has 30+ years in an industry or a specific position, who is also over the age of 40 is currently prohibited from changing employers. Instead, the worker is expected to learn a new trade and earn the same or higher income immediately. This stifles competition for talent and puts an undue burden on the employee's ability to pursue better opportunities. Same with Senior executives. Franchises should not be held to a NCC, especially if the franchisor is not delivering the promises set forth in the franchise agreement."
Nina	"PLEASE pass this. As a writer , I have been forced to sign numerous noncompetes that have made it very hard for me to find new clients as nobody wants to work with someone who is under even a broad/vague noncompete. A previous colleague of mine was SUED by my former employer because she left to go to another PR firm, and lost and had to pay a ton of money to the toxic company she left. As more and more workers are working 2 jobs, working side hustles, and in the gig economy, noncompetes are unfair and limit our ability to make money."
Emily	"I am writing in favor of the Non-Compete Clause Rule (NPRM). As a veterinarian , I have been held to non-compete clauses for my entire career. These clauses make it challenging to move between jobs without relocating my family. Non-compete clauses allow employers to treat employees poorly with little recourse on the part of the employee. In addition, many non-compete clauses continue even in the face of an employer choosing not to renew a contract. Being left with no contract and no ability to work locally is unfair and unreasonable. I applaud the FTC on taking this action to ban non-compete clauses."
Bob	"I have been subject to 3 non competes. Two were for 1 yr each & my current one is for 2yrs. This is very restrictive & not involving any proprietary information. Most of the customers are the same as are products. Pricing is easily know. Companies just want to discourage taking folks from each other."
Arunab	"I support elimination of non-compete clauses. It suppresses wages and leads to individuals having to uproot their family for no reason."
Carmen	"Please stop non compete clauses for physicians. Rules for our profession should be no different than those for other health care professionals."
Vincent	"I am in agreement to continue this piece of law"
Bryan	"Strongly support the abolishment of noncompetes. In the medical setting, they compromise patient access and care to doctors they have been seeing for years by forcing doctors to move far away. And hospitals intentionally leverage this to lock physicians into undesirable contracts, taking advantage of their altruism and dedication to patient care knowing that they won't abandon their patients. The noncompetes force them to stay with the same group and accept

	the poor contract offer along with any other negative that come with that position they would like to leave."
Jennifer	<p>"I am writing in favor of banning physician non-compete clauses in employment contracts. Upon completion of training, My husband, also a physician, and I both had to sign a noncompete clause at the start of our employment. Like most people, we were optimistic that this was where we could spend our career. Unfortunately, over half of physicians leave their first job within 5 years of employment (1). My husband soon realized that he would have to leave his current employment in order to be content in the practice of medicine. Although there were jobs available in his specialty in our city that would hire him, he was not able to start employment there because of the noncompete clause. Our family felt trapped. Ultimately, the noncompete clause caused us to have to leave our family, friends, and patients so that he could continue to work at another location 100 miles away. The negative effects of noncompete provisions in physician employment contracts are not limited to us. In recent years, more physicians have left independent practice in favor of employed positions, leading to an increase in non-compete clauses employment contracts. Hospitals argue that hiring a physician is a significant expense and that these contracts protect their business interests. However, physicians differ from the executives that historically had these clauses in their contracts in that there are typically quite a few in our city with our skill set. For example, my city has almost 70 other specialists with similar training and skill set to mine. In my region, these employment contracts have become increasingly unfair to the physician. For example, some pediatric specialists in central Ohio are expected to sign two year, one hundred mile noncompete agreements (2). This essentially forces any physician leaving this practice to also leave the state. In the case of less common specialties, it may make it so that a patient in Ohio may be unable to see a physician in that specialty at all. Some of the strongest healthcare systems in the country are flourishing in states where non-compete clauses are unenforceable, which argues strongly against them being needed for the financial health of a hospital system. The average medical school debt in the United States is in excess of \$200,000 for a new physician-. this is excluding educational debt incurred prior to medical school (3). For this reason, young physicians simply cannot take a year or two off to wait out a noncompete provision. Allowing a hospital to ban a physician from working in the state if they leave a given hospital harms the physician and the state's populace, negatively impacts both physicians and patients wellbeing and may contribute to physicians' ultimately pursuing a career outside of healthcare. Recently, a long standing and well- loved physician left my practice group for a promotion in a different state and I have been largely taking over his patient panel. It is eye-opening to see how much his patients admire, trust, and depend on him. Many have told me during our first visit that they would gladly drive 8 hours each way to see him if their insurance would allow. No wonder hospital systems want to ensure that a physician must practice outside of their catchment area if they leave their employment. However, we all went into health care to serve patients. Shouldn't their needs come first?"</p>

Nanda	"It is unbelievable that an employer can have a non-compete clause on a doctor in this day and age. Non-compete clauses should be BANNED for ever. There are so many patients that suffer because of this clauses. Administrators of hospitals have a blind eye to the doctors who deliver care to the patients because the administrators know that the doctors cannot leave and work for another hospitals because they are tied to the area due to non-compete clauses."
Jonathan	"Please pass this rule and ban non-compete clauses. These have spread too far and do too much to limit Americans' freedom. When a worker complains, the answer is always the same: "If you don't like it, go work somewhere else." Non-compete clauses should be banned so that's possible."
Jessica	"Please get rid of non complete clause. Inhibiting many factors of professional career. Health care workers are limited in so many other ways , in addition to this."
Eric	"I fully support this rule by the FTC. Non-Compete clauses hurt American workers, including myself. Please push this forward."
Adam	"I strongly support the ban on non-compete clauses. This is a positive step that will not only help workers, but a lot of business as well."
Rob	"I absolutely love this idea. Non compete agreements are used to strongarm individuals into compliance with an overbearing employer. This rule has my full support!"
Drew	"I love it! Iain an engineering student , so Iain very glad that I will not have to worry about these predatory business practices when looking for a job in die future. I also love the provision that requires businesses to notify employees of this change. Very glad that that was not overlooked."
Nicole	"Getting rid Non-Compete Agreements is a win for workers and consumers alike. I was an SAT/ACT tutor for five years, and when I joined die team, I didn't really think about what a NCA was going to do to my future. I was hired as an independent contractor, but I also signed an NCA that stated I would not contract for a competing tutoring agency tr two years after completing my time with them. When I had to stop tutoring with that particular company, I faced a choice about whether or not I could continue to tutor without violating my NCA. Because I couldn't get another tutoring job in the area, I lost out on wages and frankly, students in my area missed out on hiring me, a seasoned tutor. And even for the businesses who rely on them, they are very hard to enforce. There needs to be another way to protect trade secrets that doesn't tie the hands of workers just trying to feed their families."
robert	"The use of non-compete agreements are a scourge on workers, who become stuck and unable to earn a living with a reasonable distance from there homes without forgoing work for a year or more"

Katherine	<p>"I support this change. I am a licensed cosmetologist in Ohio. I signed a noncompete at the age of 19 in 2002. 20 years later I am stagnant at my company and do not have the option to further advance or even become a business owner due to my noncompete. I have no negotiating power for pay increase. My contract states that I can not work within an 18 mile radius of any company owned property for 18 months. I also can not provide service to my current clients for 18 months even if outside the radius. My company owns at least 10 properties in my city and outlying suburbs. I would have to move far away in order to work somewhere else. I am literally stuck. My company also does not have to keep up with industry/employee demands and pay in order to retain employees as we are trapped. I don't plan to leave my company in the future. However I'd have less anxiety knowing I have the ability to if I choice to. I also would like to have the power to negotiate pay. As you can imagine the same commission rate from 20 years ago is not sufficient with todays cost of living. My company has also drastically changed since I signed my contract in 2002. There are times I do not feel they are holding up their end of the contract yet I can not do anything about it. I also do not have the ability to freelance on the side. Thank you for taking the time to read my comment."</p>
Kim	<p>"No compete laws need to outlawed for physicians and other professionals. In our area, the no competes are getting out of control with \$100,000 and 100 miles contracts the norm. It is truly putting the hospitals in total control, which is a detriment to the patient. Physicians have no choice when they are unhappy to have to move out of state to be able to get out of the contract, leaving friends and family. Please keep fighting for this."</p>
Ryan	<p>"My family and I have been affected greatly by my non compete agreement. I have been forced to completely change careers after having dedicated 15 years of my life to my trade. I have lost over one third of my income. The company that let me go was able to keep my customers and essentially banish me from the small trade community that had been my closest friends. I was not trained by the company that holds my non compete, and have not gained any expertise from the company that holds my non compete. There are various times in anyones life where the desperation of needing work, might lead to signing a document that seems like the only choice. Only to have that choice used to cage you from your full potential."</p>
David	<p>"I am one of many workers with a non compete. While, non competes do protect business and "secrets", those aspects are often generated from the employees themselves and are more often than not unrewarded financially. That being said employees are not often being hired or recruited because of die secrets they hold, but more often to fill a void. We have become a service orientated world, that competes to hire top talent to serve the customer. Non competes actually prevent competition, in which allows companies to remain stagnant on die internal customer. If varying forms of capitalists believe that competition is die key to success with the external customer, it should like wise be the same in recruiting top talent. Do people stay because a business is a great place to work or out of fear of legal action`' Eliminating non competes only</p>

	increases competition and turns the goals of business to provide even more positive work environments to keep top talent."
T	"First of all, I highly support the proposal from FTC...I am a...immigrant, left my home country about eight years ago with empty my hands and minimal English. I have to work really hard go to school and get a degree. I'm currently working at a small engineering firm at Aurora OH. The company have a big problem on retention for years, because of amount of travel and heavy work and with the low compensation/benefit. Basically all my co-worker that I knew two years ago all had left the company and Yesterday (3/29/23) I turned my two week notice courtesy despite that the president was not approved for my resignation because of three-years non-compete. As an automation engineer my field are very wide that would significantly impact on my chance to find a job and I also using my income to funding for continue study at Ohio State, that will also interrupt on my education. I feel work environment in the company very hostile at the moment."
Pamella	"I would love it if we banned non-compete clauses. Full support."
Robert	"The FTC has found that non competes "depress labor market mobility and reduce wages and wage growth (regardless of whether employers can or do enforce them in court) and contribute to racial and gender wage gaps". Would you want that for your children? Can we try to do the right thing on this one? Non competes are particularly egregious in healthcare. They limit patient access when doctors are barred from working in their regions for years if they ever decide to leave their current employer."
Jason	"I support this rule to eliminate non-compete clauses. I have been part of a medical group that required signage of a non-competition agreement that included restrictions on working within a 30 miles radius. This severely limited my options to work closer to my home particularly when the president of our company failed to renegotiate our primary contract leaving us with less than full-time work. The company refused to waive the non-competition clause which would be in effect for 2 years. This experience was highly detrimental to my career. There are very successful healthcare systems that hire physicians without non-competition clauses and in many ways I believe that companies are forced to improve faster in an environment where employees can relocate to competitors. Certainly non-disclosure agreements can satisfy the concern of sharing proprietary information without limiting the ability to gain employment."
Corey	"Hello. I am a nurse practitioner in Ohio. I specialize in wounds. I only want to work in wound care and that's the area I have worked in for the past 25 years. My employer has us sign a noncompete so we cannot do wound care in Ohio. They claim they are not stopping the NPs from doing other types of nursing. However, Wound care is our specialty and I dont have the experience or training to jump into another area of medicine. I am a professional in wound care and that is all I want to do. I cannot look for another job, even when my employer has me working 50-60 hours a week (I am salary) , Those under a noncompete are slaves to the company. You cannot disagree with the company, you cannot complain you have too much for a work--lift balance. You

	are forever stuck in the same company. If its a good company, then the company will have no worries, as everyone will want to work there. The non-compete protects the employer and enslaves the employee. I pray noncompetes will be prohibited. Noncompetes are terrible . If you violate them you owe the company all the money you make at the new employer and they can sue you. The employees are vulnerable ."
Dr. Leonard	"Hello, I am a primary care physician in southern Ohio. Non compete clauses being utilized by small rural hospitals for control over physicians is a detriment to my community and the great people who live here Amazing physicians are forced to leave my community and their patients behind with nobody left to fill die void once they are gone. Please place a ban on non compete clauses in healthcare settings to help save rural health care."
Rakhi	"In this crisis moment in healthcare, where physicians mental health issues are at pick (not to mention suicidal rate too) what we need is strong support from family and leaders. Moving around with family is devastating to mental health. Not only physicians are victimized for opioid overdoses due to increased smuggling and corruption but they are loosing license to practice because of victimization. Only thing we can do to make our life simple is take Noncompete off."
Adam	"This is a serious issue in all industries, even physicians are significantly affected. I strongly encourage the FTC to protect workers by passing this rule without exceptions."
Meghan	"Non-compete clauses are predatory and limit access to care for patients in need. They should be banned."
Charles	"Non-compete clauses get into die realm of indentured servitude. Unless the employer paid for a degree or something, it feels like employees are signing over a bunch of rights in exchange for the right to work. The balance of power is already shifted too far towards companies. I support the proposed NPRM."
Jason	"I am in agreement with the proposed rule. Noncompete clauses hinder free market economics and unfairly harm employees."
Dave	"If it effects the health and wellness of individuals and the economy then this is a no brained. Non-Compete laws only benefit the employers who should compete for labor by offering competitive wages and benefits not punitive contracts. Outlawing non compete contracts will only improve working conditions, wages and benifits for the labor market. Please make these contracts illegal."
Josh	"Put an end to the unfairness of non compete clauses."
Paul	"I do not support non compete clauses."
Tony	"I do not support non compete"

Jisna	"Non compete clauses for professionals really limit our ability to be fairly compensated, negotiate, and quite honestly live our lives! An employer should have to provide a great working environment, salary, and benefits that make you want to stay NOT a clause in a long contract that says you cannot find another job within a certain radius or during a length of time. This certainly adds to my stress and reduces the opportunities to serve the patients better."
Kristi	"I feel restrictive clauses are depressing wages as well as locking professionals such as myself (a physician) into areas with little recourse of we are in a bad job situation."
Eneysis	"Because of a non compete I had to move my daughter away from her school, friends, grandparents. The level of anxiety this move caused to my family is indescribable. At the end my family broke apart. I ended up having to spend thousands of dollars to pay out a contract. To then move back and place my daughter with her friends and her school. While a took a job 100 miles away. Not worthy"
Ben	"I agree with banning non-compete clauses. I personally am affected and currently unemployed due to a non-compete agreement. Continuous threats of enforcement are scaring off new opportunities. I work in healthcare and am needed in my capacity but my previous employer has threatened to enforce the non-compete agreement for up to 1 year after my termination date. I shouldn't have agreed to this or signed this agreement, but at the time, I didn't expect things to end like this. I am in full agreement to ban non-compete clauses."
Alexander	"Non-competes are extremely exploitative towards employees. Employees can be fired at any time, but employers are free to lock their employees out of the job market? Why should a private entity be capable of dictating what a free citizen does with their life after leaving said company? The only way I could see non-competes continuing without exploitation would be some sort of equitable "garden leave" policy wherein the former employer is obligated to pay the former employee for the duration of the non-compete. As it stands, non-competes wholly benefit corporations at the expense of labor."
Edward	"This is much overdo. Companies are able to keep employees hostage with these agreements that were in most cases signed under extreme duress. Once a company has this agreement they can affect your compensation, work structure, and career path. These non compete contracts impede an employees career growth and dramatically affect the ability to pursue employment in the same field which can be financially devastating. I am hopeful these non compete contracts are eliminated or at least drastically modified. Kudos to the FTC"
Maria	"I am a physician and I am routinely attempting to negotiate out of non-compete clauses in contracts oftentimes unsuccessfully - as an example, even though I am still in training and the hospital had no intention of enforcing a non-compete in my particular contract, they were unwilling to remove language referring to a possible non-compete from my contract as a fellow (trainee) which just reflects the absurdity with which hospitals and large employers wield

	<p>these clauses without thought without reason and without justification. As I look to sign contracts and intend to stay in practice in a region that my family and my husband's family is from. I am Leery about signing contracts with non-competes because I am not interested in uprooting my family If a job is no longer the right fit. This aggressively penalizes both the worker and the community by discouraging individuals from continuing to provide needed skills in a particular region. especially health care where burnout the pandemic and overall fatigue has led to many professionals leaving the field. I would wholeheartedly support a rule that banned or eliminated non-competes and basic overall fairness for workers and our communities mandates the same."</p>
David	<p>"Eliminating non-competes would be a positive step for the competitiveness of the employment markets, with potential cascading benefits to consumers. Non-competes, like mandatory arbitration and other trending legal conventions in employment, operate with a false premise that the two parties have equal power to modify and agree on the terms before executing the agreement. Generally the manager or HR person presenting the agreement to the prospective employee is not a signatory or otherwise authorized to negotiate the terms of the agreement, and the prospective employee has only the option to turn down the employment offer wholly instead of modifying the terms to arrive at a mutual agreement. And as these trends take hold, there are fewer and fewer employers without them, leaving workers with the option to work under a non-compete or not work at all. It is not a mutually agreed contract between decision-makers as it is assumed to be. There are other more specific employment constructs that protect the employer's intellectual property, and to some degree their client and prospect relationships, so the non-compete clauses are simply a blanket approach to reducing competition, both for labor and for whatever the employer's commercial pursuits may be. Non-competes are a legal crutch for employers to avoid competition, and generally not entered into as a good faith agreement negotiated between two parties with equal power."</p>
Wendy	<p>"I am a clinician in healthcare that has worked in acute care for the last 16 years. We have lost so many physicians, nurses, and other qualified staff due to hospital administration not listening or taking action. Please continue to listen and allow for the non compete clause to be a thing of the past. We are losing amazing staff every single day due to mistreatment by HA."</p>
Ralph	<p>"As a professional employed in the technology industry for nearly 40 years, I have been negatively effected by overly aggressive and broadly worded non-compete clauses several times Intimidating threats of legal action, and in fact filed lawsuits against me have happened that have hampered my ability to effectively market my talents to better my personal situation, even in instances where I have moved on to new employers that do not compete against the previous ones who have threatened or in fact followed through in taking legal action against these moves through the use of unfair and broad non compete clauses. In all of these instances I have faithfully honored non disclosure of anything proprietary in nature, which is fair in my view. Non disclosure bounds however, have been unfairly connected to broad and ever more restrictive non</p>

	<p>compete clauses, which only harm individual employees like myself (and millions of others) and are used as a tool to falsely attempt to protect a business entity, which can unfairly leverage too much intimidation with the power they can wield over an individual simply trying to better their situation and grow their career. I strongly urge and support the FTC in rectifying this long overdue situation by enacting these laws as quickly as possible, returning competitive rights to the individual and expanding economic opportunities to create an even playing field in all industries."</p>
Randy	<p>"I would support the ban of Non-Competes. I do Dairy Nutrition and Management consulting. My non-compete greatly affects me because I can't control the margins that get added to my service fee's. I have no control of company over head that is created. I am considered and independent contractor but yet am locked into a non-compete. I cover all my own expenses (insurances ,travel continued education). My contract is questionable but I can't afford the time, emotional and financial burden of proving that I can legally leave."</p>
Jeffrey	<p>"There should be no exemption for hospital systems, including not-for-profit systems. Despite AHA's lobbying, there is no public interest in creating this exemption. It will result in areas that are medically underserved having an even greater effective shortage of physicians. Physicians and other healthcare providers, while highly trained, have a very transferable skill and do not use trade secrets. There is no legitimate reason to allow non-compete clauses for these groups. It only hinders mobility of the workforce and promotes healthcare systems to be less efficient and less competitive."</p>
Steven	<p>"I've worked as a physician educator for 36 years and have seen noncompete clauses damage our health system in several ways: 1. Tether young primary care physicians to terrible jobs without recourse. Nobody wants to feel sorry for physicians who are in the top percentile of earners. We are fortunate with our job security and earnings. But primary care attracts does from lower income backgrounds, pays them least of all specialties, and burdens them now with over \$250,000 in educational debt when they are ready to begin earning and starting a family around age 29. Non competes in this setting amount to indentured servitude. 2. Quality of care suffers because noncompete clauses add to the disincentives which discourage young physicians from entering primary care. Many folks complain about the difficulty finding a primary care physician. Others don't complain until they confront a chronic illness and fragmented care. 3. Noncompete clauses remove incentives for employers of young does to improve systems of care when issues are pointed out by young physicians and their colleagues. I was fortunate not to have to grapple with noncompete clauses early in my career. Our self funded primary care group made it a point to eliminate these from our contracts. It pains me greatly to see young physicians grapple with this unfair contractual obligation as they begin taking care of patients."</p>
Kimberly	<p>"Please, non-compete clauses area huge problem to the majority of the working class. These legal "threats" work well for corporate America, restricting people</p>

	<p>from freedom to work and be successful. They are over used, and becoming a nuisance by stifling competition along with freedoms. This policy is coming to a head as we see many people sitting out of work because rules like this only lead to workers killing themselves for lower wages, and CEO's becoming ultra wealthy. So unfair to the little guy, who can't take on the corporations. It's time to fix our society so more Americans can give their work 100%, and possibly even branch out and build their own "American dream". We are falling behind the rest of the first world in so many ways. We need to support and help groom our next generation as they have the ability to keep our country at the top...but right now we are sinking fast...please stop corporate greed and start by supporting this bill...which in turn helps workers apply themselves better and promotes ingenuity. Thank you."</p>
Harrison	<p>"Non compete agreements reduce patients freedom of choice for healthcare providers, and increase physician burnout Eliminating non compete agreements will temporarily cause some shuffling but eventually it will lead to true stability and greater physician autonomy. Patient satisfaction and outcome will improve."</p>
Mary	<p>"I am an independent piano and group music teacher who is currently living under threat of litigation for leaving a local non-profit arts school where I built a family music program and piano studio over the past 2 decades. We (myself and five other faculty who have left due to consistently poor management, unacceptable work conditions, and low earnings) found a facility to rent that accommodated all of us and we all resigned. The board of this arts school had been given adequate communications over a six month period that our departure would take place if they didn't correct the administrative difficulties. While all of us are skilled teachers, none of us possess trade secrets or training that was provided by the arts school. No one had signed an employee handbook for at least 2.5 years. We were told by prior management that the handbook had to be signed annually, therefore we were not concerned about the non-compete clause embedded in the handbook. Despite this understanding, we have been threatened by the president of the arts school board with possible legal action if we did not "buy" our students from them. Obviously, we could never afford to "buy students" at any price given that everyone earns a gross income less than 40,000 per year. Moreover, the non-compete clause in the handbook has never been enforced against prior or current employees who left and continued teaching students who followed them to different locations in violation of the clause. Yet, we have this threat against us. It has now been almost 4 months since we departed and we hired a labor lawyer and have spent \$700 in advice given the threat of a lawsuit. This is a lot of money at our income level. This stress of a possible lawsuit should not exist and threatens our new arts school. Per our labor lawyer, we have been advised to lay low and be very careful with posters or other visible signs of our new enterprise. This threat seriously affects our potential to earn a living, put up a robust website, and advertise freely to attract new students. SUMMARY: I support this non-compete clause rule that does not allow employers to put non-compete clauses in contracts or employee handbooks. EXCEPTIONS might be allowed for sensitive trade secret jobs, where earnings are very high to begin with.</p>

	However, even these non-competes need reasonable limitations on them and should not hinder a person from leaving their job to go earn better money or better work conditions in their field of experience or expertise."
Cole	"Banning non-compete agreements allows an employee to have the freedom of choosing their work environment. Something that is currently limited by these agreements. Please vote in favor of banning non-compete agreements."
Dave	"Please pass this. This would be a very good direction."
Jennifer	"I strongly support the Non-Complete Clause Rule. My husband is a specialized scientist who has a two year non-compete that is written to be applied across the entire country. It has prevented him from moving to a better company for over five years and being able to utilize his skills toward scientific advancements."
Shuja	" Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."
Dale	"I am a veterinarian that strongly approves of a ban on non competes. There are industry standard in the veterinary field and have grown increasingly lengthy and geographically broad. Because they have become industry standard new graduates are essentially forced to comply because there aren't job offers available without non competes. Then in the future if they would like to leave they often can't afford to litigate a most likely over reaching non compete when opposing a practice with more financial resources than themselves. The fact that they can't afford to litigate these non competes has allowed owners to make them increasingly broad and lengthy because they aren't hardly ever legally challenged. Please consider banning non competes and freeing up the veterinary industry for more innovation and fair competition. Thanks"
john	"I have known several people who have been harmed by noncompetes. Most have talked about direct economic harried in the sense of being denied the opportunity to gain more or greater income. However, I know one woman who was harmed not directly economically but more in terms of her personal life—she wanted to switch from a job she was not fond of a to a job that look more appealing (albeit at the same pay). All non-competes need to be totally & fully banned so as to promote American freedom as well as American well-being."

Craig	<p>"As a retired military physician, I devoted 24 years to serving my fellow service-members but upon retirement, I needed to strongly consider where I could practice as a civilian based on non-complete clauses. These were in essentially every contract that hospitals and multi-specialty medical practices offered me. Because I was stationed away from my eventual destination it meant that I needed to determine which practice I would be locked into without being physically near them (other than brief recruitment visits, most of this was by phone or virtual). This model hurts physicians and actually hurts patients as well by restricting market forces. In the worst examples, physicians can be locked into practices that don't value patient care over profits because they are economically constrained to a certain location."</p>
Eric	<p>"These only hurt people by limiting their employment options. It's also short sighted of business as they retain bitter employees and are unable to acquire potentially here employees from other companies who may bound by such agreements. But ultimately, an employer should have no say in an employee's life outside of their actual job."</p>
Larry	<p>"I'm in support of banning the non-compete clause. Companies utilize these to harm their employees and former employees. In a specialized field the company is able to treat employees poorly because they know they can't go any other place. It's harming employees and their families all in the name of corporate greed."</p>
Jared	<p>"The proposed rule is violative of the heart and soul of the Antitrust laws of the United States. The proposed rule here would limit companies from abusing power at the expense of employees. This rule will give power to the individuals who work and are bound by non-compete clauses. So long as these non-competes are not being used to protect intellectual Property, they should be disallowed. There are two examples I want to bring up. The first is low-wage workers. If we consider minimum wage sandwich shops who have these non-compete clauses in their agreements. They want to prevent these workers from taking the knowledge they gain as they work and exploiting that at a nearby sandwich shop. In other words, these sandwich shops have agreed together to keep their sandwich workers at their respective sandwich shop, so they can keep wages down for these workers. If we eliminate these non-compete clauses, we allow the sandwich workers to get raises. Employers may know that their employees who excel will likely get a better offer from their competitors. They will either increase the payment of their workers or let those sandwich workers find a better employment opportunity. The second example is doctors who are working at heart-saving clinical research centers. The argument is that these clinics need to have the ability to prevent these doctors from taking their skills to their competitors. Without non-compete clauses the doctors/researchers who would receive higher wages, but it would also increase the amount of research that is being done. Within the restraints that already exist within Intellectual Property, these doctors could take their expertise and skills to employers who want that expertise more, and the fluidity of trade will increase the amount of research that is being performed. These rules are anti-competitive. They limit die ability of employees, and allow price</p>

	fixing in the market of wages. We need to stop these violations of Antitrust laws which have been allowed simply because they have traditionally been allowed. Tradition is no excuse for illegality."
Kevin	"Not a good idea at all. Limits workers opportunities and will make it harder to find better paying jobs"
Robert	"I have been subject to Non-Compete and (No Solicitation) clauses twice in my life. First I was in building materials . (non-compete) In my opinion it's an unfair practice. If the owner of a business needs a "non-compete" to hold over an employees head in an effort to retain the employee. What are they afraid of? Are they not offering competitive products/prices/wages/benefits for the talent they possess? Often employers change programs and territories to aid them in the market place. Those moves may be to the detriment of the employee. Can the employee leave if the work place is toxic? The employer would always have the right to sue over dissemination of trade secrets. The second time was as a Financial Advisor. I firmly believe that every business is a relationship business. It takes quite an effort to acquire clients as a financial professional. While every broker/dealer(b/d) believes that they are the catalyst in obtaining new clients, if name brand alone was the ultimate decision, we would have very few broker/dealers. The financial industry believes that the investor holds all the power to determine what's best for themselves. I completely agree. Preventing interaction between the broker and the client, for any period of time, who they determined who they wanted to do business with is, an all out effort to circumvent the clients right to do business with whom they preferred. It seems that b/d's in the independent space have adjusted to broker changes over the years. I firmly believe that the larger brand names have driven many brokers to the independent channel forever."
Suzanne	"The FTC should vote to end non-compete clauses. They restrict die rights of citizens to work, to fulfill their potential, and to earn a living and care for themselves and their families. These clauses only benefit employers, and most often, unfairly so. They are unnecessary and harmful."
Taylor	"I feel the noncompete limits employees on their growth within in a workplace as well as controls their income and under some circumstances can prevent them from having an income. If an employee chooses to leave a company for personal reasons but may not have the option or want to move they are unable to provide for themselves or even their family. If that person is unsafe in their workplace they cannot simply quit. If a person has outgrown their workplace and wants to further their career they cannot simply leave. If someone wants to increase their pay they cannot simply leave. If someone just wants to quit they cannot simply leave. Employees should be able to provide the life they want for themselves without having to worry about a lawsuit, a former boss. Changing jobs can be stressful enough. No one should be held captive to a job."
L	"As an professional who's been working under a non-compete, I fully support die FTC's proposal. While I left my previous employment to join the largest employer in my industry - I was given no choice but to agreed to the non-compete clause, effectively limiting my potential for growth beyond this

	company. As a mother and the family bread-winner, it is now not a question of forwarding my career - but instead - protecting my income and ensuring I have employment. Non-competes are damaging to all industries and hamper growth and development across the board. I fully support this proposed rule."
Brittney	"I've been in a non-compete for 7 years at my job, there is no way for me to leave without starting a completely different career or moving away. I'd have so much relief banning the non-compete. I was 18 when I signed it and was ignorant to what I was doing."
Dave	"Great idea. Please implement it."
Riaan	"I work in the analytics field at a consulting agency . Non-competes are some of the worst forms of anti-competitive behavior I have ever seen a company use to stifle workers wage growth, keep them in dead-end jobs and kill economic competition. There is nothing more anti-capitalistic than legally binding a worker to a non-contracted job (most of us live in "right to work" states) for the company's own sole benefit. It is almost akin to forced labor if you cannot transition to another job elsewhere that might give you a better economic outcome. NCAs also prevent companies from addressing employee grievance, keep pay low and remove benefits; this solely benefits the company to the detriment of the individual and the broader economy."
Lori	"Noncompete clauses should be banned for all. Hospitals and private equity should not be able to hold it's professionals hostage."
Alan	"I agree with this proposed change, having been under a couple of these agreements over my career, I've never understood how a company can tell me I cannot practice the trade that I trained for, paid for college for and is my sole income generating profession. Now, can we work on eliminating non-disparaging agreements too? Too many business owners are crappy to their employees and these agreements are silencing those of us willing to speak out about it."
Saket	"Non compete clause only worsen die burnout and gives employers unnecessary advantage over the employees."
Domenic	"I'm currently at a company being bought out and the new company is making a one year offer to stay with one year non compete agreement. In my mind what's to keep them from telling me after a year that there cutting my salary. Now I'm stuck because of the non compete agreement with no chance to move. Not very fair after 25 years in the industry that I can't better my self and my family."
Micah	"Having non competes is anti-consumer, anti-worker, and anti-American. In an era where it's already very difficult to get appropriate medical care, having doctors subject to non- competes limits patient access and discourages competition. When a huge part of our problem with Healthcare is out of control costs, it seems wise to foster competition. I have also seen comments that this will not apply/be enforced on non-for-profit hospital systems, but as someone

	with extensive experience in this market, non-for-profit is merely a tax status these systems use and has little to do with how they actually operate. I would encourage the abolition of non-competes, and I would encourage the inclusion of non-for-profit systems in the abolition of these non-competes. For the sake of the doctors themselves, as well as their patients."
Philip	"The intention behind non-compete clauses was intended to protect "trade secrets". I would classify these as a special formula, recipe, technical code, or something that makes your company, service, or product differentiated in the marketplace. Non-compete language has been abused to keep employees trapped at an employer and to eliminate the ability of that employee to compete against such employer. Companies have argued that these people may have trade secrets. I've personally seen companies sue former employees for taking their phone address book, or "client list" with them. These have NO fundamental bearing on a company's specific "trade secrets". I was asked to sign an 11-page non-compete - which I declined. It was a global organization who would NOT take red-line changes from my lawyer. They were unwilling to discuss or change the language. They were known for going after employees who signed these. If I was terminated or left on my own accord, I would not have been able to work within 50 miles of any of their locations in all of North America - in the same field. Non-compete clauses should be outlawed. The abuse has been rampant. Time for Congress to step up and be for the people."
Kristofer	"Private practice physician in interventional radiology here - noncompetes disenfranchise individuals in order to protect profits of hospitals. I am currently being forced to move cities due to a noncompete for my entire city and a 15 mile radius. This is financially crippling us as I still owe 6 figures of medical school debt and am the sole provider for infant twins."
Jessica	"Non-compete agreements are outdated and hurt the income of people who are actively trying to work for a living. Please do away with these contracts."
Mohammad	"No compete is a way for large healthcare organizations to control providers and where they practice. It is extremely unprofessional and affect patient care negatively if a provider who has been providing care for patients is forced to leave them merely because he is leaving the healthcare organization he has been working at. Long term patient physician relationship and trust is extremely valuable to patients and should not be broken because of such clause"
Doug	"Important to balance worker and business relationships. Please make a National rule"
David	"Non-competes create prohibitive practices on physicians and limit their ability to change practices if their employer/practice fails to meet contractual obligations irrespective of the reason. Furthermore they infringe on the doctor patient relationship and lead to overall decreases in doctor salaries at a time of unprecedented burnout and physician shortages. They also empower hospital

	systems to remain complacent with regard to improving practice environments which is directly correlated with patient outcomes"
Denise	"I live in Ohio. The company I work for has employees sign non compete agreements. I am 65 and at the end of my career. Most employees make between \$15.00 to \$20.00 an hour. I am a trucking dispatcher. My boss uses paid for load boards...nothing confidential here at all. I feel bad for younger workers because if you leave he threatens the new company with a lawsuit and the employees at the new company gets fired. There is no reason tbr this to happen. I do not support non competes for low level workers. I hope you can ban them."
gene	"As a member of the Dayton Ohio Chamber of commerce and a business owner , limiting these agreements would not have a devastating effect on business operations. These agreements for the most part benefit the owners of the business and don't consider the tens of thousands of people working under these unfair agreements. While I strongly agree that proprietary information must be kept confidential and a company has a right to protect itself from training employees and the time and money that goes into this. These agreements have a beginning, but no end. I have worked at Eatonfomi since 1983 and while I have a small ownership stake, these agreements greatly restrict die ability for the employee to move around the industry, and take their knowledge and expertise with them if they decide to pursue other opportunities in their industry. The employer hold these people hostage and in most cases there is not any proprietary information involved. There needs to be a set time frame that these agreements cover, long enough for the employer to recoup any investments they have made in that employee. The employee should have the opportunity to market diem selves in the same industry they have been in for years and maximize their financial value."
Alicia	"I agree that non compete agreements should be banned by the FTC. I agree that noncompete agreements hamper worker choice within the job market, suppress workers wages, and discourages competition and innovation. Evidence supports that non competes harm competition in US labor markets. Please do not continue to hinder our healthcare field by allowing these bogus clauses to continue to make it into our contracts. We need more workplace choice especially when it comes to our ER's and primary care."
Jennifer	"I hope and pray this passes! It would greatly effect my growth in my field of work, as well as many of my friends and co-workers."
Yadwinder	"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Brendan	"The ability for an individual to search for and accept employment outside of their current employment is an absolute first amendment right. There should be

	legal constraints on employment and job seeking, especially if a company can terminate employment at any time without reason."
Jaime	"I request the FTC include franchises in the ban on noncompete. The noncompete in my franchise agreement limits my ability to make a living at the expiration of my term. It forces me to choose between signing a renewal agreement with much worse terms than my current agreement, which I don't want to do, or not be able to work in my field of expertise."
Mike	"My wife works currently as a nurse practitioner with a noncompetition clause in her contract. We live in a small town and if she wanted to switch jobs she would have to go two counties over based on the terms of this agreement. She is also paid significantly lower than the national average. She feels trapped in her current job because we have limited childcare options that make having a significant commute impossible. There are several other medical practices in town but she is barred from seeking alternative employment due to the agreement. A family practice physician left this same group two years ago due to disagreements with leadership. He wanted to join another practice in town but was unable to. He worked in another city for 2 years until the agreement expired and then came back to work for another practice. His patients had to see a different doctor for 2 years because of this agreement. We are fairly rural and many patients have limited transportation. Whatever is available in the town is all they can travel to. These agreements stifle competitive pay and benefits and are directly harmful to both employees and patients by forcing providers to move if they want a different job and reducing the availability of medical care in the community."
Will	"I would like to see laws regarding non-compete laws restricting employees from seeking better positions and pay to be struck down. I believe non-compete is wrong."
Jennifer	"I support eliminating non compete clauses from contracts. My current employer has a 20 mile radius noncompete from 3 different offices. This spans the entire metropolitan city where I live, Columbus, OH. In order to change employers, I would have to uproot my family for a year or go unemployed for a year. Neither of which are options at this time. My employer rests on this knowledge that many workers are trapped rather than improving the work environment and compensation."
Jeffrey	"I am starting a new career path in IT cybersecurity I working for a for profit company that contract workers on the autism spectrum contracts me out much larger company for which I have been there one year. I very much would love to work for them but the agreement bars me from applying there for one year after. I don't want to start up a business to compete against them. I want a chance to be able be paid at rate that matches my work experience and education. Which the company has been Opaque to compassion outside of the \$15 dollars an hour no overtime or paid vacation. My family has had to essentially subsidize my cost of living."

Yasemin	"Please do not exclude physicians from this. As hospital systems become larger and larger they impose their will on physicians we should not be the only sector of "employees" that are confined to our employer because of non-competes. We need to have autonomy to provide the best care for patients and sometimes that means bucking whatever system we are in to go elsewhere."
Nick	"Non compete clauses takes away from the individual whilst giving the corporation all the power."
Gary	"My best friend was abruptly fired for an incredibly minor mistake and before she even made it home, the company she formerly worked for emailed her a reminder of their non compete clause. She really enjoyed her profession but was scared of going against a bunch of legalese and a huge uncaring company. How could a company that hung a banner advertising its survey results of "being one of the best companies to work for" hold someone back from continuing her profession with a more caring company? What are they afraid of?"
Ryan	"Please pass this. I despise noncompetes."
Eric	"As a software engineer , I support the restriction or elimination of non-compete clauses. By artificially reducing competition in the labor market, non-competes artificially drag down worker salaries and make it harder to hire quality people when we need them. They represent an onerous burden for workers while only offering mixed results to companies, because while they improve retention they also hurt hiring. We should not be impeding the free market by allowing non-compete clauses to be enforced."
Michael	"Noncompete clause should be banned in the healthcare setting. This gives private organizations power over physicians and other healthcare professionals from choosing location to practice and escaping unfair, business practices. If an employer is treating a physician fairly, the physician should be able to leave without threatening, uprooting their family, losing earned salary or being unfairly subjected to unethical business practice. It should be a right to leave your job without fear of your well-being being threatened by an employer who is treating you with disrespect. The freedom to work is a beautiful thing about this country, the freedom to leave work should be equally valued. Leaving employment is a personal choice and a non-compete clause gives employers and unfair power over current and future employees. Please make non-compete clauses illegal and make non-compete clauses illegal in the healthcare industry. It is employers responsibilities to attract employees with fair wages and benefits. It is not ethical for an employer to use fear to keep you an employee by threatening your livelihood. Thank you for your time"
Andrew	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions

	or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A VERY concerned MD"
Ben	"Non-competes are anti-competitive and anti-worker. I am 100% in favor of banning non-compete agreements!"
Kevin	"I agree with a ban of this unfair practice in business. I've been through this and it can be damaging to an individual and an entire family."
Ryan	"I support banning non-compete agreements. I worked for a company for over 24 years, in multiple positions, and I believe the original non-compete I signed as an entry level person should not have applied. Never the less when I put in my resignation they asked me where I was going. Fortunately, it had no relevance as I was going from private owned to government. I'm certain there are other employees remaining because of this hinderance. Leadership uses it as a deterrent anytime someone wishes to leave for better opportunity. That company hasn't shown loyalty to the employees for years, why should an employee's hands be tied."
Elizabeth	"I am very much IN FAVOR of banning non compete clauses. They cause undue stress to workers and are unfair. They may cause you to remain in a job that is a horrible fit due to fear or inability to leave. I worked in a place that stated that I could not work within 25 nu of any offices that I had worked in, but I had worked in eight offices ranging around a hundred miles, which essentially just prevented me from getting another job in my area within my field. They are in the best interest of the employer but never the employee. If an employer wants to keep an employee they should provide incentives and fair compensation not bully them into staying! Additionally non-compete clauses are already illegal in multiple states they should just be illegal in all states. We spend far too much time protecting employers and not enough time protecting employees."
Jason	"As a victim of non-compete clause enforcement, I am strongly in favor of die proposed rule to eliminate such contract clauses. I ani an anesthesiologist working in a city with several large healthcare systems. I did my residency training at one of these institutions and stayed as an employee for several years after training. Upon deciding to leave that institution for a private-practice position, I was informed that my non-compete clause would be enforced. Ultimately, I was forced to work out of town approximately 1 hour away for most

	<p>of a year. This was a hardship on my family as I had to stay at a hotel near the outside hospital for a week at a time while my wife and first grade children were at home. Meanwhile, there was no substantive change in the operation of either hospital that was involved. My departure from one for the other did not impact operations in a meaningful way. As an anesthesiologist, I did not take any patients or "trade secrets" with me when I left. I was told, in fact, that the enforcement of my contract had more to do with the higher-level competition between the two healthcare systems and nothing to do with me as an individual. As such, I was simply used as a pawn in the game of political and business bririksmanship. In addition to the inconvenience my family and I endured, I incurred some legal bills in my effort to assert my rights. I was told that my case was quite strong for having my non-compete nullified. However, the personal cost of pursuing legal action would have been great, and the institution I would be seeking action against could afford a lengthy legal battle while could not. Stories like mine are all too common in healthcare where non-compete clauses are ubiquitous. I strongly urge the FTC to adopt the proposed rule and eliminate this unfair practice."</p>
KASANDARA	<p>"This is incredibly important in today's socioeconomic situation. Our government should protect people from harm at the hands of other people or corporations. Being unable to end one's own employment in a reasonable time frame is akin to indentured servitude, which was made rightfully illegal with slavery. This is a step in the right direction towards protection of the rights of individuals."</p>
Anita	<p>"I am in support of the FTC's ban on non-compete clauses. Our Country is known for innovation and as an example of democracy around the world this cannot be done with these clauses. They hold workers' wages down and harm working people. Stifling what we set as an example. This policy will provide a more constrictive example globally and make it easier for workers to earn what they're worth."</p>
Lisa	<p>"I am bound by a non-compete agreement. My employer was acquired by a competitor. They are requiring the relocation of a large % of employees. Many employees have 10+ years in the industry and are now forced to uproot their established families or face decreased earning potential because their experience is in a single industry. They are unable to pursue other options. Their bargaining power with the current employer is also compromised because they cannot search for additional positions - some of which might allow them to continue to live in their current location."</p>
Rashmi	<p>"I support banning non compete clause which harm workers and drive up cost of care."</p>
Rashmi	<p>"Non compete clauses are an unfair practice that limit opportunities for physicians and drive up cost of care, they also prevent continuity of care for patients."</p>
Michael	<p>"I'm referring specifically to medicine here: non-compete clauses have a chilling effect on die independent practice of medicine. When you are employed by a</p>

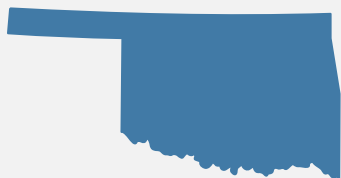
	large mega hospital, your ability to independently practice is threatened by non-competes as you are unable to leave if need be. In this way, it is a way of enforcing institutional practice of medicine over the true, traditional individual practice of medicine. For this alone, I believe non-competes should be abolished. More specifically, there is nothing about the practice of medicine that has any sort of trade secret."
Lisa	"Yes, please get rid of these non compete clauses. They are detrimental to hard working employees."
Tim	"I support this"
Alix Junior	"In our beautiful capitalist society where innovation and competition are fundamentals to our freedom, prosperity, and even our economic survival. Therefore, non-compete clause should be abolish and all industries in a free enterprises society such as ours and this applies especially in healthcare where as a physician I have to abandon my patients and my home in order to continue to serve if I don't agree with the work environment or the quality of care my employer offers."
Lynn	"I support the rule to ban non-competes. I have worked in my industry (niche insurance) for over 20 years and my company was recently acquired. The new company has imposed a non-compete on me, in addition to reducing my total compensation. I was given only a few weeks, over the holidays, to either accept the non-compete or be out of a job effective Jan 1. So it was under duress that I had to accept the new terms. Now, all of the expertise I have built over my 20 year career is begin essentially locked up at this company. And I am being forced to accept lower wages, or risk being sued. This is the most unfair, egregious thing I've even been through. If the FTC outlaws non-competes, than my new company will need to improve pay and benefits for not only me but others in my organization. Or, face losing us to the competition. Please pass this law!"
Troy	"To whom it may concern, I am writing this correspondence based on my own experiences and these are not the views of my employer. These views are purely what I have seen as an individual in corporate America today. Areas of noncompete agreements have been around for a while now and believe that they were strongly created for not taking the business of current customers to a member's new place of employment should they leave the existing company. However, what I have seen in these times is a usage or threat from a current employer against employees leaving to go work for a customer or company of competition regardless of taking current business away from their current employer. This has stifled members in the US economy from being treated fairly in circumstances of working other job opportunities for better wages, growing their knowledge base and even ethics. In the cases where employees leave a company for a customer or competition the threat of legal action has often been verbally given to them. In cases where the employee comes back to the company due to the fear of that legal action, their work becomes unproductive, and they are at time set as an example to others to avoid other employees from taking that same driven path. Over the years, my employer has taken

	<p>advantage of hiring members for its team from other companies that do or do not carry noncompete clauses from our competitor's customer business lines... The usage of noncompete agreements has turned companies into an unethical means for keeping your employees at bay so that the company can have a stronger ability for growth without worries of their knowledge leading to their competition. It saddens me in that being a Veteran of the United States Military where I have been active in war so that the many other members of the United States would not have to serve and can preserve their freedom. In those fights for the passions of freedom to our US citizens and other countries around the world that it comes down to those freedoms are not in the businesses we work. To be held hostage to a company is not something that I wish anyone to be held to. I have ALWAYS and will remain to work truthfully for my country, family and business and put my best foot forward. All I ask is that they do the same for me. I support the Federal Trades Commission's Rule to Ban aspects of a noncompete for companies in the United States"</p>
Sheila	<p>"I am writing in support of any medical provider who might be affected by a Non-compete clause. Non-compete clauses will definitely have a negative affect on my community (senior citizens). You are the Fair Trade Commission. Making Non-compete clauses null and void is fair trade."</p>

Constituent Support for the FTC's Noncompete Rule



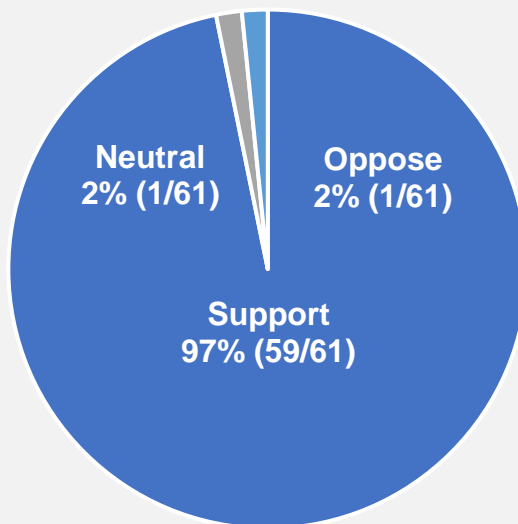
Oklahoma | Statewide Impact



On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade.

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov/press-release/ftc-announces-final-rule-banning-noncompetes)

Notice of Proposed Rulemaking: 59 of 61 OK Commenters Support



Non-Duplicate Public Comments Received by %





■ Support Rule

■ Neutral

■ Opposition to Rule

Support Across Sectors of Oklahoma's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I'm a physician and it is critically important to get rid of non-compete clauses for doctors. I live in Oklahoma and one of my colleagues has been in a lengthy court battle over this, meanwhile patients NEED us and we cannot take care of them. Rural Oklahoma and even parts of urban areas are lacking in providers and the corporate bosses keep us unable to do what we trained to do help people. Please don't listen to the corporate leaders who want to keep us trapped and powerless to help. This feeling of being trapped into not helping people and into serving impersonal for-profit businesses is a HUGE part of physician burnout."</p> <p style="text-align: right;">- Marianne</p>
	<p>"After a forty plus year career in a creative profession I would like to urge the FTC to end the practice of non-compete clauses. Most industries draw their innovation from higher education and industry technical development, not geniuses that invent new processes in isolation. Limiting the movement of design team members only clods the evolution of progress in our society."</p> <p style="text-align: right;">- Paul</p>
	<p>"Ban non-competes immediately, when there's a person who excels at their job and a company, who they have a no compete with, treats them poorly then said person should be allowed to compete especially if said industry is all they know. You can't expect a family person to not provide or maintain a lifestyle for their family all because of a no compete. Also, with so many major corporations running the private sector, we need more competition in the private sector to keep these big corporations in check and harsh competition prevents them from becoming too powerful and prevents them from hurting small business Banning no-competes will also allow small business to employ some really good people in their industry, like good people who come from the larger companies. But many good employees are unable to work in their industries with small business all because of a no compete from a big company. So yes. as a Republican, ban no-competes. Trust me, I work in concrete construction and no-competes are common and have only hurt the workers and the industry."</p> <p style="text-align: right;">- Benjamin</p>
	<p>"I believe this clause should highly be reconsidered. This clause will indefinitely have prospective students thinking twice about pursuing medicine as a physician and possibly medicine as a whole. Once a worker and employer has split ways amicably, I see no reason why said employer should have any bearing on the employee's future employment. I can understand wanted to keep employees that committed work place violence at arms length but model employees as well?"</p> <p style="text-align: right;">- Alex</p>

Additional Support from Oklahoma

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Garrett	"Non-compete clauses are blatantly anti-capitalist and harmful to people who make the economy work."
Abeera	"Non competes are terrible. I am glad FTC is doing something about it"
Anonymous	"Dear Chair Lina Khan, I'm writing today in support of the effort to ban unfair non-compete agreements forced on employees by employers under threat of layoff or unemployment. I am a consultant and I work for an organization that was acquired by another company. As part of this merger I was coerced by the acquiring company to sign a non-compete clause that bans me from working within my entire industry because it is a global company with worldwide reach in the tech industry. There are few opportunities that exist which enable me to continue to work in my industry without violating this non-compete clause. While I enjoy my job at the moment, this hinders my ability to seek opportunities that could provide upward mobility as a woman in an industry that is overwhelmingly dominated by men. Your plan will directly help millions of workers, as well as boost the economy and enable future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt hard working-class people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I submitted this support anonymously because the acquiring company I am now employed by does work as a contractor for the federal government I fear repercussion if discovered and I require this position to provide for my family at this time. Thank you for your understanding. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Anonymous Anonymous Broken Arrow, OK"
Satish	"Non-compete clause is a modern day slavery. The fact of "owning the exclusive right to a person" and prohibiting the person from being employed anywhere else is nothing but slavery. This is the most anti-competitive, anti-market behavior there is. I am surprised the United States government has let it go this far. Slave owners always slavery was "just" and they always said the slaves were better off being slaves and had a better quality of life being slaves than free person. Same scenario, the corporate is going to flood the comments with support for the non-compete clause rule. Wrong is still wrong, even if the majority are still doing it. Just because my pre-K teacher taught me reading skill, she does not own me nor has she asked me a portion of money, everytime I read."
Zackary	"I feel this is a great idea, I have personally been threatened for a non compete that was put into an employee handbook that had to be acknowledged before I could be paid, it was a pdf and I had no idea about the non compete clause along

	with all other employees of the company which included the HR personnel and the companies financial advisor"
Ray	"The non compete clause exempting Doctors is continuing to promote indentured servitude and stagnation of physician salaries. This exemption only benefits those who stand to make the shareholders and board members and does not promote health in any sense of the word. Non-compete clauses don't keep physicians rooted in physician-hungry cities. They prevent them from going to them by keeping physicians in the area of their first job, which is likely the area they trained, and, as such, is most likely a large city. I whole heartedly do not support physicians being kept exempt from the non-compete clause rule."
Amanda	"In the climate of nationwide physician shortages with many leaving medicine due to burnout, we as a nation need to look at policies that are contributing to this and fix the problem. A physician spending the best years of their life in school, going into half a million dollars of debt, only to become a slave to a hospital administration who would rather see this physician self destruct rather than leave for greener pastures is unethical, immoral, and completely not sustainable. Physicians deserve to leave a job they are unhappy with and go somewhere else. They have earned that right. When discussing health care costs, let's not forget that we physicians make up the smallest piece of that pie. Hospital and insurance administration appear to generate large costs, and as they aren't actually providing the medical care in any way, should not get the preferential treatment here. Laws and policies should always benefit the physician to ensure a happy and effective doctor who enjoys their work and wants to stick around. If this doesn't change, areas with non-competes will see unprecedented physician shortages, and everyone in those areas will suffer. Non compete policies have no place in a free market and no place in healthcare."
Ethan	"This is something I would 100% support."
Joshua	"I am completely for banning non-compete clauses, but the rule needs to be air tight to keep businesses from fording loopholes. This will help give more power to the employees and give them a better bargaining position for wages and benefits."
Jimmy	"I think non-compete clauses should be banned across the board especially in medicine. Big hospital systems use this to effectively stifle competition and innovation. I retired from Orthopaedic Surgery in December 2021 primarily because of the hospital administrators began to place profits over patients."
Gautam	"I am a radiologist practicing in Oklahoma and I strongly support the ban on the non compete clause as proposed by the FTC. This ban would allow physicians to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control physicians."

Marc	"Non-compete clauses should be illegal. They are clearly a form of indentured servitude and diet slavery. It isn't just bad business but a human and civil rights violation."
Elizabeth	"I request the FTC include franchises in the ban on non-competes. The non-compete in my franchise agreement limits my ability to make a living at the expiration of my term. It forces me to choose between signing a renewal agreement with much worse terms than my current agreement, which I don't want to do, or not be able to work in my field of expertise. One way to reach a happy medium if the FTC is adverse to including franchises would be to allow franchise non-competes to cover ownership of a company but not employment in the same industry. Please ban non-competes. They are harmful. Thx"
Audrey	"Hello, I am a worker covered under a non-compete and it was a condition of me becoming employed. Given my need for work, my options were very limited and I felt I had to sign it or not be able to provide for my family. However, the non-compete is very restrictive and my employer is attempting to use it to keep me from doing an unrelated second job. Non-competes tend to be overly broad and overreaching and almost always favor the employer. Employers are free to fire or lay off employees at-will, whereas employees subject to non-competes do not have reciprocal rights. I cannot leave my job and move on without ensuring I meet all requirements of my non-compete. This broadly limits growth potential for employees. It is my hope that the FTC will take swift action to require that existing non-competes be rescinded and new ones made illegal. Thank you for your time, Audrey Dye"
Joseph	"Non-compete clauses have extremely negative effects on individual physicians. If another medical group in the same town is willing to pay you more money, this non-compete clause allows business people and massive companies to prevent you from taking that job. The only way to escape is to uproot your entire family. Non-compete clauses hurt hardworking doctors while benefitting companies making billions of dollars."
Chad	"Hello, I support the efforts of the FTC to ban or significantly restrict the use of non-compete agreements by employers. Furthermore, I would point all who oppose this potential rule, presumably desiring non-compete agreements to remain a contractual option, to an alternative. I believe the concept of the pension originated with the Roman Legion so that retirees from that service would choose to rest comfortably instead of taking work as a mercenary with a rival army. That method of behavioral influence ought to be evaluated for modern times - in other words - pay your employees well enough that they have no desire to compete!"
Jennifer	"I have been an employed physician since my residency training Each of my contracts with three different employers has a "noncompete" clause of varying degrees of distance and difficulty in overcoming it. This discourages competition between employers who are local to each other because the non-compete makes it much more difficult for physicians to leave and work elsewhere in their current city, or to start a private practice. It is unconstitutional at its core limiting our right

	to basic freedom of employment. It also is bad for not only employees but also for patients. When a physician can choose their terms of employment, this also means we have more control over how well patients are treated by a system. For example a hospital system can (and they do) put pressures on physicians to discharge patients earlier than they should be, or to order fewer tests even if the physician thinks they are needed. This can become very difficult for the physician who is taught to always advocate for patients. If the physician is trapped in a job, due to a non-compete, they will be less able to advocate against those practices harmful to patients"
Jesicah	"As a physician, I believe we must eliminate non-compete clauses in physician contracts. As hospital systems and/or private equity physician groups grow and merge to control larger areas of the country, these noncompete clauses become more and more onerous. One must move out of state away from friends and family to find a new job and even then it is challenging when a hospital system or private equity physician group is present in multiple states. Additionally, as healthcare becomes increasingly focused on profits, there is a very real threat to patient care. Sometimes, the only way for physicians to protect our patients is the ability to move to a new job where we feel our patient-centered focus is valued. Hospitals and large groups are becoming bullies who try to strong arm physicians into compromising our oath to "1st do no harm" when it comes to patient care. They have more lobbying power, more funds, and more time to fight this important issue. Please let us continue to do our jobs as intended. Please do not let them win this battle and continue to further deteriorate patient care."
Kelsey	"I fully support banning non-compete clauses. Non-compete clauses are only good for big businesses and bad for consumers and employees. Please continue this good work of ending non-compete clauses!"
Shyvonne	"I support the rule. As a physician, I have seen these clauses result in losing good doctors from the workforce entirely because their current position has become untenable but they are unable to use their MD anywhere in the area they have settled their family due to these unconscionable non-compete clauses. People should be free to work and feed their families. A good employer has nothing to fear because people will always want to work with them. Bad employers should not be supported with anti-competitive legal handcuffs."
Dale	"Please push this through. Non-compete clauses are hurting the medical field, especially in the area of primary care, which desperately needs expansion and support."
Timothy	"I am an employee ENT physician practicing in rural Oklahoma. We have difficulty recruiting people to rural Oklahoma. There are 2 hospitals in my town. My employer is a national corporation for-profit hospital system. I am the only ENT physician within a 1.5 hour drive. The non-compete is for 1.5 years and 50 miles. In the current situation, I would have to move out of the area, leaving the entire region and all of the patients without ENT care. This destroys the physician and

	the community. Only the for-profit hospital benefits. I recommend ending non-competes.T"
Kinya	"Non competes should done away with. They limited physicians and hence limit the care that a community receives. The only people that benefit are the greedy hospitals."
Brent	"I applaud the FTC's efforts to end non-competed for physicians. Non-competed harm countless physicians, their families and the communities in which they live. These types of agreements are forced upon physicians who do not have the time or resources to fight them. They limit patients' healthcare options, especially in rural areas which are already underserved. I expect strong pushback from the hospital lobby, but hope that the FTC will stay the course and do what is best for U.S citizens."
Lynsey	"As a worker and citizen of the United States, I support the adoption of the Rule banning non-compete clauses. They are a violation of freedoms and harmful to the economy."
Mercedes	"Since when do we allow ex-employers to dictate our lives after we leave the job? These non-compete clauses have gotten insane--they are even on contracts for fast food workers! You can literally be FIRED from a job and then prevented completely from being able to make a living in the field you are trained in! Flow is this even remotely fair to people?"
Mercedes	"Non-compete clauses are exactly the opposite of a free market and a democracy. And increasingly they are being applied to ordinary people in ordinary jobs. Like fast food! They lock workers into horrible jobs to be abused and exploited, because these workers cannot take their skills elsewhere to a better paying, more satisfying job. And they encourage worker abuse. After all, what can an abused worker do? They can't leave!"
Lisa	"Individuals have no ability to negotiate on an even playing field with business when setting the terms of a job. Non compete clauses put all the power in the hands of business. Individuals who need a job, will sign away their rights because they have few to no choice in the matter. Non-compete clauses are just a way for business to unfairly protect their own interests. These policies enable business to set and maintain terms of employment that can be exploitive. Individuals are subject to the whims of business and have no comparable ability to protect their interests of securing reasonable employment."
Derek	"I completely agree with eliminating non-competes. They have a chilling effect on workers who are scared to leave the company they work for, believing that they cannot find another job in their field without risking being sued from their previous employer."
Lisa	"As a physician, I believe we must eliminate non-compete clauses in physician contracts. As hospital systems and/or private equity physician groups grow and

	<p>merge to control larger areas of the country, these noncompete clauses become more and more onerous. One must move out of state away from friends and family to find a new job and even then it could be challenging when a hospital system or private equity physician group is present in multiple states. Additionally, as healthcare becomes increasingly focused on profits - there is a very real threat to patient care. Sometimes only way for physicians to protect our patients is the ability to move to a new job where we feel our patient centered focus is valued. Hospitals and large groups are becoming bullies who try to strong arm physicians into compromising on our oath to "1st do no harm" when it comes to patient care. They have more lobbying power , more funds, and more time to fight this important issue. The only reason there aren't more comments on this is because physicians are busy taking care of patients. Please let us continue to do our jobs as intended. Please do not let them win this battle and continue to further deteriorate patient care."</p>
Jiss	<p>"I am writing to express my strong support for the Federal Trade Commission's (FTC) efforts to ban non-compete clauses in employment contracts for doctors. Non-compete clauses are provisions that prohibit doctors from working for a competing practice or hospital for a certain period of time after leaving their current employer. As you may be aware, non-compete clauses can be particularly harmful for doctors, and I believe that they should be banned altogether for the following reasons: Non-compete clauses can negatively impact patient care. By restricting a doctor's ability to practice medicine in a specific geographic area, non-compete clauses can limit access to medical care for patients who may need it most. In many cases, patients may be forced to travel further to receive medical care or may have to see a less qualified or experienced doctor. Non-compete clauses can limit doctors' career opportunities. Non-compete clauses can restrict doctors from pursuing their professional goals, including advancing their careers, gaining new experiences, and seeking better compensation. This can be especially detrimental to doctors who are seeking to specialize in certain areas of medicine. Non- compete clauses can harm competition and innovation in the healthcare industry. By restricting the ability of doctors to work for competing practices, non-compete clauses can limit competition and innovation in the healthcare industry. This can lead to higher costs for patients and a reduction in the quality of care. In light of these concerns, I strongly support the FTC's proposed ban on non-compete clauses for doctors. I believe that this ban will help to ensure that patients have access to high-quality medical care, doctors have the ability to pursue their professional goals, and the healthcare industry remains competitive and innovative. Thank you for considering my views on this important issue. Sincerely, J.M., MD Oklahoma City, OK."</p>
Isaac	<p>"In a free market, a non-compete clause should have never existed in the first place."</p>
Brian	<p>"I've worked under both NCAs and NDAs. The NDAs we're usually related to a company trying to protect IP of software. Non competes had a different feel. They were more like making me feel like I was working on a high tech plantation. I equate it to pro football players being a free agent vs. something more akin to an</p>

	indentured servant. I'm glad to see you're doing this new rule. The other latest example I've seen is the NCAA athlete portal which gives a student athlete back their freedoms. Not sure why both my examples are athletes when I was in the software industry but there you have it."
Clint	"As a physician I am all for getting rid of non-competes. It's an antiquated idea that needs to be gone!"
Ryan	"I have been told by local attorneys they usually aren't enforceable but do cause undue financial burden when having to combat against them. Please ban"
Ryan	"I'm a physician. I worked for the largest hospital system in the state that has a team of attorneys. When I wanted to start my own obesity clinic they told me it competed with them. Mind you I worked as a hospitalist and they didn't have a single physician that marketed themselves as being operating a pure obesity medicine practice. It took several letters and emails to the President of the hospital system to convince them and now I'm a huge resource for the entire system and more than 15% of our patients are employees in the hospital system. The fact that they tried to argue the merits of what constitutes competition and what does not is inherently unfair when they have endless resources and we do not."
Michael	"I am strongly in support of the dismantling of non-compete clauses. They provide benefit only to the employer, who is permitted to put a legal harness on their employees and interfere with said employees' ability to ply their trade as they so choose. This artificially suppresses wages, it stagnates the markets it affects, and it is against any notion of economic freedom or individual choice. I have more than ten years of experience in the Information Technology sector and have witnessed how, through the use of these non-compete clauses, large corporate entities (which already held substantial advantages over their employees, in most instances) were able to keep employees from seeking better employment, changing their life situation (i.e. moving to a different part of the country in which the given corporate entity does not operate), or furthering their career. They are, in essence, trapped. As are many of the country's workers by these clauses, at a time when the need for economic power is greater than ever. This is a move in the right direction. I wish to re-state that I strongly, strongly support this proposed rule."
Thuy	"As a physician, I vote NO to noncompete!!!"
Sherri	"I am for banning non-competes!!! I have been against them for years and believe they prevent people from their livelihoods."
siddhartha	"I support non compete clause rule proposed by FTC"
Barra Chantel	"Non-compete clauses can effectively (Otte someone out of their field, particularly if that field is quite specialized. They trap employees in difficult positions, and

	even in situations where an employee was let go as part of a reduction in force, some employers have continued to enforce them (or try to)."
Dearri	"i amok with changes"
Carri	"I am so glad to see this is being proposed and pray that it goes through. I work as a manager for a medical device company and it is very difficult to find experienced technical employees. One of the challenges is that some of our competitors have very talented and knowledgeable employees but they have non-compete agreements with them. These non-compete were put into place 10+ years ago and as such, their wages have barely increased year to year and now they are being payed way below the market average (by 60-80% less)! It breaks my heart for those employees and it's not fair that they aren't allowed to be paid for the amazing expertise that they have and can't better themselves, and their livelihood, by looking for employment elsewhere. These are not stake holders or part owners in the company. They make less than 50K a year. Please get this in place for all of the workers that are trapped by non-competes because they don't have the financial resources to leave the industry and start a new career."
Magesh	"This is a great news. This should be adopted as a new rule as soon as possible. Physician services and their expertise should not be limited and ruined because of the non compete clauses. This will definitely impact some of the staffing agencies who make money on physician services and let physician serve the community without any clauses..."
James	"Non-compete agreements can be detrimental to both employees and the economy as a whole. They limit the mobility of workers, preventing them from seeking better job opportunities and earning higher wages. This can stifle innovation and competition, as employees are discouraged from leaving their current employer to start their own businesses or work for a competitor. Banning companies from requiring employees to sign non-competes would allow for greater flexibility in the job market and promote a more dynamic economy. Furthermore, non-compete agreements disproportionately affect lower-wage workers and those in industries with less job mobility. These workers may feel pressured to sign non-competes, even if they don't fully understand the implications, in order to keep their jobs Banning non-competes would protect these workers from being trapped in a job they are not satisfied with or from being unable to find new employment in their field. Additionally, non-competes can also restrict the growth of small businesses, as they may be unable to attract top talent due to the non-compete agreements that potential employees have signed with larger companies Banning non-competes would level the playing field for small businesses and allow them to compete more effectively with larger companies. In conclusion, this proposal would be beneficial for both employees and the economy as a whole. It would promote job mobility, stimulate innovation and competition, protect lower-wage workers, and help small businesses to grow."

Mashala	"I support the ban on non-compete clauses! Thankfully, I was educated to avoid this from early in my career, but I've read the comments of many who are not as fortunate. This clause is purely a benefit to the employer to keep them from having to provide market salary or competitive work conditions."
Adrian	"This clause allows for people to be taken advantage of and treated poorly based' !III Say NO to Non competes!!!"
Andrea	"Simply put it's just another way to keep the masses from getting ahead! It would be no different if we were to demand no new patents would be allowed beyond 1 per five years! Yet they are free to curtail the average worker to be put out of the job market! It's wrong to dictate another's ability to make a living or hold them in a low paying job! Slavery is against the law!"
Subha	"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."
Rachel	"Please consider omitting the following agreements from the non-compete ban: NDA, Non-solicitation, No-business, No-recruit, TRA, and liquidated damages provisions. While I understand the limitation to unusually broad scope, these corollary agreements would limit a recruitment too utilized by my company and make the market more challenging for small businesses."
Debbie	"I fully support the elimination of non-compete clauses in an employee/employer situation. The use of these clauses has kept my family member (a veterinarian in a large metropolitan area) from picking up extra shifts as a relief vet on their days off, or in an emergency setting such as a short-staffed hospital, thus restricting their earning abilities. This non-compete clause was used to control the employee, not protect the business. If necessary, a non- solicitation clause might satisfy the legitimate business needs of the employer."

Preston	"Attached you will find the document that was (docsignated prior to employment). As well as the email I received threatening my family the afternoon after leaving Melton Logistics. Attachments PRESTON YOST CONFIDENTIAL INFORMATION AND SOLICITATION DOCUMENT Preston Caution Letter Redacted"
Brian	"Physicians are often subjected to non-compete clauses. These would be better named anti-competition clauses. While there is certainly expense in hiring and establishing a physician practice, there are other contractual tools that can be levied against the physician employee in lieu of such broad anti- competitive clauses that potentially force a physician to move or commute to a new location outside the specified prohibited radius. This places all power and control in the hands of the employer and leaves the employee powerless. It undermines the physician employee while also creating no incentive for the employer to be a better employer, as the pressure rests entirely on the physician employee. At the very least, restrictive time limits should be placed on non-competes and other reasonable avenues to regaining geographic employment freedom should be required. Ideally, they should be banned. Non-competes that exist in perpetuity are akin to indentured servitude and contribute to the powerlessness and burn out of the physician workforce. The exodus of physicians from practice is already evidence of the severity of these issues. Given the time and extreme financial duress of completing college, medical school and residency, these arrangements are unconscionable. Our physician workforce deserves to be treated with more dignity and autonomy than these arrangements allow. Furthermore, with the shift toward large health systems absorbing smaller local and regional facilities, the pool of potential employers is shrinking rapidly, and non-competes eliminate options for lateral or upward mobility. I have been an employed physician, as well as an employer of healthcare professionals. Thankfully, I have never been forced to be party to a non- compete, and I am morally averse to such employer tactics in operating my own company. All physicians should have the opportunity for professional freedom I've been afforded, and that I afford to my own staff I kindly urge the committee to weigh the needs of having a competent, mentally healthy physician workforce against the protestations from large healthcare employers. If these employers were operated competently and compassionately, the need for non-competes should not exist. The fact they do is exhibit A of the profiteering, inefficiency, incompetence and administrative greed that creates a climate where non-competes are required to maintain a captive physician workforce. Thank you for your time."
Margaret	"I am writing to lend my support for the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. As patients we want the best medical care available and these restrictions often hinder that process. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety

	<p>concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. Please, I urge the FTC to adopt the proposal to ban them."</p>
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Constituent Support for the FTC's Noncompete Rule



Oregon | Statewide Impact

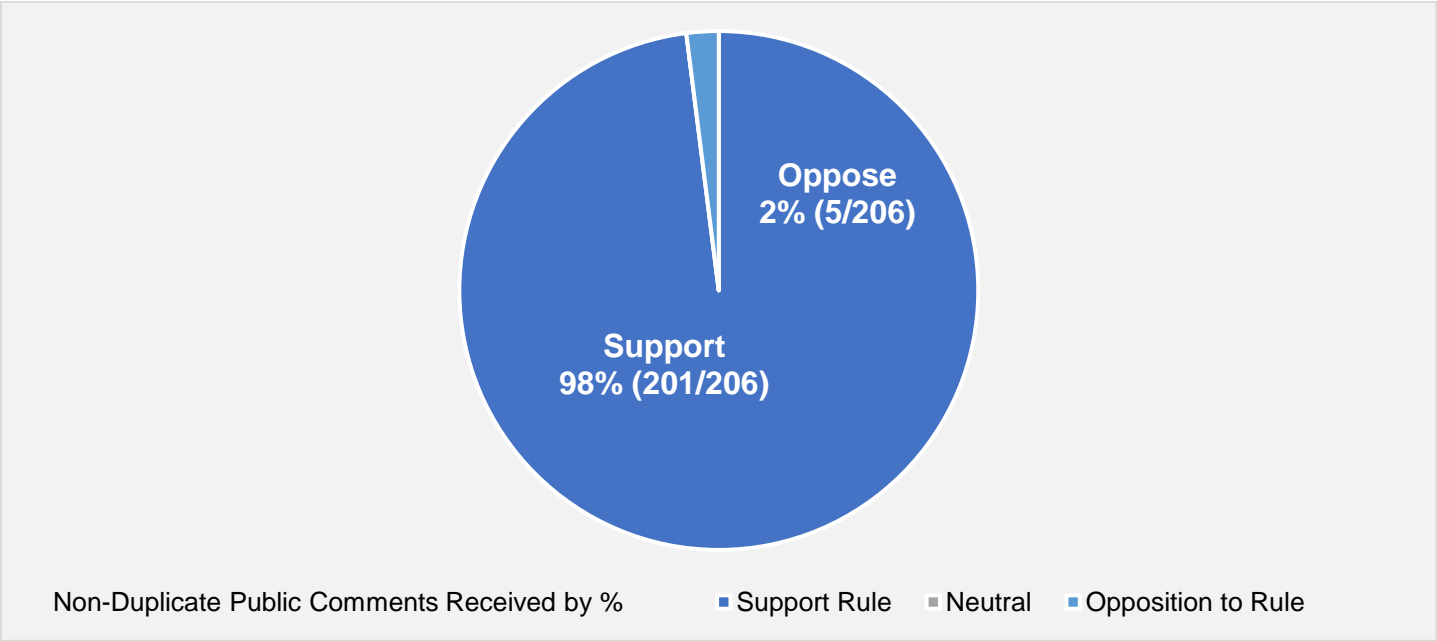


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Oregon**:

Oregon Covered Workers	Increase in Total Annual OR Worker Earnings	Increase in Average Annual OR Worker Earnings
1,560,619	\$916.7 million	\$587

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 201 of 206 OR Commenters Support



Support Across Sectors of Oregon's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"As a subspecialist physician, I am one of about 15 physicians in Oregon who provide this unique medical care. My noncompete pushes me into an area where my patients, some of who already drive 4 hours to see me, are significantly less able to receive the care they need. Yes, my initial earnings will suffer, but it's really the patient that suffers in the end. Thank you for bringing light to this unfair and antiquated practice."</p> <p>- Chidimma</p>
	<p>"Semiconductor manufactures uses non-competes to make it more difficult for folks to move within the industry. They more harm individuals under the guise of protecting bogus "company secrets". This law should be approved."</p> <p>- Chris</p>
	<p>"Veterinarians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch jobs. Employers know this, and use it as leverage when veterinarians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold veterinarians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change."</p> <p>- Andrew</p>
	<p>"I am a 44-yr old tech worker (software engineer) in Portland, OR. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p> <p>- Franco</p>
	<p>"As a working optometrist in the Portland area, it is not uncommon for non compete clauses to be within a 5 mile radius. Due to the pandemic, I've had to move jobs multiple times and, by this point, I would need to literally leave the city in order to find a job that doesn't violate the non-compete. It shouldn't be legal to dictate where people live in order to work. Thank you for working on this issue"</p> <p>- Jeanine</p>

Additional Support from Oregon

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Timothy	"I support the FTC proposed rule banning non-compete clauses. Non-compete clauses are harmful to patients and physicians alike. Especially practicing medicine in a smaller city, all they do is cause harm to the community and providers. Nothing good on a community level can come from having rampant non-compete clauses for medical providers. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."
Darshan	"If we are to consider ourselves capitalist and as such supports of the free market, this must apply to both employees and employers, and severely restricting non-compete clauses is a primary step towards this goal of creating a true free and fair market. In practice, there is little in the way of intellectual property at stake in the vast majority of cases in which non-competes are applied. In the case of physicians and other healthcare workers, the primary goal is only to suppress salaries and restrict movement. As a physician, the presence of a noncomplete does not help my employer preserve any IP or other similar legitimate market goal; the information we base our practice on is freely available in the medical literature, and the geographic restrictions make it so that any change in job requires a move, a stipulation that is anticompetitive and does not do anything to bolster the medical market."
Betty	"I am a medical doctor and put simply: a non-compete clause can ruin my career. It does not make sense that when a job situation changes, every aspect of my life is forced to change due to the geographical limitations of a non-compete clause."
Wayne	"I have seen this agreement heavily used in simply business of commerce like agricultural supply. It is used and ask for from sales people, warehouse staff, purchasing team, and both licensed and un-licensed sales staff It seems like a heavy hand to sway people from leaving to a competitor or start their own independent business in their established profession."
Armin	"As a pediatric dentist I moved for nother state to Oregon to work in an underserved community, after my agreement was terminated, I had to work an hour away from home for 18 months specially because owners insisted they do not appreciate if I work any close to their practice. The termination was solely personal not practice related. This was very toring and disappointing. Many times thought about moving the state because of that. This will help the healthcare practice and the people."

Anthony	"It is not fair that person cannot change jobs to improve their working situation."
Nancy	"It is unacceptable to use non-competes to prevent workers from leaving a job and getting another job. It is part of a large pattern of worker exploitation that includes tying health care to employment, ongoing and systematic destruction of the social safety net, and limiting the ability of employees to organize. People do not need to be coerced to stay in a job, if they are well treated and well compensated."
Dr	"See attached file(s) Attachments FTC non-compete support"
Caitlin	"I am writing to voice my emphatic support of the proposed ban on non-compete clauses. I am living proof that they absolutely stifle new entrepreneurial ventures and limit workers' ability to move out of deteriorating work situations. I worked for my former firm for 8 years and was given paycut- after- paycut, the most recent being in December 2022, enacting a 33% cut to our commissions and overall income for the same work. Not wanting to be a victim of my circumstances, there was discussion of starting a business in the same industry with two colleagues, however, after reviewing our employment agreements and consulting an attorney, it was concluded that the risk of being sued was too high and could lead to financial ruin. We decided to wait the 12 months dictated in our non-compete to start a business and then hope and pray that we are not dragged into a needless law suit to defend ourselves against baseless claims. I am currently unable to make a living utilizing the skills and contacts I have developed over the last decade. My family is suffering financial setbacks due to fear of retribution and inability to forge a new business in my industry of expertise. I sincerely hope that this ban on non- competition clauses is enacted - it would make a tremendous difference in my professional career, my family's future, and fostering a climate of healthy competition in our country."
Megan	"I completely agree with a ban on non-compete clauses. These non-competes are used to suppress employee/worker wages and stifle competition. It does not fit within the frame of a true free market and is a form of worker suppression."
Sophia	"I worked at a Tilly's clothing store for minimum wage part time during college breaks. They didn't allow their workers to get other part time jobs at other clothing stores because "it's a conflict of interest". If they found out you had another job at a different clothing store, they would fire you. These stores don't want to give their workers full time hours because then they'd have to provide benefits, but they also don't let them make their full earning potential with extra hours at a different store with the skills they already have. Needless to say, I am in favor of banning non-competes."
Kaitlin	"I am in favor of getting rid of Non-Competes; as a working woman who is currently under a non-compete contract, I have been prevented from providing several contributions to the betterment of my industry due to my non-compete contract. Non-competes directly prevent new ideas from being put into play and also prevents both people and goods from reaching their full potential. Due to my

	non-compete I am unable to pursue not only any full-time jobs in my industry but freelance as well, which has made it difficult to earn extra money when I already feel like I am unfairly paid due to gender wage gaps and limited roles within my company. I encourage anyone who is in favor of a non-compete contract to consider the possibilities for advancing our markets and society as a whole and how dropping these harmful contracts can improve competition and the quality of the workplace. Thank you."
Kyle	"After reading through some articles (on here and other places) I definitely want to say I 100% agree with this and I hope this makes it through. This would be substantial for so many Americans. Thank you for pushing this bill. Attachments great-job- thumb-up-drawn-hand- emblem"
Ellen	"Please outlaw non compete clauses in employment contracts."
S	"I have been forced to sign these "non-compete" clauses for years. While I understand the corporate desire to control the creativity of others, the non-compete clause stifles creativity at a time when we need it more than ever! Our planet and all life indigenous to it, (including humans), are currently facing extreme danger due to corporate greed and their decades-long willingness to take NO responsibility for the rape, pillage, and constant destruction of balanced ecosystems around the world. If there was ever a moment in time when humanity needs creative solutions, it is now. Please end the non-compete clause immediately. All life thanks you."
Al	"Non competes are a form of muzzling job change and are almost a derivation of a form of slavery. In a so called Capitalist society we are propoorted to be, non competes are against competition."
Richard	"I'm strongly in favor of this change to enable workers the freedom to work as they see fit. Specific information (e.g. chemical formulas) should be allowed to be held in secret by the employer however this should not extend to prohibiting people who have had such access from working elsewhere as long as they do not divulge the specific proprietary information described in an agreement wherein such information is uniquely identified."
Veronika	"I am a physician assistant. My prior employer, an emergency room doctor group, had a non-competetition clause. I was unable to seek employment within a 50 mile radius for two years. This restricted me from leaving when 1, and other female PA's, began to experience sexual harassment and bullying by the physicians: Doctor's Emergency Room Corporation in Springfield OR and their sister Urgent Care branch (consisting of the same individuals), Cascade Medical Associates. They did not offer appropriate benefits, such a 401K or affordable health insurance. Most egregiously however, they denied me leave to take care of my father when he was ill with cancer and needing round the clock care. I did not realize it was within my rights to file FMLA. When he passed I said No, I cannot and will not work right now. I was given several weeks of leave. When I returned they fired me on the spot and attempted to slander me. I was told if I did

	<p>not sign a legal document stating I would not sue them, they would "find something" to pin on me in regards to patient care in order to make my termination appear legitimate. However, they were unable to, and I did not sign. I reached out to an attorney. The situation ended in a settlement for me, which also included compensation for wage theft, as they did not pay lawful overtime. Although the result was net financially positive for me, I was bullied and denied the right to take time off all throughout my father's illness. I took care of other people's loved ones while being denied the right to take care of my own. This experience was horrific, and the guilt of not being there for his last few months of life, as I was working full time, will haunt me always. If I did not have the non-compete, I could have obtained employment with a different healthcare organization in Eugene or Springfield. Leaving the practice however would have meant leaving my father, who needed me. This was not an option. This is the reality of these clauses. They promote the financial exploitation and abuse of those with the least power. They also make harassment inescapable. As a result, they are morally wrong. They are also detrimental to business interests and overall health of the organizations which maintain them, by discouraging appropriate competition. Today, I implore decision makers to choose the morally correct and economically advantageous path going forward: non-compete clauses must be abolished."</p>
Tobias	<p>"These clauses clearly favor employers' interests over workers', if an employer truly wishes to avoid an employee leaving for a competitor they should simply pay the employee in question, instead of preventing her or him from seeking work through contractual trickery."</p>
Derek	<p>"Dear Federal Trade Commission, Thank you proposing this rule. While I am sure it is wildly unpopular with institutions that profit off of forcing employees to sign such agreements this rule will help pretty much everyone else. The workers will have the opportunity to explore new opportunities and find better paying jobs and jobs that better suit their lives. I was just in my doctor's office today and we were discussing healthcare. He commented that morale among healthcare workers is the lowest he's ever seen it. Even lower than at the height of COVID. This rule will help address the flagging morale of our essential health care workers. Meanwhile patients will benefit by having happier and more motivated healthcare workers. The rule will also likely increase the interest people have in pursuing a career in medicine. Meaning patients will have more care providers to meet their needs. This is a no nonsense rule in my eyes. If we are going to have a market based healthcare system then it needs to be market for all actors involved. Healthcare institutions should not be allowed to prevent workers from entering the marketplace in search of a better job. Thank you for proposing this rule and for taking the time to review this comment. I strongly urge you to adopt this rule."</p>
Joy	<p>"As it relates to blue collar, middle class, non-executive, and employees whose positions are void of "trade secrets,"" I encourage the Commissioners to stop the practice of some businesses from requiring an NCA as a condition of employment. Additionally, I ask the Commission to rule that NCAs currently in</p>

	effect be judged null and void, making them unenforceable for those workers currently covered by such agreements."
Carl	"I strongly support the proposed Non-Compete Clause Rule. Without regulation, non-compete clauses will continue to proliferate to more and more classes of employee, imposing a drag on the economy. Non-compete clauses are anti-competitive and have a negative effect on the availability of services. They are bad for workers and consumers."
Christopher	"There are several arguments against non-compete clauses for physicians: Restriction of patient access: Non-compete clauses can limit patient access to care by limiting the number of available physicians in a particular area. Patients may be forced to travel further to receive medical treatment or may not be able to see the physician of their choice. This can have negative effects on patient health outcomes and can result in decreased patient satisfaction. Inhibits physician mobility: Non-compete clauses can limit physician mobility and their ability to practice medicine in the location of their choice. This can prevent physicians from pursuing career opportunities that could benefit their patients, their career growth, and their own personal and professional development. Limits competition and innovation: Non-compete clauses can limit competition and innovation within the healthcare industry. By restricting physicians from working for competitors or starting their own practices, non-compete clauses can stifle innovation and limit the development of new medical technologies and treatments. Ethical concerns: Some argue that non-compete clauses can raise ethical concerns by limiting a physician's ability to provide care to patients who need it most. If a physician is unable to practice in a particular area due to a non-compete clause, patients in that area may not have access to essential medical care. Negative impact on the healthcare system: Non-compete clauses can have a negative impact on the healthcare system as a whole. By limiting physician mobility and restricting competition, healthcare costs may increase, and patients may receive lower quality care. This can have negative effects on the health and wellbeing of entire communities. In conclusion, non-compete clauses for physicians can have negative effects on patient access to care, physician mobility and career growth, competition and innovation within the healthcare industry, ethical concerns, and the healthcare system as a whole. Therefore, it is important to carefully consider the implications of such clauses before implementing them. - https://chat.openai.com/chat "
Steve	"The proposed Non-Compete Clause Rule will directly help employees of a small business that I am familiar with, which are currently subject to an 18 month non-compete agreement. Under the terms of their agreement, to change jobs they would effectively need to change industries, since they would need to wait 18 months before working for a company in the same industry, which is a severe burden. I look forward to this rule being enacted so these and other workers feel freer to pursue the job that is right for them. Thank you."
Leif	"I really hope they get rid of non-compete agreements. Working in the Managed Service Provider space, everyone is supporting roughly the same clientele in a

	given geographic location, and when employers can force me to not work where I'm skilled, it me over and I have to work boring internal IT or slow down my skill progression. Removing Non Compete agreements let's me take my skills gained at one MSP, and provide the same quality support for another MSP that values my time and skills more appropriately than my old place."
Ryan	"Competition is the heart and soul of a healthy free market. Government intervention, as even Adam Smith knew, is vital to maintaining a free market, because market participants will naturally want to remove their competition from the marketplace. Non-competes do exactly that. They are harmful to a healthy, functioning free market. Any country with a market economy ought not allow such things."
Nolan	"Non-compete clauses are a despicable drag on American freedom and our economy. Please ban them."
Jev	"Why should your employer have any say or action on where and when you want to take your skills and self. It only serves to hinder progress and stops tom, owth."
Celia	"Dear Sir/Madam, I am writing to express my full support for the proposed Non-Compete Clause Rule (NPRM). This regulation is of great importance, particularly for workers who are subjected to non-compete clauses, which can have an extremely detrimental effect on their employment prospects and earning potential. By prohibiting employers from entering into or attempting to enter into a non-compete clause with a worker, the proposed rule would ensure that employees are not unfairly restricted from seeking new job opportunities or starting their own businesses. Furthermore, the proposed rule would also prevent employers from maintaining non-compete clauses with workers, which can often be used as a means of controlling their workforce and limiting their potential. In certain circumstances, employers may even misrepresent to workers that they are subject to a non-compete clause, which can cause confusion and undue stress for employees. The Non-Compete Clause Rule would also promote fair competition in the labor market and prevent anti-competitive practices. It would allow workers to have the freedom to change jobs and utilize their skills and experience to the fullest extent possible, which would ultimately benefit the economy as a whole. In conclusion, I strongly support the proposed Non-Compete Clause Rule, which would protect the rights and interests of workers and promote a fair and competitive labor market. I urge the Federal Trade Commission to finalize this regulation and ensure that it is implemented as soon as possible."
Tim	"I strongly support adoption of the rule banning the use of non-compete clauses by employers. Competition is key to the American economy functioning properly and providing efficient markets that lead to a high standard of living for the largest majority of Americans. Unfortunately, large businesses and their wealthy owners often have significantly more resources than the the typical worker and frequently use these resources to gain an outsized advantage in policy, regulation,

	transactions and employment. Non-compete clauses are a clear example of how this outsized power is used by employers to the detriment of the American economy and millions of individual workers. For these reasons, I urge the commission to adopt the rule banning the use of non-compete clauses for employees and independent contractors."
Jessi	"Non compete clauses continue to support our broken, for-profit, capitalistic, medical industry limiting physicians from providing healthcare to members our society. I say this as an Emergency Physician and an owner our our company."
Catherine	"Physicians shouldn't have noncompetes just like no other worker should have a noncompete"
Catherine	"As a physician, I believe we must eliminate non-compete clauses in physician contracts. As hospital systems and/or private equity physician groups grow and merge to control larger areas of the country, these noncompete clauses become more and more onerous. One must move out of state away from friends and family to find a new job and even then it could be challenging when a hospital system or private equity physician group is present in multiple states. Additionally, as healthcare becomes increasingly focused on profits - there is a very real threat to patient care. Sometimes only way for physicians to protect our patients is the ability to move to a new job where we feel our patient centered focus is valued. Hospitals and large groups are becoming bullies who try to strong arm physicians into compromising on our oath to "1st do no harm" when it comes to patient care. They have more lobbying power , more funds, and more time to fight this important issue. The only reason there aren't more comments on this is because physicians are busy taking care of patients. Please let us continue to do our jobs as intended. Please do not let them win this battle and continue to further deteriorate patient care."
Louis	"Repealing/severely limiting Non-Competes is the single most important step the government can take to assist American workers. As a white-collar professional, my benefit from invalidating non-competes may be marginal, but I am thinking of thousands of other workers in lower-paid fields who unnecessarily suffer from this outdated rule. I thought "competition" was one of the strengths of our economy, so I don't see how we can justify continuing to allow this practice which penalizes workers, stifles innovation, and results in effective regulatory capture."
Lin	"Workers deserve the right to look for better pay, a better work environment etc. Allowing them to be sued by former employers resembles slavery. That was abolished a long time ago. Be fair!"
Cat	"I'm a licensed massage therapist in private practice, and the first office I ever had was in a gym where the owner made me sign a contract stating that I couldn't fmd an office in another gym for two years. And that's my sole proprietorship story! Employees must have it worse than me. Stand up for them."

Brian	"I believe non-competes should never force someone to relocate. Depending on the population and geographic area, you live, this may or may not be the case. In Bend Oregon virtually all non-competes with a 20 mile radius force relocation. In large metropolitan areas like Portland this is rarely the case. Thus noncompetes in less populated areas carry a much heavier penalty and this often leads to more exploitation of those who have signed them. I feel they should be outlawed as competition and career opportunities are significantly limited by them. Noncompetes do not align with the ideas of a free country and free economy."
Sue	"Dear Friends: While I never had to sign a non-compete clause, I would have been absolutely against signing such. This clause gives business interests far too much control, which they have in so many other ways. Non-compete should be banned nation-wide."
Victoria	"I really appreciate the approach that the FTC is taking. I've been subject to various non-competes during my career (primarily in NY) and they definitely hampered my ability to negotiate with potential employers. I have also seen many examples of non-competes using very broad language and attempting to prevent someone from seeking employment in the same industry, which is really detrimental to individual job seekers. While a court might hold those types of non-competes up as too broad to enforce, it still creates issues for the individual making a decision to seek employment and creates risk and uncertainty with potential employers."
Margaret	"As a veterinarian, I support the banning of non- competes."
Julia	"I'm a critical care attending working in the pacific northwest and I am writing to urge the FTC to eliminate non-compete clauses for physicians employed in hospital systems - both for for-profit and for non-profit hospitals. Physicians have been fighting for this for years and I am so glad that the FTC is proposing removing the non-compete clause. These clauses inhibit doctors from being able to walk away from jobs that are toxic and they prevent needed changes from happening with those toxic environments because there is no market force for those changes. It contributes to our current health care physician shortage because physicians walk away when they are given no choice. We dedicate so much of our lives to education and to honing our expertise. Limitations placed on where we can work if an job goes badly are detriments to physician wellness, but also to the care provided our patients. I also urge the FTC to revise the ruling stating that non-profits are exempt. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would exclude the majority of practicing physicians. If a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable, as it would be those practices who could be most directly impacted."
Andrea	"Non-competes damage communities and doctors who serve them. Much of the non-competes are driven by PE; I have worked at an independent practice that

	<p>offered to let me open a practice next door, if I wanted. We do not need to have moral injury. We need to have choices."</p>
Rod	<p>"Removal of non-competes from all levels of society and work conditions is needed. As a physician I have experienced non-compete clauses in 1 contract. The argument is that the "entity" made investment in my practice etc. This is not true at all. A reasonable contract for payment was agreed and I initiated care in a position. I had constant update of my billing and collections and being from Private practice model previously I easily covered my salary and all expenses in the 1st year of my joining. No investment needed nor did the entity have to worry about recovering their investment. The argument is that they need to cover their investment, overhead, moving allowances, signing bonuses etc. All of that is covered in the contract and has to be re-paid to the entity if someone leaves early from the practice, regardless they move 2 miles or 200 miles. Otherwise I had to pay a non-compete buyout fee of \$200,000!!! If I wished to practice within 3 miles of any of this entities clinics. This essentially eliminated any employment by me either privately or with another facility in the small town I was living in at the time. This forced me to move entirely to another region of the state and worsening the available number of physicians in that community. Entities want to "restrict" the movement of personnel regardless of their employment, whether minimum wage all the way to Physician level payment programs to impose a form of "economic slavery" on all employees. I have seen this same non-compete enforced on medical assistants in my office whom are making minimum wage up to 1-2\$ dollars over minimum wage and have been working for several years. Offers for new position and a local facility with a 3-4\$ jump in pay was "restricted" to them unless a 5-10,000\$ "buyout" was performed. This makes it impossible for the employee and most certainly the offering institution to hire this new employee. Regardless of the level of education or capabilities non-competes are bad for employment and restrict advancement of all people regardless of race, sex or education level."</p>
Rod	<p>"Removal of non-competes from all levels of society and work conditions is needed. My daughter had an inter-state non-compete enforced as a minimum wage medical scribe. Originally she was working with a medical scribe company in Indiana prior to Covid. Due to COVID and graduating from college she then moved to our home in Oregon. She applied for a medical scribe job in Oregon with a company that did not provide any scribe services in Indiana. But her original scribe company had 1 "office" they were providing scribe services to in Salem, Oregon. My daughter had applied with the local scribe company to provide services but when examined further found that her original scribe company from Indiana was going to enforce a \$5000 non-compete buy-out fee on her to provide the services in Salem, Oregon that were within the sphere of restriction for her "new" local scribe opportunity. If we wished to fight the non-compete clause in court it was not locally in Oregon where the event was to take place, but had to be filled in court in Florida and required in-person adjudication. No minimum wage job employee can pay these kind's of fees and should not be required or enforced especially when crossing state lines. The completely restrict</p>

	and enforce a form of economic slavery on all levels of education, race and sex of employees in the United States."
Alexandra	"I support this ruling and feel it should be applicable to the non-profit sector as well. Non-competes negatively impact smaller, rural, and underserved communities that struggle to attract top talent, especially in the medical realm. For example, if a non-compete for a physician stipulates a mile distance from their place of business, this forces a physician from working in that particular town, community, or potentially county, which only benefits the business's bottom line and negatively impacts the community. This also infringes upon an individual's constitutional right to "...endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness"."
Bridget	"I support the individuals right to transfer their job at their discretion. It is better for families and a fairer economy!!"
Pam	"Non compete clauses feel a lot like slavery to me. Owning or in this case having control over others ability to perform the skills they've gone into debt to achieve is not that different. Physicians caught in this nightmare are not allowed to continue treating their patients even in areas with critical levels of doctor shortages. This hurts the community as much or more than the doctor. My daughter is one of those affected by this awful "right" of her ex employer uses to keep her from practicing. He is motivated purely by greed but the patients are waiting to see their beloved doctor and therefore he did not benefit at all by this action. If you're an employer then you should be responsible to provide a workplace that people don't want to leave, not forcing them to stay or move away from your home town. Please keep our doctors free to serve patients in the setting of their choice!"
Christina	"The non compete clause rule makes it easy for hospitals to extort physicians and trap them into untenable situations. Please abolish it."
Ami	"I support the elimination of all non-compete clauses ...! These non-competes create a terrible stranglehold on employees who have very little leverage to ask for workplace changes or little freedom to leave a bad work environment - most people cannot afford to leave a job but then not work for a year or more because the non-compete dictates that. My husband is a doctor in a medical group with sub par administration that hampers the doctors ability to do their best work - he has considered starting his own practice so he can serve patients better and he cannot do this because of the non-compete clause in his contract. Our community is paying the price and getting worse medical care because doctors don't have the freedom to practice as they see fit but rather have to meet unreasonable production guidelines set by private-equity owned medical groups - without consulting doctors on these policies... This prioritizes profit for a few over the personal and professional needs of both patients and doctors in our community and it should be changed as soon as possible. Please eliminate non-competes! They do not serve workers or consumers!!"

Richard	"Non-compete clauses, especially those imposed by Private Equity Firms, hospitals and group medical practices, are killing medical care for the patients and are destroying physician freedom, free enterprise. It takes superbly trained physicians and converts them into money making machines instead of caring, humanistic care providers."
Amy	"Every employee should have the right to pursue their best work environment and bring their skills to the most outstanding employer. Our workplaces should be incentivized to become better to retain great employees and improve rather than force employees to stay to allow stagnation. I'm a doctor, I'll venture to say a good one, who is lucky to live in a state that does not allow non-compete clauses. Some of my friends do not. Why should my friends be forced to sign an agreement (which has become standard fare) that then forces them to keep their skills from hospitals that need them? Whether you are a doctor or a hair dresser, you should be able to bring your skills to where it is needed, and where you actually want to work. Our employers should be working to improve themselves to recruit the best to come and incentivize us to stay, not looking for ways to keep from improving because their employees have no choice but to stay."
Kim	"I support a ban on non-competes. They are unfair to workers and we deserve to have the ability to get any job we want."
David	"The proposed ban on non-compete agreements does not go far enough. This ban should absolutely extend to not-for-profit hospitals and hospital systems, as these healthcare entities often exhibit near-monopolistic control over large regions of the United States, discouraging competition in the healthcare sector. These not-for-profit entities also have disproportionate control over physician and healthcare provider compensation, as many healthcare providers now are employed by these systems. Please consider extending the proposed rule to not-for-profit entities, especially in healthcare, and especially for larger not-for-profit entities."
Monica	"Please ban noncompete clauses. In this day of big healthcare, (large companies, owning most of the healthcare opportunities in a specific region) noncompete clauses have greatly diminished the local wages, as compared to areas only 100 miles away over a mountain pass. When a physician or provider signs a contract locally, they have to sign a noncompete, and now they are no longer able to negotiate their wages. If they want higher wages, they have to uproot their entire family and move 100 miles away over a mountain pass, which takes three Hours Dr. This is ridiculous. It puts all the bargaining power in the hands of a giant corporation owned by another giant corporation. It hurts the little guy, and it completely affects a persons ability to earn a fair wage."
Sean	"I am all in favor of ending non-compete practices. It is extremely harmful to freelancers like me."

linda	"I have never liked noncompetes. It stifles competition and has been abused way too much. I want to see it outlawed."
Jared	"I 100% support this proposed change, for too long have companies been hording talent. An NDA should be all a company needs to protect itself from IP leaks."
Staci	"I fully support the ban of noncompete clauses. I am a veterinarian specialized in Internal Medicine. I have had noncompete clauses in every employment contract I've had since finishing residency in 2013, other than when I worked in California for 2 years where they are illegal. I have had to relocate to other cities when I wanted to leave a job because of how restrictive noncompete clauses were. With the mental health crisis in veterinary medicine, noncompetes are a large factor in this since it causes medical professionals to feel "trapped" in employment situations that are not in alignment with their personal or ethical values, with little recourse to leave them without fear their employer may take lengthy and expensive legal action against them. Please ban noncompete clauses to help ensure better treatment for employees and improve the freedom of employees to leave toxic workplace environments without fear of repercussions."
Ruby	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. Although I have not been negatively affected by a non-compete clause, I know that others have, so I support this ban. This policy will make it easier for workers to earn what they're worth!"
Alex	"This is the right thing to do."
Claire	"Hi fam --- I'm asking for your help. On January 5th, the FTC proposed a rule change which would abolish noncompete clauses. If you're willing, please follow this link and submit a comment supporting this action. This will only take you 5 minutes but could make a lifetime difference for me. Once the webpage is open, click on "submit a comment" right above the word Overview. Next, click the blue comment button. The very top allows you to type in a comment. To make it easier for you, I've drafted this short blurb: I support this action to abolish noncompete clauses. A close friend of mine is a healthcare small business owner and struggles in growing his practice due to a noncompete clause. It hinders work stream and personnel expansion. Please move thrward with this action and restore the uninhibited entrepreneur spirit and wage equity. Thank you Once complete, be sure to fill out the remaining fields until you get to the confirmation page which provides you a confirmation number of your comment. Please copy an share as you see fit. Thank you for considering!"
LONI	"No matter the training or skill offered by a business to an employee or partner, the way it is deployed by an individual in the business community will always be through the unique lens of that individual. It will never truly be a duplicate or replica. And entrepreneurs know that the more they differentiate their service

	<p>from another, the stronger their offering will be. Therefore, contractually limiting the ability to carry knowledge and skill forward after employment or engagement with another firm is an artificial protection that is truly meant to only limit competition. Eliminating the non-compete clause is healthy for American business, especially the small entrepreneur."</p>
James	<p>"Hello there, I'm a hiring manager at an optometry practice in Portland and I've seen firsthand how noncompete clauses can be a real pain for folks in the medical field. I mean, it's crazy that people are getting forced out of their city or even state just because of these things. It doesn't make any sense, especially in cities like ours where the competition is already tough. And it's not just bad for the employees, it's bad for the patients too. Noncompetes are like a sword hanging over your head that your boss can use to threaten you. And it's just holding back growth in the industry. I know getting rid of noncompetes won't solve all our problems, but it would be a huge step in the right direction for making things more competitive."</p>
Douglas	<p>"Re: Non-Compete Clause Rulemaking, Matter No. P201200 I am a physician who in the course of my 40 year medical career has worked in academic medicine, moved to a health maintenance organization and then back to an academic position. Each of those moves was made necessary by family considerations. There was absolutely nothing in my work as a medical professor or primary care physician that was proprietary. Yet the options I had in each of those career transitions were profoundly restricted by non- compete clauses tucked away in the contracts that I needed to sign at each stage. I would offer from my personal experience that these clauses deeply impact career options and family needs, as well as harming much needed academic movement. I also believe that any rule changes should not put a salary restriction on their implementation. These non-complete clauses needlessly hams high-earners as much as lower wage workers."</p>
Coral	<p>"PLEASE ban non-competes, they make changing jobs in my industry very hard, they create hardship on families, they artificially suppress wages, and they are anti-free businesses. - OREGON"</p>
Josh	<p>"Non-compete clauses are like breaking up and your ex telling you who you can and can't date. This is toxic behavior and it's toxic for employers to have any input into an employee's life, they do not exercise in the employee, or former employees best interest. If an employee doesn't want a former employee to compete they should pay them not to."</p>
Laura	<p>"I support the proposed rule to ban exploitative noncompete agreements. Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets — and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. One in five American workers have signed noncompete agreements --- and it's a problem across industries. From Jiffy Lube mechanics</p>

	to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new career opportunities for 30 million people. I urge you to pass this proposal."
Chris	"Non compete is not fair to employees leaving a company without the ability to move into similar jobs. I just left a company after 16 years. They made me sign a non compete and non disclosure. Now I have to start a entirely different career. Ridiculous! I have put my whole life education into this trade and now I am prohibited from using the knowledge. This just doesn't make sense."
Kristi	"I am 100% in favor of this rule. We merged with a company that had us sign a non-solicitation agreement and after working for them for two years realized they don't care about the customer, but just making money. I was so unhappy and had to look for a job with a salary until my non-solicitation is over. I would have left and started my own agency. I do like the new company I work for, but owning my own business would have been nice. I have prior clients calling me everyday about the terrible service and want to move to me, but I am unable to help! My new company even tried to negotiate a price to buy my book, but my previous employer decided to sell it to a company that is not local, so now my prior clients are not only no longer able to move to me, but they are dealing with someone who is not local and not business is done in-person. Bottom line this is not fair to my prior clients not being able to move to who they want to."
Justin	"I work as a financial advisor to physicians and I help them understand the contracts they sign. Many of my clients specifically are anesthesiologists, and almost all of them have onerous noncompete clauses included in their contracts. In my observation, these noncompetes serve no constructive protective purpose for the employers. Anesthesiologists work with patients who are unconscious, and patients very seldom (if ever) select the physician who will be their anesthesiologist. There is no patient relationship to protect, and seldom any intellectual property or business reason that an anesthesiologist should not be given free rein in terms of their employment opportunities. Whenever these doctors are stuck in punitive noncompetes, they get burned out quickly, and institutions are disincentivized to earn these doctors' trust and loyalty. This creates an environment of burned out, disillusioned doctors who are ill equipped to provide proper patient care. Many doctors are just quitting medicine out of despair. Noncompetes are heightening our country's already dire healthcare issues and the most vulnerable parts of the healthcare ecosystem would be protected by a suspension of noncompetes for physicians."
Ryan	"I support this proposal to rule that non-compete clauses are unfair to employees. Workers are at a disadvantaged position and are at the mercy of their employers for their livelihoods. Non-compete clauses trap employees into their position by

	making it functionally impossible for most people to find another job. Employees need to be able to hold their employers accountable for wrongdoing, and the minimum power they must be equipped with is the freedom to quit their job when they find it is not meeting their needs."
Melissa	"People should not be trapped in their jobs because of a non-compete clause. It's unfair and - d'uh - anti-competitive. Just another way corporations have advantaged themselves over their employees, and given themselves too much power over people's lives."
kimberley	"Non-compete clauses are stifling creativity, entrepreneurship and social mobility. Please ban them."
Carla	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. It is contrary to the concepts of freedom on which this country was founded to punish people for leaving a job by making it difficult-to- impossible for them to find alternative employment in their chosen field! Non-compete clauses do exactly that--they become indentured servants. Why was this ever considered a good idea? It boggles the mind. Every person should be free to pursue their optimal employment opportunities, wherever they may lie."
Diana	"Dear Chair Lina Khan, This is important for our citizens who have been held back by employers who have used this tactic as means of wage control stopping their workers from earning fair market value. It's time for the US Government to start protecting its working citizens from the greed of business profits. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Colter	"Non-competes provide minimal benefit to a company at the cost of both society and the employee. We could have better working conditions, more innovative startups, and reduce the sense of employees being preyed on by their employer. Please ban non compete clauses."
Ryan	"It's time to protect freedom and promote the free movement of labor! Employers should not be allowed to control their former employees with non- complete clauses. Thank you for leading on this issue and taking a serious look at the harms caused by non-compete clauses."
A.L.	"I support the non-compete clause ban for ALL workers, no exceptions. This will give workers and families much needed ability to move if needed, either between

	employers or geographically. Current non-competes hamstring workers' ability to provide well for themselves and their families."
Sarah	"This is long overdue. No one should have to move from their home simply because they want a different job if one is available nearby. It allows employers to take advantage of workers. As physicians and other medical workers leave the field, this is something that could be done to help us be able to find a job that values and respects us while not having to leave the field or move and encourage big for profit corporations to treat front line workers better. Please abolish non compete clauses. Thank you."
Wesley	"I agree with the idea that Americans should be able to get whatever job they wish especially if it is a better opportunity. Therefore, removing the noncompete clause makes sense. This will force companies to continue to treat their employees fairly to keep them with their company instead of leaving to a competitor for greater salary. This will lead to a greater retention rate within companies and will improve the overall environment in the workplace. This is a comment in support for removing the noncompete clause. This will also allow those who are not being compensated fairly to get their fair wage and share thus increasing competition and people will get paid more if they are so qualified."
Andrew	"I am writing in support of the proposed ruling which would prohibit non-competes. I am a physician, and I have firsthand seen the deleterious effects it has on patient care and physician burnout. Non-competes as they are currently used can completely erase negotiating power of individual employees, with little clear benefit. I have heard from numerous other physicians who have been forced to stay at jobs they absolutely despise, but have no other option as their non-competes would force them to move away from their family and home. This lets employers take advantage of their employee's with minimal regard for their well being. States that have made non-competes non-enforceable, such as California and Colorado, do not seem to have sustained any significant harm to their economy despite the loss of non-competes. This past year I had to move hundreds of miles away from my prior job due in part to the non-compete. Many of my former colleagues were unhappy with their work situation, but were unable to leave because their families are located in the area, and the non-compete prevents any mobility. One should not have to choose to settle for miserable work conditions just to live near their family. A happier, more productive, and independent work force should be what America strives for. Non-competes fight against these principals and I urge you to make them a problem of the past."
Brandt	"I agree let's get rid of the non compete clause. Proud intro to business class representative."
James	"The non-compete clause is outrageously unfair to working people and must be abolished!"
Ahsan	"I support a ban on non compete clause rule."

Alina	"As a 17 year old high school student from Wilsonville, Oregon, a member of the workplace, and an aspiring career woman, you should ban non-compete agreements. I would like to have the opportunity to move my career forward, and these agreements prohibit me from freely taking on new opportunities to better myself. I shouldn't have to feel guilty for networking and aspiring to create a better life for not only myself but my family."
Erica	"Please stop non-compete bans. This is a severe limitation not only to financial independence, but denies the concept of a free market system. Employees must be able to leverage their own employment in order to have any voice in their own livelihood."
Jacqueline	"Let's free our workers instead of keeping them enslaved. Do better for American corksers"
Eli	"I am absolutely in favor of this. Not only are big companies just pl am becoming monopolies, where they can't, they're becoming cartels. Get 'em to knock that crap off."
Betty	"I am a physician in private practice and support this important change. Many physicians get stuck in large organizations which maximize profit over patient care. This will allow them to leave and potentially start and join smaller practices that focus on their original calling- the care of patients."
Elsa	"Non-compete clauses are deeply unfair to workers, even more so for lower wage workers. Nobody should be trapped in a job by these unreasonable contracts."
Marta	"Thank you for considering ending non-competes. I am a physician and currently taking a hiatus from practice as my non compete limits my ability to practice medicine within our community. Outside of taking time off, the only other option was to move my entire family to another city (closest is over an hour away). Healthcare options are already limited in our community, so my inability to practice here is directly impacting patient care."
Rachael	"I strongly support the effort to ban non-compete clauses nationwide. As an author, educator, and citizen, I know that noncompete clauses reduce competition and create an unfair power imbalance between a worker and employer. Please ban non-compete clauses and do away with this backwards practice that stifles competition for no good reason."
Ann	"Eliminate it ! Why do companies have full control over employees even after layoffs?"
Michael	"I fully support this rule. This creates a more fair economy and shifts the balance of power towards a more sustainable, citizen- focused society, where workers

	have every ability to earn a livable wage in a competitive employment environment."
Geraldine	"Non-Compete clauses are anti family. A change of employment forces the whole family to relocate. This is an unfair infringement on the right to happiness."
Edward	<p>"Contracts with non-compete agreements are undoubtedly an important tool designed for entrepreneurs and innovators to protect invaluable intellectual property they possess; this gives their businesses a chance to succeed in highly competitive environments. In healthcare, employers such as hospitals, large multispecialty groups, and even small single specialty practices have adopted this tool to suppress competition, reduce compensation, and take advantage of naive new doctors out of residency or fellowship. In medicine, there is no "intellectual property" that the hospital system owns, it is the expertise learned over 7 to 11 years of training that the employee (physician) possesses that the healthcare employer seeks to control and monetize with a non-compete. The arguments made by employers to force non-compete agreements, and make no mistake they are forced, all come down to controlling the market and reducing competition. When physicians finish their training and fatally start to look for jobs, they have no idea how much they are worth in terms of revenue generation; all the power is in the employer's hands since they have the data that shows how much each physician makes with their insurance contracts, payer mix, etc. The goal is to bring in the physician for as little as possible with a signed non-compete to maximize return. What then plays out over the next 2-3 years is the physician learns their revenue potential (or what their colleague is making), and then has no recourse or negotiation power to get a more equitable deal unless they want to leave the county or even state in some instances. So now the physician must choose between staying in an inferior deal or picking up their family and moving to a whole different community; the thought that your employer has the power to control where you live is unconscionable, but it also leads to poorer patient continuity and worsened access to care when the physician is forced to leave. A perfect example is playing out right now in my current practice - a large healthcare organization bought a smaller orthopedic practice on the promise of stability and better insurance contracts. There wasn't a massive payout, just a good contract and the ability to keep practicing for the physicians. The healthcare organization then came back 5 years later and is forcing the physicians to either sign a contract addendum reducing compensation, leave the community, or fight the non-compete in the courts at an exorbitant cost. The non-compete states the physician cannot practice within 75 miles of the county for one year. Some of the older physicians with the means are going to take a year off, but the new physicians in the group do not have the ability to sit idle for a year, so will be forced to sign the agreement or leave the community. Think about what this does to the community who now may lose 7-8 physicians; each of which are caring for thousands of patients in any given year. This will undoubtedly harm the patients and the local economy. Employers will also cite the considerable cost associated with bringing in new physician employees, and not having a non-compete opens them up to considerable risk if the physician gets an offer from a competing practice in town. While this is true that it takes time to establish a practice and</p>

	<p>turn a profit. this is no excuse for locking these employees in to inferior contracts and taking away all their negotiating power. Market forces will establish the demand and pay for physician employees just like it does for employees in other fields; if the employer is the superior choice in town, then they will attract and retain these employees. With increasing healthcare consolidation driven by private equity and insurance companies, getting rid of the non-compete clause would be an important step towards maintaining competition in the healthcare market."</p>
Thomas	<p>"I currently work for a large medical practice that employs over 100 physicians, nurse practitioners and physician assistants. Most of us have a non- compete clause that limits us to practice outside a 25 mile radius. Unfortunately, the organization was recently bought out by a Fortune 5 company (United Health Group via Optum Health). Numerous of the clinicians have expressed disinterest in the change of power and have considered leaving. The problem is this is the 2nd largest employer in the county and if most of these disinterest clinicians people were to leave, it would leave a large gap in medical care in the County as 25 miles puts move of these clinicians in the next county over."</p>
Daniel	<p>"For 99% of employees and contractors currently subject to non competes, I agree with the proposed rule. However, there are 3 important carveouts where the employee motility drawbacks of non competes are outweighed by the stifling of innovation from corporate secrets escaping to a competitor. In our legal system, trying to achieve this protection from NDAs (non disclosure agreements) costs millions more to pursue and win than most small and midsize companies can afford. Noncompetes providing prima facie evidence of civil damages and injunctive relief is the only way to protect small and midsize companies from these losses. All 3 carveouts inherently protect the employee because they are highly skilled, and thus highly paid positions. I propose an additional protection for them at the end. Carve-out 1: The employee is primarily employed (>80% of their hours) to perform R&D on pre-patentable research, where a reasonable observer would expect a patent to be pursued and obtained. The research must be directed as "intent to pursue a marketable discovery" to qualify. The need is to protect corporate secrets in a stage of development where the execution of our judicial process does not provide protection due to the high cost of pursuit and low probability of success despite real injury. Principal PhD researchers, and even lab technicians in certain industries would fall under this exemption. The lower paid levels such as the lab techs should be given the additional compensation relief noted at the end. Carve-out 2: The employee is employed primarily for the creation of, or for directing the execution of, corporate strategy. This would apply to CxOs, board members, Strategy Office employees. It can apply to director-level managers that operate a large percentage (>25%) of the corporation's business by revenue, where 'corporation' is not the legal entity, but the top-level entity at which corporate strategy is defined. (The corporate parent, or a subsidiary level if strategy is primarily defined by the subsidiary.) A 'highly compensated employee' threshold should be applied to protect against a local franchise owner taking advantage of local store managers, but still giving that owner a way of protecting him/herself from another local bad actor with a viable</p>

	<p>threat to his business if he has a truly novel strategy. The 3rd carve-out is already covered by the rule. Seller of a business. For the first two carveouts, the objective of the proposed rule can be met with further protection to the employee. Include a rule where, "Except for highly compensated board members and CxOs who have legal representation for their employment contracts", such agreements must be bundled with a clause that grants a minimum of 6 months severance for both involuntary separation (vesting immediately) and voluntary separation (proportional to time worked and fully vesting at 2 years) as the penalty for subjecting an employee to anon compete. This will financially cover those few employees who are forced into a career change, and provide a substantial disincentive to employers to ask for these clauses."</p>
Dahv	<p>"I support the proposed rule change barring non-compete clauses. The arguments against non-compete clauses are well stated in the Overview of the Proposed Rule. In addition to the direct damages caused by non-compete clauses, they create additional burdens because employees covered by such clauses (and their employers) experience uncertainty as to whether they could be accused of violations. Businesses are very successful in states that already bar non-compete clauses, including CA, demonstrating that non-compete clauses are not required and perhaps are a net negative in terms of business success."</p>
James	<p>"Non-competes clauses are very abusive and prohibit competition, hospitals abuse physicians by enforcing non-competes clauses preventing them supporting themselves without uprooting their family and starting over in a new city. Physicians provide no competition against hospitals, non-compete clauses should be abolished immediately."</p>
James	<p>"Non-compete clauses prevents some patients from seeing a patient, they prohibit market forces with negotiation, one physician leaving does not affect a hospital. The current law needs to be modified to INCLUDE NON-PROFIT hospitals. They are the worst offenders in taking advantage of the physicians!"</p>
Emily	<p>"Just a note to say that I'm in favor of voiding non compete clauses that constrain the ability of low wage workers to obtain new employment."</p>
Wendy	<p>"Please support banning non-competes. As a veterinarian, non-competes prevent me from working in my chosen field if I have to leave a company for any reason. These overly restrictive rules are unfair."</p>
Casey	<p>"I support the FTC's ban on non-compete clauses. These clauses are deliberately intended to hold workers' wages down, stifle innovation, and hams working Americans. Implementing this policy will make it easier for workers to eam what they're worth and help the American economy grow!"</p>
David	<p>"I am strongly in favor of banning non-compete agreements. The ability of people to freely move between companies has been one of the biggest reasons for the tech industry's success, because talented people aren't tied to one company to keep working in the area they are best at. This is something that should be</p>

	extended to all people, not just people who happen to work in a field that is common in California."
Louie	"Hey FTC! This is why you should ban non-compete clauses. This is because it will allow workers to go to better jobs, or have leverage to ask for higher pay at their current job. With an increase in wages, consumer spending will increase and this will boost our economy naturally, without the need for billions of dollars in government stimulus that's puts us more in debt and causes inflation. This could be a great solution to our rising debt problem while helping the working class make more money and not be afraid to leave for a better job."
Emily	"This law would be an excellent way to bolster worker's rights in strata of the population normally unaffected by unions or other collective bargaining agreements: white collar workers. As a white collar worker myself, there have been several times when noncompete agreements have prevented me from changing companies and receiving a better offer. Making such agreements illegal would render my power in the employer-employee relationship much greater and allow a slimmer margin between my wages and the amount of value my work produces. Overall, myself and several colleagues are excited to see if this passes as it will directly affect us in a positive way."
Ben	"A great rule! Non-compete agreements are blatantly anti-competitive, and hams both workers and consumers. Even though in many cases they're already unenforceable, ifs important to stop employers from threatening employees with enforcement."
Nancy	"The New York Times published a video this morning explaining the effects of non-compete clauses on citizens who work in jobs that should not be bound by this clause. It is your responsibility to fix this. So, fix it."
Lola	"A non-compete clause is a very easy way to abuse physicians (at our current companies), and limit our ability to be accessible to patients with whom we have long term relationships with. Physician well being is an issue that is permeating the country, and is leading to physician burnout even earlier than before (due to multiple factors)."
tim	"To Whom It May Concern: I am a medical professional, PA-C, now 25 years in the industry. Non-compete clauses, in previous contracts, have forced me to either move away from the town in which I have a home, in which we have a son in school, and has kept me from caring for many, many, many patients with whom I have forged a professional relationship over years of service. Non-compete clauses are not in the public interest and are an unfair element of contracts that many medical practices hold over the heads, like a dagger, of employees who would like, or who NEED, to seek employment with other employers in the same vicinity. Many states do ban non-compete clauses, but the ban should be federal and complete. Please do the right thing and end non-compete clauses once and for all. Sincerely, A medical professional Oregon"

Chris	"I am strongly in favor of this rule! Noncompetes stifle competition, and the harm they do to labor markets far outweighs their benefits."
Karen	"Non-Compete is in place to protect the companies profits and ability to set prices for goods and services. This process curtails innovation and competition and makes it almost impossible for new business start ups that would be energizing the economy and creating jobs. This hurts supply and demand economy where the consumer pays and the company profits."
Ross	"This is an important rule that will protect worker's rights and promote competition in the labor market."
Ross	"The American Hospital Association recently asserted that a ban on noncompetes would "exacerbate problems of health care labor scarcity, especially for medically underserved areas like rural communities.", and that "physicians and senior executives, do not present the same considerations with respect to noncompete agreements as other types of employees." As a physician anesthesiologist I strongly disagree with these statements. The American Hospital Association is a lobbying organization supported by large private equity corporations that also happen to own hospitals. These organizations have developed a business model of siphoning profits from a hospital system out of the region, while reducing services and staffing to unsafe levels that promote burnout. Healthcare workers are victims of the same corporate malfeasance as the rest of the American workforce and deserve the same labor protections. Burnout and suicide among medical professionals is far more prevalent than the general population, and a major contributor to labor scarcity. Non- compete agreements essentially trap hospital employed physicians in contracts, allow hospital corporations to erode the quality of care because physicians have no seat at the table and are unable to leave. A ban on non-competes in this sector might result in local physician migration to higher functioning systems, and pressure hospitals that physicians view as bad stewards to improve. Most physician non-competes have a geographical boundary, and would therefore not significantly exacerbate local/regional staffing. I am aware from personal experience that non-competes in the Seattle area, for example, have significantly reduced average compensation and benefits compared to the Portland area, where non-competes are not enforceable and cost of living is lower. Hospital employed physicians, like other healthcare workers, deserve to participate in a free employment marketplace, to seek job opportunities where they can use their medical license as leverage to provide high quality care."
Michael	"I have been a physician assistant for almost 20 years, and every place I have worked at has had a non-compete clause for both physician assistants and physicians. This has always been an incredibly unfair and limiting practice by hospitals and clinics. As one example, in the town in which I currently live, my clinic has a non-compete clause stating that I cannot take another primary care job in the immediate area for 2 years after I leave the clinic. The problem is that the next nearest town where I could potentially find a job is an hour away. These kinds of clauses either create a condition of indentured servitude, or result in

	people having to move from an area which they otherwise might love. I strongly urge the FTC to pass this change in regulation and prohibit the use of non-compete clauses in all areas. These clauses are anti-worker."
Richard	"Please do not allow the hospital lobby to hamstringing this very important change in regulations! Non-competes result in poorer working conditions and poorer patient care. They are one of many problems in our healthcare industry, and you have the ability to fix this problem. Please make sure that medical professionals are not excluded in any way from the removal of non-competes!"
Sherri	"Non-compete clauses were initially used to keep executives from stealing trade secrets. It is an injustice to allow companies to use them to prevent middle class and minimum wage earners from seeking employment to put food on their table and a roof over their heads. I support complete abolishment of non- complete clauses in this country."
John	"I'm writing in support of the FTC's ban of non-compete clauses. These unfairly keep wages down by not allowing new organizations to bid on projects. I am retired but feel that big businesses have far too much sway in the world of commerce and competition encourages the benefits of regulated capitalism."
Arna	"I support the prohibition of enforcing non-compete clauses in employment contracts and agreements. As an independent contractor in healthcare, my industry knowledge is valuable and should not be considered trade secrets. Interoperability of healthcare networks is crucial to public health and not being allowed to work for other companies for a set period of time is stifling progress."
Ted	"I enthusiastically support the Non-Compete Clause Rule, thereby insuring geater flexibility for American workers in the job market and enhancing job growth."
Helen	"It is very important that those working in the medical professions, including physicians and surgeons not be excluded from this important non-compete ban. These non-compete clauses have impacted doctors' ability to advocate for excellence and safety. Being in a "highly skilled" category of employment should not preclude them from being included in this ruling. Those skills should remain available to still practice in their local home community and not held hostage to one clinic."
Emily	"I strongly support this ban. Banning competition prohibits progress, stifles economic growth, and creates division and resentment. It prevents experts from being experts and contributing to society. Businesses should focus on being a great place to work and contribute instead of focusing on how to best punish those who dare to leave toxic and unsupportive work environments. As someone who was under a non-compete myself, I fully understand how devastating these are to people... and not just their work, but their emotions and souls. It's deeply personal and insulting."

Kyle	<p>"I hope this finds those who review my thoughts well. I do not have a non-compete clause at work, though my wife does, and the enforcement of these contracts is stifling to our small community's health care systems. We live in Bend, OR, which is a population of —110k and the health care system in our town serves —250k on the east side of the Cascade mountains. If patients need a colonoscopy or to see a kidney doctor (Nephrologist) in our community there are just a few providers who can see them. If a Provider decides their workplace clinic system isn't a good place for them, because of the number of non-competes in our community, the providers are driven out and have to leave and our community loses a healthcare provider. The use of non-competes, from my limited understanding, does nothing to protect workers but reduces the flexibility said workers have in seeking new employment. In our community these workers - highly trained physicians, nurse practitioners and physician assistants - not only lose their autonomy but also lose ability to practice medicine in a way that's good for their patients. And while some may have little empathy for highly compensated health care providers, I have seen patients suffer in their inability to get in for a colonoscopy or to find a kidney doctor or oncologist. By ending non-competes the true tenets of capitalism can be honored where new businesses can grow, thrive and create opportunities for both their employees and, in this case, the patients that rely on their services. Thanks for considering ending non-compete clauses. Best regards, Kyle"</p>
Richard	<p>"Please remove the non compete clauses! They are predatory towards individual providers who have little leverage to get them removed and have devastating consequences if triggered. Thank you."</p>
Nicholas	<p>"Some companies, like Epic Systems, enforce their non-compete indirectly but preventing access to 3rd party consultants who hire former Epic employees or even fining their own customers for hiring an employee who is still under their non-compete. If the FTC seeks to end non-competes, you should make sure to prevent this sort of behavior as well, otherwise this will become the standard workaround for enforcing a non-compete"</p>
Diya	<p>"As a physician I strongly support banning non compete clauses They are used to force doctors to relocate from their homes and lose their relationship with their patient in case they no longer stayed employed with their group Medical groups usually demand ridiculous sums of money to buy out from non complete as high as 300k This is not good for patient care or the health care system and need to stop"</p>
Bea	<p>"Non compete clauses restrict movement between companies only for the good of the original company - it does not allow for free employment movement, which is a must!"</p>
Christian	<p>"As a medical provider (PA) I fully agree with the FTC's proposed ruling to void Non-Compete Clauses. I strongly agree that it limits any employed person's greatest ability to increase their compensation."</p>

Lara	"By getting rid of Non-competes for employees this allows those employees to better support their families. If there is an opportunity to better support my family why not take it. A non compete limits the ability to earn a living wage for some. Please ban non-compete clauses for employees!"
David	"While I like the idea of removing non-competes from employment contracts a non-solicit which most companies have moved to will still force workers to stay in their current job. Unless I am reading this wrong. The rule should prevent non competes and non-solicits from being put in place forcing employees to stay where they are or be unemployed for 2 years."
Jessica	"I would like to support your proposition of banning non-competes. Our private practice was recently brought out by a multi state corporation and have imposed restrictions and how I practice medicine. I would love to be able to quit my job and move to a private practice again or I can take better care of my patients, but I have a two-year multicounty noncompete. Please consider making non-competes illegal to provide better patient care tbr our patients."
Darlene	"I applaud and strongly support the FTC's proposal to federally ban noncompete agreements. When we go looking for a job, the last thing we need is our old boss preventing us from finding one where we earn more and are treated better. This prior restraint controls and exploits employees even after they terminate their relationship with an employer. Surely, we each have the right to seek better employment without our ex-employer's consent. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone. The right thing to do is follow through to ban non-compete agreements. I thank you for the steps already taken to protect workers rights by stopping a cruel practice that disadvantages them."
Alexandra	"Give people freedom to pursue other opportunities instead of being tied to their employer. Non complete clauses infringe on the American right of "life, liberty, and the pursuit of happiness.""
Lish	"Of course we need to ban the non competes! Keep the "free market" free from these attacks on workers."
Adam	"As an associate dentist in my own neighborhood, my company has been recently acquired by a private equity firm that has expanded my non-compete to leave with me no choice but to work for them or leave the city and my beloved neighborhood. This is damaging to careers, people's livelihoods, and ability to find stability in their lives without uprooting it to meet an agreement they had no choice but to sign. I ask this to be lifted as it is VERY exploitative."

Thea	<p>"I write in support of this rule. If you look up "slavery" in Britannia .com, you will find that loss or restriction of freedom to move about is one of the constellation of conditions that define slavery. A "free society" should take great care when granting the powerful a right to restrict a citizen's movement. Of the 1st 3 unalienable rights mentioned in our Declaration of Independence, non-compete clauses strip citizens of 2: liberty & the pursuit of happiness. I understand that companies should have the ability to protect proprietary knowledge. But we now see that companies are not restricting non-competes to this justifiable purpose. These rules address some of the current abuses by companies. Thank you."</p>
Neesa	<p>"Non competes are terrible for the individual. They are akin to a monopoly for the employer. I would like to see them outlawed"</p>
ANDREW	<p>"I am resident in Oregon and never knew Non-compete contracts existed until I moved back to my hometown for a new position at a Civil Engineering firm. I was hired as a salaried employee making about 65,000 a year. With my offer letter I received a non-compete contract specifically for Engineering services. I was afraid to sign it at the time and discussed my concerns with the I IR manager. He told me "we only have those so that you can't steal our clients and go to one of our competitors." I told him I wanted to eventually start my own business and this wouldn't work for that. He said that if I started my own business "they probably wouldn't have a problem with that". Fast forward to 2021, I became a partner in the firm with a 6% ownership. Unfortunately they amended the bylaws of the company so that I couldn't be a managing member with less than 10% right before I joined. (Previously it had been 3%). I had no control over employees in my department and even though I increased the revenue of the survey department from 180,000 to nearly 300,000 with less employee hours I still had very little control over my employees or the direction of the company since I was a "non-managing member". No ability to hire, fire, adjust compensation, or purchase new equipment. Over the one year I was a partner my ownership lost about 15% of its value, so I couldn't wait to leave. I was also only getting paid about 80,000/year plus my ownership dividends which didn't do anything but pay off my 6% ownership. When we looked to buy out our biggest partner (51%) and I was only offered 10% of the new company it was time for me to go. In Oregon non-competition contracts between an employer and employee are voidable but not those relating to a sale of a company. As an employee the statutory maximum is 18 months. I reviewed my non-competition with an employment attorney, and she recommended that I take action to void the latest non- competition agreement I had to sign in order to sell my ownership back to the company. Her opinion was that as a non-managing member I was an employee compensated with ownership. I had three non-competition agreements, the first when I came on as a salaried employee, the second as part of our partnership agreement when I bought 6%, and the third as a condition of the sale of my ownership. I didn't know that the first one didn't meet state law when I signed the second, I signed the third thinking it was voidable... I left the firm in March of 2022 and delivered a message to them that I was taking action to void the non-competition and starting my own business, with a focus on Surveying since the non-competition agreements only listed Engineering. As an olive branch I offered to</p>

	<p>limit my services to Surveying for two years in the spirit of the non-competition agreement. The company responded that as an owner of the firm the state law regarding non-competition agreements didn't apply and that I could not provide engineering services or market those services within 100 air miles of my hometown for two years, ending March of 2024. They threatened to take me to court and to collect damages, attorney's fees and their own hours related to the agreement. They also claimed that almost all of the surveying services I was attempting to do were actually "engineering services" in order to make things as difficult as possible for me to make a living. Even though it's a separate license required for surveying vs. engineering. (I am licensed as an engineer and a surveyor). As a one man surveying Finn I am not a threat to their organization. I am/will be competing against other small firms in the area. The company charges more for an intern than I do with 10 years of experience. They specialize in grant funded infrastructure projects which I might never have the ability to deliver something like that. AS a one man company I can only do small projects. It seems to me that they took this personally and are using the threat of legal action as punishment for me leaving the firm. In conclusion I would love to get out of this early. I regularly have to turn away local work and have to drive out of town and be away from my family to fund work. I only have about another year to go but I can't wait to get there... Please when implementing the final ntle don't leave a loophole for employers that non competes can apply for partial owners of the company like what happened to me. I see that you are looking at 25% ownership for the threshold. If you do leave the ownership loophole then companies can make employees owner of a tiny part of the company in order to keep them under a non compete."</p>
Brian	"Any negative effects from banning non-compete requirements will be vastly outweighed by the positive business and tax advantages."
Evelyn	"I strongly support a ban on non compete agreements."
Tamara	"Non compete clauses in physicians contracts are for the benefit of the large corporation, and not the benefit of the patients, who are the ones for whom we should be advocating. Please do not carve out exclusions for non compete clauses for employers of any medical professional but especially physicians. Rot physician is forced to leave a community that has effects patients as well as the support staff that might have been employed by that physician (loss of well paying jobs for the community)."
Mitchell	"I'm currently working as a speech-language pathologist, and previously have worked for a software company. In my experience, non-compete clauses across industries serve primarily to bully employees into staying at jobs that underpay and overwork them. Ostensibly, the purpose of a non-compete is to protect companies' intellectual property. My employer didn't teach me how to conduct speech therapy, my master's program (funded by myself and tax payers) that cost me tens of thousands of dollars and years of my life did that! Employees who spend time and money developing their skills deserve to sell their time and labor as they see fit without interference from employers."

Bryce	"Mon-compete clauses force many employees, including many physicians to choose between staying at jobs with poor working conditions, compensation or are outright exploitative, and uprooting their whole life, and potentially the lives of their families to seek work elsewhere. They are anti-competitive and applied inappropriately in such a way as to only serve to manipulate employees. Please ban them. Respectfully, Physician, MD"
Rebekah	"As a physician, I strongly support advancing this non compete law with a few caveats. It should include physicians and both for profit and non-profit hospitals/employers should have to comply to the law. Non-profit hospitals should NOT be exempt!"
Matthew	"Please include physicians as protected employees from non-compete clauses. The non-compete clauses that are currently prolific allow unprecedented power to employers and remove power from employees. In essence, employers have little fear of reprisal in terms of employees leaving when they contractually prevent employees from working within a defined geographic region. It should be a protected right to practice one's trade, and this right should not be encumbered by employers."
Seth	"Noncompetes are inherently anti-competitive and negative impact the freedom of the market"
Bryan	"A person gains experience for their profession through going to college or sonic type of apprenticeship with the assumption that if they are competent at their chosen profession they will be competitive for positions and have a career. No company should have the right to limit a person's ability to get employment in their chosen profession nor burden them with a lawsuit if they disregard a non compete clause."
Jeanine	"Noncompete clauses are the modern form of indentured servitude. If a hospital or clinic does not want doctors to leave, they need to focus on making employment there worthwhile, not on how they can force doctors to either stay with them or move their whole family to a new area to find work. "Oh, but they build up a big base of patients with us, and then they start their own practice and take all our customers with them!" So treat those doctors as valued employees, and they won't walk off the job with "your" customers in tow. Or, suffer the natural consequence of treating your staff badly—losing them to a better employer."
Gregory	"As a physician who has seen noncompete clauses in action the proposal has my full and aggressive support. These contracts are used in medicine as cudgels to keep individuals from practicing in the area they call home where they can continue seeing patients they've developed relationships with and have been treating for years. They serve no other function than to protect entrenched and moneyed interests and only contribute to decreasing patient choice and access to care. I ran afoul of a noncompete clause when leaving an organization I had worked at for about three years. Theirs stated that I could not see patients within 25 miles of any of their locations for 18 months or I'd owe half of the (gross!)"

	<p>amount they had paid me in the prior 12 months. This is madness and effectively banned me from practicing medicine anywhere near where my family lived, as well as preventing me from seeing any previous patient for a year and a half. They had multiple locations in every direction, making this harder than just seeing patients down the road, and this is commonplace in corporate medicine. This isn't trade secrets or stealing a book of business - it's simply doing my job where I live. I spoke with a few lawyers who felt that we could probably challenge it, and possibly even win, but the legal costs would have been onerous with no guarantee of a good outcome. The previous employer had big pockets and was willing to fight, so I spent over a year of my career doing part time work in other faraway parts of the state, living out of hotels and rented rooms until the clause expired. Upon being able to return home for work, numerous former patients sought me out for care and expressed their disgust and frustration at this absurd situation. It served no god purpose for anyone. It didn't even keep me from competing against my previous employer and provided them no benefit either. It was only a hamstrung career, 18 terrible months, and an interruption in care for patients. At least the former employer is now going bankrupt, so I can dance to that. Please eliminate these ridiculous clauses. Don't listen to the hospital organizations who want to keep physician labor cheap - they don't speak for us. Nor do employers who claim they've "trained" us or some such nonsense. If they can't handle me hanging a shingle next door, that's their problem, it shouldn't be mine. This ruling would be a sea change in medicine. I will be putting in my notice if it goes through. I know a number of other providers who will as well. They all want to remain close to home and see their patients how they see fit. This could change our entire field for the better."</p>
Jeffrey	<p>"I strongly support the proposed Non-Complete Clause Rules. These changes are long overdue and will bring a strong dose of common sense equity to our workforce and economy. Thank you."</p>
Grant	<p>"Non-compete clauses should not be allowed. They constrict the free market at the expense of workers."</p>
Susan	<p>"I support the FTC effort to give workers more mobility and opportunities for increased income by outlawing non-compete clauses. There are already so many ways in which companies can take advantage of their employees and this would allow a natural process of forcing employers to treat workers better. It would result in more self-examination and remediation. A company that invests and works to keep its employees is much stronger anyway. With more mobility among trained workers, it could be advantageous for the companies themselves to be able to attract good people who are ambitious and want a challenge. Anything that gives workers a little more leverage is, it seems to me, very much needed at this time in our history."</p>
John	<p>""Non-Compete Clause Rulemaking, Matter No. P201200" Dear FTC, I am a medical provider in dermatology (PA-C) and my employer included a very stringent non-compete clause in my employment contract. It is because of this that I almost did not take this job and after signing the contract I feel trapped. I</p>

	<p>have considered leaving my current employer but I would be forced to sell my house and uproot my family to move to another city if I decide to leave my current employer. This constant threat and pressure has forced me to endure my current employment despite feeling it might not be the best fit for me. I am so excited and thankful to hear about this proposal to do away with non-compete clause! I would like to advocate for myself and all other healthcare providers out there who are my position. Removing the non-compete clause would be life-changing and freeing for so many providers in the health care industry. Thank you for this proposal and accepting comments. It is very much appreciated!"</p>
Karl	<p>"As an employed primary care physician, I agree with the proposed rule change to eliminate non-compete clauses as they have outlived their usefulness in my industry. When I began private practice in 1997, it took 2 years to build-up a sufficient patient base to be profitable during which time I had to be subsidized. The majority of doctors then were self-employed or in small group practices. Today however, the vast majority of physicians are employed by large corporations. There is an unremitting shortage of doctors and no shortage of patients. Non-competes only serve the corporations who rely on them to force physicians to accept lower wages and/or unsatisfactory working conditions or else leave the communities they love. Thank you for addressing this issue and hearing my concerns. Karl Saxman, MD"</p>
Vivian	<p>"As a sub specialist physician surgeon (oculofacial plastic surgery) in a vastly underserved area (California -Oregon border), I had to wait out a 2 year non compete contract to start my solo practice after I left a group of ophthalmologists. There was no financial impact on the practice I was leaving as they hired someone to replace me the day I left. And this area needs 2 or 3 oculofacial plastic surgeons to serve the needs of the community. It is currently just me serving patients from Eugene, OR to Sacramento, CA. The practice that was enforcing the non compete is in Oregon. They have lost the 2 doctors they hired after me. They currently do not have one. So it was a huge financial burden to me to not work for 2 years in this area and I had to travel to Salem during that time (4 hours away) to find work. After the large financial debt from undergraduate education and medical school, it is very financially onerous to have a non compete clause. Please make physician non compete clauses illegal. It is not fair to spend 10-14 years in training to not be able to work. Thank you."</p>
Ryerson	<p>"I strongly urge the severe limitation of Non-Compete Clauses. My experience in the High Tech industry suggests that the wages offered in these contracts are market wages. But, the non-compete clauses are in effect a hidden taking against those offered wages. They reduce and distort the offer present without due compensation for that taking. If non-competes are to be required for a position. They should be negotiated and compensated differently and on top of existing wage compensation including separate compensation for their signing. Including them in the base wage compensation disguises their nature and damages the labor market by denying workers the ability to market their skills."</p>

Laurel	"As a physician, noncompete clauses benefit my employer as I am stuck with them unless willing to move. It stifles our ability to choose what and where we work. It also locks cost of medicine as we are blocked from moving that means patients don't have choices."
Bri	"180 days is too long after we find them non enforceable. Employees should be able to have mass exodus from companies that have held them hostage to move freely and make more money. Non competes are used as golden handcuffs and is slavey. Most companies have you sign it with your hire packet. Once ruled it needs to be effective immediately for employees to leave and retro active. My husbands is for 2 years! His salary is 127k and he has been offered 300k by other business same line of work and has been stuck due to this non compete... his current employer hasn't offered him a raise in 4 years and it's just insane they would make him sit out in the same line of work or sue him if he leaves. This needs to do and be effective immediately"
Brianna	"This is very much needed. My husband has been offered twice as much money but cannot leave because of his non compete. He would be able to make twice as much and his employer has never offered a raise in salary knowing he can't leave and his employer has sued others for practicing in the same line of work and it's a horrible situation. Please ban the use of non competes so there is competition and competitive wages without employers owning people and not giving them raises."
Jamie	"I support the FTC's ban on non-compete clauses. These clauses from big tech mental health companies are wrecking therapists."
Bob	"To whom it may concern: It is high time that these onerous, ridiculous and ANTICOMPETITIVE non-compete clauses be done away with. They only serve the interests of monopolies, while harming workers, consumers and communities. Please stand firm in implementing these necessary new rules. Thank you."
Michael	"Good evening/morning, I, Michael, write today to applaud The Federal Trade Commission (FTC) on recognizing this issue. Should the The Federal Trade Commission make the Just decision to let freedom rein and prohibit the Employer from placing unnecessary, invisible chains on bright employees, just imagine what that better world lcx)ks like. I would also like to mention that it literally took years for a co-worker of mine's brother to finally reunite. This was all because of a non-compete clause which can be found in the video/sound editing industry. I rise up today, in part, because I know Justice is coming. So, please let my voice be heard in SUPPORT of the FTC's ban on non-compete clauses! Take care."
Howard	"I strongly support the elimination of non-compete clauses. Trade secrets protection is enough for companies to protect their intellectual property."
Charles	"Non-compete "agreements" are used by unscrupulous employers to trap employees (especially low paid workers in low paid jobs). They should not ever be allowed to occur for lower paying jobs and only allowed otherwise in limited

	<p>circumstances. They should be otherwise be federally banned. In addition to keeping wages low and discouraging, the competition that spurs discovery, development of new ideas and helps society advance, they are regularly abused by employers.."</p>
Danielle	<p>"Do it, for once do something good for the people."</p>
John	<p>"Banning the non-compete cause is an amazing idea! It's use in Healthcare has suppressed wages for too long."</p>
M	<p>"Here's what I submitted... Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and higher healthcare costs for patients. Note that this is not limited to highly specialized areas of medicine. I've had patience to deal with a negative ramifications of not being able to find an endocrinologist in their area, when their medical conditions exceeded what their primary care physician could provide. The next closest endocrinologist was three hours away. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities. Addendum: it is my understanding that organizations such as American hospital association, who includes no physicians on the executive board, has made baseless claims that a nonprofit status should exclude an organization from this proposed rule. The non-profit status is irrelevant, as these organizations are as profitable as for-profit organizations (many have both for-profit and non-profit holdings), they just don't pay dividends to shareholders. The for profit or nonprofit entity designation is irrelevant with respect to the restraint of trade created by non-compete clauses."</p>
teresa	<p>"GET RID of the non-compete clause. It is anti-democratic. It is very, very bad for workers and just an appalling overreach by businesses. My employer does NOT OWN ME. How can an employer force me to work for only them, or no one?! What if you lost your job with the FTC, then were forbidden to take another job in your field for 2 years, within commuting distance of your home? You'd have to leave your home and move at least X miles away, or be unemployed for a</p>

	<p>number of years. And, fast food workers? Are they serious? Capitalism does a lot of harm to a lot of people. The "profit at all costs" dynamic is central to capitalism. THAT is why our DEMOCRACY is necessary - to protect American workers from non-democratic actions by employers. Please do the right thing here - for ALL americans, not just the most privileged among us. Employers: if you don't want employees to leave your employ, then you have to give them a workplace and a wage that will keep them. THAT is democracy, and don't worry - you won't lose your capitalist economic system by competing for employees. If employers don't have to compete for workers, then the horrific economic injustice in this country will only get worse. This helps NO ONE."</p>
Kevin	<p>"A Tnily "Free Market" Would Allow Employees To Be Free To Submit Their Resumes To Any and All Employers . . . "Do Not Compete" Clauses Impede Workers From Pursuing Other Employment Opportunities When The Contractual Terms Of Current Employment No Longer Satisfy Their Personal and/or Economic Necessities . . Hardly Seems To Be An Archetypal Model of a Free Market To Me ! ! !"</p>
David	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Seriously, the fact that an employer could restrain my ability to work elsewhere is absolute nonsense- let's end this travesty now."</p>
Marc	<p>"Dear Sir/Madam: I fully support the proposed rule to ban employment non-competes and I commend your effort to bring this important issue up. In my experience, non- completes hurt the employee and prevent her from earning a honest wage in a location where she wants to live. My wife, for example, is a physician in a small city in the state of Oregon. For the past 5 years, she has been subject to the whims of her employer and has not been able to leave because her employment contract mandates an 18 month non-compete in a 60 mile radius. She cannot work for any other employer, including the VA health system (where there is no protectable interest), and has been threatened by litigation numerous times. She effectively has been forced to stay at her current practice (and get underpaid for seeing over 60 patients a day) so she can live in the community where we raised our children, or move to another county and uproot our family. This is anti-American in my humble opinion. One should be able to work where she wants and where she wants. Employers should not have leverage over employees in this regard. Please pass this rule."</p>
Ozan	<p>"I agree that non compete agreements are unfair. In my situation, I am stuck with my current company because I have a non compete agreement with them. I have worked in this industry all my life and it's a very niche industry (electron</p>

	<p>microscopy). There are only 3-4 companies in this field that my expertise fits in but I can't change my company due to non compete. On top of that my company threatens me really bad knowing that I can't just quit and go somewhere else. I have received a merit increase of 2.3% increase this year, way below the inflation and also the company average. They would not fire me cause they need me but knowing that I can't leave easily they feel like they can pay me as little as they can."</p>
Matthew	<p>"This is a fabulous idea! Please, please enact this rule."</p>
Benjamin	<p>"Hi, thank you for taking comment on an issue that has many life altering scenarios. My wife and I lived in Murray, UT just 4 months ago. She worked for Texas Instruments at their Utah fab facility. She recently made a career advancement move to work for ASML (a semiconductor equipment company) at the same Texas Instruments Utah-based fab and on the day she was going to get her new contractor badge with Texas Instruments she discovered there was a non-compete that required her to be away from all Texas Instruments facilities for 1 year. This caused us some very anxious moments. Was ASML going to fire her? What would happen if this were the case? This Texas Instruments fab is the only semiconductor facility in Utah, she had no other options in the area. Luckily ASML transferred her to work in fab in Oregon, but it required us to sell our home and re-establish a life in a new place. The oddest part to this whole situation is that ASML is NOT even a competitor of TI. There was no merit to their non-compete except that she left the company. We call for the FTC to end the ability of companies to hold employees hostage in their jobs, or cause people to make drastic life alterations to maintain employment in the same professional field. Thank you."</p>
Peter	<p>"As a young practicing surgeon, I have seen the trajectory of hospitals and private equity slowly take control over doctors in the United States over the last decade or so. There are various reasons why doctors have been passive with this shift in power. 1) Doctors are primarily scientists, trained to deal with data collection and interpreting complex physical exam and laboratory results while listening to and counseling individual patients. They are not taught the skills necessary for public policy advocacy or business administration. 2) Doctors as a whole are overwhelmingly people that want to "help others," and have a strong sense of moral and ethical responsibility to do what is right for the patient. Because of this, as a field, they focus on protecting the patient. This comes at the expense of protecting themselves. Doctors think that they can work just a bit harder for their patients in spite of hospitals and administrators slowly chipping away at their autonomy, because doctors' duty is to their patients. So they tolerate it, instead of fiercely fighting it. 3) Due to both of the above, administrators have ballooned and exploited the health care dollar to create a massive increase in the GDP over the last several decades. This is due to insurance companies creating intentional barriers to providing care, doctors having to have a whole set of staff to simply to collect insurance payments that they are lawfully due, and administrators who have never taken care of a patient stepping into healthcare leadership roles to tell doctors how to do their jobs. 4)</p>

	Doctors can be entrepreneurial, similar to dentists and other allied health care professionals, but no compete clauses are a strong barrier to doing this. Allowing hospitals to legally bar physicians from leaving a poor employment situation by creating a massive area where the physician cannot practice means that physicians have no means of fighting back against poor working conditions to allow for the "market to take care of itself," because they are forced to completely relocate to other cities when leaving a practice. This is difficult for multiple reasons, as many physicians have families that are also impacted by this, and moving locations means starting over entirely, as referral patterns must be created from scratch. I strongly believe that the FTC has the power to level the playing field by giving physicians the same treatment as any other profession and including them in the non compete."
Marie	"For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement."
Jemie	"I am writing in support of abolishing non-compete clauses. I unfortunately have such a clause in my contract, and as a family medicine physician working for underserved populations, this severely limits my opportunities to continue caring for these populations should I need to leave my current job. It also would prevent me from being able to bike commute from my home in a neighborhood I love. These clauses are anti- labor and purely benefit big business in a way that is unfair to the public. I hope these clauses will be abolished."
Alexander	"I strongly support this rule change. Especially in regards to current WWE practices."
Clint	"I am a veterinarian and like most of us I work in a practice I don't own. I have been the victim of non compete contracts and have known a number of other vets that have been seriously impacted by them. Non competes serve nobody and instead cause serious harm. An associate I worked with who left a privately owned rural practice ended up being sued under a non compete contract and was forced to sell her home, disrupt her children's education by pulling them from school and eventually had to leave the state. She wasn't even in a new practice that competed with her former but it was within the radius established in the contract and the practice owner used that to maliciously driver her family from the area. These contracts are already banned in two states (maybe more?). They only serve to stifle free movement within our borders, and are uncaptalistic as it gives a single person or group the legal authority to force their competitors out of the area. They are cruel, only serve to drive the high rates of mental health disorders and suicide among veterinarians. End non-compete contracts NOW Thank you."
Eric	"Please outlaw all non-compete clauses"
Tamara	"Please do away with this unfair and unnecessarily restrictive practice in businesses that are not protecting trade secrets. Regular working class

	<p>Americans deserve to have mobility in their careers and the ability to support themselves in their own communities. Most people cannot afford, nor should they be required, to relocate to a new town just to perform basic forms of employment, especially service jobs like hair stylists, massage therapists, administrative work, accounting, auto parts sales, etc etc etc. If innovative companies with tech secrets and things in the patent pipeline want to restrict employees from seeking work with competitors, ALL non-competes should require the employer to pay ongoing wages during the non-compete period. This one additional requirement would assure that employers ONLY use non-compete agreements when something truly important to their business is at stake, and they would have to compensate the employee for the *privilege* of keeping that employee out of the competitive marketplace for whatever the duration of the contract. If it's not *that* important, the employer won't do it. But this business where a salon or a retailer or a regular old office & sales job broadly requires employees to sign non-competes is a definition of usury, and should be illegal. Regular working class people are often desperate enough to get a job that they feel compelled to sign one, only to be subsequently underpaid, and worse, abused by these unscrupulous employers. Please protect the working person from this, do away with non-competes except in the most specific situations, and then require those who use them to pay the former employee during the non-compete period. That is what's fair, ethical, moral and just. Not the current misuse of this process. Thank you."</p>
Jennifer	<p>"Re: Non-compete clause rulemaking Matter No. P201200 I wholeheartedly agree with doing away with non-compete clauses. I have seen these clauses affect way too many rural clinicians who were trapped in malignant work environments and had no recourse but to leave the community. This affects the entire community of smaller populations where recruiting health care workers is extremely difficult. I vote in support of this NPRM"</p>
Steven	<p>"I fully support the FTC proposal to revise the non-compete clause rule. While there may be a limited number of cases where a non-compete clause may be needed, such as important corporate executives or key personnel with deep knowledge of trade secrets and/or corporate processes that are proprietary, the vast majority of employees should be exempt from non-compete clauses. This will allow workers to continue earning a living in the industry that employs them with the skills that sustain them in the workforce."</p>
Mark	<p>"I have worked in healthcare as a Physician Assistant (or associate as we are called now) and have been plagued with NCC's the entire time. It has severely limited my ability to change jobs in my community without moving my family, kids, and to move away from my aging parents. Please move forward with this NPRM."</p>
Meredith	<p>"I am a physician who has been in practice since 2008. I have been the subject of an egregious non compete clause in my employment contract for the last 10 years. It is 18 months and a 5 county exclusion area. Should I choose to leave my current position, this effectively -forces me to move out of state in order to find</p>

	employment. This is an unreasonable burden to myself, my family, and my career. With only very rare exceptions involving protected intellectual property, no one should be subject to such restrictions on earning a living or choosing to stay or leave a job. I would ask that the FTC stand up for employees everywhere and eliminate non-compete clauses from contracts. This will allow for fair treatment of employees and stimulate companies to make a competitive work environment to attract the best talent."
Cameron	"This is an excellent rule change and is both good for workers and consistent with improving competition and reducing exploitation of workers."
Micaela	"An NDA should be able to cover any stealing of content or IP, so the purpose of a non-compete seems to be to force employees into staying with a company even if it's not in the best interest of the employee. Non-compete clauses only hamper innovation and trap employees into staying in workplaces past when they are ready to leave, building resentment and disrupting productivity. You can own materials, you can even own ideas, but you cannot own people. Employees should be free to leave a company and work for another company in the same sector whenever they wish."
Thomas	"Noncompete clauses in employment contracts do more harm than good, and the good they do seek to achieve is better served with precise non disclosure language. Yes trade secrets and proprietary processes deserve protection, but noncompete language is just a overly broad threat to intimidate employees. I speak from my 30 years as a health care executive and CEO who signed many employment contracts with this language."
Zoe	"I implore the FTC to outlaw non compete clauses/contracts ASAP. I am a small animal veterinarian working in a specialized area of practice. I signed a non compete contract before realizing the consequences, and it has caused immense income and career path damage for me. Veterinarians are essential healthcare providers who dedicate their lives to the well-being of animals. They often work in small practices or as independent contractors, where non-compete clauses can severely limit their ability to find new employment opportunities or start thek own practices. This has been my all too real experience. Furthermore, non-compete clauses limit competition in the veterinary industry, leading to higher prices and reduced access to care for pet owners. Removing these clauses will encourage innovation, competition, and improve access to veterinary care. Thank you for considering my comment on this important issue."
rod	"I filly support eliminating non-compete rules in employment."
Balamurali	"This rule is a arbitrary and sweeping interference in existing contracts. To retroactively make existing noncompetes invalid without compensation or the opportunity to renegotiate other elements of existing employment agreements is violative of the value of existing employment agreements. I would respectfully ask the FTC to narrowly tailor its rule to future employment agreements and provide reasonable guidelines (pay, level of position, termination of noncompete if the

	employer terminates the employee, etc.) where they are allowed and not allowed."
Edward	<p>"It is tiring, relocating, and training professionals in healthcare is expensive, especially for small and medium sized private medical practices. There is a shortage of healthcare providers at the physician, physician assistant and nurse practitioner level in the United States and thus this process is important to help maintain affordable high value community access to healthcare services. This may also apply for other professionals such as veterinarians, dentists and attorneys. It is time consuming and expensive for practices to recruit, potentially relocate and train new providers to practices. Often the process can require substantial direct costs to pay for a professional recruiting team (who have very high fees), travel expenses for the recruiting process, legal fees to negotiate employment contracts, potentially relocation fees and time and financial resources to fully establish insurance credentials and train new providers in a practice. In addition a new provider can bill for professional services upon first starting to see patients, but they do not receive revenue to support their salary and costs for many months, especially if they are building a new practice. Thus the practice must cover those start up costs for that provider. Helping a new provider establish and grow a new practice is great for patient access and competition in general in a community, but it is simply very expensive to do. In addition, when a provider leaves, there is the unique issue of the medical malpractice tail insurance which can be very expensive in the United States. (This is generally 1.5 or 2.0 x the yearly costs of their medical malpractice insurance) Thus, it would be helpful if the regulators would consider including exceptions to allow medical practices to recoup these costs if a provider joins, then leaves to practice in the same community as the practice that covered these costs to establish them in the community. Further, if an employed provider joins a practice as a partner there is generally an agreement to share the costs and obligations of the practice by the partners. When a partner leaves, the partnership should be able to recover the costs of guaranteed lease agreements, bank loans and other contractual agreements the partner is responsible for along side the other partners in that group. These burdens are generally more difficult for small and medium sized medical practices (which are by definitions small and medium sized businesses. Most of this is known at the time of the negotiation and contractual process when a new provider joins a team and thus can be included in the contractual agreement between parties. One might consider writing the regulations in such a way as this is not to prevent competition, but to allow the employer or partnership to cover the direct start up costs of recruitment, training and establishment of new providers so that when this happens, the clinic has the resources to recruit and replace them and patient access to care is maintained. Currently there are numerous regulations by federal and state authorities as well as insurance regulations and increased costs that are challenging the financial viability of small and medium sized medical practices compared to large, integrated healthcare organizations. Small and medium sized medical practices provide high value healthcare at a generally lower cost than large integrated medical practices at hospital systems or large private equity owned practices. Thus adding regulations that further strain the financial viability of small and medium sized medical practices in the United States will reduce</p>

	access to high value care and ultimately cost all of us more in the long run. Thus I urge the regulators to consider the impact on smaller private practices and consider exceptions that take these factors into consideration."
Ethan	"Throughout my 20 year hi-tech sales career, I have had to limit my job search process at least twice due to non-compete clauses I was forced to sign to secure employment. The non-compete was used to intimidate and restrict employee movement. It also allows employers to under perform in their responsibility to retain employees through positive workplace incentives. Removing the non-compete would be beneficial for employees. I do think there is a place for non-compete agreements but they should be restricted to unique situations."
Tamara	"Good morning, I am writing to ask that the FTC enact policies that ban the use of non-compete clauses in employment contracts for any hourly wage employees and for any employees making less than half the median salary in an organization. NCC's prevent employees from exercising the basic right to offer their labor to others and receive a higher salary. The rules of capitalism should apply to all, not just the corporations."
Karen	"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."

Constituent Support for the FTC's Noncompete Rule



Pennsylvania | Statewide Impact

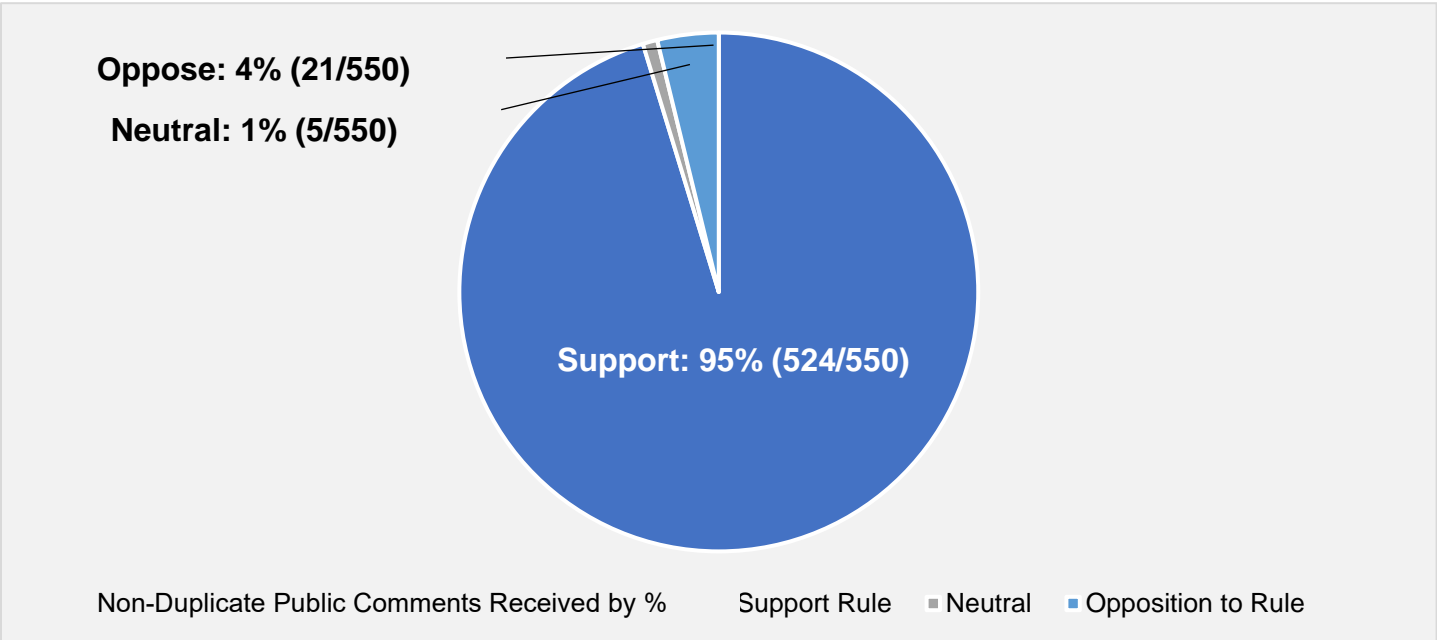


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Pennsylvania**:

Pennsylvania Covered Workers	Increase in Total Annual PA Worker Earnings	Increase in Average Annual PA Worker Earnings
4,690,586	\$2.80 billion	\$596


[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)





Notice of Proposed Rulemaking: 524 of 550 PA Commenters Support





Support Across Sectors of Pennsylvania Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Dear Chair Lina Khan, I work in the themed entertainment industry, and noncompete agreements are incredibly common. It's also a fairly small industry with niche skill sets, often less than competitive pay, and noncompete agreements make it next to impossible to get a different job in the industry without your current employer's approval. Leaving your current job on less than good terms could mean that you don't have a job for at least a year either because your previous employer has threatened legal action or because you're afraid that they will. Noncompete agreements hurt workers and their opportunities, not only in the themed entertainment industry, but all industries. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p> <p>- Michael M.</p>
	<p>"I am a family medicine physician in rural Pennsylvania, and I previously worked for a healthcare system that had me sign a 24-month, 50-mile non-compete contract. Options for healthcare in my area are sparse to say the least, and this non-compete makes it impossible for me to treat patients in my hometown. Not to mention, this town is in dire need of physicians that are willing to practice here. There's not much to pull doctors into this area, but I want to be here. As previously said, this is my hometown. My family, my friends, and my neighbors all have the right to high-quality healthcare, and I believe this non-compete hurts their access to it. It also hurts my ability to provide it. Please consider the removal of non-competes, and help me provide medical care to an area that truly needs it!"</p> <p>- Lucas W.</p>
	<p>"I totally agree that non competes should be outlawed. A friend of mine who is an HVAC salesman has a non compete in place that says he cannot work in HVAC or plumbing for two years anywhere in the United States if he leaves. They basically have him handcuffed to his job. He would like to leave for a better opportunity but cannot because it's the only job he knows. It sound's completely unfair to impose this law on a free society. If you have a business that treats there employees well, is competitive with pay and does whatever it can to be a great place to work then those companies shouldn't need to have a non compete...people should want to stay at their job."</p> <p>- Michael D.</p>
	<p>"When I started my own business as a hairstylist I was sued by an old employer for breach of 'non-compete' contract. I was forced into bankruptcy after no longer being able to afford to litigate in a lawsuit that is lasting over 3 years. Non-competes limit stylists/employees from advancing their careers and generating more money for themselves and the economy. Abolishing non competes will open many doors for new businesses and advancement in careers"</p> <p>- Sandra R.</p>

	<p>"The proliferation of non-compete agreements is absurd at best and fiendish at worst. I work a blue-collar, physical job restoring natural stone. This is skilled labor, like any you'd find in the construction sector, but the methods of repairing stone aren't some trade secret locked-up next to the formula for Coke. Yet the company I work for, Marblelife, forces every employee to sign a non-compete that prevents a former employee from working for any company that has anything to do with the installation, repair, cleaning, care, etc of natural stone for TWO YEARS. As you might imagine, this severely limits us from being able to take our skills and abilities to a better company, for higher pay or better benefits (Marblelife doesn't even offer health insurance); trapping us where we are, keeping us out of the work force for TWO YEARS or start our career from scratch."</p> <p>- Cagney B.</p>
	<p>"Non Competes should be banned for all workers. I am a veterinarian, and I am stuck working in horrible toxic work environment with forced overtime and more. I can't leave because I'd have to drive over 1 hour to be outside of my noncompete. I can not afford to take time off for 2 years (when my noncompete ends) so my options are to continue working and hating my job, or I leave the veterinary industry all together. With how understaffed most hospitals are, losing yet another veterinarian would be detrimental to this field."</p> <p>- Julia B.</p>
	<p>"I am a journalist who has been forced to move across the country three times, and leave my field entirely for one year, in order to comply with stringent non-compete agreements but continue pursuing my career. In one case, the Non-Compete Clause required me not to work for one year for any company doing any kind of communications work inside the broadcast signal range of my station. It crossed state lines! It covered hundreds of miles! I had to move to a city 800 miles away in order to find a job and not risk breaking the non-compete clause. In another situation, I was stuck working for abusive management who fostered a toxic and abusive workplace, and I had to work there for more than a year until I could find a job in another city entirely because they had threatened to sue me under the non-compete if I left and worked for another local station. These moves were expensive and required me to rebuild my financial security from SO every time they happened."</p> <p>- Victoria M.</p>
	<p>"Good evening, I am being directly affected by a noncompete clause at my job. I am a nurse practitioner who is unable to leave her job at this time even though I work in a toxic work environment. I currently have a contract that states I am unable to work within a 10 miles radius of this hospital system and all it's provider offices. Unfortunately, there is a medical facility belonging to this hospital system surrounding where I live as far wide as at least a 70 mile radius. I either have to stay working for this company, leave my career all together, or work far away from my home. As you know gas prices are sky high and this puts a large commute to my already long work day. Please consider making this no compete clause obsolete and ban companies from making this mandatory!"</p> <p>- Jodi K.</p>

	<p>"My wife is a Radiologist, a highly trained and well paid professional. However, she has been repeatedly subjected to non-compete clauses as a standard matter of her employment. When she lost one job at the end of the great recession, our family was forced to move out of state so that she could find work that did not violate the agreement. The result was a substantial loss of home equity due to the housing crisis. The next Job she had also required a non-compete. The job was fine until new management came on board and altered the nature of her job, requiring her to commute long distances to various outpatient facilities. At one point, she was logging 18 hours a week of unpaid travel time in addition to the long hours and weekend call already required. There has been talk of exempting doctors and other highly paid professionals from a ban on non-compete clauses. This is wrong. The non-compete clauses are even more severe for professionals like my wife because their skills are more valuable to employers. The use of non-competes causes employees, even highly paid ones, to choose between remaining in a difficult or abusive job or being forced to relocate, which uproots an entire family and disrupts friendships and school continuity."</p> <p style="text-align: right;">- Jon S.</p>
	<p>"I work in the biotech and pharmaceutical industry, and have been placed under multiple non-compete agreements. I urge the Federal Trade Commission to end this restrictive and anti-competitive practice and support a healthier ecosystem in many sectors of innovation by allowing employees to capitalize on the experience and subject matter expertise they have cultivated over their careers. Employers can still exercise protections around intellectual property, and confidential information, but should not be allowed to wholesale restrict opportunities for employees in their respective areas of practice. [...] End this practice and allow companies to protect their IP and employees to protect their marketability as an expert in the general field of innovation and stakeholders for that innovation. Thank you!"</p> <p style="text-align: right;">- Jacose B.</p>

Additional Support from Pennsylvania

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Allison	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. Medicine should be practiced with a</p>

	do no harm mentality. You will be continued to promote corporate, big business interests instead of families and individuals, and thats not only un- American, its wrong!"
Margaret	"I support the FTC proposed rule banning non-compete clauses. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. We have got to take the power away from hospital administrators, bureaucrats, insurance companies and politicians and give it back to the physicians and patients. We cannot allow them to continue to make decisions about bodily autonomy, those are decisions that should be left to the patient and their physician. It is long past time to end this non compete clause."
Anne	"Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. The PATIENT has the right to choose their own doctors, NOT the medical facility CEOs who are always interested in money before quality and humanity. Non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."
Jack	"Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. As as example, I am currently not able to practice hospice or palliative care in a 2 county area after leaving my previous hospice employment in October, 2022. Other local hospices have physician openings, but I am restricted from practicing there, potentially depriving end-of-life patients from adequate physician care. I urge the FTC to adopt the proposal to ban them."
Kathy	"I support the FTC proposed rule banning non-compete clauses. Hospitals (and other facilities Americans depend on for care), abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The doctors and their families suffer because if they choose or are forced to be employed elsewhere, they must move a prescribed distance away (usually at least 30-50 miles) for a prescribed period of time (often 2 years or more) in order to seek new employment. Many doctors are uprooting their families every 2 years as a result of these oppressive contracts. This is not good for the stability of a community, nor the family unit. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."

Greg	<p>"As a physician I have been impacted by non-compete clauses in my contract which limits fair competition among health systems. Often, these parts of the contract are inserted in a predatory fashion for does just completing training and starting their first "real" job as an attending physician. Sadly, we are not well versed in these business practices which leaves us open to further exploitation. In my case, I found a job close to family and a letter of intent was drafted by the hiring department outlining the general role, salary, call, etc that was involved in the job. After review, I signed this letter and then proceeded to look at purchasing a house and preparing to move. It was not until after I had completed the process of submitting for a new state license, entering into contract to purchase a house, and making arrangements to move my family across the country that documents were overnighted to me for urgent signature. This packet included documents to sign for hospital privileges but also included a non-compete clause which I felt forced into agreeing to at that point in time. Obviously I could have better served myself by asking more specific questions at the LOI stage but again I was a physician focused on training and taking care of patients for the past 11 years rather than understanding contracts. Fast forward 3 years and my bonuses that were promised were rescinded, my call became q3 instead of the agreed q4 and yet I was unable to transfer jobs due to potential employers not wanting to get involved in a legal battle involving my non-compete. This put me in a very difficult position of choosing between moving my family again, agreeing to the significantly worse work conditions than were promised, or filing a lawsuit to attempt to break the non-compete which, if did not work, would put me in jeopardy at my current job in addition to preventing me from seeking employment where I put down roots for my family. Obviously, I am in full support of a ban on non-competes especially in the medical field where health systems have largely not only taken over part of physician autonomy but also prey on the business inexperience of individuals like myself."</p>
Kevin	<p>"I applaud your effort to eliminate non-compete clauses. They are detrimental to workers and rarely provide any actual benefit to the company trying to enforce them. They are there as a threat to try and retain employees, nothing more. I fully support the elimination of the non-compete clause from this country."</p>
Joseph	<p>"Very much in favor of the elimination of Non-compete clauses. This will foster fair pay in all industries."</p>
Andrew	<p>"I fully support the FTC's proposal to ban non compete clauses. This outdated modality allows large health care institutions to restrain workers and prevent an otherwise competitive market from emerging."</p>
Andrew	<p>"I've worked hard to continue to grow and develop in my career as a technology professional. I have and continue to face barriers to do so from noncompete clauses. I believe them is something fundamentally unfair about being locked into a job because you lack bargaining power. I'd posit that evidence of the power imbalance almost universally going to the employer is reflected in how rarely the inverse of a non-compete occurs. It is almost unheard of in professional jobs for line-level employees to be able to impose employment contracts for a guaranteed</p>

	period. Myself and the dozen or so peers I surveyed have never been informed about these clauses prior to employment offer and, during offer negotiations, found employers completely unwilling to even approach language in these clauses. This is something that creates fundamental unfairness across states making it harder to navigate potential employment offers and move as personal and family needs demand."
Danish	"I think the ability for workers to not be locked in a non compete clause is very important. I live in Philadelphia and if I want to get a different job in my field I have to leave the city. Additionally, I do not believe that not for profit organizations should be exempt from this law. Employees working for not for profits should have the ability to leave these jobs and get a new one as well without having to leave the area they live in."
Donald	"I have little experience with non-compete agreements with employers. One place I interviewed with required me to agree to a non-compete agreement as part of the interview but as I was not offered the position, it no longer applied (I think). It was one of the reasons why I breathed a sigh of relief when they told me they world not be making an offer."
Sandra	"As a healthcare worker for 48 years, I urge you to eliminate noncompete clauses from contracts. There is a real shortage of some healthcare specialists and medical personal could fill these positions if they would be allowed to leave their currents positions but they cannot because on noncompete clauses. This is effecting healthcare in the United States."
Asim	"In the case of health care workers , No compete clauses are horrible for doctors, patients and communities. To limit a patients care options or who they can see for their healthcare for the sake of hospital profits is unethical and should be illegal. To limit a physicians ability to make a living and not have to uproot their family when they can easily provide care and services in their own community is like bonded slavery for the provider and bad for the community. No one wants to lose their doctor and forcing physicians to leave a community if their employer is abusive and they want to change jobs is unethical by every standard. Non compete clauses are unethical, draconian and against worker and community interests. They should be illegal."
Mohammad	"I totally support this, it will keep the medical doctors serving the same small community if has issues with their employers, instead of leaving the community struggling to get new Does."
Beth	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Jordan	"As someone who has had non-compete clauses in employment contracts, this is an excellent idea! I'm also disabled and receive home care, many home care agencies use non-competes which stops caregivers from switching agencies or

	staying with clients who switch, and makes it harder for agencies to fill vacancies. Let the market dictate competitive employment contracts, not established industry players who stagnate wages and services while holding everyone hostage."
Natasha	"I am a physician , wife, and mother proudly serving my rural community. I am bound by a non-compete which prevents me from seeking alternate job opportunities in my area. As such, changing jobs would require me to leave my community. Rural communities like mine already struggle with the recruitment and retention of physicians. Rural communities have fewer physicians per capita, and rural residents experience poorer health outcomes. In the future I will likely leave my rural community to seek an employment opportunity which is a better match for my goals and interests, and outside the bounds of my non-compete. As much as I would love to continue to serve my rural community, my non-compete requires me to choose between my personal/professional needs and my community."
Jovito	" Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC proposal. As it is currently written, many lawyers have stated that the FTC' proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay

	<p>their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Rashid	<p>"Non compete clause is very burdensome for a physician and his or her family, as one is bound to work with the health system one is employed regardless of the working conditions. It is unethical in an open society like USA. As a physician practicing in PA, I strongly support the motion to end non compete clause"</p>
Caren	<p>"As a physician in a pediatric subspecialty, I strongly support the ban on non-compete clauses which prevent doctors from changing jobs without uprooting themselves to another state (in my case). Thank you for this protection from employers who wish to exploit this."</p>
Jason	<p>"As a family care physician, I approve of the abolition of the non compete clause. It creates undue burden on employees who are unable to leave a position if it is non-equitable as they will have to sell their property and uproot their family. Most hospital networks are gigantic and have unreasonable non- complete clauses requiring significant movement, some times even out of the state."</p>
Sarah	<p>"I agree with the FTC's proposal to end non-compete agreements. I am referring to FEDERAL TRADE COMMISSION 16 CFR Part 910 RIN 3084- AB74 as I write this. I agree with positions presented in the paper and are exemplified in this quoted text on page 3 of the paper: "This research has shown the use of non-compete clauses by employers has negatively affected competition in labor markets, resulting in reduced wages for workers across the labor force—including workers not bound by non-compete clauses. 2F 3 This research has also shown that, by suppressing labor mobility, non-compete clauses have negatively affected competition in product and service markets in several ways." I think think the noncompete clause rule is outdated and restrictive. I would like to ask that you</p>

	include nonprofit organizations and contract work as part of this. Physicians, nonprofit workers, contract workers, etc. can follow rules of nondisclosure but they have expertise that should not be limited by Non-Complete agreements. For example, I live in a city with two major medical systems that are classified as nonprofits. They are in essence two monopolistic medical systems. It does not benefit the community at large to restrict physicians who work within these systems. We benefit when they as human capital can contribute to our community by being allowed to change organizations and not be restricted by noncompete clauses. Thank you for your consideration of my comment."
Micah	"Eliminating "non-compete" clauses would be a godsend to all laborers and employees. 1 100% support this strengthening of labor power. The FTC should absolutely curb abuse by corporations and employers by eliminating the "non-compete" clause."
Melanie	"Non competes are not good for doctors, patients or healthcare. It is a way for healthcare systems to punish doctors for leaving toxic environments"
Susan	"It is time to ban non-competes. They are bad for the autonomy of workers, and by interfering with opportunities to find better job circumstances they provide a disincentive for current employers to improve conditions of employment."
Jillian	"This would greatly change my career path. I am currently stuck in a company, who has not given us a raise in over 2 years and greatly disrespects their employees and clients. Soon I will have 2 young children and moving to find a job avoiding my noncompete is just not an option right now. I have worked at this company for 4 years and have not been trained in over 2 - so no new information has been shared. Once I leave I am stuck in a 2 year noncompete contract, that I didn't realize the extent of when I signed. This would be such an impactful change."
DILIP	"Agree, non-competes should not be allowed. People are poor and need to be able to earn salary to pay bills."
Seema	"I am a primary care physician , of which there is a shortage. Noncompete clauses are harmful for patient care, medical care, access, and physician well-being. Please consider banning such clauses, so that patients can have free access to their positions in the community."
Kevin	"I am a physician in Western Pennsylvania. I grew up in the town that I worked for the first 9 years of my career. I was employed by a large health system. As a resident physician, I was offered a contract to work at the same hospital while I still had 1 year left of residency. I was a young adult without any negotiating experience. I was told there was no ability to negotiate out of a noncompete clause at that time and I was financially incentivized to sign the contract right away. 9 years later, I became increasingly frustrated working for corporate health care. I decided that I wanted to start a private practice and continue to work in my underserved home town. Fortunately for me, I was able to negotiate my way out of

	<p>my non-compete clause with my former employer without getting legal involvement. This was mainly because of the relationships I had built along the way. Unfortunately, several of my former coworkers have not been as lucky as me in this regard. As a physician, I strongly oppose non compete clauses in health care. I think the only people that lose in these situations are patients and physicians."</p>
Ali	<p>"Non competes need to be banned immediately. Just another form of controlling physicians and limiting opportunities forcing people into difficult situations"</p>
Noy	<p>"I am a radiologist, specifically an interventional radiologist. I am writing in support of the proposed rule. I was given a 'non negotiable' restrictive covenant (noncompete) as part of my employment package. As a fresh trainee I had zero room to negotiate, since I needed a job. Since my healthcare network continues to grow, there have been proposals to modify the noncompete to prevent working within a radius of any site we provide service. This would mean avoiding an area of coverage provided by 14 hospitals in 11 counties in two states. This has been met with resistance from the medical staff for the reasons discussed in the proposed rule. Currently, with a time (measured in years) and geography (miles) specification in this agreement, I would have to move out of the region to find a new job. This means uprooting a spouse, children from school, etc. Taking years without an income is not an option. There is only one other competing network within a commutable distance, it is blocked by the noncompete agreement. Although I am a highly trained specialist and part owner (shareholder, partner) of my medical group practice, in real world terms I am still an employee subject to a contract and rules made by administrators. In the field of medicine the purported nature of these agreements is to prevent us from taking our patients and setting up a practice across the street, but this is a fallacy in a field like mine where we have very few of our own patients and most of our time is providing a service to the hospital (greater than 90% in my practice). Other times I hear the fallacy that my employer has 'taught me' specific skills, which would be injurious to them if practiced at a competitor. Nothing could be further from the truth - we are all similarly trained and practice according to the standards of the field of interventional radiology. My employer and I currently have a good relationship, but with these agreements we are (breed to accept unwelcome changes, and are unable to speak up or negotiate freely. If the relationship sours I will not be able to exercise the reasonable option of looking tar a new job without uprooting my family. I can be forced to accept more work requirements, worse conditions and scheduling, with the employer knowing there is a higher harrier for me to consider other jobs. The field of medicine is particularly sensitive to noncompetes for a few reasons: Among healthcare workers there is already an epidemic of depression, burnout, and a high suicide rate. All of these are worsened by noncompetes that limit the ability of a worker to leave a bad situation. Also, I was trained to practice medicine with government tax money (medical school scholarships, residency is subsidized by CMS via Congress) and these agreements restrict my ability to pay back the debt to society with my training. Finally, in my experience, the noncompete lies somewhere in the spectrum of a perceived threat with questionable legal enforceability. I have heard senior leaders in my own institution</p>

	<p>claim they 'can break any noncompete', and I have personally seen noncompetes negotiated out of the way when money or politics makes it expedient to do so. Perhaps if I provide socially needed but less profitable services no one will try to rescue me from a noncompete, and my family will suffer. As my attorney has advised me, the mere presence of a noncompete in my employment record makes me more toxic and less attractive as a potential hire to other groups, as they would face the threat of litigation. In an era where there are not enough healthcare workers, and specifically not enough specialist physicians like myself, it seems clear to me that these agreements only hinder free patient care and help employers by restricting my trade. I fully support the proposed FTC rule to ban noncompete agreements in the interests of patients, healthcare workers, employees, and fair trade."</p>
Arwen	<p>"As a physician, I am in favor of getting rid of the non-compete clauses that are routinely forced upon doctors. The AHA obviously opposes this, as they prefer to keep control of physicians. Lots of hospitals are "non-profit" such as UPMC, but are actually huge corporations that will take advantage of any exceptions given them, and continue to use non-competes as leverage against physician autonomy. Please eliminate non-competes for all including non-profits. Thank you!"</p>
Harry	<p>"It time to stop Non-Compete Clause Rules there is nothing new under the Sun, and people should be free to seek higher wages when they want."</p>
Seth	<p>"The healthcare employment landscape has been harmed by contemporary noncompete clauses. The consolidation of healthcare has led to the proliferation of monopolistic healthcare systems that rely on these noncompete clauses to suppress competition and prevent workers from seeking alternative options. There is no better example of this than in physician contract language. These noncompete clauses are frequently unreasonable in terms of restriction and often result in the physician worker settling for a less than desirable employment situation or relocating to an area far from where they may have "built a practice " or call home. The large, powerful healthcare entities assert their dominance by threatening harsh legal consequences if physicians violate the noncompete clause. This essentially boils down to employee intimidation, because the healthcare systems realize that no single physician can compete when threatened with a legal challenge. Please do not believe the hospital lobby groups that assert these clauses are essential to protect patient access to care. Hospital lobby groups care nothing about patient care or access, but rather everything about stifling competition and ratcheting down wages in an attempt to bolster corporate profits and expand their footprint. The physician workforce is optimistic that the FTC can eliminate this longstanding "thorn in the side." Promoting competition will result in higher quality and more accessible healthcare while facilitating healthcare employee satisfaction."</p>
Shannon	<p>"I'm completely in support of banning non compete clauses! These clauses are overused and seek to intimidate employees long after they've left their current position."</p>

Anya	<p>"Dear Congress, non-compete clauses endanger America's proven track record of innovation and ingenuity by making employees, particularly highly skilled ones, fearful of switching employers within the same field. This leads to lost wages, career instability, and a slew of other negative outcomes. To maintain American excellence in STEM and other fields, please pass this bill to void non-compete clauses in American courts of law. Sincerely, a scientist in a field run amok with non-compete contracts."</p>
Chris	<p>"I support the efforts of the Federal Trade Commission in cracking down on predatory non-compete clauses for most employees. A former employer of mine had a non-compete clause that supposedly prevented me from changing jobs to work at a competitor who was doing better than our company at selling software to customers, and due to my non-compete, I had to instead leave the industry and work in an adjacent industry. This is unnecessary for employers to force on their employees as they are already protected from harm by their non-disclosure agreements (NDA) that are often included in employee contracts, in addition to patent protection, copyright protection, and trade secrecy laws. If employers would like to prevent employees from working for competing firms after they have been voluntarily let go, they need to pay the employee for the duration of the non-compete. If the employee wishes to leave their employment on their own, then the only criteria they should be protected by is Intellectual Protection (e.g. no sharing trade secrets) as specified in an NDA. I'd also encourage the Commission to heavily fine any companies that continue mandating employees continue to sign unenforceable contracts (i.e. non-compete clause) or that threaten legal action against employees for leaving to work for a competing firm. This is a form of legal extortion that hinders people from exercising their legal rights under threat of financial ruin from lawsuits and needing to hire lawyers to defend themselves."</p>
Alexander	<p>"Competition is the hallmark of capitalism. When companies have the ability to enforce noncompete clauses, the entire enterprise suffers. In addition to limited job mobility for employees, the industry suffers due to a lack of innovation. The free movement of employees enables new ideas to reach fruition. As seen with the pandemic, a lack of competition and disrupted supply chains had massive negative consequences throughout the US economy. By allowing all companies to compete for the best talent, the dominant firm cannot charge unnecessarily high prices, cannot get away with poor product quality, and cannot stifle up and coming competitors. Just as how international competition in the semiconductor industry is of paramount importance, so too is enabling domestic competition by allowing for the free movement of employees to competitors."</p>
Rick	<p>"Commissioners: I urge you to disqualify existing and prevent all future non compete clauses for the vast majority of American workers. Such clauses should only be permitted for those earning more than \$1 million annually from their employer and/or are in the "C" suite. The misapplication of the existing non compete clauses to everyday laborers by business is a restriction of trade and unnecessarily repressed the economic and labor rights of the workforce."</p>

	Overturning these rules will be good for the economy, good for the labor force, good for businesses, and good public policy."
Jason	"I have been unfairly restricted by my former employer from pursuing opportunities. Multiple customers have called me, asking me to do work for them, but I cannot do it since I am covered under a three-year noncompete clause. I am in the construction industry and I think this is unfair."
Jared	"I am in favor of having the non-compete ban. For my entire career, first as a low-level entry healthcare employee to now as a physician I have always had a non-compete tied to my employment. Currently, If I were to leave my job, I would be barred from not only working in my own county, but also the county north of me. Effectively this would mean I would have to commute a minimum 50 minutes one way in order to work. To make matters worse my current non-compete would prohibit me from returning to my community for work for 18 months. A violation of this non-compete would mean I could be liable for hundreds of thousands of dollars. I understand when non-competes were first instituted they were aimed at high-level executives with access to sensitive corporate information. However, employers seem to use non-competes as a way of controlling their employees and suppressing wages/benefits. When the employer knows their workers are unable to leave, they have less incentive to offer competitive pay/benefits -dampening wages for everyone in that field."
Karen	"Studies show that ending non-competes would boost wages for countless US workers, one out of five of whom are currently bound by a non-compete. Don't listen to the Chamber. The FTC must render a non-compete-clause rule."
Mark	"I am an interventional cardiologist and have worked in NE PA for 30 years. I was in private practice until 2013, and then joined a large local health care system as an employed physician. I see no justification for non-competes and in fact feel is harmful to the entire medical profession. If a physician is not satisfied with current employment, the Non-compete forces them to leave the area, uprooting family and forcing their patients to find another provider in a current milieu of limited access. This is onerous and punitive. Please approve this legislation."
Eva	"I am strongly in favor of the proposed rule by the FTC to ban non-compete clauses in new and existing employment contracts. I believe that this provides a more just and fair climate for employees."
Burton	"As someone who has been working under a non-compete for a decade, I am excited and thoroughly in support of this proposed rule. Ten years ago, I decided to make a career change and enter the world of executive search as a recruiter where non-competes an industry standard. I believe they are standard because they are intended to restrict competition and limit the options of a producing employee in case they reach a point where they desire to leave their firm. Being on the restrictive end of an non-compete, the harder I work and the more success I achieve the more difficult it is to leave. When I joined my current firm, I had previous industry experience and was confident in my ability to succeed, but I was

	<p>not in a position to start my own firm. I was faced with the choice of joining my firm of choice and signing a non-compete or choosing another career path, which was not a viable option. Therefore I signed the non-compete out of necessity and joined my current firm. As far as search firms go, my firm is one of the better firms and I enjoy it working here. However, I built a new territory from scratch with little to no assistance from the firm owners, other than the miniscule start up salary that is less than the equivalent of minimum wage. Over the last ten years, I built a super successful book of business with deep client partnerships where my clients know and appreciate me alone, not my firm. They know no one else at the firm including the owners or other team members...only me. If I left today under the non-compete I could not work with them for 12 months and they would be heartbroken, upset and their businesses would suffer. They certainly would not work with anyone from my firm because they have no relationship with them. Therefore, they would be forced to work with one of my competitors and while that is always an option, they do not trust them as they trust me and this would in turn negatively impact their businesses and corporate culture. In the end, my non-compete does not guarantee the book of business I created will be passed onto the owners of my firm. It does however, guarantee that I will lose a large portion of my book if I left the firm, so it is combative in nature and restricts trade. While I respect and appreciate the owners of my firm and believe I am valued, they intentionally limit my growth for their benefit because they know I cannot leave on my own terms because of my non-compete. If the non-compete was eliminated under your proposed new rule, the owners will either have to support my ideas for continued growth, which will ultimately benefit them and our clients or risk losing me. For the record, I would prefer to stay with them, but I am prepared to leave and start my own firm if I cannot reach my full potential at my firm. In closing, I pray you render existing non-competes unenforceable and prohibit their use in the future. I strongly believe this will improve competition within any industry and drive up wages for under compensated employees. Moreover, in my case, I am convinced my firm will 'see the light' and support me in my growth endeavors out of fear of losing me, which will benefit them in the long run. Thank you for your time and consideration."</p>
Kyle	<p>"As a physician I am strongly in favor of this rule. It would be a boon for American society as a whole and would unlock economic growth for individuals and society as a whole."</p>
Mark	<p>"I am commenting on the following paragraph on page 80 of the document. "The Commission believes non-compete clauses for senior executives may harm competition in product markets in unique ways, to the extent that senior executives may be likely to start competing businesses, be hired by potential entrants or competitors, or lead the development of innovative products and services. Non-compete clauses for senior executives may also block potential entrants, or raise their costs, to a high degree, because such workers are likely to be in high demand by potential entrants. As a result, prohibiting non-compete clauses for senior executives may have relatively greater benefits for consumers than prohibiting non-compete clauses for other workers. The Commission seeks comment on this analysis as well as whether this reasoning may apply to highly</p>

	<p>paid and highly skilled workers who are not senior executives." I was a Vice President of a small employee owned business, and I was poised for election to the Board of Directors. From what I can surmise, things became political and I was for all intents and purposes "demoted" and relegated to my former sales position and my remuneration was cut in half. In reality, I was given two options, take the sales job or quit. They would not fire me, my guess to avoid paying me severance against my non-compete. Under duress, I agreed to go back into sales, primarily to bide my time until I found another job, which proved difficult since I had a 26 year career doing the same things in the same industry and I had to find something unrelated. It took me a year and a half to find a new job at comparatively lower pay than my Vice-President job. In the meantime, I have had several of my former employers competitors come to me with interest, but we are unable to talk due to the non-compete. The non-compete expires after one year which will be on 10-3-2023."</p>
Jim	<p>"I am absolutely in favor of forbidding all types of employers, including those in the healthcare sector, from using non competes. These draconian practices have continued to stifle and suppress wages for all types of employees."</p>
Lisa	<p>"I don't think non-compete clauses are generally ethical. With 74% of the American populace employees at-will, which is also unethical in most cases, non-compete clauses can essentially put someone out of their enjoyed line of work at the drop of a hat for sometimes even years, which has consequences for long term employment. It also discourages people from leaving poorly managed workplaces; if they work in an environment where they're facing harassment from coworkers or management, they're being under paid in accordance with the work they do, they have no options for growth within the company, etc., and because of a non-compete, they won't get any of what they want in their desired industry anyway. This allows employers to get away with mistreatment, because they know the employee often doesn't have other options."</p>
Monica	<p>"The non compete clauses in many employment contracts fail to do what they claim: prevent loss of intellectual property. Instead, they harm individuals looking for better, more competitive jobs in regions where they live. These clauses prevent wage increases that naturally stem from a free market. How does a hairstylist or a mechanic take intellectual property from one site of employment to another? They do not. I have seen them in use in my industry: healthcare. Physicians without intellectual property or patients tied to their practice such as radiologists, anesthesiologists, pathologists and others are prevented from local movement within regions by non-competes. This depresses wages in our region and in the long run, only makes us less competitive nationally when trying to recruit additional physicians to our practice. What businesses fear is the wage competition and use non competes to hold individuals back. It is time for these clauses to be deemed illegal and banned from usage."</p>
Marcy	<p>"When physicians, dentists and other health care professionals are forced into non-competes patients suffer. Health care progress is stalled. This country needs</p>

	more providers not constructed providers who are limited to serve patients. This is bad policy for patients and for healthcare policy in general!"
Mark	"This would help so many dentists who are stuck in noncompetes, that do nothing but affect patient care and accessibility, delay or halt practice ownership altogether for young dentists. This would help so much and needs to be passed immediately. I am a young dentist looking to start a practice but my previous non compete locks me out of an area near my home and is so detrimental to my income and career goals."
Wanda	"Thank you for proposing this change. It will be a blessing to all the workers who are being held down by non-compete clauses."
Christopher	"Hello. Non-compete clauses are a violation of worker's rights and also an attempt by corporations to strangle the free market in their own interests. Ban non-competes, please."
Eric	"Restrictive covenants are essential to the illegal corporate practice of medicine. This is particularly true in medicine where physicians have the daunting choice of having to pick up and move rather than opting out of a poorly managed or even maliciously managed local healthcare system that holds a local monopoly. The worst abuses are in emergency medicine where private equity owning contract management groups have undue leverage over emergency physicians forcing them to perform illegal and unethical acts while fee splitting and often taking 50% of their clinical revenue while kicking some back to the local ceo through sham joint ventures. This prevents physicians from advocating for patients as undue leverage is used against them."
Eric	"The balance between practitioners and hospital administrators needs to be restored Eliminating restrictive covenants in medicine reduces undue administrative leverage over physicians (trade secrets are illegal in medicine so preservation of these by restrictive covenants - something that may be a valid concern in other areas of is invalid and unethical in medicine) and disrupts the doctor patient relationship - placing administrative leverage over patient best interests."
Nav	"I support that non compete should be removed. Hospitals and non profit organizations shouldn't be exempt. Non compete should be removed for physicians as well."
Laura	" Physicians are just normal people - we live in communities, often near where we work; our kids go to school, participate in sports, and have friends in the neighborhood; and our partners often have local jobs as well. Sometimes we have extended family in the area as well. Just like everyone else. And yet, physicians are routinely held to noncompete clauses that make them choose between staying in a job they don't love or that is not a good fit for them, or moving away and being uprooted from their communities to pursue a better job, even when a preferred job is right across town. This is not right and should not be legal. Let

	hospitals compete with each other to retain the physicians they hire, and let physicians work where they want without disruption to their families' lives."
Jeff	"I am writing in support of the proposed FTC Non- Compete Clause Rule. The use of such a clause in an employment contract benefits the employer entirely, the workers not at all. It removes incentives for workers to develop specialized skills, knowing they are precluded from offering enhanced skills to the broader labor market, and placing them in a position of serfdom."
Jenna	"Non competes for physicians are harmful to patients in rural and underserved communities"
Jenna	"If the point of this is that these types of regulations are unconstitutional and/or inappropriate, why would exempting "non-profits" even be in the discussion? They should not be allowed to harm employees. Non-profit is just tax lingo, and in the medical world they are some of the most abusive to their employees."
Tara	"I am in favor of banning non-compete agreements. I am a former employee still under the constraints of a non-compete of a former employer which is now hindering my ability to find work in a field in which I am proficient and enjoy. The situation that I am currently in is not an issue of using proprietary or unique information from said employer, but that I came into the job with prior knowledge that is now difficult to defend the use of I am attempting to start my own business which would in no way compete with the business of the employer, but am running into difficulty due to my prior knowledge and licensing overlapping with what was provided in my training My desire is to stay in the same field, but change my specialty, which has proven difficult due to the employers use of scare tactics and threats, not only directly to those who have signed their non-compete agreements but to other businesses in the field. Compared to other companies offering the same services, our pay and benefits were low and our workload was high. The non-compete was required to be signed before any raises or vacation would be paid out. We are now held hostage as we are unable to seek competitive employment with any company in a remotely similar sector as our non-compete applies. As previously mentioned, my situation is unique in the fact that I had entered into a non-compete with an employer but had previously obtained licensing and training in the field for which I am now forced to defend the use of."
Alyssa	"I believe in most cases Noncompetes for physicians should be banned. At the least, you should not unilaterally exclude physicians from relief from these "noncompetes". Ultimately, the noncompetes potentially harm patients because they force doctors, often in the prime of their careers, to move out of the area they previously practiced in. They give too much power to large hospital systems and medical groups that employ physicians, and discourage healthy competition and potentially discourage "mom and pop" type small private practices from being founded. I also think the noncompetes potentially hurt female physicians disproportionately since we very commonly have spouses who work outside the home and it can be much harder for us to move/relocate if our husbands have a job in the area, our kids are in school, etc. If we get caught in the jaws of a

	<p>noncompete (even if it's only questionable legally enforceable) nobody is going to risk hiring us -they'll just get a fresh new residency graduate or someone moving in from out of state. You should really reconsider if you are thinking of excluding most or all physicians from this new rule."</p>
Lance	<p>"Thank you for the opportunity to submit a comment regarding non-compete clauses. I am an Orthopaedic surgeon in western Pennsylvania, an area of the country for which independent practices are nearly extinct. The presence of two large competing health systems, each with their own health insurance product, creates a near monopoly for which small health systems and independent practices are at the mercy of the two giants. As a result of this local healthcare climate, many forward-thinking, entrepreneurial-spirited physicians/surgeons are stifled and suffocated from attempting independent ventures, and many of us therefore must choose undesirable employed contracts from a health system in order to practice in this area (which is "home" for many of us). Once we are employed, we are hostage to burdensome non-compete clauses that shift almost all of the leverage to the health system. Now that health systems are bleeding at historic levels (the result of the pandemic, subsequent labor shortages, and ongoing decreases in reimbursement levels), our compensation is being decreased to help improve the bottom line. This is happening despite being asked to produce at higher and higher levels each year with fewer stable resources and failing infrastructure. We are up against huge bureaucracies that strip us of virtually all autonomy to run our practices efficiently and effectively. While raising capital remains an enormous hurdle, eliminating non-compete clauses would at least give some of us a chance to extricate ourselves from the burnout of employment and attempt to create competitive models of healthcare delivery for the local communities that we have continued to serve, without disrupting patient care and keeping our families secure in the communities we have dug roots in. Healthcare systems have no business "owning" patients and their records of prior care. Keep the physician-patient relationship sacred! Give us the chance to serve them with the best value, maintaining continuity of care and high-quality outcomes at lower costs with consistently high patient satisfaction! Thank you again for the opportunity."</p>
David	<p>"I am a physician. I absolutely agree with the concept of abolishing the non-compete clause. It is completely and unreasonably restrictive of a doctor's ability to do what he or she is trained for after leaving one practice environment in an attempt to enter into a different practice environment. This kind of restriction also better enables the employer to take advantage of the physician employee regarding pay, benefits, working conditions, etc., because the employer knows that the physician employee does not have an easy exit from that practice position, unless the physician is willing to relocate to a different region."</p>
Alexandra	<p>"Non-Compete Clauses MUST BE ELIMINATED! It is hindering us doctors trying to seek employment close to home."</p>
Alberto	<p>"This is amazing! Thank you so much for creating this rule! I pray that you finalize it! Please! I'm a tattoo artist stuck in a non compete and I've had to drive out of</p>

	<p>my county to work. This non compete I'm in lasts for 3 years and I have 2.5 years left. I've wanted to work in my brothers tattoo studio who lives in the banned county and I can't help him build the business. I live in Pennsylvania and non competes are enforceable here. This rule being finalized would free me and let me work where I'd like. Thank you again! You're helping so many! Don't give this up!"</p>
Marla	<p>"My husband's company was bought out a number of years ago, but this past year he was asked to sign a non-compete. Just a few days ago, a new commission structure came out and it will dramatically cut his commission. He has spent twenty years building a relationship with his customers, working very long hours and through extremely hard times. They didn't ask him to sign the non-compete to protect their products, it was used as a scare tactic to make it more difficult to transition to a new company. It's not a trade secret to care about, listen to and respect your customers, work hard for diem and your employer, it's a gift of a person with pride, compassion and an amazing work ethic. I applaud the FTC for understanding that competing or striving to do better is what makes this world a better place. Those that get up every day and give it 110% of their effort should be applauded and rewarded, not degraded and taken advantage of Without competition and hard work, we couldn't possibly grow and continue to be this amazing country."</p>
Benita	<p>"Studies show that ending non-competes would boost wages for countless US workers, one out of five of whom are currently bound by a non-compete. Don't listen to the Chamber of Commerce."</p>
Sara	<p>"Writing to say I am strongly in favor of a new rule banning non-compete clauses. With the stroke of a pen you have the power to improve quality of life for millions of Americans."</p>
Bryan Paulo	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician seeing physicians being taken advantage of by healthcare organizations with non-competes"</p>

Amy	"Thank you for the opportunity to comment. The current situation with non-compete clauses causes significant disruption to patient care. The current non-competes result in patients not being told their physician is leaving, the physician having to lie to the patient saying they will see them in follow up knowing they are leaving, and missed opportunity to hand off work ups including cancer evaluations. It is dangerous for patients, it does not give them a choice in what physicians they see and it leads to dishonesty in a place where trust is imperative. The burden on physicians is also becoming exorbitant while giving the medical industry administrators more authority to control how physicians work. I know this is not the only industry affected. It seems that employers should bear some responsibility in providing a work environment where employees want to stay instead of being able to prevent employees from changing jobs without moving out of the area. "
Eileen	"Non Compete clauses stifle American workers' ability to demand better wages and working conditions. All non compete clauses should be unenforceable. If an employee is in possession of trade secrets, those may be easily protected via a non disclosure agreement."
LisaLisa	"Please do ban no compete clauses! They are harmful on so many levels."
Renee	"Non-compete clauses need to be eliminated. They unfairly privilege the interests of large employers like healthcare systems over individuals with little or no recourse, such as primary care physicians. I am a primary care physician , and I consider patient care and my relationship with patients to be far more important than the potential tiny amount of enhanced compensation that an employer could theoretically offer if they don't have to worry about competition. In cases where former employees might take trade secrets, you should allow non-disclosure agreements but not non-compete clauses. Non-compete clauses force people to move and prevent people from starting businesses or switching jobs, and all such dampers on employment hurt both individual workers and the economy as a whole. Patients are suffering every time their physician signs a non-compete clause. Ban them!"
George	"Non-compete clauses in the healthcare industry, particularly for those in technical positions and for clinical practitioners , functionally impede patient access to high-quality healthcare. By restricting practice in large areas, the only option oftentimes for highly- trained providers is to move away entirely, leaving patients without their established physician or the technical expertise for specialized care. This particularly impacts rural areas, where non-compete clauses are not uncommonly over 30 miles, sometimes up to 75 miles in radius (an area of over 17,000 square miles) for 2 to 3 years. For reference that is an area larger than Massachusetts, Rhode Island and Connecticut combined. Rarely do non-competes for clinical providers protect "trade secrets" or intellectual property, as practitioners apply evidence-based medicine and training available from the public domain. In the modern healthcare environment of rising rates of hospital employment, large corporate healthcare systems utilize non-competes to reduce the cost of highly skilled labor and prevent loss of patient capital. While the

	<p>loss of patients would be a major concern for smaller, private practice groups, the argument is not founded for multi-billion-dollar healthcare entities; particularly those who also control patient flow by their role as health insurance providers. Even for smaller private practice groups, non-competes squash competition by limiting the ability of new practices from forming because of the restrictive covenants. There are very rare situations where a non-compete is in the public's interest, for example if a clinical practitioner is intimately involved with hospital administration and has fiduciary knowledge of competing health systems. The vast majority of these clauses, in my view, only harms patients, stifles competition and allows employers an unprecedented amount of control over a provider's free choice to practice medicine where they please. -Cardiologist from Pittsburgh, PA"</p>
Gina	<p>"Hello. I would like to tell you about how a noncompete ruined my life. I left a large hair salon & spa in august 2020 after going back to work to a place that did not abide by Covid 19 protocols. I had a newborn at home and I was very scared about my health and his. I started my own studio suite to control who I saw and when. My former employer bullied me, threatened me with a case and desist and ultimately led me to bankruptcy because of all the lawyer and court fees that had accumulated. All I wanted to do was cut hair in a small space and she called me a direct threat to her business. Her business was a full service salon, offering skincare, massage, nail and hair services. She had 10 hair stations, 4 shampoo bowls and a separate area for nails as well as a second floor for spa services. My studio was 2 hair chairs and a shampoo bowl. That's it. it was also 7.5 miles from her building with a total of 30 salons in a 7.5 mile radius. I don't see how I can be a direct threat with all that competition and significantly less space. Please pass this law so no other mother has to go through what I went through. It has truly been a nightmare. Thank you for your time."</p>
Rina	<p>"I agree with getting rid of the non compete clause in physicians contract like any other job a physician shouldn't have to uproot their family if they are unhappy in their current work situation they should have the freedom to use their expertise at another health system"</p>
Wells	<p>"I'm an employed physician who has had two jobs, both of which had non-compete clauses. As physician groups and hospital employers enlarge to gain efficiencies in accountable care organizations there are fewer and fewer self-employed options for physicians. Being tied to a single employer because of a non-compete clause is very stressful as leaving the job would require me to move away from the area, pulling my kids from school and away from their friends. Also, I have noticed that wealthier physicians in higher paying specialties are able to buy-out their non-compete clauses. This worsens the economic disparity between primary care physicians and over compensated specialists."</p>
Mohan	<p>"I am a physician in private practice. Large health systems have swallowed the small physician practices. If there is a non compete clause in their contracts those physicians have no voice. They will have to leave not only their city but probably state to practice elsewhere. I strongly urge FTC to remove non compete clause not only from for profit but also from non profit medical institutions. It will create</p>

	competition and improve quality of care for patients. In addition it will force larger institutions to treat physicians fairly."
Derek	"I support this rule banning non-competes. Non-competes are unfair to the employees who are leaving the company. Employees should always be free to pursue employment without restrictions in a fair free market."
Emily	"Non competes in medicine hurt physicians and patients- doctors must leave their area to avoid their golden handcuffs even in the case of malignant employers, hostile work environments and poorly run practices and hospitals. Patients lose physician access as doctors leave the workforce or their geographic areas to get out of non competes. It also depresses wages in certain high cost geographic areas."
meg	"Remove noncompete clauses that are crippling our economy and preventing job seekers from finding higher paying jobs!"
Dena	"I have worked for staffing companies for the last 35 years and have always had to sign one of these agreements. They are so unfair. I do not have a degree which makes it almost impossible for me to find a Human Resource Manager position with a company. That is why I stay in staffing and I know I could be making more and/or have better benefits if I could leave my current company and go work for a competitor. Staffing is all I know and my only source of income. I am single and putting a daughter through college."
Penny	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Benjamin	"Non-Compete agreements are particularly harmful for workers that have had their jobs terminated, but are still unable to work for a competitor for up to 2 years. I am in this situation where the "value" I received for signing the non-compete was wiped out several months before being let go, however, my former employer is holding me to the 2 year non-compete. This is stifling innovation and competition. This also limits mobility of employees from moving around the same industry. This keeps salaries lower and slows innovation."
Franco	"These deals remove flexibility and stop me from working with firms for whom I've consulted and like more than my own firm. They stifle wages and limit innovation."

Franco	"I support abolishing this anti-worker philosophy that drives down wages and earning potential. I recall Steve Jobs and Eric Sclunitt calling each other to stop poaching, leading to this harmful practice"
Sydni	"Noncompetes are terrible. As a physician , I'm forced to sign a noncompete that bans me from working in my field in the city I live in. That means if I don't like my job, I have to MOVE! That's just crazy."
Anthony	"Agree to BAN use if nonconapete"
Spencer	"I whole heartedly support the proposed rule. Non-compete agreements bully employees into not finding other positions and can be left in unhealthy work environments. Currently I have a non-compete clause that prevents me from joining any other healthcare organization within 500 miles of a city the company I work for operates out of. This is egregious and no organization in the United States should have the ability to restrict the employment of that citizen. These non-compete clauses are increasingly popular and do nothing but put a stranglehold on talent and innovation. I hope to see this clause go forward since I think it will help all workers immensely."
Christin	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I, personally, am bound by a non-compete in the field of private music instruction. I work for a large music studio that prohibits me from working for any other music studio within a certain mile radius. Additionally, if I were to leave this particular studio, I would be unable to continue teaching my current students independently for a period of at least 2 years. Music teaching is all about relationships - this kind of restriction inhibits the flourishing of student- teacher relationships and ultimately harms the students the most. Financially speaking, if I worked for myself, I would charge a higher rate than I am currently paid as well. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Jeremy	"Non-compete Agreements are bad for business. They also create issues for employees who just want to get a job. To put food on the table and to take care of families Please ban non-compete agreements."
Parker	"Hi! Non-compete agreements should be illegal, as it is artificially lowering wages."
nicole	"Non competes affect me directly. I was working for the same network system as an NP for over 16 years- in that time the network grew significantly- upon leaving I had 10 miles non compete but the network had grown so much I had to leave the

	county to work. All non competes should be banned especially with the shortage of primary care providers."
Stephanie	"I am a veterinarian who is currently working under a 2 year, 17 mile non-compete agreement. Due to the shortage of veterinarians and the new competitiveness of offered salaries, I strongly feel that my current contract is taking advantage of me. There are numerous other hospitals in the area that I could make a higher wage but my contract binds me to the current hospital at which I work. I, along with my other associates, have not received raises in wages commensurate with adjusting wages in the area. I am in full favor of the resolution of non-competes for the reasons set forth by the FTC."
Garrett	"Despite never having my career trajectory interrupted by a non-compete clause, I have always found the practice disheartening. A worker should be able to transfer their skills to a new employer without hesitation - they need to be able to look out for themselves. Whether this is a decision based on financial compensation, travel convenience, moral consciousness, or any number of criteria the decision to leave one company for another should never be prevented by your current employer as that seems to defeat the entire purpose of the free market. Often times a young professional may not know what other companies are in their field until they have time to become part of that field; then they may learn that they could be better compensated elsewhere, or they learn that they may take a pay cut but find themselves happier in a different company culture. Young workers may be more fickle than their elder counterparts, but simultaneously I applaud them for being willing to stand up against things such as this very practice of non-compete clauses which were designed to limit their prospects. As a skilled worker, I should be able to shop my skills out and to find the best possible work environment for me."
Joe	"Non-Compete rules are completely unfair and hurt the country by preventing competition. Ban Non-Compete rules."
Nicholas	"Non-compete clauses, also called "restrictive covenants" diminish competitiveness in the healthcare field. Doctors, Physician Assistants, and Nurse Practitioners are often saddled with these in their contracts. If the healthcare system mistreats its employees or patients, leaving can be nearly impossible as one may have to find a job 100+ miles away. That is not a "free economy." That is corporate control."
Joe	"As a man in his early 30's who has worked through the ranks of a multi-million dollar corporation, I strongly support the ban. I'm at a pivotal point in my career and life where applying my skill and knowledge to create something for myself is being held hostage by the corporation I work for. This organization has challenged every employee who has tried to make it on their own or has tried to leave for a better opportunity. When doing so they make it known to the current employees in order to "send a message". While I understand the importance of keeping the secret recipe to a company's success out of a competitors hands, I feel the non-compete agreement is an unethical way to go about it. Instead a stronger NDA

	<p>should be implemented. Even a revamped version of a non-compete could help matters. If an individual holds a certain rank within the company that gives them access to ALL company wide privileged information (bank statements, P&L information, pricing, billing, customer contacts, etc) I can understand the implementation of a non compete. One tactic I have seen used is to bog down a previous employee with court cost whether the corporation has a case or not. If I corporation what's to take an individual to court for breech of a non-compete contract, the corporation should be held liable for covering that previous employees court and attorney fees and also be exposing themselves to a counter suit from the employee for damages. Like I mentioned, I can see the reason for a non-compete but the strangle hold should be turned onto the corporation not the employee."</p>
Ellen	<p>"am a physician and when I became an attending I had to sign a non compete. I work in an underserved area in PA. I see no justification for non- competes especially in an area that desperately needs more doctors. This harms the entire profession and patients. I have witnessed colleagues both attempt to negotiate non-competes and have to move their entire family if the switch jobs. How do we harm a behemoth hospital system by working for their competitor?"</p>
Rafael	<p>"Physicians should have the power to negotiate with their employer and not be held to a noncompete. Nonsolicitation? Fine. But no to a noncompete."</p>
Andrea	<p>"Please void noncompete causes. It has a negative impact on employees and keeps them in jobs that are not serving diem for the sake of not disturbing/uprooting their family life. I feel strongly that doctors need the protection of no noncompete causes. This is an unfair legal practice & I believe contributes to burnout among physicians who end up feeling "suck" & hopeless! Thank you so much for considering this ruling!"</p>
Harry	<p>"Restrictive covenants are the norm in Physician contracts. This further undermines the ability to hire and retain doctors especially in rural area. The restrictions usually take the does completely out of area never to return."</p>
Richard	<p>"The medical and veterenary communities are being conglomerated into large groups. The days of young doctors getting out of scholl and starting practices are gone. The school debt is too high and the cost of starting up is too high. Credentialling is a huge burden to private practice, In response to these changes the restricted covenants need to go away. Theses covenants inhibit a practitioner for practicing in an area dominated by these large groups. The large companies have internal legal representation to dominate and intimidate the practitioners."</p>
YOUR	<p>"#NONCOMPETE Our country is facing an ongoing medical crisis! DEFEAT THE NON-COMPETE FOR PHYSICIANS AND OTHER HEALTHCARE PRACTITIONERS!!!!"</p>
Muhammad	<p>"Hospitals are lobbying to exclude physicians from this. Doctors already work in slave like conditions with 24 + hour shifts, they sacrifice their social and family</p>

	lives and hospital systems and executives want to abuse them more. Please end this non-compete clause ASAP."
Owen	"Dear Chair Lina Khan, I would like to express support for regulation of noncompete agreements. I worked until last year for a glass manufacturer which, fortunately, was unionized. I felt workers there had some level of protection, and if they felt they preferred to seek work at another glass manufacturer, they had reasonable leeway to do so. Everyone should be able to do this. Often people choose to move from one employer to another, or to start their own business, because they have some personal situation where an alteration in their schedule or living arrangements dictates that they do so, or for some similar reason. Someone with a benign reason to move to alternate employment shouldn't be penalized for wanting to use their existing skills in their new job. It is understandable that a business has some things which it reasonably wants to remain confidential, but these things should be more directly targeted by things like trade secret laws, confidentiality agreements, or the like. A person who wants to make and sell glass bottles in Elmira, New York, and is willing to comply with the law shouldn't be restricted from doing so just because she used to work making glass bottles for another employer twenty miles away in Corning, New York."
Edward	"I support removing this, we are a free market economy and that requires free movement of labor."
Christopher	"I am subject to an employer non-compete clause that is tied to a deferred compensation plan. The value of the deferred compensation to me and my family is in excess of \$400,000. - a significant amount. The non-compete as written forbids me for working for a competitor within 100 miles of ANY of our company locations. I'm located in suburban Philadelphia where I've lived for over 2 decades and where we are raising a family. My non-compete restricts me essentially from working in my line of work anywhere on the east coast from Maine to South Carolina. The company where I am employed has locations in Boston, suburban NYC, central NJ, Philadelphia suburbs, Baltimore/Washington suburbs, Richmond, and Charlotte NC. One hundred miles from each of these locations essential restricts me from working on the east coast without fear of losing a significant amount of deferred compensation."
Kathleen	"Please outlaw this abhorrent practice. The US has allowed corporations to take too much power from employees and customers in the interest of profitability, as if this was a legitimate, overriding reason to abuse people and the planet. Non-compete clauses stipulate that an individual's skills and thoughts are the property of the employer, which is ridiculous. Companies are glad to hire people with experience gained from education and work, and the knowledge therein, but then claim it as their organizational property. They have no compunction about asking their own employees to share experience from other organizations - witness the revolving doors between industries and their governmental regulatory bodies. While employees should not be allowed to take files and data from a former (or current) employer and give it to a competitor, anything in one's own head, or their

	own work from independent or prior experience is their own. Anything else is tantamount to slavery."
Brian	"Please end this non compete language. My boss/owner used it to regulate the number of patients I could see. I work as a mental health counselor and I began discussing that I wanted to leave, he drastically reduced my patient numbers and told me he would enforce the non compete if I left. The non compete included my ability to use the internet and 100 mile radius for in-person sessions. I did attempt to violate the non compete and quickly received a very threatening letter from the company attorney. I want to work for myself, nothing I do is propriety, nothing secret no special sauce. It is a tool to prevent competition and is used to abuse employees."
Patrick	"As a healthcare employee the elimination of non compete clauses would give me a lot more control over my financial future in a very small market of Pittsburgh."
Anthony	" I work for an agency that provides ersidential services to people with intellectual disabilities. Due to staffing shortages through the pandemic we have had to contract with agencies that provide direct support staff, typically these positions only require a high school diploma and specific trainings that are state mandated. These staff work side by side with our staff, yet cost us \$25-30 per hour (although their staff done receive that amount, it is more like \$15-\$16/hour) due to sigbificant price gouging that has occured, while our staff start out at \$15-\$17 hour (although they receive significant benefits such as pension, healthcare, etc?. Benefits usually costs about 28% of annual salary. Becuase these temp staffing agencies all have non-solicitation clauses with us, and non-compete clauses with their staff, many of these temporary employees want to work for us full time, and we want to hire them. Non-compete clauses stop that from occuring. Each temp agency has its own rules on "buy-outs" but a typical one is \$12,500 per employee and they cannot work for us for six months from their last shifts with us. Obviously no one is going to resign, wait six months, then apply, regradless of how long they have been "on assignment" with us...these are workers who are already struggling financially and cannot wait for 6 months to pass. For example, we have a temporary employee who asked to apply with us after being on assignment with us for 2 years. We want her as an employee, she wants to accept a position, but due to these very unfair contracts she cannot. WEeare a non-profit organization that cannot afford to pay a \$12,500 fee even if the employee agreed to wait six months to apply. These are unfair, uncompetitive and seem frankly un-american in how they can restrict american citizens in a de facto way from working where they want to. Please move forward with this proposed rule and do not give in to the lobbyists from these companies who will surely come knocking."
Donald	"As an employee that was forced to sign a non compete agreement, I would be very happy if you would make this practice illegal. I am in the insurance industry and our agency was purchased by a large company. We were given just a few days to sign the non compete after the sale or we would lose our jobs. While it is perfectly reasonable to require employees to not take and use company files with

	a new employer. Not allowing someone to work in their industry for a period of two years is basically making me unemployable in my profession. I fully support this rule change, I should be able to change employers and take the knowledge that is in my head with me."
Jameel	"I strongly support banning the non-compete classes as they have done significant damage to Fair competition in every sector of human life especially in the healthcare field. It is time to end corporate Monopoly gear towards lining their own coffers and ignoring greater public good. Ban Non-Compete FOREVER !!"
John	"I support restricting non-compete agreements. I believe they allow the employer to use their power to manipulate the worker's situation by holding their livelihood hostage. Non-compete agreements have are similarities to monopolies and should be prevented in a similar way."
Bryanna	"I agree that physicians should not be restricted to an area of practice based on non-compete clauses. We should be able to change jobs without having to move entire cities and uprooting families and not negatively affect either hospital entity."
Andrew	"To whom it may concern at the FTC: I am a clinical cardiologist practicing in Pennsylvania. I recently relocated my family from Washington DC, where we had lived for the previous 9 years, in part because of an onerous noncompete clause. My first job after medical training was exactly what i wanted in terms of the work. However, i almost didn't sign the contract because of the noncompete, which restricted me from working in any county that bordered Washington DC. Given the geographic radius of the noncompete and traffic in the region, finding a new job outside of the noncompete area essentially amounted to moving. Over the years, my job satisfaction deteriorated due to lack of administrative support and onerous new work requirements imposed by my organization. And yet i felt largely trapped by the many things binding me to the DC area, including my wife's work, our excellent nanny etc. Had i not had the noncompete, i would have left my job at least 4 years earlier than i did and received higher pay and better working conditions from one of several competing organizations. New physicians are often coerced into signing onerous noncompete clauses because of their relative inexperience with contractual matters and their intense desire/need to secure employment as soon as their training programs have ended. A ban on noncompete clauses would greatly improve the ability of physicians, particularly new physicians, to secure employment on fair terms and to hold employers accountable throughout their employment."
Jon	"Most physicians leave their first job within a couple years. Not being flexible to move jobs is harmful to families and communities."
Imaneh	"I would like the the non compete clause to be removed from contracts for physicians."

Theodore	"The non-compete clause in contracts supports businesses efforts to gain market share and strive toward a monopoly, but it does not support anything good for the consumer or the workers involved. Please make non-compete clauses illegal."
Nathan	"As an American Physician , my ability to take care of my patients who I have seen and poured my soul into, however when I leave they cannot come with me which leaves them to suffer the headache and risk that finding a new neurologist entails. Getting rid of physician noncompetes, despite what the American Hospital Association would lobby, would help patients first, and physicians as well."
Catherine	"Please do not allow non-compete clauses, especially for everyday Americans. My cousin moved across the country in 2018 to be closer to family. It took him 9 months to find a job, and in the process of securing it, he and wife found a home near his work and settled in. He was a hotel manager , with 15 years experience, and would be opening a new hotel. Two and a half months into his 3 month trial period, his irate and mercurial boss who little experience running a hotel fired him and subsequently several more members of the leadership team. He was told by his immediate supervisor that he had done nothing wrong, and that she was sorry to see him go—he had been a good hire in her perspective. Needless to say, because of a non-compete clause, he was unable to find a similar job in his field job in the vicinity where lie had just purchased a house for his family. Not to mention the emotional toll it took upon him to realize that lie was now facing an even harder task in finding a new job with the new limitations. He had no "trade secrets" to share or offer, only his regular work experience gained from working in his field. This hits even harder when he did not leave the job voluntarily, but was fired—hitting a person with an additional handicap when they are down. This harms working families and their children. Please get rid of this ridiculous and punitive requirement- -let people reasonably work and provide for themselves and their families."
Kathleen	"I believe that the non-compete Claus is a violation of the workers right to engage with other businesses. Since the consolidation of so many businesses, there is less competition between sectors in markets. So to deny the worker the ability to move to a competitor that person has nowhere else to go."
Benjamin	"I strongly support the ban of Non-competes. I regularly see my employer cut pay and bonuses and then limit the ability of the employee to seek that pay elsewhere. industry experience is vital on a resume, inability to seek employment from other companies within the industry you work suppresses employee value, which is what the companies want. A ban of non competes would force employers to pay the employees market value, treat them well. If they choose not to it gives the employee the right to leave."
Kurtis	"Companies should not be allowed to do non-completes in their contracts."
Silvio	"About time for this anti employee rule to be outlawed."

Kaitlin	"I support removing the premise of non compete clauses. As a veterinarian they are used to bully associates into staying practices where they are abused and underpaid with the consequence of back paying their salary which is impossible due to paying back student debt. Removing this would allow veterinarians, and other workers, the ability to move about the job force to support the communities they live in without the constraints of having to leave their families or backpaying hard earned salaries for the sake of an employers ego."
Rainer	"We need to make this happen. I'm making 40% less then I could be because I can't go to a competing company within my industry."
Johnathon	"Doing away with Non-Competes would allow me to seek better employment within my field without worrying about not being able to provide for my family in between jobs, or feel like I have to start my career over if I leave. I see this as a net-win for employees."
Courtney	"As a faculty member at a western PA health care system, this would be a fantastic way to support our patients needs. The only people that benefit from a non compete is the business. A health care system should retain physicians because they make it a good work environment, not because they hold your community as collateral."
Tyler	"I am fully in support of prohibiting non-compete clauses in all but the most exceptional cases such as matters of utmost national security or those in executive level positions. Non-compete clauses disproportionately disadvantage employees and are broadly unenforceable in today's workforce."
Lesley	"It is far past time to stop letting big business rule our lives. We need to have the freedom to leave a bad work situation, or leave for other reason and find a new job with the same skills. I can agree that a former employee shouldn't reveal insider information to a new one. With losing medical benefits and not being able to go for a new job like the old one, we are forced to slave at pay that doesn't even cover things we need, let alone an emergency. Those who make these rules earn far more in one year than many employees will make in a life time, in part because of this strangle hold."
Electra	"Non-Competes lead to burnout in healthcare workers . Forcing someone to stay at a job in which they are unhappy because they don't want to relocate leads to burnout which in turn leads to poor work performance. This is bad for patient care. Furthermore, non-competes lead to healthcare worker shortages as providers are forced to leave the area if they are unhappy with their employer rather than remaining in the area to serve the community."
Patrick	"Non-Competes lead to burnout in healthcare workers . Forcing someone to stay at a job in which they are unhappy because they don't want to relocate leads to burnout which in turn leads to poor work performance. This is bad for patient care. Furthermore, non-competes lead to healthcare worker shortages in as providers

	are forced to leave the area if they are unhappy with their employer rather than remaining in the area to serve the community."
Jason	<p>"As a physician there is no greater abuse against us than the non competes. Almost every provider I know has had " to figure out a way around a restriction or a way to pay it off We don't have the money nor time to go to court and fight a health system for an injunction. I have endured this first hand. I had a non compete that was 10 miles from the office or the group's hospital that they worked at. With time there were five more offices and three more hospitals. Some of those offices were opened for only two days a month of clinic only to extend the non compete to upwards of 50 miles. I therefore had to move even when the practice was in financial trouble with eventual bankruptcy. The local hospital would have hired me but wasn't willing to buy out my restriction. Now I am in a community that is a challenge to recruit to with a shortage of primary and specialty care. The local hospital is enforcing restrictions on physicians who don't even have a practice (hospitalists) and NP's and Pa's. This forces physicians to leave a community or travel for up to two years to ride out the restriction rather than stay in a community desperate ihr primary care. This is detrimental to communities let alone physicians who want to stay and help a community in need. If the hospitals are so worried about us leaving for a competitor then they should treat us better. This proposal surely will lead to this as well It will improve competition for providers, improve provider negotiations with health systems, potentially allow for improved work lives and working conditions and most importantly improve access and quality of patient care. What ever excuses the health systems can conjure up as to why this hurts them is purely selfish with no interest in doing what's best for patients or providers. It's no coincidence that lawyers won't put these in their contracts but have forced them upon providers. Thanks for your time."</p>
Dan	<p>"I support the FTC taking action on the federal level to block non-compete clauses in hiring. In Pittsburgh, the problem of non-compete clauses have been most obvious in the health care sector. During a period of rapid consolidation, hospitals have purchased physician practices. Providers unhappy in their new environment have found themselves locked into onerous non-compete clauses with their existing institution, subject to distance requirements. Unfortunately, given that consolidation in health care is not only vertical (purchasing of practices) but also horizontal --- across regions --- these non- competes may apply across broad swaths of territory. A provider that contracts with a health system in Pittsburgh may be prevented from practicing in many areas across the state. I've discussed the problem with providers, who've noted they would need to leave the state to continue caring for patients. The problem is compounded by the chilling effects this creates within the sector. Providers are not only prevented from changing jobs, they are in real fear of getting fired or laid off. They may be afraid to speak out about practices within the health care system for which they work that might compromise patient care. Ultimately non-compete clauses harm providers and communities. In forcing doctors, nurses, physicians assistants and other providers to leave their patients and communities in order to practice, patients and communities are harmed. If the FTC does not have the ability to limit non-competes in the non-profit sector, an effort should be made to provide the</p>

	<p>FTC with that ability. A growing number of communities where non-profit health systems operate are challenging the notion that they are free from profit motive. To exempt non- profit hospitals from a non-compete rule would miss resolving an important part of the problem for communities with consolidated healthcare markets."</p>
Russel	<p>"Please pass this rule. It is unfair to us workers to have our hands tied with respect to employment opportunities."</p>
Sharon	<p>"Having anyone suffer under non compete clauses is a legal way to unduly control the lives of workers. Having anyone suffer under non compete clauses in unskilled, labor intensive vocational positions is sheer torture and so unabashedly discriminatory and destructive it beggars belief How can a person who works as a pizza person, or a home health care aide cleaning the privates of our elderly ever hope to get out of wage slavers if they are going to be punished for seeking a higher paying job? How is this even remotely justifiable? How is this a detriment to a Burger King or a Wawa or anywhere like this? It is difficult to comprehend for those sitting in offices and fiddling with papers for a living how destructive a non compete clause in any kind of a labor contract really is. Want your workers to stay? Pay them a real living wage, respect their humanity and provide a safe work environment. Wage slavery, that is all that this is."</p>
Scott	<p>"I work in a specialized field in healthcare called intraoperative neuromonitoring. Because we are a specialized service that is only required for very specific cases, our services are provided by a national corporation, and hospitals pay us a third party care provider. My company has been taking great pains to eliminate competition in our geographical region. Their footprint is so large, that recent employees seeking to find work with another company have determined that doing so anywhere on the East Coast is impossible. Our company has stopped providing cost of living wage increases. A corporate executive has suggested that our staffing issues will be solved by the absorption of more competitors, while skilled workers in my field are leaving the profession entirely because to keep applying our practice we would have to move west of the Rockies. In addition, I was personally blocked from taking a managerial/director position at a local hospital because our company provides occassional staffing at the site a few times a year. Our work force are being treated like indentured servants, and until there is a legal motivation to be competitive with compensation, I fear that our field will continue to lose qualified people who make surgery safer for patients. I already see the effects of these policies on worker morale and the quality of care that is being provided at our hospitals. My company's values do not prioritize patient care and worker well-being, but they have gotten so big that many of my peers are deciding to leave our profession rather than try to fight against a corporate monster. Elimination of non-compete would greatly improve the quality of life for myself and my co-workers who currently are very limited in our ability to find work with another group. I sincerely hope this proposed law can create a change that forces financially driven corporations to view their employees as a resource for which they need to compete. The experience that is currently being lost to career changes in my field will be felt for years to come. Thank you</p>

	for this proposal. I truly believe it could life changing for all neurophysiologists working in our country."
Michael	"I am a physician, more specifically, an advanced imaging cardiologist for a health system with a non-compete. My specialty relies on employment at academic medical centers with the capability to perform such studies. My current non-compete disallows me from working within 10 miles of my medical center for 1 year. As a result, if I am to change employers, I will have to move to a new city putting undo hardship on me and my family. Non-competes are not of mutual benefit for both parties of a contract."
Christopher	"Please implement the Proposed Rule. Non-Compete Agreements restrict careers in my industry, and can even make it so people cannot find work in their field, by being limited in where they can work. I am subject to a non-compete agreement currently, which imposes limitations on my career. Job applications often ask if a non-compete is in effect, to which I must answer "Yes", and the potential employers see this. Thank you!"
Kelly	"end noncompetes. This is the only profession in which this is routinely done and it is unethical. As a physician , I find it baffling that this practice still exists"
Lindsey	"I support removal of non-compete clauses. In particular I support their removal from physician contracts . The current standard of non-competes far and away forces physicians to move and uproot their families in order to change jobs; this creates an unfair labor market for physicians. Removal of non-competes is important for all roles, including physicians."
Christina	"Ban the non-compete clause. It is inhumane, predatory, and needlessly punitive to workers who already make low wages. I worked as a home health aide for a while...agencies are taking enough of a cut. I also did test prep tutoring. There I understand non-compete clauses a bit more only because the R&D it takes to create test prep manuals and teaching strategies is intellectual property that shouldn't be then used by another company...but that is totally different than home health aide agencies with low wage workers doing a job that is intimate, critical, and incredibly difficult. Those workers deserve transparency and the right to work wherever they can get the financial, patient-assignment, and schedule that works best for them. This is also an issue of accountability to the clients/patients who didn't really have any choice but to select their own necessary care from this shitshow of greedy and irresponsible agencies. Agencies should increase their wages to retain employees."
Jen	"I feel that non competes make it difficult for patients to access care with the physician of their choice because doctors are forced to leave an area if they change jobs. Often doctors are forced to move their family members away from a desired school location which is detrimental to families with children. I strongly feel that if employers were working with their employees by providing safe staffing ratios and sufficient wages, employees would not be inclined to leave their positions."

Harry	<p>"I was trying to get my comment just perfect, this issue has consumed my life for about 8 yrs now. But they are due today, so here goes.</p> <p>My case will give you the ammo you need to show how obnoxiously a Non-compete clause can be used. Masterfully executed by a man whose clear goal is to put another person out of business, not to protect his own. My uncle is a complete mess with an excellent legal team.</p> <p>50 years long, the entire Northeast, a list of professions and actions multiple pages long that happen to include just about every way I know how to earn money.</p> <p>Laughably Unenforceable. We were clearly not compensated. Under compensated in the double digit millions. cooked the books to make it appear legit. Just as an example, he had us down for more inventory than him, and his facility is literally 10 times the size. We had no voting rights, or options. All I wanted to do is go back to work and leave the fighting and legal issues behind.</p> <p>Technically unenforceable, yes. But that does not stop the lawsuits. If you sue someone out of existence, what's the difference.</p> <p>My heartfelt gratitude to the Federal Trade Commission (FTC) for their efforts to revise the unfair practice of non-compete clauses. Early next month I will be heading to DC to personally hand every Rep, and Senator a small packet. The gist being to support this rule. It will benefit damn near every person that voted for them, regardless of party. I remain available for anything I can do to help. I attached some of the documents from the litigation that I thought may be helpful.</p>
Philip	<p>"Non-compete clauses should not exist. When threatened with regulation corporations claim they stifle the free market and unfairly restrict business. What are non-compete clauses but a restriction on the market of labor? Make them illegal and restore a tiny bit of the power back to workers."</p>
Sharon	<p>"I am a physician. I have been in practice over 20 years. In that time I have had two jobs and I've had to sign no compete clauses for both of them. These were very restrictive and now I drive at least 30 miles each way to go to work every day. I stayed with my first employer for 17 years. I am more than made up for the amount of money they had to spend on boarding me. These types of contracts are unethical. When I went to work for the University for my first job, I was told if I don't sign it, there's no negotiation at all. These type of contracts give all of the power to the already powerful. Interestingly, my hairdresser has a no compete clause. She can't leave where she is working now because she doesn't have a car and doesn't want to take two buses to get to work. It's time to get rid of no compete clauses. Thank you."</p>
Katherine	<p>"The proposed Non-Compete Clause Rule (NPRM) will be very valuable in strengthening the rights and future opportunities of workers. This will be beneficial to workers in almost every field and location. Employers will be incentivized to compete in the labor marketplace. They will have to treat their workers well ... with more opportunities for professional development, career advancement, better</p>

	salary and more comprehensive benefits. Employers will not be able to simply sideline workers who leave ... they will have to face the risk they these workers will now be working for a competitor. I highly support this important regulation and encourage its prompt and full adoption."
Richard	"I believe noncompete clauses (also known as restrictive covenants) should not be allowed at the Federal level. As a physician working in Pennsylvania, I have had to sign such covenants in order to work in my field. Most recently my employer (a not-for-profit large health network) sold my practice to a national for-profit group and no longer offer that service line. I had worked for this employer for 24 years. As part of the sale, my position was eliminated. My termination letter included a statement that the restrictive covenant I signed would be enforced. This prevents me from practicing any medicine within 25 miles of any site I practiced in while employed by them for 2 years. That essentially means I either need to move (after living here for 24 years) or retire from medicine and try to find a non medial job to pay my bills and to provide health insurance for me and my family."
Tamar	"I fully support eliminating non-compete agreements for employees. Employers have the lion's share of power in employer-employee relationships and prohibiting required non-compete clauses will help to rebalance that a little."
Robert	"I am a Physician employed by Allegheny Health Network in Pennsylvania. I have a noncompete clause in my contract which essentially prohibits me from working in the Pittsburgh area for a year after my employment would end. If I leave would voluntarily and work at a competing hospital I can understand there position although I still think it is unfair. The point that I am most concerned about is that if for some reason I am terminated, for cause or for no cause, I am still liable to honor the noncompete or suffer a major penalty. At the very least ,if for any reason one's contract is not renewed , we should not be held liable to a noncompete. I hope you are not going to succumb to the hospital lobbies. Thank You."
Alison	"I strongly support the ban of non-compete clauses."
Deborah	"I completely support the FTC's proposed change rule that prohibits employers from requiring employees to sign non-compete agreements. While proponents of these agreements claim that they are used to protect small businesses, they are used regularly by large businesses to suppress competition at the expense of the employee and their future livelihood."
Louise	"Two excellent physicians I consulted as well as a financial advisor had to leave the area because of non -compete clauses. In all these cases we lost excellent professionals impossible to replace in my estimate. Very unfair to our community."
John	"I think employees would be harmed by restrictions on where they choose to work."
Nicholas	"As a physician , non-compete agreements keep us hostage to work for a certain employer. If want to serve a particular community, non-compete agreements

	necessitate for us to move elsewhere. Also, individual physicians do not have the financial might to fight these larger hospital systems. In the healthcare sphere, it thus keeps healthcare providers hostage to their employers and keep them from serving their community."
Roy	"Dear Reviewer, I am writing to express my concern regarding the noncompete clause in employment contracts. As a physician who sees patients, I strongly believe that such clauses inhibit my ability to practice medicine and also inhibit my wage growth. I believe that such clauses are not only unfair but also harmful to patients and the healthcare industry as a whole. The noncompete clause in my contract limits my ability to work in the same field for a certain period of time, typically one to two years, after leaving my employment. This clause effectively prevents me from practicing medicine in the same geographical area and can greatly impact my ability to support myself and my family. Furthermore, the clause has a negative impact on my wage growth. With fewer job opportunities available to me. I may not have the ability to negotiate higher wages, leading to stagnant wages over time. This can be especially harmful given the rising costs of living and student loan debt for medical professionals. Most importantly, I believe that noncompete clauses are not in the best interest of patients. Patients should have access to a variety of healthcare providers to ensure they receive the best possible care. By limiting the number of physicians available, noncompete clauses can decrease competition and may lead to higher costs for patients. In conclusion, I urge you to reconsider the noncompete clauses. I believe that these clauses are harmful to both physicians and patients and do not serve the best interests of the healthcare industry as a whole. Thank you for your time and consideration. "
Justen	"My current employer uses non-compete clauses in all his employee contracts and leverages employee control by doing so. Not only is it an excessive term of 3 years post-employment, but the range also he set is 150 miles. This would require an individual to have significant change of profession or relocation post-employment. When it is time to negotiate wages, benefits, etc... the terms of the non-compete sting and limit your earning potential for years to come. Employers should not have the power to do this practice as it is unfair to limit anyone's maximum earning potential."
nancy	"Please support workers, mobility and freedom by BANNING noncompete agreements."
David	"I am a licensed mental health therapist . I am extremely grateful that the FTC has taken on this critical issue. I recently (Jan. 17, 2023) allowed my "professional services agreement" to expire with an employer that was seeking to impose more restrictive non-compete terms into an updated contract. This particular employer rents space at existing businesses for the therapists to use. The employer pays none of the overhead costs of those business. Yet, my new contract would have prohibited me from practicing within 25 miles (for 18 months time) of one of these locations that the employer considered to be "theirs." More often than not, the employer has another such location within 25 miles anyway, which pushes the radius of "off-limits" future employers out even further. Also, this employer has

	expanded in recent years from Western Pennsylvania, into Ohio, New York, and West Virginia. Secondly, my new contract went on to state that I would also be prohibited from practicing Online, with companies such as Better Help or Talk-Space. This would extend the restriction to the domestic (or even international) reach of the internet. The state of Pennsylvania has been entertaining such a Bill for several years now, with no immediate resolution in sight. Again, I am grateful that the FTC sees the inappropriateness of such restrictions. This is long overdue, and cannot come soon enough, in my opinion. Thank you!"
Rosemary	"I am a Family Physician in favor of eliminating non-compete clauses for all workers in the US. Non compete clauses in physician contracts contribute to physician burnout and decrease job satisfaction. Many physicians are trapped by onerous non-competes that prevent diem from moving or being with families. Eliminating non-competes and restrictive covenants for physician would foster flexibility in practices."
Caleb	"I am extending my full support for this proposed regulation to restrict the use of Non-Compete clauses in employee contracts. By forbidding employers from creating these unfair clauses, it will directly motivate them to provide better- -and more competitive- -benefits and higher wages to their employees. If they are so much of an asset to the employer that they require a Non-Compete clause to restrict their competitors from benefiting from their learned skills and knowledge, then they should be able to provide competitive pay and benefits to keep them at the company. The broad effect of this rule would drive up employee wages (by an estimated \$250-296 billion as stated by the agency) as employees could freely seek better career opportunities, which aids the general state of our economy. Although anecdotal, I am not aware of a single person who would prefer to be paid *less* because they worked at a company that restricted their ability to find employment at higher-paying employers at their previous employer's competitors with a Non-Compete clause."
Sharon	"I have been a hair stylist for 36 years and this is keeping me from moving on to make a better living elsewhere. I am in favor of sub chapter J."
Ahmed	"I think the abolition of the non compete clause for health care workers will promote competition and will keep the cost of health care lower. The big hospital network essentially keep the physicians hostage and dictate to them. Sonic of the hospital networks have Hospitals spread over 50 miles and if a physician is not happy with their hospital employer , he/she can not just resign and join some other health entity or go independent. They may have to leave town, sell their house and uproot their family. Essentially being held hostage. I oppose the AI-IA position on trying to exempt physicians from the abolition of the non compete clause. No organization should force a person to work for them if they are unhappy there. They should have the ability to leave that job and get another one without having to uproot their family and leaving their community."
Joseph	"No more non-competes, they are anti-American, anti-pursuit of happiness."

Deborah	"As a physician with more than twenty years of experience, I can say the non-compete severely restricts access of physicians to patients and patients to physicians. It was always about money and control. Now, when medicine is crumbling and well-trained, experienced physicians are hard to find, it is more important than ever to have a larger pool of doctors available to patients. Many people move around in their careers without having to uproot their families, buy new homes and leave their communities. Why are physicians penalized for such a thing? Non-competes are just another deterrent to practicing medicine today. Please end non-compete clauses and help patients, doctors and families."
Brad	"I would love to see this overturned. Way too many employees find themselves under unfair Non-disclosures. Within the current economic culture, I hope that the FTC would overturn all existing and future non disclosures."
Laurel	"I would like to comment in favor of the proposed ban on mandatory non-compete agreements. These agreements have become much more common in recent years and they harm many low wage workers. I read one study that showed that banning these types of agreements would cause wages to rise by \$300 billion each year in the US."
Paul	"I support the proposal by the FTC to ban non-compete clauses, especially for healthcare providers . Hospital and health care systems are aggressively pursuing increased market share and competing with each other, while at the same time restricting the ability of their employees from competing fairly in the marketplace. By restricting the ability of highly skilled healthcare workers to seek employment at competitors, hospitals are effectively inhibiting the growth of a free market and consumer choice in healthcare, which results in elevated costs for healthcare consumers. Let the free market reign and help to curb our nation's healthcare cost crisis, both for healthcare systems AND for healthcare providers!"
Tom	"As someone who has been "restricted" throughout my entire career. I have two comments 1.) Employers know that most non competes are unenforceable and use them as intimidation for employees and/or competitors that the litigation is not worth the effort. Therefore they carry untoward sway of employees enduring unsatisfactory conditions, limiting the competition for desirable skills 2.) Certain non-compete situations certainly are valid. Therefore, the rule should simply state that if you desire to enforce valid non-competition, you must pay that employee during the non-competition period. If the non-competition is valid and vital, it certainly must be worth paying for."
Julie	"I am a physician who works as a hospitalist. I am currently working as a locum tenens because one hospital in Erie requires their hospitalists to sign a non-compete (I am not going to steal patients from their hospital as I go to the other hospital. Patients don't select the hospital they go to based on the hospitalist as they don't know who they will get anyways.) The other hospital staffing group has a contract that says I have to comply with what they are telling me to do but that I am accepting all of the responsibility. Those are my 2 local options. I chose neither and have been traveling for 6 years as to not move my family away from

	our home town. This is a sad state of affairs. But I believe requiring hospitalists, ER doctors, radiologists, pathologists, trauma surgeons, anesthesiologists (that don't have an office like a pain clinic) should never be asked to sign a non compete. In my opinion that is employment restriction and should be illegal as there is no way we are going to compete with them or steal patients from them. It is just controlling, harmful for the community and the physicians."
Megan	"Many physicians (including myself) are held to non-competes that limit patients' access to medical care and force physicians to move their families beyond arbitrary ranges set by their employers."
Curtis	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! I personally was forced into a non-compete agreement as a condition of employment. Although I never had the opportunity to leave my job and take a position with a competitor, I always realized that this was an unfair restraint on marketing myself. Businesses claim to support free markets, but they do their utmost to stifle individuals' attempts to freely market themselves and their skills."
Danielle	"Non-compete clauses can make it more difficult for employees to move on from their current employer. Non-compete clauses should be banned."
Lauren	"I strongly support the FTC's proposal to federally ban noncompete agreements. Two years ago I FINALLY found a primary care physician that I felt was invested in my well being. He was an amazing doctor . At the end of last year he decided to leave the hospital system he was employed at. Due to a noncompete agreement he was forced to sign upon hire, he is not able to provide healthcare services in a 100 mile radius. I live in a rural area that has trouble finding quality doctors. I personally lost a highly competent, capable doctor that I trusted with my medical decisions and our area lost a medical provider we desperately need. And this is a nonprofit hospital! I do not agree with noncompete agreements at all, but it disgusts me that it is legal for a nonprofit organization that is supposed to benefit the health of our community to make a decision like this."
Kevin	"Please ban Non Compete clauses! As someone who was basically forced to sign one, I would love to see them banned. In my case, I was an existing employee with the company for 5 years when they decided to implement non compete clauses. I had to sign or I would lose my job. I think that it is unfair that my employer can dictate where I can work."
Martha	"Please pass this rule. The reason Silicon Valley became a successful place for innovation is because they disallowed non-competes. Non-competes inherently undermine the free market for employees. Companies should have to compete to hire and retain workers just as workers should have to compete for the best jobs. Right now companies like Jimmy John's abuse non-competes and put working class people at a huge disadvantage. There is no reason for this other than greed."

Michelle	"Non competes keep workers stuck in low paying jobs with terrible conditions. It needs to be illegal! It exists only as a way to oppress and take advantage of people. The abuse of workers needs to end."
Nancy	"Please insure that physicians are protected from noncompete clauses so they can remain in their community if they need to change jobs. These clauses give employers undue control over people's lives and less incentive to improve working conditions."
Jon	"Non-compete reward corporations and penalize patient access to care. Additionally they put undue burden on providers and their families by corporations and put profit over quality patient care."
Shaylah	"Non-competes should be illegal! Why does one company you work for get to decide where you can and can't work from now on?"
Courtney	"As a Family Medicine physician , I strongly support the ban on non-compete agreements as proposed by the FTC. This ban is essential for physicians to practice medicine as it should be practiced, in the interest of the patients rather than of the corporations and hospitals. Based on data from 2018, 45% of primary care physicians are bound by noncompete agreements. Physicians are largely employed by large hospital systems with large geographic footprints, making it practically impossible for physicians to leave that system without having to relocate or commute long distances. By restricting where a physician can practice, health systems are treating their physicians and by extension, their patients, as commodities rather than people. The opposition to this ban is motivated by the greed and need of the hospital groups to dominate the market and control the physicians. Non-profit hospitals should not be exempt from this ban. Non-compete agreements impeded patient access to continuity of care, limit physician ability to choose their employer, contribute to physician burnout and stifle competition, all of which hurt the patient."
George	"I agree with the FTC's proposed rule to ban Non-Compete clauses. I have been subject to numerous non-compete and similar agreements throughout my employment life. They have never kept me from seeking other employment but in one case the agreement concerned a potential employer so much it almost resulted in them rescinding a job offer, even though my past employer was not fighting my leaving. I have seen them used by other firms to keep relatively low paid workers from seeking hiring paying jobs by scaring potential employers away. These agreements used to be only used for high-level executives but are now being used just to keep wages low"
Jennifer	"I support the rule to end non-compete clauses in labor contracts. They are contrary to a free market and hurt both consumers and workers."
Jeremy	"I agree that non-compete clauses do more harm to the employee and are more beneficial to the employer. If the employee is so valuable, the employer should be

	doing everything in their power to keep the employee. Non-compete agreements make it harder for employees to find suitable jobs."
Timothy	"I am a veterinarian and business owner for over 30 years. I have seen countless young veterinarians severely impacted by excessive non-compete clauses imposed by their non-veterinarian corporate employers. All of those I know who were negatively impacted either relocated to another state or left the profession! Veterinary Medicine is in crisis at this time due to increased demand and decreasing number of practicing vets. Veterinary non-competes are clearly making the problem worse. Veterinarians top the list of professionals at risk of dying by suicide. The stress of being bullied by oppressive non-competes is making this worse as well. PLEASE move forward with the elimination of veterinary non-competes. Every lawyer I have ever consulted about the employment contract I ask my doctor's to sign have informed me that "veterinary non-competes are not likely to hold up in court if challenged but you should still put one in there." I believe the ONLY reason to include a clause I know will not withstand a legal challenge would be fir the intimidation factor. Please stop corporate employers and all veterinary employers from being able to intimidate and bully veterinary employers through the use of a non-compete. Thank you!"
JAMES	"I started working for my present employer twenty five years ago. Thirteen years ago, the ownership changed, bringing with it a rapid increase in poor treatment of employees and regular, large layoffs. I have applied to other positions in the last thirteen years without success. The reason for this, I believe, is the current ownership suing former employees who go to work in related or the same fields. The company also files lawsuits against customers who hire former PLS employees. An internet search of "PLS Logistics Services", and related terms like "lawsuit" and "non-compete" will validate this claim. During these thirteen years since ownership changed, my salary has increase only twice, and today I was let go by this employer. My wish was to long ago find other employment. I believe the proposed Non-Compete Clause Rule (NPRM) would result in companies having to compete to retain and hire current and potential employees, and allow employees to leave toxic workplaces. Worker salaries would naturally result from this competition. Without a non-complete, those applicants (myself included) would be on a more competitive! equitable level with other applicants. Thank you"
Mohammed	"Non-compete clause rule, is very harmful for the community. As a physician , in my personal experience, it put limits and company takes huge benefit by abusing it. I totally against non- compete Clause"
Viswanathan	"This rule has prevented me from opening a dialysis clinic in the inner city area of Harrisburg, where it was needed very badly. Please repeal this law that fosters only unhealthy medical practices!"
Puneet	"I completely agree that non-compete clause is unfair and it should be removed from all contracts"

Sadik	"I agree that there should be a nationwide ban on non competes due to their anti competitive nature. Too many hardworking Americans have their right to work and provide for their families infringed upon by corporate interests. I hope this goes through to protect the TRUE BACKBONE of this country which is the dynamic American labor force."
Carol	"Please ban noncompete agreements. Mental health practices often have these that you sign when you are hired. People don't even know they are signing them. Then when they want to jump to private practice there are all kinds of complications about where they can set up their practice. It is all nonsense and noncompete agreements need to be outlawed. All of them."
Bill	"I have to tell you, every professional I know is extremely happy about this. (close to 400). We are so scared of being sued by the companies and corporations that we work for. It is not fair, how can they legally deny us to work in the same industry for 18 months. This is the best thing that will every happen for the working class people of the USA. Please help us, we are begging you to past this."
Charles	"I am strongly in favor of abolishing non-compete clauses. Conservatives want to get rid of licensing requirements for various industries, but at least these nominally ensure a certain level of quality that can benefit society as a whole. In contrast, non- compete clauses have no societal benefit whatsoever: They only protect and enhance established wealth."
David	"My company moved 180 miles away from where I used to work. I am left high and dry with a no compete so can't even get a job! Non competes must be outlawed."
Andrew	"Yes, please enact this change. Preventing someone from gaining employment is wrong, especially in niche skillsets. A company should not be able to dictate where you can work after you have ended that relationship."
Chris	" Physician non-competes are bad for patients, and bad for providers, leading to bum out and early retirement. Get rid of all non-competes, especially in the healthcare world."
James	"Non compete clauses are actively harmful to employees who are often geographically locked into a region due to cost of moving. They provide almost no protective value for employers outside of the ability to artificially suppress wages by saying there are "saturated" job markets and be actively harming competitors via coercion of potential employees. Make them illegal. And while you are at it, ban stock buy backs or contact someone to start working on it in the appropriate agency. If a company is given government funding and consolidates stock positions over paying staff, then that company should be broken into component parts or taken over as a public ownership by employees. Stop supporting the ultrawealthy and megacorporation war on the working class."

Douglas	"I am in favor of this proposed change. I hope the FTC enacts it asap after the comment period ends. Thank you!"
Jonathan	"I'm a sales person for technology companies . I know no code, and have no company secrets. I'm currently under a 2 year non-compete, which has caused other potential employers to not offer me a job, even though they believe they are not direct competitors. The threat of litigation alone is enough to negatively impact my career. I would strongly support a full repeal of non-competes, past a present. They allow employers too much power, and can be used in arbitrary or vindictive ways to seriously impact the careers of employees."
Patricia	"Non-compete clauses are a real problem. My concern with them is that this clause makes it impossible for workers (especially healthcare workers) unable to change employers. If doctor signs a contract with this clause, they become trapped. The clause usually includes a geographical range. The range always seems reasonable at first but our health systems are growing into effective monopolies as more mergers and acquisitions occur. Government agencies are either unwilling or unable to prevent the trend. I need my doctor to have control over their situation. I don't want to wonder if my doctor is being commercially abused or trapped. This can't provide the best care for me or my family. I wish 'commercial abuse' was hyperbole. Our shared experience with Covid and the treatment of our doctors and nurses has demonstrated that they aren't given the respect that they have earned. Money is even harder to come by. The non-compete clause is a significant obstacle to improving our situation."
James	"I support eliminating non compete clauses. They increase income inequality. They are a tool for making workers poorer and adding to the wealth of those who are obscenely wealthy."
James	"I support ending all non-compete clauses as they suppress workers wages and exacerbate wealth inequality. The rich don't need the game to be so blatantly rigged in their favor."
Jacob	"I am in favor of banning non compete clauses"
Wesley	"Non-profit hospitals should absolutely be included. My non-profit hospital employer specifically told me they were using the non-compete to suppress wages and for staff retention. These hospitals employ thousands of healthcare workers in my community and we should all be free to work wherever we want in our community."
Patrick	"Health care is moving more and more to an oligarchy. Restrictive covenants will be of more and more importance when the geographic reach of these health systems extends over several counties and states. Competition for worker's skill and knowledge is the basis of capitalism. Free and unbridled movement of workers and their ideas is what is needed to bring real change to American health outcomes."

Matthew	"Hello I'm an internal medicine physician practicing as a hospitalist. What that means is that I work exclusively in a hospital with admitted patients. I am under a non compete that would require me and my family to move for a new job. I have no trade secrets. Medical practice is based around standard of care, there are exactly zero trade secrets in medical practice. Non competes must be banned from health care. Currently I'm effectively being held hostage by my hospital system with zero options that don't involve moving, possibly out of state, for a new job. This cannot remain normal. There is zero competition with the non competes in place. Once we're signed on (we need jobs to pay off our loans, not signing isn't an option) then we're their hostage. Doctors in this country are highly educated, generally well paid, rvu generating slaves to the hospital systems who dread and fear a competitive job market for doctors."
Ilyas	"My name is Ilyas Khan and I want to voice my strong support for the Federal Trade Commission's proposed rule on banning non-compete agreements which would protect working individuals from monopsonic companies pushing wages and benefits lower than they would otherwise be and denying workers of opportunities. Non-compete clauses are disastrous in this economy where working class families often need 2 or 3 jobs to make ends meet, where average rents per month are over \$1,492 and there are such high levels of college debt. These policies keep people from being able to obtain a second or third job to make ends meet. We believe that people shouldn't need 2 or 3 jobs just to be able to pay the bills but the fact of the matter is right now, many families do and non-compete clauses prevent them from accessing those jobs. Even if jobs are not required to get a job to sign a non-compete agreement workers are often made to feel that they are and feel that it is necessary to sign it to get a job. We need to ban non-compete clauses. They are terrible for workers. Please ban non-compete agreements, for all the working class Americans struggling today."
Jacob	"Striking the non-compete clause is beneficial for the worker. Companies should not force people to stay in bad work places and these clauses are predatory in nature. Force companies to treat and pay their workers better."
John	"I was in the insurance industry and my prior employer insisted on a non-compete. I am not sure it was even an option. When they downsized the branch they offered me a nice severance package. I didn't realize I would never be able to work in the insurance industry again. As soon as a prospective employer caught wind of the non-compete I can't help but feel I was done."
Lawrence	"My employer [...] was convicted of fraud by the SEC (Securities and Exchange Commission) in September of 2022. I left the firm, having a 2 year, 50 mile radius non compete that I signed as a new employer back in 2018. I was subject to attempted enforcement of the non-compete against me, which I found very hard to believe, as I needed to remove myself from the situation from a reputational standpoint. I resigned my employment over an issue that I wanted to have nothing to do with, and yet, my employer still came after me to attempt to enforce the non-compete. My decision to leave has since then been confirmed, as more than half of the staff has resigned and the firm is struggling to salvage their reputation. That

	<p>has not stopped the threatening legal notices from being sent! Below is my general comment, as well as a link to a local newspaper article that I was featured in.</p> <p>I've been following the FTC proposed rule closely! The proposed change is a welcome sign for professionals that have occupations similar to mine. I believe that most entrants to the workforce are not educated on what a non-compete is, and simply will sign what is stuck in front of them, for fear of losing the opportunity, which was exactly my circumstance. The FTC proposal mentions that non-competes are an exploitative practice, and I thoroughly agree with the statement. From my personal experience, it is hard to believe that after your employer is convicted of fraudulently dealing with their customers by the Securities and Exchange Commission (SEC), that they could still possibly have grounds to enforce a non-compete on an employee that choses to move on from the organization in order to maintain their reputation. In my case, I removed myself from a very bad situation, as my employer had willingly compromised their conduct and fiduciary responsibility. I was then left with no recourse or ability to have a practical conversation surrounding the validity of my non-compete. It amazes me that after spending years pouring my time, passion and guidance into all the wonderful relationships I have built with clients, that a piece of paper could possibly prevent me from continuing to do what I love! This type of restrictive behavior ultimately harms the consumer, as they should be the ones that dictate which businesses succeed. My understanding is that if the proposed elimination of these statutes is passed, that all existing non-competes would be rescinded. This would be a huge win for entrepreneurs like me that are subject to attempted enforcement by unfounded harassment and targeted coercion. I think that my unique set of circumstances are similar to countless occurrences where non-competes have prevented innovation and economic liberty to win the day, which is what makes our country so great!"</p>
Richard	<p>"As a radiologist, I work in a professional environment that does NOT include direct referrals of patients to my practice. There is no way that my moving to another job within the predetermined geographic area of my restrictive covenant can harm the business of my current employer. The clause should be eliminated"</p>
Michael	<p>"Removing most non-compete clauses would benefit both workers and industry, by allowing more cross-pollination of talent between companies, and should be enacted as soon as possible."</p>
Carey	<p>"Thank you for bringing this very important matter forward. I would like to provide a simple comment in support of banning noncompete clauses to support workers' growth in their careers and income."</p>
Sarah	<p>"I support this new rule because I think that non-compete clauses are abhorrent. The Congress has done nothing to address this problem for many years now. These restraints on employees go against all theories of free enterprise. What is especially bad is that employers spring these on people who come in to their first day of work after probably having left another job. They don't want to tell people</p>

	ahead of time because they know how unfair these are. Please pass this rule to make employment fairer for workers."
Srinivas Sai	" Physician and other healthcare workers non compete clauses in employment contracts stifle private practice and promote consolidation of healthcare systems and practices."
Christina	"I've worked for a salon for 15 years and they threaten to sue us with non competes that we signed when we were all very young. They don't offer any benefits or paid training We all wish to leave and open solo studios but we are worried about a law suit:(please pass this bill so we can be free of this horrible company."
Frank	"A non-compete clause has left me as a pharmacist and a potential employer hamstrung. Due to the restrictions in the non-compete, which was required for a job, a job in which I obtained needed experience to advance my career at a small institution, I am unable to obtain employment in the area. Many large institutions do not want a lawsuit against them and I have been turned down for several job opportunities once they find out there is a non-compete in my contract. This stifles my wages and forces me to move my entire family including a pregnant wife to an area not near any family or friends."
Susanna	"Please pass this!!! I have been in sales and bound by non-competes my entire career. It has unjustly caused me significant harm in gainful employment within my fields of expertise. This is antiquated and especially harmful for women who do not receive equal pay and are a single parent."
Charles	"I think this is excellent decision by FTC. I am an engineer by profession and had been stifled by non-compete agrrement in my last job. This decision to remove non-compete clause will be beneficial. Thank you."
Riikka	<p>"As a physician, I humbly request that we do away with non-competes, for several reasons. These include but are not limited to the following:</p> <ul style="list-style-type: none"> - private practices, hospitals, and academic centers no longer negotiate regarding the non-compete, which is unfair to the individual for whom location is important (i.e. most if not all individuals) - the non-compete is typically 1-3 years, which makes it difficult if not impossible for a physician to go without work (or to uproot their family and work remotely) before returning to the area. It also makes it impossible for the physician to find a job before leaving their current job, as the wait time is excessively long. Even if the physician gives their group months of advance notice (allowing the group opportunity to find a replacement), it may still be possible to get sued due to the non-compete. - the non-complete typically includes ANY work (even taking call at hospitals) that come within the forbidden region

	<p>- the non-compete is frequently excessively large and includes all current and FUTURE offices of the practice that the individual is signing with (even if those future offices do not yet exist at the time of signing the contract)</p> <p>- academic centers typically have offices throughout the state - or at least spanning multiple counties. This again makes it difficult if not possible to stay in the region (typically for family reasons) if the job is untenable.</p> <p>There is a huge cost to leaving a job and rebuilding ones practice as a physician as one must rebuild their patient base. Depending on the job change, their prior patient base may be out of network. There is also massive incentive to staying at one's job - stable career, stable family, consistent patient base. If a doctor decides to leave a job, its frequently a year or two after the job has become untenable and there is no good option forward if they stay. They should not be punished by a noncompete for leaving and they should be rewarded for giving the group advance notice to find a replacement."</p>
Adam	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. My wife and I are both personally affected by this and would have to upend our lives in Pennsylvania and move to a different if we wished to change jobs. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Amy	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Feel free to reach out directly to me via email for more reasons why this is something I support!"</p>
Kate	<p>"I urge the FTC a to reject any calls to exempt healthcare workers from non-compete bans. The only sound logic for non-compete clauses is to prevent secret or proprietary information from falling into the hands of a competitor. This does not apply at all to healthcare, where all innovations and best practices are diligently published for the whole community. The only reason hospitals are lobbying against this is because they are afraid that in a world without non-competes they will have to provide non-abusive working conditions in order to remain competitive. Please reject this lobbying, if only to preserve healthcare professions already dealing with terrible burnout and staffing problems."</p>

Christine	"As a physician , I desperately need to have non-compete clauses made illegal. I have \$370,000 of medical student debt that I owe to the federal government, so I need to have a job as a physician to support myself and my family at even a modest quality of life. My family has lived in one geographic region since 1710. There are only 3-4 potential employers for me within that region. As a hospital medicine physician, I do not have continuity patients and have no control over what patients in the hospital I care for. I have no ability to go and recruit patients outside of the hospital. When I applied for jobs last year Penn Medicine had a restrictive covenant in the contract that stated I couldn't work at any hospital within 35 miles for 2 years. They would not negotiate any details of the contract despite the wording of the contract saying that the contract was negotiated for. That would mean that if I had taken that job I would have to choose between family and job if I ever chose to leave. I would also have to sell my home if I left my job. These non-compete clauses, impair my ability as a physician to fulfill my moral responsibility to my community and place unreasonable financial and social burdens on physicians, harming public health."
Mahesh	"Non competes increase physician shortages and adversely impact access to healthcare. Health systems (including non profit hospitals) would not get adversely affected if a physician leaves the system to practice and serve patients in the same area. Big healthcare systems use non competes as leverage to suppress physicians from talking about genuine patient care and clinical safety issues- as the physician would have to leave the area if employment is terminated. Non competes in healthcare are absolutely detrimental to both patients and physicians- and need to be completely eliminated"
Roberta	"My husband's company was sold and he had to sign a non compete with the new company or lose his job. The non compete is so broad if he quit or is laid off he is not allowed to work for any company that is within a 100 miles of any of their offices or any company they may require in the future. He fixes printers faxes and helps with networking. It also states he can't work in IT. He negotiated to one year if they let him go from 2 years . They will cripple our family with this document."
John	"I am in support of this proposed rule. Non-compete clauses are restrictive and limit the marketability of workers."
Hannah	"I am writing to support the proposed Federal Trade Commission ban on non-compete clauses because it makes it difficult for employers to get better pay. It also lessens the number of employers working for other companies. This makes it hard for people to find well-paying jobs and for employers to find workers. I hope the Federal Trade Commission will enact this new ban on non-compete clauses."
Michael	"Many physicians are trapped at their jobs or face uprooting there lives to continue to practice medicine. Ending non-compete clauses is essential for many of us and it should include non-profit healthcare systems."
Ashley	"Being a therapist , non-competes are extremely scary when it comes to patient care. Some include date ranges in which we cannot communicate with our

	<p>patients, some of whom have severe trauma histories or suicidal ideations. If a clinician changes companies but is unable to continue meeting a patient, who is at fault if there is an injury or death? Many newly licensed therapists work at smaller group practices as contractors, but are often treated to an employee standard. As an independent contractor who works 30 hours per week for the same company, I believe this should be illegal. Having a noncompete for a contractor is directly going against what the contractor role was created to do. Some noncompetes include mileage in which a clinician cannot create their own company or rent out an office within a certain radius - how is this a safe practice? How can clients continue to work on their mental health and desire to stay alive if they have to change clinicians due to a noncompete clause? When it comes to wages, contractors are supposed to set their own rates and desired payment types, but counselors have to agree to a contracted rate with different insurance companies which makes this very difficult. Some companies contract their clinicians with insurance companies, instead of having the counselor have a direct relationship with the insurance company themselves - which makes it very difficult to leave and be able to work independently. I was also recently informed that pre- licensed clinicians who are unable to practice independently are still being hired as independent contractors at small group practices in the greater Philadelphia area. How is this legal? They are legally required to receive supervision prior to being licensed and therefore cannot work by themselves. No health insurance, no retirement assistance, no paid time off or sick days, no payments towards social security or disability or unemployment by the company. This practice of allowing therapists to be independent contractors should be illegal and is definitely morally gray. Please look into this."</p>
Colby	<p>"This would be an incredibly positive change for American citizens and would clearly help to combat wealth inequality and improve rights of workers. The current environment across many industries is characterized by decreased competition and a few larger corporations. When they require non-competes, this leaves employees with fewer options to vote with their feet and change jobs when exploitative or unsavory business practices are in place. Removing non-competes in my industry, medicine, would be an incredibly positive change for physicians who are increasingly burnt out and unhappy with work conditions at corporation-driven hospitals that do not have the patient in mind."</p>
Matthew	<p>"My non compete makes me feel like I don't have rights. Sometimes it feels like my employer owns me"</p>
Sol	<p>"Non-compete agreements have essentially forced our professions into accepting sub-par wages, work hours, and working conditions. I should not be penalized by employers for wanting to stay in a location for my family and loved ones, and neither should I be penalized for applying other jobs to seek better wages and working conditions. However, non-competes do both, if I want to leave my company for a better job my family suffers and has to be uprooted. Non-competes eliminates a competitive job market and forces workers to accept horrible working conditions. It is a monopoly where major conglomeration are able to strangle</p>

	workers, progressively decrease pay, increase work hours, and eliminates our ability to negotiate."
Dronacharya	"Non-compete definitely limits the salary of a physician , particularly those employed by large corporate hospital systems. For example, if non-compete were to go away, I would be in a much better position to negotiate to raise my salary by at least 530,000 at least. Non-compete clause is a weapon employers use to subdue employees."
Charles	"As a practicing physician , I have no proprietary knowledge or information and our employers have no proprietary medical or scientific knowledge. My current employer has specifically stated that the principal purpose of the non-compete I am currently subject to is to retain staff and minimize physician reimbursement."
Jim	"My former employer included customers and suppliers to the list of companies for which I was banned. This was presented after I actually started the job. I needed the work so I signed. They used this as part of their strategy to keep employees longer than otherwise, in place of treating us well. I now know that it was not enforceable. Actual lawyers were telling me that I would win any suit brought against me. But the mere presence of the document caused years of worry and anguish. Nobody else should be subject to this kind of treatment. Please do go forward with the rule. Competition for employees is good for both the employees and employers as satisfied, happy employees produce better results overall."
Eric	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. This affects my family personally as my spouse who is a pediatric dentist that signed a non-compete with an office that does not foster a healthy work environment. The non-compete has stifled competition as well as my spouse's ability to sign with another employer that would be more in line with how she would prefer to practice. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. Eliminating non-compete would be boon to American Labor AND businesses. We would not longer stifle anyone from signing agreements that arbitrarily limit a person's potential. This would also signal to companies that America values competition, and that developing a sustainable relationship with their employees, without the need for predatory contracts is valued. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Gregory	"I am fully in support of banning non-compete clauses in employment contracts. These clauses stifle the ability of employees to get better wages and better jobs. They are also a total abuse of power by employers and turn employees into a kind of indentured serf instead of free labor with the ability to better themselves. The faster the Non-compete clauses are phased out, the better!"

Gregory	"I fully support this rule. It is ridiculous that an employer can today in almost all states in the USA, in effect, hold their employees more or less hostage by forcing them to sign a non-compete agreement as part of their employment agreements. END this abuse of power ASAP!"
Joseph	<p>"I'm a practicing physician in Philadelphia Pennsylvania. Philadelphia-based practitioners in my specialty earn salaries that, while quite high, are kept artificially suppressed by non-compete clauses. In countering the proposed rule, the American Hospital Association is attempting to manipulate labor markets in an anti-capitalist manner. Having worked clinically through the COVID-19 pandemic, exposed to a deadly virus on a daily basis, I find it repugnant that a hospital administration association (which represents the very people who personally profited through the pandemic, while suffering near zero risk while working from home) is attempting to punish physicians, nurses, allied health professionals, and all hospital staff in such a transparently manipulative way.</p> <p>Enable to free market to do what it does best - set prices and salaries commensurate to value. Please do not exempt hospitals from this rule. Regulatory capture should have no place in American politics and economics."</p>
David	"As a family physician , I support the FTC rule to prohibit non-compete clauses. This artificial limitation restricts areas where medical care is provided and results in reduced access to healthcare. This is particularly critical to poorer communities that already struggle to recruit healthcare providers. In addition, the FTC should go farther in stopping limitations from employers that limit "moonlighting" or "side jobs" or even provide volunteering services for the same reasons of improving healthcare access."
Patrick	"I firmly support the proposal and I believe it would be a tremendous shame to allow well-funded interest groups to exclude certain groups (eg. physicians) from such important changes. As the evidence shows throughout the proposal, non-compete clauses have been used to artificially lower wages and keep the upper hand against hard working employees. It is a market failure and very un-American."
Dane	"Working in the supply chain/logistics industry provides you ample amount of opportunities to work in various positions to excel at your profession. To limit this with noncompete is an absolute travesty. You were taking away some of the best professionals in this industry from expanding their knowledge and increasing their wealth. There needs to be an immediate stop on what feels like an illegal clause to shackle your employees from leaving."
Arthur	"I support the FTC proposal to ban non-compete agreements. These are not actually agreements they are most often presented on the first day of hire and any refusal to sign them risks losing your new job. Further, they are vague and discretionary regarding what is considered a violation of a non-compete. It is a document that basically locks in your employment to a firm and leaves you with

	risks for moving onto another company. Thank you for seeking to ban this practice."
Tiffany	"As a physician , I and many of my colleagues have been subjected to non-compete clauses in various hiring contracts. As the research suggests, it leads to diminished pay and decreased competition but in medicine it has far more catastrophic results than that. For example, currently it is estimated approximately 300 physicians die of suicide each year (probably more) and physician burnout is at an all-time high. Non-compete clauses are not a direct cause of either, but they often leave physicians feeling trapped in a miserable situation and help push them toward a negative end. I know that in Pennsylvania, one of my colleagues has been unhappy in his job for at least 5 years but his non-compete is 25 miles or any facility associated with the biggest competitor - which would force him to move should he desire to resign his position. I've heard legislators in Pennsylvania state that their little local hospital could not retain staff if it weren't for non-compete clauses. So these hospital systems are aware of their poor treatment of physicians and are relying on non-competes to force doctors to stay. The other big concern is that if a physician does leave, and re-establishes outside of their non-compete radius, the patients who would like to remain with them cannot do so because they often cannot find the physician. The previous employer will not divulge where the physician moved to, and often internet searches do not show the new location for over 6 months. So patients are being forced to switch providers against their will because of these non-compete clauses. Lack of continuity of care has been shown to have a detrimental effect on a person's health. So the end result is unhappy physicians who are feeling trapped, and when they do finally terminate their employment and establish outside their non-compete radius, the patients' health of their previous patients is going to suffer. It is a broken system that needs correction and preventing non-compete clauses is one step in the right direction."
Leonard	"As a physician , I totally agree with banning non-compete clauses. It is a way for hospitals and insurance companies that own practices to force physicians to stay in their practice at a lower salary once their initial contract is up. If the physician wants to stay in the community where he/she built a practice for several years of the initial contract, they need to take a lower salary offered by the insurance company/hospital at the time of their second contract. This often forces the physician to leave a community where the physician and his/her family have built relationships. They are unable to switch to another practice in the community due to severe (often draconian) penalties if they break the non-compete clause."
Kathryn	"Please pass this rule. Workers should not be limited in their ability to seek employment with different companies in their chosen profession. They should be free to offer their services to any employer in their chosen field."
Janet	"Noncompetes to force professionals to keep working a workplace leads to unhappy workers and exploitive conditions. As a physician , we have a duty to patient care as well as our own mental health. Just like in any job, some times the administration is not a good fit/doesn't support what a physician thinks is best for

	<p>their patients. In those situations, we should be allowed to resign with notice and a transition period but not required to displace our families to find a practice that is a better fit for us. In effect, noncompete allow facilities to force professionals have to compromise their work ethics/substainability/mental health va displacement of their families and patient panels. They serve no purpose in the modern world other than to perpetuate suboptimal work conditions in which we are tied to an employer, which adds to burn out and poured patient care. Please ban noncompetes for the sake of our patients and profession, so that we can fight to give the best care we can "</p>
Jo	<p>"Noncompetes have proliferated beyond their original intent (limiting executives who have access to trade secrets and highly sensitive information) and now stymie regular workers from making an even marginally better life for themselves. It is a drag on the American economy and prevent everyday Americans from a better life, liberty, and the pursuit of happiness. They should be eliminated from past, current, and future contracts."</p>
Avinash	<p>"I work as a physician/cardiologist and restrictive covenants are ubiquitous in my field and are often used to prevent physicians from leaving after they are hired and working conditions/terms/calls/workload/salary etc. are markedly changed. You might be hired with no weekend call and then forced to work every single weekend with a 25% reduction in salary with young children and limited weekend daycare. . . but to leave, you cannot practice in a multicounty radius for 1-2 years!!! How do you do that and raise a family? Often times, for physicians to leave, they would likely need to relocate their home/family entirely. Not practicing during the restrictive covenant would alternatively put my medical licence in jeopardy. Non-compete clauses are anti- competitive, limit economic efficiency, and at its most basic level, are un-American. They should be banned with special attention to physicans to prevent loopholes and workarounds."</p>
Ruthann	<p>"I am so happy to see this legislation finally close to a reality. Non-competes do nothing but harm patients access to care. Please do away with non-competes!"</p>
Jeffrey	<p>"Thank you so much for this public comment period. I'm sure there are so many comments. I am a physician, and a complete Ban on non compete clauses would really push hospitals to treat physicians and other health care workers better through a process of open competition. I take significant issue with the recent America Hospital Association letter and the alleged impact. I think instead competition here could greatly benefit the individual worker. To best highlight how banning non competes would help, I think Dr glaucomflecken said it best. Youtube video link below. Thank you for your work on this https://youtu.be/z9RR81kb5dk"</p>
Kristen	<p>"I am a hospitalist physician that has been through an incredibly difficult 3 years risking my life to take care of COVID patients. Please do the right thing to allow physicians to be exempt from non-compete clauses. Non-competes give bad employers an opportunity to remain bad employers because their employees are forced to either stay with the company or to often relocate if they change jobs. Essentially the non-compete does the following: 1. Bad employers have little</p>

	<p>incentive to make their workplaces better for employees and it makes changing a bad job for a better one more difficult. 2. It often requires a relocation to continue work, many noncompetes prevent job mobility in a very broad area. 3. Employee's families and others who would be negatively affected by relocation are hostage to the clauses. 4. If relocating requires a home sale, there is generally a 5-6 percent loss of home equity at sale. 5. Patients suffer because they cannot follow their doctor to a new practice if they want. 6. Doctors may have to undergo some terrible lawsuits in adverse situations in order to fight the non-compete. If a doctor has a following of patients, those patients have chosen that doctor and should have the opportunity to continue choosing that doctor if they wish. The non-compete often forces doctors out of the local area, and patients, especially those with complicated conditions, do not get the continuity of care they need and desire. While it can be argued that doctors with a patient following should be exempted from the ban because they would take patients away from an existing practice, the non-competes are still being used on radiologists, pathologists, and others who do not have a patient following."</p>
William	<p>"Noncompete clauses suppress competition and hamper free market functionality. Banning them will ensure fair wages and promote economic growth."</p>
William	<p>"I am a long time practitioner in a small subset of specialty insurance. I have seen the steady increase in the use of non-compete clauses mostly in the past fifteen years. I find them non-competitive, not only for the employee, but also for the non-parties to the contract. For the employee, it is for freedom of movement and to negotiate a competitive wage. The non-parties in the insurance business can be 1) the buyers of the insurance product or 2) their agents or brokers, depending on which level of the distribution channel the employee operates. The existence of a non-compete agreement should not interfere with the ability of that non-party to chose whom to do business with. Some other points to consider: a) if a non-compete clause applies to all employees working for a national corporation, then it can be enforced unevenly, depending on where the employee resides. It is patently unfair for an employee to have freedom from a non-compete clause if he or she lives in California, but have that same clause enforced vigorously in Virginia for doing the same job. This I consider to be a violation of an individual's 14th Amendment right to equal protection under the law. This new rule, hopefully, will settle this disparity, provide consistency, and replace the Byzantine patchwork of employment laws across our 50 states; b) savvy employers use the term "non-solicitation" in place of non-compete in an effort to render that part of the employment agreement appear benign when in fact a careful reading is no different than a non-compete agreement. The rule should make clear that any language in an employment agreement that has the same effect as a non-compete will not be legal and treated as such; Finally, c) Non-disclosures and agreements to protect trade secrets and proprietary information are fine. This should protect the business from unwarranted and illegal misuse of their information, which I believe was the original impetus for the explosion of non-compete agreements in the first place. But the use of non-competes have grown completely out of proportion and have become a hindrance to free and fair competition in America. Thank you."</p>

Robert	" Consulting companies have contracts which state that you can't work for companies that they have a relationship with for up to 2 years. That means that you can't get work in the same city. If you get a job at company y and the consulting company had just a chit-chat with company y, the consulting company will claim that they have a relationship and will want part of your salary."
robert	"I am strongly behind the making non competes illegal. Hospitals increasing use this to restrict movement and opportunities for their employees. Rather than compete by working conditions and pay they they use restrictive covenants."
Janet	"Please reduce the ability of companies to require and enforce non-compete clauses. Employers can fire or layoff an employee at any time, for almost any reason, so long as the employee isn't covered by a union contract. People need to be able to find another job in order to leave an employer, or after being let go. A non-compete contract gives an employer the power to prevent someone from finding another job -- even after you no longer work there. I've been told "Oh, don't worry about a non-compete clause, because it won't hold up in court anyway." But the power between the company and the individual is not the same. The company may have a lawyer on staff who can send threatening letters to your potential new job, or handle court paperwork. The individual can't afford those legal costs. I have seen a system administrator have difficulty getting a job because the job that he quit was threatening his other potential employers."
Ryan	"I believe this rule, if imposed, would greatly increase the possibility for the creation of more small businesses. My company restricted me from competing in all counties surrounding the city I work in, requiring me to relocate my family if I choose to leave. It adversely affects the ability for employment choice, free market and the ability to negotiate for better employment and wages."
Anthony	"Non competes can only help an employer and do nothing for the American worker / tax payer. These documents are being used more and more, even in low skilled and paying jobs like service workers. Since corporations can control workers in the industry, they can also control wages and push them as low as they can go because non competes increase job insecurity and fear among those who sign them. Please step in here and help American workers who have "handcuff's" on because of these agreements."
Josh	"I think we need a very narrow list of valid things a non compete can include. Such as you can ban taking your old clients, poaching your former Coworkers, and can't use industry/trade secrets. But anything beyond that should require that the enforcing company pay you full time at the HIGHER OF your old salary OR your newly offered salary, until the term of the non compete expires."
Zoe	"Non-compete clauses only hurt workers. Having competition is a fact of life and should force businesses to treat workers and clients better. If you only have one skill set a non- compete clause could really inhibit your ability to change jobs to better your life; for example if you wanted to work for a new company closer to home, or a different company that offers more pay or benefits for your position."

	Your current employer shouldn't dictate who or where your next employer is going to be. We already have laws protecting proprietary information so a non-compete clause just feels like over the top abuse of power and intimidation."
Ed	"This change in policy would be a huge benefit for me. I have worked at the same veterinary practice in Pittsburgh for almost 15 years. 5 years ago we were bought by a large corporation and I have been relatively unhappy with the direction things are going. My original contract states a 2 year, 30 mile non compete and so I can't work anywhere else in Pittsburgh (a good sized city). My wife and kids are very happy where we live and so my only real options would be to commute to Akron or Cleveland (about 2 hours away) until my noncompete expires. The proposed change would be liberating for me and would allow me to seek employment elsewhere in the city I have grown to love."
Anil	"I strongly support proposed rule by FTC non compete clause rule for benefits of physicians."
KAILASH	"This should pass as corporate employers have taken advantage of physicians "
Tim	"It would be absurd to exclude physicians based on current trends in the labor of physicians. Physicians often had their own practices and their own panels, but now the patients are often assumed to be moreso patients of the hospital than the doctor. Physicians are already excluded from so many other workers rights including striking, unionizing, and more. To exclude physicians from the non-compete clause only seeks to weaken the power of physicians to negotiate for the good of their patients. Example: Ilealdi system tells doctor that they are changing goals and visits will now have to go from 30 min to 15 minutes per patient or they will try to replace diem with less trained professionals or cut the service line, or their salary. If the physician lives in an area where they are already a member of the community, raising their family, etc then leaving becomes extremely difficult and it becomes the patients who suffer."
Zachary	"Dear Chair Lina Khan, I am fully supportive of the efforts to ban non-compete agreements. In my opinion and generally speaking, workers don't have enough power in the workplace and I believe these efforts will help. As we all know, competition is necessary for fair markets. Thank you."
Kamna	"Non compete clauses have been exploited widely by hospital systems to blackmail physicians and restrict choice for patients. Private practice physicians have disappeared and in the process the relationship of a doctor and patient has suffered. Even the non profit entities/ Hospitals have used it create monopolies in healthcare territories This is extremely damaging to patient health and satisfaction with the system"
Tequilla	"Due to the non-compete clause that I have with my employer, I am unable to continue providing Gender Affirming Care (GAC). I currently work in Wilkes-Bane, PA, which is a rural area and the nearest GAC provider is about one hour away. This significantly affects the health and safety of Transgender patients, many of

	<p>who have limited access to resources and do not have the means to travel one hour away for care. The majority of my patients are from low socioeconomic backgrounds, and when I transferred departments, unfortunately, this left many of them without a provider especially if they are unable to travel. Non-compete clauses restrict healthcare access and delivery, and this affects all patients from all backgrounds. It hurts physicians who are highly trained and are unable to provide care in their communities. Healthcare is already limited due to the physician and nurse shortages, and non-compete clauses only further exacerbate these issues."</p>
Dan	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Noncompetes agreements stifle entrepreneurship and hurt working people. Workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I have personally been bound by noncompete agreements in the software industry. While I can't say that they professionally harmed me, I always chafed at the idea that my employer could restrict what I did in the future with my career. Thank you for your work, and please issue a final rule that bans noncompete agreements. Keep up the good work!"</p>
Salvatore	<p>"I haven't attempted to leave my job for better offers several times over the past couple years. I work in the tree and landscape industry, there are no trade secrets or pattens that I could steal and take to another company. I have two daughters in college, and a granddaughter that I'm helping raise at home. Money is extremely tight. The owner of this company has blocked me twice, threatened me, and even stopped paying me because another company made me an offer. I feel like a slave. In addition the work place is abusive to workmen and minorities. It is a very unhealthy environment that nobody can escape."</p>
catherine	<p>"Bravo for considering this rule that would reduce human suffering and benefit our economy."</p>
John	<p>"Excluding physicians from this bill would be an enormous disservice to our profession. We have a right to work just the same as any other healthcare worker. Noncompete clauses disproportionately affect physicians and are injurious to the profession on the whole. Placing limits on where physicians are able to practice hurts not only the profession, but inhibits patient care by intentionally limiting access to providers."</p>
Gary	<p>"This is long overdue. Non-compete clauses put an undue burden on individuals without any recourse for individuals to pursue employment elsewhere."</p>
Matthew	<p>"I am an Emergency Medicine physician practicing in Pittsburgh, Pennsylvania. I strongly support the abolition of non-compete clauses, not only for myself, but for all workers. These clauses are unnecessary and create unfair burdens for those of</p>

	<p>us who provide emergency services (including nurses, techs, paramedics, EMTs, etc...), where even if we relocated to a different employer, we would not significantly change competition, as we typically do not attract patients/business based on our prestige in the community. It significantly restricts our ability to compete for wages and better benefits, and also harms our patients at the same time. Furthermore, I think this is a strong change for those physicians who DO attract patients based on prestige. Patients frequently choose a certain hospital/medical center because of a specific doctor, rather than the hospital itself. Noncompete clauses make it nearly impossible for physicians to retain their patients if they choose to leave an employer, and therefore, harms patients and decreases patient satisfaction. I think it is in the best interest of workers and patients for noncompete clauses to be abolished."</p>
Aswin	<p>"As a physician who has to live within thirty minutes of my work place non compete clauses will require me to uproot my family if I ever wanted to consider a new job. It limits my freedom to choose where I work when considering all aspects of life. It gives my current employer power in negotiating when negotiating my contract. For example last year during renegotiations I was told by my boss "you just bought a house, your family is in the area and your kids are in the schools why would you ruin all that by having to look for a new job and move." As a patient if I have established care with a doctor I love and that has been caring, empathetic and understands all the nuances of my disease process, it should be illegal to have to go find a new doctor because said physician is changing jobs. The university and hospital cannot just replace a doctor with another body. Physicians practice an art of medicine and no two doctors are alike. It is creating a monopoly when I am forced to change doctors when my doctor leaves and can't work close to his current job. We would not allow monopolies like that in any other field. Stop devaluing individual physicians."</p>
Rebecca	<p>"This is a highly concerning practice for all fields and income levels of workers. Non-compete clauses do not only reduce wages, but also reduce benefits and correction of other ancillary issues. They also restrict movement out of toxic work environments, allowing chronic system wide issues to go unaddressed. For older workers that spent many years training, like physicians, often their first job coincides with their first home and child, increasing their ties to a region, but giving them few options without uprooting their entire family's life. Eliminating restrictive covenant laws must include physicians as well."</p>
Michelle	<p>"I strongly support the ban on non-compete clauses. Not allowing someone to change jobs and forcing them to stay where they are not happy or treated fairly is not right. Having to choose between working near home or driving hours away every day is also not right. Please consider passing this rule to allow everyone to seek out better jobs without having to move or drive long distances and miss important family time."</p>
Tara	<p>"I have been a veterinarian for 17 years. My industry routinely uses non-competes for veterinarians to prevent them from leaving a job, working at a nearby practice and potentially having clients follow them there. However, in</p>

	<p>reality they have become a way to prevent employees from leaving their current job, seeking better pay, benefits or a better work environment. In my opinion they have become more of a way to control employees and keep wages stagnant, rather than protect an individual business. Many in my field have no way to work without a non-compete as they are part of most contracts. My current employer has been unwilling to modify my non-compete in any way. Many times they extend well beyond where most clients would be willing to travel to bring their pets. My industry has long had inadequate wages for the level of training, experience and hours worked. COVID related stress has lead to many veterinarians leaving the field. Practices (including my own) are having an extremely hard time finding new full time veterinarians to employ. Many are unable to change jobs and continue to work near their home. Working outside a non-compete may mean moving or enduring an unreasonable commute. This has also lead many veterinarians to be employed solely as "relief veterinarians," working in a role to fill in at practices when an extra vet is needed. This allows vets to work independently and not be subjected to non-competes. I addition, larger corporate groups are buying up smaller practices and imposing very restrictive non-competes on employees. This leads many to quit and find relief work, leaving gaps in care, hours and coverage at many veterinary hospitals. We commonly witness this as there is frequently an unreasonable wait time for pets to be seen by their primary care veterinarian and emergency hospitals now closed overnights or on weekends (with 6-8 hour waits when they are open). In summary, as someone in an industry in which non-competes are common, I do not feel these clauses help business overall as they make it hard to attract new people. They place an unreasonable burden on employees, lead to stagnant wages and acceptance of substandard work environments when options to leave are restricted. My hope is this ban will take place to help my own industry an many others."</p>
Arthur	<p>"I am strongly in favor of a revamp of how non-compete agreements work in this country. Many states already outlaw the practice and many more make the agreements unenforceable (in those states, many employees have signed agreements and are unaware of the legal status). These agreements hurt employees' bargaining power at a time when bargaining power is already fading for employees due to lower union participation and higher education requirements. These agreements are also not good for business. They slow or stop talent moving from economically unproductive areas of the economy to more productive ones. This exacerbates the current labor shortage in many industries, including the current labor shortages in construction, healthcare, and transportation (all relatively high-paying sectors). This hurts every economic participant as it unnecessarily raises the time and money needed to do the projects the economy needs most. These agreements can also make firms "lazy". If they do not feel the market pressure to compete for top talent, they will not try, creating a scenario where workers experience "burnout" more quickly and more often, ultimately causing workers to drop out of the workforce altogether. This further decreases the labor-force participation rate. However, I can see very specific situations where these agreements make sense. I do believe employers may be more willing to invest in new (inexperienced) employees when they sign such agreements. Finns have an understandable desire to generate a return and by signing these contracts, firms have a degree of certainty to base decisions on. I</p>

	<p>also understand that finding highly paid talent is difficult, so I do believe it is a reasonable trade-off for a high-income worker to sign these contracts. There are also rare scenarios where trade secrets are a legitimate concern (however, in most current agreements the term is allowed to be used much too vaguely, or is simply fabricated terminology used as justification). In most of those cases, NDAs would be a better fit. I do believe the best path forward is a middle ground. Allow the agreements in only the rarest of cases: compensation greater than \$250,000/year or when hiring new employees with little or no relevant skills and mandate the contracts expire after 3 years. I would like to finish with a disclaimer. I am currently bound by a non-compete agreement with my current employer. While I am relatively happily employed, I know for a fact that my (and my coworkers) current legal arrangement holds back my pay and future opportunities to focus more on work I like. So please take my comment for what it is: a factual and moderate argument made by an individual who has a personal financial incentive to see my plan through."</p>
Matt	<p>"I have been unable to get certain jobs due to non-compete contract that were far too broad and were created with the express intent to crush the worker's ability to leave a job for a better one at a competitor. I've never been privy to sensitive information that I could possibly use against the company. Non-compete's are created to squash the worker and not really protect the employer."</p>
Mark	<p>"I support the banning of non-compete agreements. In most cases, these agreements are written in a way that essentially prevents a worker from accepting a position with another similar organization ANYWHERE in the country. The idea that an employee who works in Pennsylvania and takes a job with a company in California can be in competition and take business from them. Also, aside from trade secrets, etc., an individual worker earning \$65k/yr is highly unlikely to financially ruin the business of a multi-billion dollar corporation."</p>
Sean	<p>"Non-competes aren't realistic in this age of a shrinking labor market. People need the flexibility and FREEDOM to choose who and where they want to work without fear of legal actions or having to move their families. If people can make a higher income by switching employers and have a better quality of life, this will pay off for future generations. This also forces employers to pay a competitive wage without making people feel like they are trapped, which when a person feels that way, work productivity decreases significantly. Please eliminate non-compete clauses from the daily life of a health care worker who each day puts their life on the line to help make society better. These people need to be rewarded, not held captive."</p>
Brian	<p>"If you work in a toxic workplace, your boss now controls you like a 'slave'. There is no choice left. This is a free nation, so why would such a thing be allowed?"</p>
Steven	<p>"I am in favor of the Non-Compete Clause Rule (NPRM) rule change that will provide greater support to employees to move within the careers of their choice while encouraging more employee-friendly compensation from employers. While the need for certain Non-Disclosure agreements will protect intellectual property, corporate trade secrets, etc., restricting employees from moving to other employers</p>

	with their experience does little to protect these corporate concerns. The current restrictions impact employees at many income and skill levels and no more than those at lower skill/pay levels who are prohibited from moving from jobs in close proximity in hopes of enhancing their income and upward mobility. If the implementation of this rule change causes employers to engage in more employee friendly actions to retain skilled employees this is not a hardship, but the fulfillment of a system of capitalism that allows everyone to experience the benefits."
Jeremy	"Strongly support this measure. Non-compete clauses are un-American and antithetical to the values of capitalism and free market."
MELISSA	"I'm in support of this rule. No one should take trade secrets to competitors, yet there are legal remedies for that which do not involve golden handcuffs for job holders. Please enact this for the benefit of a more perfect union in which freedom and the pursuit of happiness is guaranteed."
Gregory	"I am a physician and fully support elimination of non competes."
Nina	"I am a registered nurse for 49 years. These employers have to become better employers in order to keep the employee. This law is cruel, mean and archaic."
Charles	"I am a physician with a non compete and note that these further increase the stranglehold that big health systems have on doctors and consequently their patients. I enthusiastically support the proposed rule!"
Todd	"Non-competes limited skilled professionals upward mobility in a finite market of their respective job, whether it be IT, Education, Healthcare , etc. To be told by an employer that you cannot hold a similar job within 100+ miles is financially damning"
Jon	"As a physician and retired Army Officer, I strongly favor ending non competes in healthcare. Barring a professional from continuing to be in proximity of his/her patients after leaving an employer is an infringement on liberty both for the patient and physician. Non competes in healthcare serve to preserve the monopoly like power employers cultivate in healthcare. It threatens the integrity and quality of healthcare. Its as also stifles innovation and limits the development and expansion of new healthcare delivery platforms."
Joseph	"This is long overdue. As an employed physician that has worked in a number of hospitals over the years, the "non-compete" clauses in the contracts are used as a cudgel against both doctor—and ultimately—the patients. In enforcing non-compete agreements, hospitals are given all the bargaining power in an employment contract and the physician has absolutely none. The result has been the attitude that the "first contract you get is the best," and there is no where to go on subsequent contract negotiations but down after the initial agreement. That has been exactly my experience over 20 years. Hospitals that employ you take the position that you can not leave because the "non-compete agreement" and will

	push you out of your home and community, and in enforcing them, they routinely do. That is something that should never happen in America, but it has been alive in well for decades in this country."
Lindsay	"I believe that this regulation should apply to all free people in this country. No one body or employer should be able to monopolize or restrict the movement of a licensed individual. We need to include physicians in this as well to allow free trade of our skills and education."
Mark	"I have always thought that noncompete arrangements were unfair. Now that most physicians are employed by larger entities who sometimes impose unreasonable work rules, it becomes more important to allow physicians to "vote with their feet" and leave an unfavorable practice situation. We should not have to leave the area or commute ridiculous distances to avoid noncompete issues. If health systems that employ physicians know that providers can leave and set up shop down the street, perhaps the employers will pay more attention to provider needs and strive to create an environment where practitioners don't want to leave."
Ervin	"I fully support the ban on Non-compete Agreements. As an Account Manager/Sales Professional , I would love to be able to consider offers for my services by competing businesses. Throughout my career I've felt trapped, and unable to enhance my experience and my wages due to these restrictive documents."
Gail	"About 10 years ago, in my position as a Nutrition Clinical Manager in a small city's acute care hospital, I was trying to hire additional registered dietitians (RD). Two qualified candidates that I was interested in had lost their jobs at a nearby hospital - they had worked for a Food Service Management Company and the company's contract was not renewed. These two RDs had (I think it was unknowingly) signed a non-compete agreement at the time of their hire which meant they could not work for another local hospital in the area for a year. They possessed NO privileged information, trade secrets or other such data. They were being punished for doing nothing wrong. And so, they had to seek employment an hour or more away from their residences and I was unable to hire them at that time. In cases such as this, non-compete clauses are unfair and should not be allowed."
Sharon	"Non-compete clauses cause more harm than good. To bar someone from seeking employment at another company can cause lasting harm to that employee's self and family. A better solution would be to ban the employee from taking or using proprietary information from the prior company to the new company. Although this is harder to determine, it does allow a worker to continue in their field of employment."
Alexander	"This is a much needed move by the FTC to promote the freedom of the movement of labor whether that be for better wages or working conditions. Several US States such as California, North Carolina, North Dakota, and Oklahoma have already taken the lead on this issue and either outright banned them, or put limitations on them restricting non-competes to only trade secrets. They impose needless

	<p>restrictions on laborers to suppress wages; and in blue collar industries we have seen complete abuse of non competes used to trap workers in ways that are modern day equivalents to indentured servitude. With notable examples of the company Jimmy Johns in NY restricting fast food sandwich makers to changing jobs to anywhere else that makes sandwiches, and hair salons blocking cosmetologists working for them from ever leaving to work anywhere else. Abusive use of non compete agreements hinders the economy through both wage suppression, abusive labor practices, and hinders innovation. The FTC should move with haste to end these bad practices, and free the labor market from these needless restrictions."</p>
Liliane	<p>"Please remove the non compete clause from employment contracts as it restricts unfairly employed physicians who geographically cannot find another position that is a better fit professionally if it falls within the mileage of the restrictive covenant. It also unfairly burdens patients who cannot find a physician or follow a physician who leaves a position and is forced to find a job far away instead. This disrupts the physician patient relationship and harms both physicians and patients alike. Corporations and private equity groups often gave a monopoly over a certain geographic area and it unfairly limits enterprise and the ability for physicians to find another suitable employment in their geographic area as the restrictive covenants often cover a large swath of a metropolitan area."</p>
Nick	<p>"I am a worker currently under a non compete and I also am in a position to hire other employees. Non competes make it difficult to recruit top talent. It also makes it hard for me to negotiate my own income and value. In order to change companies within my field, I would be forced to sit out of work for a year in between. I would be strongly in favor of a non compete ban. They effectively result in a collusion to pay less for talent. A ban on non competes would promote a free market where the strongest employers would be able to attract the best talent."</p>
Leslie	<p>"Non-compete clauses for front line healthcare workers are ridiculous. Doctors don't have "trade secrets". All these clauses do is raise an unfair barrier to healthcare workers looking to change jobs by essentially requiring that they move a significant distance to accept a new position, uprooting their own lives and the lives of their families. It seems individual healthcare companies are trying to lock both providers and patients into their systems, making it prohibitively difficult for workers to exert power at the negotiating table. It's in the name- it reduces competition. They should be banned entirely."</p>
Rick	<p>"There are plenty of legal recourses against employees who pirate 'Trade secrets'. Non-compete agreements are lazy bullying tactics that aim to suppress the workforce's ability to shop their talents throughout the market."</p>
Cameron	<p>"The non-compete clause makes it more difficult for physicians to practice medicine as they were trained and to the best of their ability. A non-compete can cause a physician to choose between staying in a bad job where they may feel that the standard of care is not upheld and moving their family to a new city. Physicians are leaders of the clinical team but increasingly have limited autonomy</p>

	and say in the practice of medicine. Removing the non-compete would allow for greater physician input into patient care by means of doctors being able to "vote w/ their feet" and move to a new clinic."
Andrew	"I am in favor of banning non-compete clauses as it goes against free-market economics and hurts the country in the long-run."
SAMEH	"I support banning non compete for physicians as this will improve access and quality of care for patients. This rule mainly work at this point for the big companies who try to restrict physicians going to their competitors Lifting the restriction will help many areas with dire need for physicians who are forced to leave the area because of the enfocrd rule and the threat of suing physicians who will choose to stay in their area of preference."
Stephanie	"As a physician I believe non competes should be illegal. There is already a shortage of physicians in this country and it can make access in certain communities even more limited. I know physicians who had to stop working for 2 years be forced to relocate their families among other awful hardships. It should not be allowed in the medical and other fields. Limiting competition and creating monopolies in UnAmerica and should be banned."
Douglas	"I support the Non-Compete Clause Rule (NPRM)."
Anthony	"I fully support the abolition of restrictive covenants. Those covenants fly in the face of the free practice of medicine. They hurt not only the providers but the patients too. Should these restrictive covenants end quality of care will improve, access to providers will be simplified and the patient will be made more important and move more to the center of their care."
David	"Non-competes really give an employer the upper-hand over the employee. The document is presented upon being hired and really the employee is made to sign the document under duress, if you do not sign you will not be hired. The employer then has all of the control in the relationship. The employer can fire you or let you go for any reason, knowing that they have the noncompete in their back pocket. Often times the wording of these documents is so loose that they could prohibit a person from working within an industry they have worked in their entire career. Or to speak to people that they knew prior to joining said employer. In short noncompetes allow employers to treat their employees like garbage and the employee suffers in the long term. As an example, I've spent my career in the housewares manufacturing space . All of my professional connections are in this space. A company wants to hire a person because of the experience they bring with them. How is it fair that that employer can say you are no longer allowed to work in said industry when they are finished with you. Non competes are one-sided and benefit bad employers that do not care about their employees. Its predatory and unfair. In theory, I could hire an employee for their knowledge and have them sign a non-compete. As an employer that only cares about themselves, I could then let said employee go, for any reason, and know that I can hold that

	noncompete over their head. Its an example of being held down and not being able to do anything about it."
Brian	"Non-compete clauses should not be legal. It is outrageous for a company to be permitted to hold anyone's professional skills hostage because they have left their employment."
James	"I am wholeheartedly in support of the non-compete clause rule. A company can own trade secrets, but they do not own the skills of their employees, nor should they have any control over a past employee's career. The whole concept of non-compete clauses is absolutely insane to me. If a company doesn't want to lose a talented employee to a competitor, then that company should work towards making their working environment so good that those talented employees never want to leave. As opposed to what they're doing right now, which is treating the employees like garbage, then trying to prevent them from working for a competitor out of spite with a non-compete clause"
Raj	"Employee Physicians , just like any other employees are being hurt by the non competes. It is a way to create monopolies on the labor market as only one or two hospital systems exist in a given geographic area. It really hurts the employees as they have to relocate the family when the employment becomes unbearable. It does not affect hospitals as patients choose doctors as per insurance and affiliation with the health system. Most employee physicians such as ED, Hospitalist and Radiology, to name a few, do not have a panel of patients that would follow them."
Haresh	"As a physician I am full support of removing non compete clauses."
Gabriella	"Can you: (1) add a civil penalty for businesses trying to enforce non-competes of treble damages enforceable in any state or federal court for having non-competes, plus attorneys' fees and court costs; and (2) broaden the rule to include contracts between businesses?"
Isabelle	"I write in support of banning non-compete clauses. I'm a new physician , and as a resident, I've seen good doctors lose their jobs when the hospital was bought by a bigger one associated with another group (Dupont vs CHOP). The CHOP physicians employed by the hospital could not be rehired under Dupont due to the non-compete. It was heartbreaking and disruptive to patient care when this happened. Healthcare is constantly changing, and the job that we agreed to often looks different than what we signed up for. Non-competes are just a way to keep us chained, especially those who have bought a house, and have kids in school. Thank you for your consideration."
Katherine	"I am a family physician who is concerned with burnout and the loss of healthcare professionals from active practice. Non-compete clauses are extremely common in medicine and cause significant harm. Knowing I can't get another job in my field without moving or a long commute means I have suffered stagnant salaries, increasing productivity demands and increasingly bad outcomes for

	<p>patients. That resulted, for me, in burnout and leaving primary care to work urgent care- a loss to a county where people are waiting 6 months to see a primary care doctor. If I had been able to leverage offers from other companies I would have had at least a little control- badly needed control in a system where big insurance companies own our practices and don't even put doctors names on the door. Please move forward with banning non-compete clauses which are unfairly putting all the control in the hands of the big companies."</p>
Adrienne	<p>"I fully support the dissolution of non-complete clauses in employee contracts. This is common practice in physician contracts is harmful to the employee physician, and their right to work. This is also detrimental general public health who would benefit from better access to qualified physicians."</p>
Kristina	<p>"This comment is submitted in support of eliminating non-compete clauses. Non-compete clauses hurt workers and their families by forcing them to choose between uprooting their family to look for a better employment opportunity or staying in a job where they may be stagnating at best or suffering abuse at worst. Please eliminate non-competes."</p>
Michael	<p>"Restrictive covenants, also known as noncompete agreements, represent a unique piece of contract architecture that exists in many business fields and, to be fair, may have merit in certain circumstances. When applied to medical practice, however, these agreements can be particularly harmful. In the days when most practices were privately owned small businesses, noncompete agreements existed to protect an established practice from a partner or co- worker leaving and opening their own practice nearby. Now, however, as medical practices are increasingly owned by large hospital systems, the geographical boundary mapped out by these agreements makes it practically impossible for a physician to leave that system without completely uprooting their life or commuting long distances. For their part, hospital systems should focus more on creating an environment where physicians don't want to leave rather than on creating contract rules that make it difficult for them to do so. Such an approach seems particularly prudent during the current public health emergency, when health care professionals are being pushed to their limits as they balance their own health and that of their families with caring for patients stricken by COVID-19. After all, if we can agree that the patient should be the focus of our common mission in health care, should these noncompete agreements even still exist?"</p>
Bryan	<p>"Non-competes should be illegal since they only benefit the employer while simultaneously making life extremely difficult for the employee. The non- compete can be used coerce the employee into doing more work/hours than originally expected. The employee might feel compelled to deal with every beck and call because if they quit over it, they'll have to travel an excessive distance or pick a new career path because of the contract. If an employee does something illegal, they are liable for legal ramifications, but if they simply decide that they need a new place to work, they should be free to move on."</p>

Kevin	"All professions should be included in this ruling against non-compete clauses, including medical professionals ."
Maxim	"I'm a physician with 23 years of experience in the US and I support the ban on the non-compete clauses. Thank you,"
Mr. Registered	"I am 100% in support of the FTC banning no compete contracts. I wholeheartedly agree with FTC determination that noncompetes stifle competition and therefore violate the Federal Trade Commission Act. I am currently employed by a regional health insurance plan in an administrative operating role . Upon accepting my role years ago, I had to sign a non-compete agreement. If I did not sign this document, I would not get the role I have worked so hard for. If I did sign it, I would be in my non-compete forever, yes, there is no end date on this organizations non-compete. So now I have basically two options, change the industry I have been employed in for over 25 yrs or find a lawyer. Both are very unrealistic and not fair to any employees. Thankfully, I am fairly happy at my current organization, but there will be a time in which I am going to have a very difficult decision to make. Allegheny County, in Pennsylvania is dominated by just two health care organizations. With that being said, unless the FTC does something to alleviate non-competes, I'll have to see an attorney when the time comes. Non-competes take the power away from the employee and essentially reduce their ability to provide for his/her family. Thank you for weighing in on this issue that affects so many!"
Aaron	"Love it, non-compete agreements stifle progress and limit employees significantly"
Aaron	"Non-competes are a hindrance to free trade. I would like to take my skills to another company but am restricted in my employment agreement. I will not share confidential business information with my future employer and I will not solicit employees or customers from my current employer. However, I am still barred from employment. This restriction stifles business expansion and my family's earning power."
Michael	"As a practicing physician , I strongly support the proposed rule and the elimination of non-compete clauses, particularly in medicine. Patients deserve to feel confident that they can have an individual relationship with the doctor of their choice near their home, regardless of that physician's current employer. The relationship is with the patient and the doctor, not the health system employer. There is no societal value to limiting a physician's ability to continue to serve the people of a certain area based solely on a disagreement between the health system employer and the physician employee. When I was applying for my first physician job after residency and fellowship, I wanted to serve the people of my hometown in rural upstate New York. The largest, near monopoly, health system, offered me a job, but the contract had a 13-county wide non-compete clause (well over a 100 mile radius). Essentially, if I had taken the job, I would have been locked into a contract that stated that if I wanted to practice medicine outside of that health system, I would have had to completely leave the region, a large portion of

	<p>the entire state. In many ways that contact could essentially be understood as an agreement to not practice medicine in my community if I was not practicing under the employment of that system. I did not agree to that contract, but struggled to find other employment as the few other competitors in the region had very similar contract terms. These clauses severely limit the American people's access to quality physicians and healthcare in their regions. They create circumstances that enable near monopoly control of healthcare services by a very small number of entities in a region, artificially increasing healthcare costs and limiting patient access in most markets in the United States. Non-compete clauses are anti-competitive. They should be banned."</p>
LuAnn	<p>"Non-compete clauses are overused and should probably be banned altogether. They create hardship for many employees. My daughter was fired from a gymnastics gym because she wouldn't sign the non-compete clause for coaches who don't even make much money. And the clause didn't even follow the state regs about nc clauses! The owner ended up taking my daughter on as a sub at a higher rate and at daughter's schedule discretion!"</p>
Alexis	<p>"I am fully in favor of banning non-competes. I recently came across an article on the inquirer about a home care agency attempting to sue an entry level direct care worker who spoke no English for thousands of dollars. I also worked for that same agency and I also signed a non-compete. Although the non-compete was not enforced against me, I'm sure if I had went to an agency that was a true competitor my employer would have enforced the document preventing me from providing for myself and my family. I have potential candidates that I interview who want to leave this agency but are afraid of the backlash from signing a non-compete. There's a difference in having a clause that protects an organizations proprietary information and an agreement which restricts a professional with a specific skill set from moving on or excelling in their career. It's just a bad practice and it keeps the pockets of the rich full while those of us living modest lives lose our livelihood and ability to care for our families and pushes us back to ground zero to now either move outside of the confines of the contract or move into a new professional career which just doesn't seem realistic."</p>
scott	<p>"I would like to support removing of the non compete clauses. This employment tool for hospital systems has only negatively impacted me as a physician. I have left a small town in idaho over this because I could not seek other employment closer and I am stuck in my current position because of a non compete at this point I feel this negatively impacts patient care and the health system in general. This amounts to no more then a modern indentured servitude where we are tied to our current employer by force not by choice. Removal of this rule will only positively impact healthcare as a whole thanks "</p>
HeatheR	<p>"As a physician, non-compete clause are very harmful. When one wants to leave a job they often have to travel over an hour from home for several years. Often patients who want to stay with that provider than need to travel also."</p>

Andy	"Non competes are unfair to worker as we are deprived of the opportunity to freely change jobs without a period of time where we have to obtain a temporary job to provide for our families until the non compete period has passed. I am directly affected by this situation and deeply unhappy in my current job, but fear of not being able to provide for my family or being taken to court by my current employer prevents me from moving on. These practices are cruel and unfair particularly to the middle class which is struggling more and more to make ends meet. Please outlaw the current practice on non competes. It offers nothing to the employee but everything to the employer"
Lelia	"Non-competes need to go. Employees of any company should not be forced to leave their homes just because they want to switch employers. Working for a company you are miserable in only leads to poor work performance. This in turn hurts productivity and innovation. In a free country we should at minimum be free to switch employers."
Debra	"I support making non compete clauses illegal, especially between physicians and large hospital systems. Noncompete clauses have deprived patients from receiving medical treatment and have prevented highly skilled physicians from practicing in areas of need."
elbert	"Pls amend this rule; it's corruption at its worst. A non-compete clause only helps the employer and doesn't protect the employee."
Patrick	"I am incredibly grateful that your organization has asked for public input on this. I am absolutely in favor of abolishing non-competes. My father signed a non-compete clause with a large health network (UPMC) that has a history of being vicious and difficult to work for. When he was let go he couldn't work anywhere within our county and had to get a job about 38 miles away. Non-competes hurt American workers, and they hurt the little guy. My father couldn't harm an organization that makes \$15 billion dollars per year, but UPMC could hurt us (via a non-compete). Thank you for taking the time to listen."
arti	"I would recommend banning non-compete clause in contracts. I have needed to sign a noncompete clause contract with every employer I ever had. It does not make sense that big employers have this much control over employees."
Ketan	"It is a very good idea. I think ftc should also protect new owners buying existing business so that they are financially not hurt. Law must be somewhat flexible and not absolute"
Sam	" Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities."
Dustin	"I, Dustin Paul, DO, support REMOVING non-compete clause."

Joe	"Non competes should be illegal at this point in our country. We need to allow the employee to have some protection and some ability to move to a better life if they have the chance to acquire it. Let's not forget the American dream."
Andrew	"Recently tried to recruit a physician to our practice who was being terminated from his employer, but had a 10 mile restriction on joining any healthcare entity. This physician was retired from his outpatient practice and only seeing inpatients (in critical care). Our hospital was recruiting him to only see inpatients and is 11.2 miles from his hospital by car on google map but less than 10 miles on a map. Our region is very hilly. This employee would not have been drawing from his old hospital's patient panel as he only saw inpatients and he was terminated by them. In addition our group recently had to resign with our organization and have a 10 mile restriction (air miles) from employment with an healthcare entity for the initial term (3 yrs), plus 2additional. If we are terminated this continues for the full 5 years. Please put an end to these outrageous restrictions. I acknowledge a need for hospital's to protect their patient panel, but with a shrinking healthcare workforce we are struggling to recruit within our region and if terminated fumed to relocate our families and leave patients without a provider. Our attorney noted in conversation that the state legislature has a committee looking at this issue, but the larger healthcare entities use their lobbyists to keep it suppressed."
A	"Non competes stifle competition and should be illegal. This should absolutely include physician contracts as well. Medical institutions require leaving physician to go across town, often uprooting their families, to stifle competition and this should be an outlawed practice as it forces a physician to leave the community. Including physicians in this non compete allows them to continue serving their community."
Dr. Physician	"Hello, I am a physician practicing and living in rural PA. I recently had to find a new job. There is a competitor clinic less than a mile from my house. Instead of being able to work there, I now have to move 100 miles to another town in PA for a new job. I have to uproot my family. This has cost me over \$5000 and countless hours cancelling rental contracts, movers, insurance, etc. I think non-compete clauses should be banned. The government needs to take care of its doctors. Business owners will have the ability to hire doctors regardless of their arguments. My new job made me sign another non-compete which, if I decide to leave, will basically ban me from working in the whole city to which I am moving. So, I can see another major move coining in the next 10 years. Having non-compete clauses decreases salary which when coupled with the high tax bracket that I am in, basically decreases my work satisfaction. Please ban non-compete clauses and give more rights to workers. Thank you so much, Physician."
Jeffery	"I fully support removing non-compete clauses from employer contracts. Simply stated it limits or eliminates completion for services; capitalism is built on a foundation of completion. By limiting workers from performing similar services for any given period of time in their chosen profession it perpetuates an environment that breeds substandard services from effected fields. This is direct opposition to the tenets that created strong business and strong industry for the nation. Limiting

	workers choices in any given area or profession is a recipe for substandard businesses to essentially make indentured servants out of workers who are left with few options in their chosen field. Let's make a return to the true spirit of a free market economy; where organizations and people are free to compete."
ELAINE	"I want to see non competes banned"
Erica	"Non-compete clauses are used by hospitals to keep physicians from seeking better employment. The situation effectively becomes indentured servitude. Please end the noncompete clause."
Madhusudhan	"agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage."
Robert	"Non-compete clauses not only ban workers from changing employers to improve their situation, they eliminate the need for the employers to compete with each other for employees. When an industry in general uses non-compete clauses, they are protecting each other from the need to attract employees by offering better pay, working conditions, etc. Thus non-compete clauses have two adverse impacts on workers, they keep them stuck in a job they want to leave and they allow employers to offer below-market compensation. I am completely in favor of rules that forbid non-compete clauses. Of note, many years ago I had a small business in a field that frequently used non-compete clauses. I purposefully did not include these in my contracts with employees, because I thought it was unfair. This actually did end up costing me business, but even so, I do not regret the decision."
Jose	"Please ban non-compete clauses. They are even used in medical training to prevent trainees from competing. They have proliferated massively in medicine and affect patient access."

Matt	<p>"I believe this rule should be removed as I have been negatively affected by non-competes I signed which forbid me from working at specific companies even when that company didn't apply to my business unit. I was denied a position for a company that competed with a sister BU but not mine directly and the company that intended to give me an offer was afraid to hire me because they had their name on the list for a different BU. In addition, my current company has a non-compete that includes a company with multiple BUs and I am trying to get a job at a company for a role that is not directly competing with my current position which is focused on a specific industry. I will not be working in that industry in the new role but the company I am interviewing with is skittish about the non-compete and considering dropping my application because of this. The reason seeking new employment is that current company is not keeping up with market rates for m my line of work. I asked them for a raise last year based on positive performance metrics and they denied it saying that my pay was in line with the market. However, during my job search it is apparent that my position in similar companies would pay me 15-20% more than I currently am being paid. In both cases the non-compete did exactly what the FTC is claiming they do- stifle wages and prevent career advancement. ."</p>
Robert	<p>"I support the banning of non-compete clauses in general and realize business executives and leaders will object to it completely, so I recommend a compromise. Non-compete clauses for individuals making less than \$400,000 per year should be unlawful unless the individual is fully compensate, with full health benefits, for the full period stated in the clause. Full compensation includes all bonuses and equity awards that would vest during the period specified in the non-compete clause."</p>
Nikki	<p>"I am against non-competes. I wanted to climb the proverbial career ladder- and I finally made it to Director level only to be slapped with a non compete. The non compete has knocked my mental health as I feel like I have no options. Healthcare is all I have ever worked in and now I work for the largest health insurer with nowhere to turn- I'm now middle aged, the sole provider for my family looking down the road with very limited options. The non- compete had me completely deflated. When applying to other jobs the application questions usually ask if I have a non-compete- and I respond in the affirmative. When I was originally given my offer I had accepted the job- then the next day I received additional paperwork which had included the non- compete. I felt it was all a slight of the hand. I don't ever want to sign a non compete. I believe it makes emoliyees feel powerless, makes me feel like I've limited my future prospects, it only benefits the employer. The far reaching provisions feel as though I've been handcuffed. There is also another issue- if you want to keep what is rightfully yours -something you've earned- like stocks, you are then even more so locked into a non compete. It's absolutely ridiculous and the practice needs to stop."</p>
MARK	<p>"Completely banning Noncompete clauses is not good for businesses, or for that matter employees. If Noncompete agreements (NCA) are banned, company secrets walk out the door, hurting the business. At the business side, the business will further restrict the business trade secrets employees have access to,</p>

	<p>restricting their ability to contribute to the business and do their job. I suggest a 2 part solution. 1) NCAs will only be allowed for officers of the company. Not worker bees or lower managers. 2) NCAs would be allowed, but for the period of time following employment the agreement covers, the company must continue to pay the officer full salary, benefits, bonuses and raises S/he would have been entitled to (if employment had continued) during the time following employment. This ensures the departing employee does not suffer economic nun, and also safeguards business secrets. If the trade secrets are as valuable as the business believes, this is a very small price to pay. A potential 3rd point might be, if the departing employee accepts a new job at a non competing firm at a substantial pay cut, the employee would continue to receive the benefits listed above, but assign the new lower wages to the original business for the time remaining in the original NCA."</p>
Stephanie	<p>" Dear Chair Lina Khan, I am in full support of your effort to ban noncompete agreements. I work in Human Resources, specifically Employee Relations. The main reason I ended up in this field is because I want to do my part to make the work environment a positive one for employees and managers, which in turn will lead to more positive experiences for customers. Instead of forcing employees to stay at a job through noncompetes, we should be providing great pay, benefits, and leadership to encourage workers to stay with their current employer. Everyone knows that turnover is a huge cost to any organization, but limiting career opportunities for your employees is not the answer; creating an amazing workplace is. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Adam	<p>"Physicians should be included in any ban on non-competes"</p>
David	<p>"As a privately employed physician I fully support banning non-compete clauses in physician contracts. Doing so will support proper physician compensation, fairer treatment of does, and be less life disruption if physicians change jobs."</p>
Rebecca	<p>"Non compete clauses are unethical. Both myself and my husband have been offered jobs in our profession with non compete clauses that say we promise not to work in our (specialized) field within a year of leaving the job or we can't work independently in addition to the job. It makes sense a company doesn't want you to actively draw business away from them by advertising your services directly to their customers, but telling an employee you simply can't find work is unduly exploitive. If jobs don't want to face competition or a loss of talent, they should offer the best services and employment standards so that competition is inherently deterred rather than relying on cuffing their employees with such unfair practices."</p>
Kevin	<p>"Non Competes are always predatory and anti worker. There is never a case where the public at large benefits from Non Competes. It is a horrible way for a company that no longer has any claim to the effort and abilities of a worker, lock them from moving to another company, hobbling that worker's opportunities for the malicious benefit of their previous employer."</p>

Joseph	"This is a common sense decision that will immediately improve the lives of working Americans. Non-competes have been abused by employers for too long. Many people covered by these agreements are in low wage positions. All this serves to do is hurt middle and low wage workers at the expense of employers."
John	"I sold my real estate business on June of last year thinking that by binding together we could accomplish much more than each of us separately. I signed a non-compete clause and now I regret it. I am treated very unfairly and my hands are tied. Before the sale I was a top performer. I finished last year with it being my worst in almost 20 years. I feel like they purchased my business to shut me down so that their team could prosper, which they did. Please rule that non-compete clauses to be illegal so I get out of this situation. Thank you. You are welcome to please reach out to me for any questions."
Mark	"I am all for banning non compete agreements. Non compete agreements are detrimental to worker compensation. My wife's company required her to sign a non compete before she started work and it is an abuse of power. There are no trade secrets to disclose, it is simply there to force her to stay with that company and promote stagnant wages."
Debby	"It is important to end this rule for most jobs. People need to be able to move freely from employer to employer, especially in low paying jobs. Having liberal non-compete clauses benefits employers to coerce employees to stay in untenable positions. People need to have the freedom to change jobs when they think it is necessary."
Cher	"I work for an agri-business and was forced to sign a non-compete several years ago. It would ban me from working for any competitor or supplier for two years. I have extremely limited access to confidential information and have already signed a confidentiality agreement that would cover that concern. This prevents competition by impeding my ability to freely sell my labor, talents, and experience."
Nadeem	"Excellent initiative. Hospital CEOs of non profit organizations making millions while MDs & CRNAs are being restricted with draconian non compete clause. Non compete must end"
Michael	"Non completes should be eliminated to help workers that help run the U.S. Economy. It limits a workers ability to find a better opportunity."
Carla	"Thank you for this. These practices are widespread in the health care industry , and result in hurting patients, who often cannot afford the time or money to travel and follow their practitioner to another practice. I have been subject to these over the years, and am glad someone realizes how deleterious they are to healthcare."
Hannah	"I support the banning of non-competes. Being a dermatology Physician Assistant this has hindered my ability to switch jobs in my local market. You are

	forced with the decision of leaving town or forcing yourself to stay at a job that doesn't make you happy for one reason or another."
Elizabeth	"I read about this proposal from the Philadelphia Inquirer. A health care aide was sued by her employer for following her patient when he moved to another agency. As a health care aide myself, this is a very common occurrence, and not only should the aide be allowed to continue caring for her client, but she should be protected from a lawsuit from her previous employer. I realize that she signed a contract, but even if she had known the full ramifications of quitting to work for another agency, and the potential for being sued, she might have still signed the contract. In this case, because the welfare of her client was a priority, along with her paycheck, the entire concept of limiting someone like her to a geographic area and with a term limit puts an undue burden on both the client and the aide. The basic human need for dignity and welfare is entirely compromised with a contract like this, written with greed and intimidation underlying it's content."
Michelle	"This is long overdue, especially for hospital workers, physicians and other staff . It is harmful to the public at large to not have physicians be able to work at surrounding sites that may be in need."
Samantha	"Non-compete clauses need to go. They hinder a healthy workforce, and do nothing to encourage competitive wages. They serve only to restrict the rights of the people being paid to work for the company."
Randall	"Do not regulate physicians employment options. Non competes affect people's ability to seek care and adequate availability. There is no reason physicians should be excluded from this law. None whatsoever"
Kyle	"I feel that the non-compete clause in medicine hurts the patient and allows to the employer to have more power/control over the staff with non-compete. Removing non-compete clauses will increase freedom of medical providers , make the employers treat their staff better and increase free market drive and access to care. I feel that it should not be legal to have this type of monopoly allowed in the medical field."
Bogdan	"Literally in the middle of this now. I left my old company because I HATED my boss and my pay was being dropped. My friend also had his pay dropped so he left also! My old company heard chatter of people comparing so they threatened with the non compete and used scare tactics to get people to stay! Instead of people improving their lives AND income, they are being forced to work somewhere they don't want to! Is this a form of abuse? I think so!"
A	"Non-compete agreements have become increasingly mandatory as a condition of employment in many sectors. This runs afoul of the basic tenets of the free market and imposes undue burden on the individual's right to contract"

Dr. Russell	"Non-competes should be outlawed as a restriction of freedom & gives too much power to corporations over the individual."
Ruth	"Non compete rule takes away individual's freedom of choice. Corporations should not have this power over an individual."
Debasmita	"Would like to see this apply to physicians too."
Miss	"I am for the new law making non- competes illegal. I am a recent Nurse Practitioner graduate looking for employment. I have declined positions requiring non-competes, in PA regions that are in need of providers. I believe non-competes are harmful to communities in need of providers, and further increase Healthcare disparity."
Sandra	"I recently read with interest that the Federal Trade Commission is proposing a new rule that would ban employers from imposing non-compete clauses on their workers. I have been a veterinarian for 30 years and within that time frame I have both signed contracts with non competes as well as required employee doctors to sign contracts with non compete clauses. The standard reason why a veterinarian would have a non compete in their contract would be so that they do not open a clinic right down the road and " steal" clients. Veterinary medicine has changed significantly in the last 30 years. The profession struggles with supply of enough veterinarians to meet the demand of clients. Corporate ownership of veterinary practice has become almost the norm. Specialty veterinary medicine has become a much more significant part of veterinary medicine as well. There are a large number of pet owners that are willing and able to pay for specialty care. Corporate ownership of specialty practices in particular has reduced the likelihood of new hospitals opening within the same area as there are too few specialists to assume that they will be able to hire from outside the area. While the specialty hospital may be owned by different corporations, compensation and treatment of employees and costs to clients are similar between them. Some specialties in particular have a very small number of veterinarians board-certified in their specialty. Corporate specialty hospitals are more likely to have and enforce aggressive non-competes that will assure that a specialty veterinarian has to leave the city that he or she is practicing in if he is no longer happy working at the specialty practice. This is unfair to the specialist as well as limits competition from independently owned specialty practices that could give owners more of a choice in where they want to seek specialty care. Prices may be higher at the corporate veterinary hospitals because they have a significant management chain of people off site that need to be compensated as opposed to a smaller independent specialty hospital where all the money is retained locally. I believe these restrictive non compete clauses suppresses wages, hampers innovation, and blocks entrepreneurs from starting new businesses as stated by the FTC. It prevents a professional who has invested a significant amount of money in his/her training from moving to different hospitals within the same city and they are forced to move their family to somewhere else entirely or continue an employment in which they are unhappy."

Priya	"There should be no exceptions for doctors to the removal of non competes. Our lives/families deserve just as much consideration as anyone else's."
Louis	"Employers have used the non compete clause/contract as a hindrance to employees success. I have a marketable skill, I must benefit from the open market. In addition, employers use their timing to take advantage of those afraid to speak up upon hiring. Thanks for your consideration"
Jacob	"As a future podiatrist , I know from many of my friends the anticompetitive nature of non-compete clauses. They force us into unfair contracts and give us little recourse to leave our current position and force us to move somewhere else. Non-competes are also used by practices that have offices all across the state. For example, there is a large practice in the state of New Jersey with offices everywhere. Guess what happens if you try to leave the practice: you are forced to leave the state of New Jersey. That's despicable!"
Carol	"Please ban employers from doing Non-compete clauses. Employees, workers, and entrepreneurs should be able to work for whoever wishes to employ their services. Medical Doctors should be allowed to move to other opportunities without moving far away. It gives unfair advantage and control to the Employer."
Michael	"I understand that the FTC is considering a ban on "non-compete clauses" in employment contracts. After thinking about it a bit, I can see these restrictions as a form of serfdom, it not outright slavery. A person who is doing well in a job; but wants to advance themselves cannot leave to do so. That is he is tied to his place of employment. Serfs under Czarist rule could not leave without the permission of their lord (known then as a Boyer). What's the difference? The American revolution threw off colonial mercantilism, encouraging innovation and competition and in less than a century became the world's largest economy. A position that allowed us to win two World Wars against almost overwhelming military enemies. Why would anyone want to allow these gag rules to restrict our economic growth? It is clearly in the country's best interest to ban these restrictions."
Jack	"I have read the proposed rule regarding non-compete clauses, and would like this chance to make some comments. In short, I fully support this proposed rule, and believe it is essential to establish the principles outlined as soon as possible. As a medical physician , I have been on "both sides" of the situation, as an employer for many years, and as an employee for the past eight years. In both instances, I believed that non-compete clauses were unfair, and detrimental to physicians and patients. In today's world of employed physicians, this is an even greater problem. Large healthcare organizations exercise tremendous power, and now frequently use non-compete clauses to restrict a physician from practicing their profession. One excuse often provided is the "investment" made in the development of someone's medical practice. This is a weak reason, and not one that should be used to allow such clauses. If an organization is able to offer quality healthcare, then it should never be a problem if one particular physician leaves but practices in the same geographic area. The only real reason for these clauses relates to control, and ability to force other terms on a physician. There should be

	no exceptions in the case of any healthcare worker, whether a physician, nurse, or advanced practice provider. I am very pleased to read this proposed rule, and hope to soon see its enactment."
Alexander	"I firmly support the FTC's proposed change to non-compete clauses. While originally developed for high level executives with potential trade secrets, it has extended far beyond where it should. As a veterinary resident , I am matched to a program with no opportunity to negotiate a contract. As a result, many of us begin 3+ year residencies where we are forced to sign non-compete clauses or lose out on our hard-fought-for spot. After making our home in a new location for 3+ years, we then often have to uproot our families because our non-compete clauses cover all the other hospitals in the area. This leaves hospitals in the area without residency programs to have more difficulty filling their openings and it leads residents to having less bargaining power, both not beneficial situations for the free commerce that is so vital to our country"
Elizabeth	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Before I retired, my company had a broad non-compete agreement that seemed to read as though it was impossible to get a different local job in my field (IT) and my industry (Insurance and Financial services). So nothing I had studied and no prior experience that I had could helped me get a different job near where I lived. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Abraham	"Dear Chair Lina Khan, As a 32 year old software engineer , I've had my fair share of experience with non-compete contracts, and let me tell you, they're not pretty. These agreements can feel like shackles on the mind and career. They limit our mobility and flexibility as professionals, preventing us from exploring new opportunities and taking on different roles within our field. And where's the fun in that? We should be able to spread our wings and fly, not be tethered to one employer for fear of legal repercussions. But it's not just about our individual growth, non- compete contracts can have a negative impact on the entire industry. They stifle competition and innovation, restricting the flow of talent and ideas between companies. Can you imagine a world where the same people and the same ideas stayed put? Boring, isn't it? In short, non-compete contracts are bad for everyone. They hold us back, both as individuals and as an industry. We deserve better then that. agreements."
Lori	"Non-compete clauses are unethical and create an inequity between the employer and the employee. Often these clauses can restrict employees from working at all in their geographic area even in situations where there is significant demand for medical providers in primary care fields. I strongly feel that they should be illegal.

	Unfortunately even in situations where one would deem them "unenforceable" the new employer is often afraid to fight the battle and may not make a job offer."
John	"I've been a business owner for over 40 years, I've been an angel investor in startups and a coach/consultant to growing companies. I have never seen an instance where a non-compete clause was beneficial to the overall economy or to innovation. I applaud your proposal to eliminate them. It will benefit the American workers and the economy as a whole."
Mike	"The need for this regulation is best visualized by imagining the "perfect" no-complete clause. In a perfect world (as viewed by a small, very wealthy minority), over 90% of jobs would require such a clause. The clause would prohibit alternate employment of any kind, even self-employment, within an unlimited area, for an unlimited time. In short, most workers would be forced to "consent" to chattel slavery by some owner, even if they had some small range of options in which contract to sign. The government overseeing and enforcing those contracts would be in flagrant denial of the 13th and 14th Amendments, not to mention basic humanity and common sense. Given that some regulatory limit to these clauses is needed, the next question to ask is where that may be. To read that 20% of employees are subject to them is already quite shocking. The intent clearly appears to be to keep them working for employers they do not prefer, due to the practical difficulty of moving for ordinary people. That effect differs from the "perfect" scenario only in degree. Critics of your proposal may say that intrusive rules should be enacted by legislation rather than regulation. However, this is anything but an intrusive rule. Its effect is to prevent public resources and public coercion from being misapplied toward private, non-competitive purposes that severely constrain the rights and lifestyle of the ordinary citizen. I believe the current economic situation makes it very important to pass this regulation without delay. The country is facing a serious crisis from inflation, due in large part to lack of genuine competition in the marketplace. Even though your proposal may tend to raise employee wages by promoting competition between employers, it should be obvious that allowing some 20% of workers to change jobs immediately, without moving from state to state, will reduce the level of "structural" unemployment. That should providing an immediate infusion of job candidates into the economy, comparable to increasing the unemployment rate by the same quantity, but without the associated social costs. With faster job transfers, employees should be able to compete for higher wages _and_ companies should be more capable of entering new markets and offering cheaper products. This win-win combination should help to tame inflation the way that most people want to see it tamed -- by pressuring company leadership and investors to accept reduced profits. That in turn should have an effect comparable to raising interest rates, making bonds more attractive relative to other forms of investment, but without creating inflationary pressure by increasing the financial needs of mortgage payers. Please follow the lead of several states and move forward with this measure to restore the right to work to all Americans."
Audrey	"I oppose non-compete agreements. They do not apply to most jobs. They only serve to obstruct freedom of movement in the United States. Companies used

	health care to hinder a person's ability to change jobs. Now that that is no longer possible, companies seek to indenture employees by use of these 'agreements'. The non-competes restrict labor markets and give an unfair advantage to the employer. People are not free to seek a better life for themselves and their families"
Michael	"I would like to comment on the Non-Compete Clause Rule(NPRM) I was a part owner of an agency for 13 years without a Non-Compete or Restrictive Covenant, In March of 2019 our agency sold out to another agency, without any Non-Compete or Restrictive Covenant. On April 1, 2022 the owner sold out to a Company and we were pretty much told that we needed to sign this restrictive Covenant or not have a job. I complained that why should they restrict me on my having 16 years worth of clients, whereby if I left I would not even be able to speak with a current client. I did leave to go to another agency on April 2023. I was reminded of the Covenant'Non-compete and advised by them that I could possibly be sued if I ad any further relationship with a client. I have attached a copy of the covenant for your perusal. I think it is extremely invasive for my future earning Thanks."
Vik	"Please implement this at the earliest. Non-compete are fundamentally wrong and limit and individuals freedom and liberty and makes a worker a slave in essence. This rule should apply across to board to all employer, small, large, for profit or not for profit (frequently used as shield)."
chuck	"Please BAN non-compete clauses."
Ruth	"It is simply wrong for businesses no matter their size to force employees to sign papers which disallow them from working for other companies that have a similar business if they choose to leave. Those "rules" should never have been permitted by the FTC, the Dept. of Labor. or anyone else. How that was allowed to creep into all kinds of businesses is not clear, but it needs to stop. It condemns people, particularly in small markets to keep working for an employer under terrible conditions at lousy wages. It just needs to stop completely. Now, if someone takes a company secret elsewhere (not too likely), then they can be sued for stealing information. That is a different story altogether. So, make these ridiculous non-compete parts of a contract gone."
Jay	"Don't listen to the lobbyists! Get rid of noncompetes. How can they really say they support a free market and continue to fight against the market truly being free?"
Jessica	"As a physician , I want non-compete clauses removed from physician contracts. This change allows doctors to choose to remain in a community where patients know and depend upon them, while also standing up for themselves as employed individuals."
Christopher	"I am a Pennsylvania resident living in Erie County. I support any effort to ban non-compete agreements. I worked as a vehicle salesperson prior to and during

	<p>the Covid lockdowns. With the dealership being closed due to state Covid regulations, and lack of inventory due to national car shortage, I experienced a large reduction in pay. I began to search for another job, and was informed by my employer that the hire paperwork I signed years ago included a non compete agreement. The document prohibited me from working as a vehicle sales person for 24 months within a 50 mile radius of the dealership I currently worked for. This put me in a financially difficult position. I was not making the money I was used to, and was not able to take my skill set elsewhere. I could not afford to move, nor did I have the desire to. After speaking to former employees of the dealership, I was told that my employer would jump at the opportunity to pursue legal action if his noncompete was not respected. My position at the dealership did not involve working with proprietary information in any way. This cost me the opportunity to take employment options that would be more lucrative and not require a 100 mile round trip daily commute. I do not believe I was compensated in any way in return for signing the noncompete agreement. In effect, I was forced to enter a new field of work or accept lower pay in comparison to similar business. As a citizen, taxpayer, and employee, I do not believe noncompete agreements benefit employees. I believe they do benefit employers, because it gives them leverage over their employees to keep them in uncompetitive earning ranges by removing their opportunity to move to a more competitive employee. Thank you for reading."</p>
Steven	<p>"I'm an anesthesiologist. I think non-competes are anti competitive and punitive and drive down local wages. They exploit vulnerable populations that cannot work elsewhere. They prevent people from leaving a bad job because eventually you get entrenched in a neighborhood and it's very difficult to leave. Please eliminate this ridiculous clause from being possible."</p>
Bethany	<p>"I believe non-compete clauses contribute greatly to work place dissatisfaction, reduce work ethic, reduce learning and expansion within a field by limiting an employees learning opportunities, and may ultimately reduce local economy in a community because of dissatisfaction of employees."</p>
Damian	<p>"As a current medical student and future physician, the AHA's attempts at creating an exemption for physicians in regards to eliminating non-competes directly impacts the availability of patient care, increases system consolidation, oppresses competition, and drives specialists away from underserved areas. The only benefit to exempting physicians is to healthcare system shareholders and executive compensation."</p>
Tatjana	<p>"I am absolutely for banning non-competes. I am a physician with a young family that doesn't want to move. It is forcing people to stay in the hostile, toxic practices and be miserable."</p>
Dennis	<p>"I support the elimination of all non-compete restrictions for all workers. It has long hampered creativity and innovation as well suppressing earning potential for millions."</p>

Ed	"After being subjected to noncompetes myself over the years. This is one of the best things I have seen, to counteract such limitations allowing individuals to advance and further their careers instead of being stuck in situations where they have no other options but to stay. Great Idea!!"
Emily	"I believe that non-compete clauses should not be allowed. As a physician , non-compete clauses are prevalent in my field and restrict doctors for moving from toxic work environments or re-negotiating terms and this hurts patient care."
Perry	"It is truly appalling that an employer can punish a former employee by suing them for gaining beneficial employment and continuing to employ their skills in the same industry. Treating employees like slaves should be illegal, and refusing to allow people to find gainful employment outside of an abusive employer is beyond the pale and only serves to embolden the malice of the wealthy."
Steve	"Non competes are used as leverage by employers against their employees. It makes it very hard for someone to make a living when a n/c is in effect. You can take a job with a company while not in violation and if that company expands its operations and becomes a violation, what are you supposed to do? I'm all for banning non competes on every level."
Mark	"I strongly support the proposed rule. Non compete clauses have been routinely included in physician employment contracts for many years and have been used to abuse employed physicians. A frequent scenario is where a young physician joins a group after completing training and is promised specific hours, working conditions, advancement to partnership which induced him/her to accept the position. When these promises turn out to be false, the physician is left with the unfair and unsatisfactory options of just putting up with the situation or relocating his family out of the area to avoid being sued for violation of the restrictive covenant. This practice has become more onerous in recent years as a result of hospital system mergers and purchase of independent physician practices by these hospital systems. These systems have imposed much more stringent restrictive covenants in their contracts in terms of geographic area and duration, and now often include financial penalties if the physician violates the restrictive covenant. Most young physicians have little choice but to work for a hospital system at this point, and are not in a financial position to defend a lawsuit brought by a large entity. If restrictive covenants were not allowed, the systems employing physicians would be incentivized to treat them fairly because of the potential of the physician leaving to work for a local competitor if treated poorly."
Michael	"Please prohibit the non-complete clause. The practice is hurting lots of workers and undermined the basic principles of free enterprise. It is outrageous that employers can require their workers to sign such a clause. Please rule against this practice."
Rayman	"Non-Compete clauses are a deterrent to individuals being able to change jobs to better themselves. Although some clauses may be very limited and are reasonable, most are overly broad and restrict legitimate movement of workers."

	Reasonable ones are the exception. Workers have no choice but to sign them as there is no possibility of bargaining over the scope and length of the restrictions."
Charlotte	"I don't think employers should be able to hold this over any employee There is so many good people stuck at jobs and can't move up or better themselves"
Brian	"I strongly support the proposed change in eliminating non-compete clauses from employment contracts. I am a resident physician nearing completion of my training and beginning searching for jobs. It is very stressful knowing that if things do not work out with my first employer (as frequently occurs with early career physicians) that I would need to move my family out of state in order fmd a different employer."
Anthony	"I support the proposed rule. As a primary care physician who is contractually employed by a large health system, I have seen the shortage of primary care physicians worsen because of non compete clauses in our contracts. When employment conditions worsen for burned out front line health care providers, they have little choice but to move far away from their long time patients which hurts patient care. Large corporate health systems wield non competes like a gun to keep employees hostage."
Mark	"If not competes are still going to be allowed, the employers should be required to pay full salary for the time of the non-compete. Why should it be the employee who suffers? Plus, often the non competes are unnecessary and vastly over broad."
Charlie	" Physicians should NOT be excluded in any way. We are workers like everyone else and deserve equal protection. Any argument made by big hospital are just to under pay us. We deserve freedom like everyone else."
Dominique	"Please take away non compete so independent contractors can compete and earn a living wage. Licensed independent clinical Social workers are being forced to sign these clauses so big companies like Walmart and Teladoc can monopolize the Telehealth market and squeeze small solo providers out even though theses small community integrated providers have been serving the community for years."
David	"Stop hospital greed and allow PHYSICIANS TO PRACTICE MEDICINE!!!!"
Michelle	"It should not be legal to have a non-compete clause. I work 7 miles from my work and have a non-compete clause for 25 miles for 2 years. My family lives in the region, so it is very inconvenient if I want another job in the local region."
Scott	"As a person that works in a field that requires non compete clauses I can say without a doubt it is used to hold us back. They use it to keep us with them and not have to increase our salary. It's has nothing to do with us using our knowledge against them but rather to control us. The same reason companies don't want unions in our country anymore. The companies want to keep us as poor as

	possible so they have control. Put an end to this unjust action and free up our country."
Matt	"I am a physician working for a large health system and in favor of eliminating non-compete clause in our contracts. It should also apply to nonprofits that are owned and run by for profit insurance companies. Eliminating the clause will help preserve the patient-physician relationship and ensure continuity of care. It would be a "win" for the patients we serve. There are no trade secrets that would be lost in the health care sector."
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lisa	"Non-Compete agreements are contractual slavery! My child was offered full-time position upon completing college internship. Naively she signed non- compete without legal representation. In the beginning she enjoyed work which gave her confidence to buy house and get married. Employer slowly changed terms of contracts, service area, and reimbursements. Methodically they began to schedule long work hours, biweekly on-call requirements to perform services at hospitals across (2) states. Reducing her to 4-days off in a 4week period. Human resources and Legal team boasted of iron-clad contracts when she complained about work conditions. Deterioration of mental and physical health eventually forced her to quit. Employer then demanded S25K reimbursement for breaking contracts, or 55% of her already reduced 545K salary. ** That non-compete left her unable to use education and/or certification to find a new job in 5-states.** The entire state of New Jersey and 55miles outside any PA, or, NJ hospital she serviced during employment. She was forced to retain a lawyer. Dissolving contracts took months and employer brazenly withheld final expenses. Her career suffered. No longer actively logging required hours to maintain certification while working in similar field for less money. In her tenure 3-fellow employees had same story. Non-Compete agreements are contractual slavery! Stop this practice. FOR GOOD - FOR ALL."
Dennis	"I have never been able to understand a non-compete clause for any physician in any employment situation. I disagree with non-compete clauses completely"
Afnan	"To Whom It May Concern, Non-compete agreements make it very difficult for employees to maintain and switch jobs. It's not fair to be forced to not be able to work for a competitor for a set amount of time as living expenses (especially without a job) are difficult. Even getting a temporary job unrelated to the non-compete is not helpful as it does not allow a prospective employee to gain meaningful experience the same way a full time job does. In spite of these challenges, how does one define the criteria of a non compete? Merely switching from one job to another in the same industry does not necessarily mean the new

	company the employee gains employment at is a competitor. The upsides to abolishing non-competes are many. These include employees being able to work on their passion projects outside of work, furthering innovation. This is actually how Jobs and Wozniak started Apple while working at Hewlett-Packard. If there was a non-compete stopping them, Apple would not exist today. The other upsides include far more opportunities for prospective hires as they do not have to wait to apply and get a new job in the same industry. Please abolish non-compete agreements as they restrict talent and make industries less competitive."
James R	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Mausumi	"Hospital non-competes hurt the patients and populations that desperately need care! Expand the language to include non-profit hospitals!"
Ashad	<p>"Here are a few ways in which non-compete clauses can negatively affect physicians working at non-profit organizations:</p> <p>Limited Career Mobility: Non-compete clauses can limit physicians' career mobility and their ability to seek out better job opportunities, even when working for a non-profit organization. This can be particularly problematic for physicians who are passionate about serving a specific patient population or working in a particular field of medicine, as they may be unable to pursue other opportunities in those areas if they are bound by a non-compete agreement.</p> <p>Reduced Access to Care: Non-compete clauses can also limit patients' access to care, even when provided by non-profit organizations. If a physician is the only provider in a certain geographic region or for a certain patient population, patients may have to travel long distances to receive care if the physician is bound by a non-compete agreement and cannot practice in the area.</p> <p>Negative Impact on Health Outcomes: Non-compete clauses can negatively impact health outcomes for patients, even those receiving care from non-profit organizations. If patients have limited access to care due to non-compete clauses, they may delay seeking medical attention, which can lead to worsened health outcomes.</p> <p>Reduced Compensation: Non-compete clauses can also limit physicians' earning potential, even when working for non-profit organizations. Physicians who are bound by non-compete agreements may be unable to negotiate higher salaries or benefits, as they have limited options for pursuing other job opportunities.</p> <p>It is important for the FTC to address these concerns and take action to limit the use of non-compete agreements in the healthcare industry, in order to protect the rights of physicians and their patients."</p>
Omar	"This is a wonderful initiative, that needs to continue and must be enforced to ensure a proper free market that is fair towards the workers"

Andrea	"As a physician , it is very hard to change jobs. I would have to leave my family or move my entire family to another metro area. The cost is so great that it promotes stagnation, burnout, unhappy employees, and unmotivated employers. A free market should allow employees to change jobs when it's best for them, without the undue burden of relocating an entire household. Employers who are listening to their workforce and creating good working conditions do not have to worry about excessive turnover. Employers who have abusive labor practices shouldn't be allowed to trap skilled practitioners and hold them hostage in their own towns."
Steve	"I strongly support the proposed rule to ban non-competes. I am currently unemployed due to being prevented from starting a business or working in my industry (in technical/engineering services) under the threat of legal action from a former employer. While working for the employer, I had no access to any sort of company secrets or sensitive information and believe the non-compete I had to sign to work for the company is entirely unenforceable. Yet, my former employer has made it clear that they are willing and able to force me into a costly legal battle if I attempt to work in my industry in any capacity for the next year, a tactic that also intimidates current employees from leaving the company. I've personally seen this tactic used to lock employees into their current company under threat of legal retaliation if they want to leave and remain in the industry. Enforceable and unenforceable non-competes have both caused, and continue to cause, massive harm to American workers by preventing free and fair mobility and competition. Very few workers can afford to fight a legal battle against a former employer or wait a year or more without working in their industry of choice. Employers should not be able to retain employees by intimidation or by threatening legal action and devastating financial harm to their workers."
Donald	"This is long overdue. There are no trade secrets in medicine. Noncompete clauses are intended to make it onerous to leave employment, rendering them somewhat indentured servants. I fully support this rule, and applaud your efforts."
Donald	"I am strongly in favor of eliminating non-compete clauses for physicians . All physicians practice medicine. There are no trade secrets. No-competes are used as an economic cudgel to have physicians accept less than comfortable work conditions, because the social, professional and economic burden of changing employment, due to the non-compete, is too great. Hospital systems want physicians as serfs, limited in their ability to move off the land, rather than employees."
Mark	"I support the ban for non-compete agr"
Randall	"Ban noncompetitive agreements"
O	"I am a physician , and because of the noncompete I signed in Pennsylvania, I have to basically move to another city for a new job. I should not have to uproot my entire life just to get a new job. Thanks. We need to get rid of non competes so that physicians can have rights."

Arthur	"I am in favor of the government making it illegle to enter into or maintain non-compete clauses. I work in medicine and I believe non-competes adverse affect patient care. Patients develop a relationship with their physician and if a physician leaves a health system, they often have to go many miles away making it difficult or impossible for the patient to maintain a relationship with that physician. Many large hospital systems use non-competes to obtain a predatpry monopoly on physician services that is unfair to the physicians and not in the best interest of patient care"
Manju	"Restrictive covenants and non competes for physicians are inherently unfair. This adversely impacts patient care and exacerbates clinician shortages. They need to be outlawed."
Amy	"Non compete clauses should be removed from physician contracts. Having them in place has the potential, for competing hospitals, to lock in lowers pay rates in a local area which is unfair to the physicians. Non compete clauses could also cause inability to staff underserved hospitals."
Amanda	"I am a mental health counselor (licensed professional counselor in Pennsylvania). The company I work for Springfield Psychological, made me sign a non- compete. The non-compete says, among other things, that I can't work for another company that offers mental health services within 7 miles of my office. (It initially said 10, but I negotiated down to 7.) I am a 1099 contractor, and when I first started, the company paid me 50% of the insurance rate for each session with a client. However, they refused to give me the total rate the insurance company paid, so I essentially didn't know what I was making until I received my monthly paycheck. They have since changed this, and I now receive a flat rate for each session. I have learned through the grapevine that new hires are making up to \$20 more per session than I am. I am trying to figure out how to get out of this contract, as the working conditions aren't good. I am constantly thinking through different scenarios in my head, trying to figure out if this job opportunity or that one will keep me from being sued. Additionally, the contract I signed says that I can't take clients from Springfield Psychological with me to a new job. From what I understand, this is not enforceable, as clients get to decide where they will attend therapy. However, when I was hired, HR told me that the company would likely not enforce the non-compete unless I "took" clients from Springfield Psychological with me to a new job. Essentially, the company is using the non-compete to pressure therapists to not inform clients of their choice in treatment location. I am in favor of ending the non-compete, as it has negatively affected me."
Seth	"I am in strong support of the proposed rule change. As a speech-language pathologist who trains SLP students in an educational setting, many of our students go in to work in private practices after graduation. And, many are forced to sign non complete clauses that force them to stay working at places that devalue, under compensate, and under support them. Removing this barrier directly supports worker rights, increasing equity."

Diane	"Please change this rule that forces people who are geographically limited to stay in unhappy positions.... Recognizing that there are some situations where employees may abuse having a nearby competitor as an alternative workplace, more commonly non-competes in medicine do not protect large health systems who are unaffected by a physician leaving, but are a constant unspoken threat to physicians looking for better pay, benefits, or even a move into a leadership role that is not available."
Brenton	"I am for abolishing noncompete clauses."
Nathan	"Put an end to this please!!"
Michael	"As a resident physician about to start my first job as an attending physician in a few months, I can tell you how as I went through the interview process different healthcare facilities use the non-compete as a negotiating tool and if you want to reduce the mile radius a small amount or which locations of their system it involves they want to cut your salary significantly. It is blatantly used to depress wages"
Alexandre	"Banning non compete clauses will benefit both employees and bring more job opportunities and competition not only in competitive markets and regions, but also promote growth in areas dominated by a single institution. Noncompete clauses offer no benefit to any party, essentially just forcing employers to relocate and thus negatively impacting the local economy or forcing them to undertake work from home/tele radiology jobs, and negatively impacting patient care in the long term."
Melissa	"As I write this comment I am 17 months into a 24 month non-compete imposed by my former employer. Non-competes allow health care corporations to continue to drive down wages and increase workload for physicians without fear of competition. As a result of increased burnout, more physicians are choosing to leave jobs that demand longer hours, increased non-clinical workload, and poor staffing. Many chose to leave the field altogether rather than relocate their families to start a new job. Provider shortages increase and the patients suffer. Removing non-competes would force large healthcare systems to compete for the highest performing physicians and allow physicians to remain in their community where they are able to serve their patients while achieving professional satisfaction. In my former practice, four of the five pediatricians chose to leave the healthcare system due to poor management and poor patient satisfaction with the system. Two of us may practice in the area again after our non-compete expires. The other two have left the community and will not return. All of us have left behind patients we had known for decades. A similar exodus occurred in the family medicine department. There are plenty of jobs for those of us who left but we are prevented from taking those jobs by our non-compete clauses. So the community lost multiple physicians in short period of time. This archaic practice leave patients without access to high quality care in their own communities."

Rob	"I am a physician and it is fairly standard to see a non compete in a contract. This creates an environment where the employer(hospital based healthcare in my case) does not have any motivation to make for a pleasant work environment. It therefore creates disgruntled physicians and poor healthcare outcomes. Any employee unhappy in their job and feeling stuck will inevitably do a poor job and create more dissatisfaction. In this case an entire patient base feels the effects. Non competes are cowardly as they indicate an employer does not feel they are good enough to hold onto their employees without a mandate."
Donna	"Why should an employer be permitted to hold an employee hostage in a job with a non-compete clause? With more and more consolidation of industry, particularly the healthcare industry, it is increasingly more difficult for an employee to move to a position that is a better fit for herself or her family. Employees should be able to move to a job regardless of the milage distance from the current employer."
PURNA	"Thank you so much. This means lot. I was going through so much because of no competition thing with previous owner. They keep telling me I can run new business an so on. Now this make me feel so happy that I am able to run my own business and create so many new platform for others starting my own businesses. Thank you thank you thank you."
Tom	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth and prevent frivolous lawsuits."
Gabe	"All American Home Care has a reputation of harassing caretakers with using scare tactic . I was an employee there and witnessed them cheating aides out of over time wages and they have had legal issues over it. In addition if a client chooses another home agency it's consumer choice. You can not blame the aide if they leave. And if the aide chooses to go to another agency it's their right. All American tactics to scare uneducated home care aides. They should def be investigated. Legally you can not force a client to stay of an aide to stay Provide better services and they won't leave"
Richard	"The NPRM clause used by businesses are essentially anti -democratic in nature curtailing the right of workers to seek better employment circumstances. Allowing these measures to continue curtailing worker rights is to my mind unconstitutional. As the Supreme Court's ruling that corporations are people is being used as justification for these clauses highlights why the ruling by the FTC is needed."
Richard	"Non-compete agreements are to ensure corporate control of employees. There's no other reason for these agreements."
Kelley	"I believe that non-compete clauses (aka restrictive covenants) should be completely eliminated for every field of work. I believe they are inherently un-American and represent a severe restriction on free-market. They disproportionately harm American workers and benefit large corporations. I am a physician , and non-compete clauses have been used by large hospital systems

to maintain control over us, mistreat us, and strip us of all negotiating power. We get much lower salaries than we are owed because of them. Hospital systems know that we either need to stay and deal with our mistreatment and inappropriate pay, or we need to uproot our entire lives and families in order to leave. In addition to being completely unfair to physicians, non-complete causes also harm the patients that we have taken an oath to serve. Medical practices historically were independent mom-and-pop small businesses, and restrictive covenants were thought to be necessary to ensure that your business partner could not just abruptly decide to set up shop directly across the street and lead you to bankruptcy. This scenario is now the rarity and is no longer valid, as the majority of physicians are now employed by major health systems. (Although even in the above scenario, I'd make a strong argument that Americans have the right to a free market, and if you provide a better service, you should not be worried that your patients will leave you). The major problem is now the fact that most physicians are now employed by major health systems, and restrictive covenants imposed on physicians by a health system prevent us from being allowed to practice within a large geographic vicinity for at least a year or more. They also prevent us from being allowed to tell our patients where we will be going and where they can reach us. We are simply expected to abandon our patients without a word about it. And with major health systems, the geographic area of the restrictive covenant has grown much larger; with many contracts now including a radius around not just one single location, but all of their hospital and office locations. For a major health system, this can lead to an entire region spanning multiple counties, and sometimes multiple states, being off limits. For one particularly large health system in Pennsylvania, you are almost black-balled from practicing in the entire state. As soon as I see a patient's name on my schedule, my brain is immediately triggering all of my memories of that patient's care. I remember that 5 years ago she came in with abdominal pain that ended up being inflammatory bowel disease after being misdiagnosed 3 times. I remember to myself that if she has any new abdominal complaints that it may be related to this. I remember that her mom (who I also treat) has a history of malignant skin cancer, and so if this patient is here to see me today for a skin complaint that I need to have high suspicion for cancer because it is genetic. These things are all ingrained in my memory because I have cared for her and her family for years. These are not things that can be found in a medical chart. The physician-patient relationship is sacred and it should not be hindered by multi-million dollar healthcare systems any longer. If physicians are mistreated by a system and have the desire to no longer work for them, we should have the freedom to continue to practice in our own communities, without having to move and uproot our lives to a new geographical location. We should have the freedom to continue caring for the patients that we have cared for years. No one will know these patients' history more than we do. It is ingrained in our minds and our hearts. Not allowing this relationship to continue, simply for the financial gain of million-dollar health systems, is a danger to the health of these patients. It is also a large barrier to the ability of a physician to practice and earn a living. It is a violation of our rights to practice our trade. Now, when we are mistreated by the system which employs us, we have 3 options: continue to deal with it and get burnt out, uproot our lives and move somewhere outside of the restrictive covenant, or completely leave the practice of medicine (which many of my colleagues have done). None of these

	options benefit the patient whose life we have cared for. This is becoming a dangerous situation in my opinion and a serious hindrance on our rights to practice medicine, the rights of our patients to choose their own physician, and our rights as American citizens."
Rachel	"I'm writing to express my support for the Federal Trade Commission January 5th Notice of Proposed Rulemaking (NPRM) to prohibit employers from imposing noncompete clauses on workers. Noncompete clauses hurt workers by restricting them from pursuing better opportunities that offer higher pay or better working conditions, and hurt employers by preventing them from hiring qualified workers bound by these contracts. Noncompete agreements stifle competition, squash independent entrepreneurship from developing, and severely limit economic liberty. There are other ways for employers to protect trade secrets and other valuable investments that are significantly less harmful to workers and consumers. We know this because the three states in which employers can't enforce noncompete clauses - California, North Dakota and Oklahoma - continue to have flourishing industries that depend on trade secrets and other key investments. This change would promoting fair competition in labor markets. I couldn't be more in support of it."
Georgina	"I want to voice my support to end non-compete rulings in contracts!"
Logan	"I fully support and endorse this rule change. While I have never personally been affected by an NCC (that I am aware of), the field I work in makes liberal use of such contracts and it would be devastating to be on the receiving end of an NCC due to my limited employment opportunities. Beyond that, the idea that corporations can create safe spaces to avoid competitive market forces and keep their employees bound to them like serfs is both detrimental to the economic health of the country but also the nation's soul and overall stability. A discontented populace is never a positive for the status quo."
An	"I support the new rule to get rid of non-compete clauses. Non-competes chain employees to their place of employment and stifles innovation."
armen	"This is a proposal that should have been made long ago. As an employee I wholehearted support this law."
Michael	"I am strongly in favor of the FTC stepping in and banning non-compete clauses. As a surgeon myself, I have seen these extremely unfair rules in practice frequently. Hospitals use them to force surgeons and other physicians out of town if the surgeons want to seeks a better job. The rules literally make families' lives miserable as they are forced to pick up and leave for a different city, pull their kids away from schools and friends, and sell their houses just to move out of the radius of a non compete. It makes the lives of healthcare workers miserable, causes undue stress as well as financial hardship, and is an extremely unfair negotiation tactic. These rules are not going away without the FTC's help. The time to end these practices is now. If you want to improve American healthcare for its workers and its patients, this is a direct action that can be undertaken right now."

Roger	"Non-compete clauses are a great burden to those who are forced to sign them in order to enter certain industries. They should be banned!"
James	"Non competes only limit the worker and are archaic."
Thomas	"I'm hoping this is the comments section for the Non-compete clans. If not could you please remove this to the proper area. Non Compete P clauses On fairly restrict personnel and employees from changing jobs While forcing them to travel inordinate or on realistic distances to maintain employment. I can understand a 1 or 2 year non-complete claws for jobs that provide on the job training but after that it becomes unrealistic to state that it is not sustainable for employers."
Alvin	"I agree with removing noncompete clauses, particularly in the domain of the Physican practice of medicine. For too long, hospitals and health systems have been permitted to unfairly restrict physicians from caring for patients that depend on them through these restrictive covenants that only increase profits to hospitals at the expense of patient health."
Christopher	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Catherine	"As a resident physician who will be joining the workforce in a few short years. I support this proposed rule. In this day and age most employees will change their job within the first 5 years of employment. Finding the correct fit can take time. A person should have the freedom to do this without being forced to move to another state/city."
JAMES	"As an employee of an IT company , currently working in the Commonwealth of PA, a few years ago I was coerced into signing a non-competition agreement, even as an existing employee of almost 15 years (at that time). The notification to me read something like "During a review of our records, we see that we do not have this document on file for you. You have until 4pm Friday to sign this non-competition agreement." --- At the time I was working as a subcontractor for another IT company, who had better benefits and pay structure. I first went to my management chain and asked what the possibility of switching to them was - before signing this document. They were non-committal, so I signed and sent it in (the way the email was written, it seemed like there was a "sign by 4pm ... (or else!!!)" implied, and I was in no position to lose my job. Later the other company asked me if I would want to work for them if they approached my employer and asked for a release, I said yes, they did, and were told "No". So a decade later, I still work for the same company. There were a few years of faltering steps to get me a pay raise or two, and life goes on. What I did not immediately realize is that in the Commonwealth of PA, employer requiring employee to sign a non-competition agreement must be accompanied by something of value (as a condition of employment, that could be the employment itself, but as an existing

	<p>employee, it would mean a bonus, promotion, raise, etc.) For me, I received nothing - and the following action between employers resulted in some dismal management practices berating me for being an ungrateful employee. But I digress. By the time I pushed back to HR and legal and ethics teams regarding this, I just received a boilerplate answer of "At the time you signed this contract, we believe we were following the laws and rules of the Commonwealth and see no need to take further action." — I eventually made peace. Because of the nature of my work, switching to a new employer without relocating and still being able to do what I specialize in wasn't going to happen unless I could afford to take many months off between the jobs. And, I do enjoy my work, so it is what it is. All of this story is to say, that I think the Non-Compete Clause Rule should go into effect, banning NCP. It may be too late to fix my circumstances. But for other staff and employees, it may make the difference in having a successful career versus being stuck in a dead-end job."</p>
Andrew	<p>"As someone that has been effected by a non compete, I whole heartedly support this. I made my living in my field for a decade before taking a role with a company that offered a better wage, yet had a non-compete buried deep in their contract and of course in the excitement of onboarding, I did not review. When it came time for me to move on years later, I was sued the moment I left the company without any proof or knowledge that I was even staying in the field. Months and thousands in legal fees later, I was left without a job or any prospects and I had to essentially lose years of my life working outside my field of expertise for much lower wages in order to make it back. Don't I have a right to work? Isn't it stifling progress by supporting an entire industry of lawyers and "turn and burn" employers whose entire goal is to target ex-employees and make their life a living hell? Additionally, I kel like this whole process is stunting further growth of the economy and forces experts in their field to essentially delay any progress or innovation they might have been able to develop prior to this unforeseen detour in their professional lives. I think we should move on from all non-competes, and our country will be much better for it."</p>
Chase	<p>"Noncompete agreement for H1B Visa workers is extremely unfriendly because there's a grace period for H1B Visa workers to change jobs. The grace period is as short as 30 days which is easily below the noncompete period. Some employers have noncompete period set for over a year WITHOUT pay. In a situation of lay-off unfortunately, this essentially forces non-resident workers to exit the country which was not the original intent of noncompete agreements."</p>
Jason	<p>"Please, it makes such a big difference to me as a human being and it's unfair that hospitals can do it."</p>
Bryan	<p>"As a 24 year old in the work place (I was recently terminated for standing my ground and not signing a non compete contract) I worked a highly skilled job installing fire suppression systems (requires state certification that goes to myself not the business I was employed for), not signing that contract led me to be terminated, but it also led me to a new job with more career advancements, a higher salary(in the same feild) , I tell all my former co workers to not sign it."</p>

	Employers walk all over us young generation in the work force (maybe that's why so many are not entering it). Here in America you shouldn't not be prevented from the right to earn a decent living, and these papers do just that. Their contract stated I couldn't work in the felid 2 years after employment. I would be working a minimum wage gas station job if I had signed that contract. Let we the people be free and allowed to work. They are one sided documents that only look out for the employer. On a side note- there is no such document with unemployment, Or urinalysis and that sort. Why is the working class held to a different standard 9 It's wrong to be terminated for being forced to sign a contract that does NOTHING for me. Thanks for reading, let's get this passed to help us Americans during this unpredictable times!"
Brendan	"My name is Brendan Wissinger and I want to voice my strong support for the Federal Trade Commission's proposed rule on banning non-compete agreements which would protect working individuals from monopsonic companies pushing wages and benefits lower than they would otherwise be and denying workers of opportunities. Non-compete clauses unnaturally prevent competition between employers for employers, allowing employers to have a power of monophony over workers, thereby keeping wages and benefits unnaturally low, preventing workers from going to other places and preventing workers to fight for higher just wages that allow them to put food on the family dinner table. These non-compete clauses, affect workers even if they only affect close competitors because workers are who to go college or technical school have training and they need to pay back loans as well, and there are a lot of jobs that require college or technical school that only pay \$10-\$15 an hour and that isn't enough when rent is \$1,492. If they can't go into a field they are trained in or have experience in because of non-compete agreements they'll be much less likely to paid with the same or higher pay and benefits. We ask that you institute this rule that bans non-compete clauses. Thank you!"
Corey	"I think this is well needed. I'm in a non compete that doesn't allow me to relocate within a 2 hour radius for 1.5 years after termination. This limits my potential to seek another job in my career. I feel this is also suppressing my wages and limits my ability to negotiate. I'd like to see this rule passed to allow for my competition on these often over reaching requirements."
Patrick	"My name is Patrick Wolkoff and I fully support this proposed new rule. Non compete clauses not only take the power out of the hands of American workers, but also restricts the economy and keeps it from growing. The freedom to change employment is a vital and irreplaceable American liberty that must be protected at all costs. Good for the FTC for fighting for American workers and the spirit of free competition in the marketplace!!!"
Cullen	"I support the banning of non compete clauses, specifically for health care workers and physicians. I am a physician and banning non competes would make it easier to work in a competitive labor market in my local community, and would be a benefit for myself and my family."

Kim	"I believe employers should NOT be able to have non-compete clauses. I personally do not have one but my daughter-in-law does. She is an excellent hairstylist who works in a shop that is often times a hostile environment due to owners. She is unable to leave due to this clause and the distance she would be required to open a shop for herself."
Elizabeth	"Noncompete agreements for physicians reduce the number of physicians in the workforce by forcing physicians to retire, move out of state, and uproot families when working conditions are poor. This can reduce the number of highly skilled medical providers in the state and reduces choice for patients. Nonprofits should not be exempt from this regulation because they impose the same restrictions on the medical workforce with these practices. I am a highly skilled medical professional faced with the decision of having to move my family and uproot friendships in order to find better working conditions. My area already has a shortage of physicians and non physicians are largely taking over this healthcare system to the detriment of our patients."
Zhan	"Dear Federal Trade Commission, am writing to express my strong support for the proposed ban on non-compete clauses within employment contracts, particularly as it affects physicians . As a healthcare professional, I have seen firsthand how non-compete agreements can have negative consequences for patients, healthcare providers, and the industry as a whole. Non-compete clauses often limit access to care for patients, especially those in rural or underserved areas. Physicians who are bound by these agreements may be unable to work in areas where their skills and expertise are desperately needed, leading to longer wait times, higher healthcare costs, and decreased quality of care. Moreover, non-compete clauses can also drive up healthcare costs by restricting competition among healthcare providers. When physicians are unable to move to new employers, they may be stuck in a job that pays lower wages and offers less competitive benefits. This can drive down wages across the industry, resulting in less incentive for physicians to provide high-quality care. Finally, non-compete clauses can also have a detrimental effect on physician job satisfaction and career advancement. Physicians who are unable to leave their current employer may feel trapped in a job that does not align with their career goals or offer opportunities for growth and advancement. In light of these concerns, I strongly urge the FTC to consider eliminating non-compete clauses within employment contracts for physicians. By doing so, we can help ensure that patients have access to the care they need, healthcare providers are able to negotiate fair wages and working conditions, and the industry remains competitive and innovative. Thank you for your consideration of this important issue."
Danielle	"Noncompetes are terrible for workers and are very unfair, especially when the employee is employed by a large organization. Workers should not be trapped in bad jobs!"
D	"I fully support the proposed ban on Non Compete contracts. I agree that is a "exploitative practice that suppresses wages" and I think it should go away."

Richard	"Regarding "Non-Compete Clause Rulemaking, Matter No.P201200", I agree that non-compete clauses should not be allowed because they hurt workers and limit competition."
Hector	"This is a horrible way to don't let the employees to get much better pay ! I'm totally disagree"
Jane	" Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change."
Zachary	"I support the Non-Compete Clause Rule that is being proposed. I hope that my personal experience that I express below helps the commission make a decision that doesn't only benefit me but thousands of others in similar situations. After college I got a role in the recruitment industry on the agency/consulting side with a small firm that focused on niche industries In construction, engineering, and manufacturing. When I started I was asked to sign a non-compete without any understanding of what that means. The non-complete at that time outlined that I was not able to work for any other firm for a period of 2 years that crossed over in anyway to the work that my firm does in these specific industries. After being there for a couple months I was tasked with building a new industry for Civil Engineering that was not previously established at the firm. After about 2 years of employment with the firm there was a co-worker who left and joined a company that was a client in his industry not a competing recruitment agency. After he left we all received an updated non-compete that added we are now not allowed for a period of 2 years to join a competing agency firm OR a company that falls in the industry we are recruiting for. In addition to that upon signing the new agreement we were given a bonus of \$300. I am still with the company now but have recently decided to look into other employment opportunities and this non-compete will hold me back significantly in finding new employment as all of my experience in the professional world has been in recruiting in the Civil Engineering industry. For reference, the Civil Engineering industry has thousands of firms across the US who would see my experience as highly beneficial to their business and because of this non-compete I am bared from working at any of them. This has severely limited my potential employment opportunities and put me in a position where I am going to have to find a new role in a completely different industry which will come with a pay cut because of my lack of experience in other industries. I have put my life into building this industry at my current firm for almost 5 years now and all that knowledge gained in that industry is going to be for nothing because of the non-compete. I have a new-born baby at home and taking a significant pay cut at this time is something that will change the future for my family in a negative way. At the end of the day if I was to leave and work for a company in my industry not a

	<p>direct competitor there would be such a minimal impact on my current firms business but they don't see it that way. The new clause will allow not only me but thousands of others in similar situations move freely in the market without having to take a step back in our careers and will allow for strong career growth and increased opportunities. I hope that the commission sees the harm in these non-competes and how it is negatively impacting the lives of many people. Thank you for your time."</p>
Perry	<p>"Non-compete clauses in contracts should be hands-down eliminated in the U.S. I have been the victim of non-compete clauses (except in CA where they are not in existence) for 24+ years in Medicine, as have many of my colleagues in Ophthalmology. The employers uniformly use these clauses to control your salary, patient assignments, bonus pay. Essentially, it is a strong hold they use against you to work you hard with zero recourse. You are left to take it or leave it. They use physician employees for 1 to 3 years typically to build up accounts receivable, use your good will to build up a practice, then come up with some nonsensical reason to terminate your contract or not renew it. Then you have to practice outside some zone which is usually outside their drawing area. Even if another practice wants to hire you, they cannot because the original employer holds the reigns for 2 years minimum This is an absolute sickening and abusive practice which has been permitted for years. Take states that don't have non-competes in Medicine: they treat you completely differently as they know if they abuse you or don't pay you properly, you can move across the street. The whole premise of the noncompete to protect the business is over called. In this day and age, no one opens up a new practice as it is prohibitively expensive. Please get rid of these unfair noncompete clauses."</p>
Harmony	<p>"I believe eliminating noncompete clauses would improve the quality of American lives"</p>
Michelle	<p>"I am strongly against non-competes. It limits the free market and is against everything America stands for."</p>
X	<p>"It seems to me that if an employee works at a company for 20 years and demonstrates their loyalty and if the principal owner(s) sell the company for a billion dollars, the owners get compensated which is fine but the employee potentially gets a watch, a pat on the back, possibly dismissed because new owner downsizes and employee may have boxed themselves out of a new job because they signed a non-compete clause. I can see multiple scenarios where it doesn't sound equitable."</p>
Katie	<p>"I would like to support the proposed rule banning non-compete clauses for employees. As a veterinarian nearly 10 years post-graduation from veterinary school, this has affected me professionally in restricting my job prospects and ability to earn a living. Nearly every contract I have been presented with or signed in my career has contained a non-compete clause inclusive of at least a 20 mile radius, and was applicable during my employment + 2 years following cessation of employment. I concede that non-compete agreements were likely designed for</p>

more reasonable situations, such as owners of a business agreeing that owners are restricted from selling their equity and starting a competing business one mile down the road. However, the majority of clauses developed in veterinary medicine today are predatory and restrictive, essentially trapping employees in a particular job without reasonable geographic mobility—even if the employee leaves on good terms. I have several colleagues who have stayed in jobs in which they are miserable for fear of the legal consequences of violating their non-competes. I know another handful of others that are commuting over an hour (myself included) each way to work in order to work at an alternative location outside of their previous employer's restrictive area. One anecdote of importance is that these non-compete agreements are often in the contracts of veterinary interns and residents, most of whom are matched to post-graduate training programs via The Veterinary Internship and Residency Matching Program (VIRMP). This program uses an algorithm to match applicants to institutions, and there are significant professional ramifications for a intern/resident who declines a position at an institution at which they are matched. This limits, and in most cases precludes, contract negotiation. Interns and residents are also almost never provided with institutional contracts prior to applying or ranking programs. Given the competitive nature of the matching system and the realistic possibility of not matching, most interns and residents are pressured to "take what they can get", for lack of a better term. As an individual with a professional degree, during my residency I was paid 536,000-538,000 per year. While this may not be an entirely unsustainable salary in isolation, residents are often required to live within 10-15 min. of the residency-associated teaching hospital due to emergency on-call requirements. This stipulation can significantly limit housing options, and thus affordability. Couple that with an average student debt load between \$ 150,000-\$180,000, and the financial picture for veterinarians seeking advanced training in a residency is quite bleak. Wouldn't it be nice if a resident who was motivated enough to provide per diem veterinary services to another hospital and supplement their income could do so without fear of breaching the contract for the residency they worked so hard to get? Unfortunately, to do so one must find a companion animal hospital over 20 miles away (sometimes 40+ miles away if you are providing mixed or large animal services), and also obtain written approval from your section chief. Granted, I recognize that applying for and accepting a residency was a choice. However, I would also bet my current salary that if one were to survey every single pet owner whose animal underwent general anesthesia during the years I was a resident, not a single one of them could tell you the name of the resident who anesthetized their pet. This is also likely true in my position as a veterinary anesthesiologist. Therefore, in my experience I don't feel as though non-competes have been tailored to keep individuals from specifically taking business to another hospital. Rather, they have been used as a tool to provide intense friction to those seeking additional or alternative employment opportunities. Now, I am a managing partner of the specialty veterinary hospital and between myself and the other veterinarian owners, we have all agreed not to include non-competes for our employees. It is something we feel strongly about. While I would hope that stances like this in private ownership could pressure both corporate and non-corporate owners to do the right thing as well, I truly believe that regulatory action will be the only thing to effect lasting change in our profession. I have attached two protective covenants that I have received in my career. I have removed the names of the institutions,

	<p>because quite frankly it is not important which individual institutions they are. The point is, these types of non-competes are pervasive in the industry from academic, corporate, and privately owned institutions alike and what I have attached are just two examples of the likely hundreds that are out there."</p>
Heidi	<p>"As a Nurse executive, I would agree that this rule is indeed important. I am held to a non-compete as others in my corporate building from the executive suite to our cleaning service. My non-compete keeps me from working in any other healthcare-related position in a 30-mile radius as do those in other disciplines. That means our cleaning lady could not work as a cleaning lady anywhere in a 30-mile radius and I find that excessive. As for myself, this non-compete has permitted the company to treat me poorly and dictate my ability to leave unless I move. These actions are unfair and need to be corrected. I believe some companies may utilize the non-compete appropriately while others, like mine, abuse its power. I would support the removal of the non-compete or at least a version that would have oversight and strict rules to follow. With the lack of workers created by the pandemic, having a very restrictive non-compete is damaging"</p>
Dennis	<p>"I am in agreement of this non-compete clause being illegal to implement."</p>
Hong	<p>"I am a vascular surgeon currently practicing in PA. I would like to express my FULL support in removing non-compete clauses in labor contracts. It is a fact that the vast majority of physicians, especially those of us in procedural fields, are no longer in private practice arrangements but are now 'hospital employed.' I have negotiated contracts with several hospitals since completing residency and fellowship training During all of these negotiations I have been informed that a non-compete agreement is mandatory and no contract would be offered without it. These agreements serve to limit our ability to stand up for ourselves and our patients. Due to these often extremely large non-compete agreements we are often unable to leave our current hospital without uprooting our entire family. In my case, my non-compete clause written in my contract prohibits me from being employed by any other hospital/practice within the entire Berks County for TWO years. Of note, is the fact that as a physician on call we are required to live within a certain distance of the hospital. Especially as a vascular surgeon, I must be able to respond to the hospital within 30 minutes for a bleeding emergency when on call. This combination of a requirement to live close, and non-competes which are often in excess of 25 miles makes it impossible to switch to a new job without the difficult dynamic of moving houses, families, schools, etc. My husband and I are both vascular surgeons living in PA. If one of us would need to leave our job due to untenable working conditions, it would likely result in our moving out of Pennsylvania completely due to the non-competes we were required to sign to secure a position. I urge you to provide support for this measure in any way you are able. Removing non-compete agreements would improve physician retention within Pennsylvania and be an enormous boon to many middle class Americans. I very much appreciate your time and attention to this matter and would be happy to discuss further at any time if I can provide more information or assistance in any way."</p>

Andrew	"I support the proposed rule to ban the use of non-compete clauses by employers on their employees. This practice prevents competition, maintains artificially low salaries and benefit packages. This practice is found throughout the video journalism industry where some journalists earn minimum wage. The lack of true competition prevents journalists from capitalizing on opportunities that arise."
Danielle	"I used to work in Center City Philadelphia at a bank. Workers from All American Home Care Agency would come in to cash or deposit their checks. After awhile we became comfortable with each other, and they would share the awful working conditions they were provided. Including the low wage, for work that is taxing. A no compete clause should not exist in most industries and it only protects corporations. As do most rules lobbied by them. Please work to get rid of this rule so the working class can seek fortunate opportunities and not be punished for it. If you have a skill in one workplace, it is yours to take to another workplace, not theirs to keep."
Jeff	"Noncompete clauses that don't protect genuinely proprietary information are abusive and should be banned immediately"
Robert	"To Whom It May Concern, I am a business owner and executive in a small software company with approximately 50 employees that has operated for more than 20 years. While we included a non-compete clause in our early employment contracts, I came to realize that these clauses were not fair to our employees and we removed them about 15 years ago. We operate in a highly competitive technology environment in which the knowledge people gain while working for our organization can easily be transmitted to another organization. However, I have come to believe that as long as they are not violating confidentiality or copyright law, this transfer of experience and lessons to other organizations in our ecosystem is, on balance, beneficial to everyone as it contributes to an open knowledge ecosystem that benefits both individuals or society over both short and long term timeframes. That said, when my organization has had assets acquired by other firms, I have had noncompete agreements imposed on me. While these agreements have limited my action as an executive and entrepreneur, they were understandable within the context - the acquiring firm did not want to pay for an asset while enabling me to create a new competitive product. These noncompete agreements have had three key components that I believe made them relatively fair: they were limited in time (2 or 3 years), they were very narrow in scope, and they were limited only to senior executives or shareholders. Further, they were part of a larger financial transaction in which there was clear compensation the the agreement not to compete. I therefore urge the FTC to move forward with the banning of noncompete agreements in the vast majority of employment contexts but to not ban them in all contexts. The contexts in which they are used should be limited in time (no more than 3 years), limited in scope (not prevent employment in an entire industry, but, rather, to a specific, narrow type of work), and have be limited to senior executives, major shareholders, or other highly compensated individuals. Thank you for the opportunity to provide comments and input."

Michael	"Worked at a MSP (managed service provider) doing server setups and client on boarding in Virginia. Started at 43k. They actively went after anyone that quit the company and went to other MSPs, which made it very hard to find relevant work in the area. Granted, the idea of poaching clients in that industry makes sense, as it's easy for a sales person or support person to take a dozen clients out of --400 if the business saves money. And one of our competitors literally got bought out by xerox, and they were trying to poach every employee. There's a thin line to walk here to make it work. Outright banning them doesn't fully make sense, imo, especially from a sales standpoint. At the worst, the length of time should correlate to the person's total monetary take home including overtime and bonuses."
Bridget	"Non-competes for health care providers are nonsense and stifle competition. There is very little that is proprietary about practicing medicine. A non-solicitation agreement makes much more sense than a non-compete. Non-competes should be reserved for higher level executives with access to actual trade secrets. They were never intended to be used blanketly across all levels of professions. Their abuse is egregious and needs to stop."
Amy	"Non-compete agreements should be abolished for all employees except those at the highest executive levels. They limit the ability of workers to advance in their careers and serve no legitimate purpose except to shackle people to jobs they seek to leave. People should be free to compete in an open labor market just as companies are."
George	"See attached file(s) Attachments Restrictive Covenants"
Jane	"Non-competes should be illegal in all but the most senior professional situations and in that case paid 'Garden Leave' should be mandatory Taking away someone's ability to work is plain wrong."
Eric	"Non-compete clauses are normally heavily in favor of the employer. These agreements eliminate competition and the basic rules of capitalism - that is, supply and demand. Workers are put at a distinct disadvantage regarding the sale of their labor. It is especially true for younger workers just entering the workforce and are unaware of the ramifications non-compete clauses can cause in future employment. Non-clauses should be unlawful."
Lisa	"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I have lost my business to a non compete after abusive business practice from my partner, and had to start over lost entire business to fires and a mudslide trying to start over in another part of the country because I had s non compete and could be sued. I was extremely successful in my business field and had been an early entrapeneur online in the w-commerce space."

	<p>I have lost my business savings, life and marriage due to the unnecessary burden of a non compete, it actually ruined my live economically and personally and sometimes you can't recover.</p> <p>I have had several now at the small businesses that have hired me, it kept me from working near where I live and had me commuting hours to my home and now my health has succceed ass a result, I had to drive hours to work to open a business and hours then to co</p> <p>Mute Dudu g the fires and catastrophies(fires happened then the mudslide) had a non complete which forced me to drive hours from</p> <p>Where I live also due to cost of housing and the noncompete. I was forced to drive for hours to be a business owner -commute for hours even during disasters, no where to stay!</p> <p>It is all horribly sadly connected.</p> <p>Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
James	<p>"Any regulation like this must be thoroughly thought out. Although the rule does not specifically ban non-solicitation agreements, sonic speculate it may open them to legal challenges. Non-compete/solicitation agreements (within reason) must be available to small businesses to help protect them. There are many cases where employees have access to confidential/proprietary information which they can easily steal and use to directly compete with the existing business. I personally have a business where, prior to using non-solicit agreements, had an employee leave my business, steal at least some of my customer list, and use it to directly contact them. This is a business where there are limited customers with the product I support and finding those people are part of the challenge of running the business. Why should an employee allowed to steal the benefits of my work locating and securing these customers for my business`` Banning these clauses would make it very easy for someone to go work for a company for a short time, take critical information, and use it against the business. My business does not prevent anyone from working for a competing company. This should be allowed. But there must be options for businesses to protect themselves from unscrupulous employees who will steal information, trade secrets, customer lists, etc. Small businesses work hard and invest a lot of money to develop these things and having no protection could be devastating to many businesses."</p>

Constituent Support for the FTC’s Noncompete Rule



Rhode Island | Statewide Impact

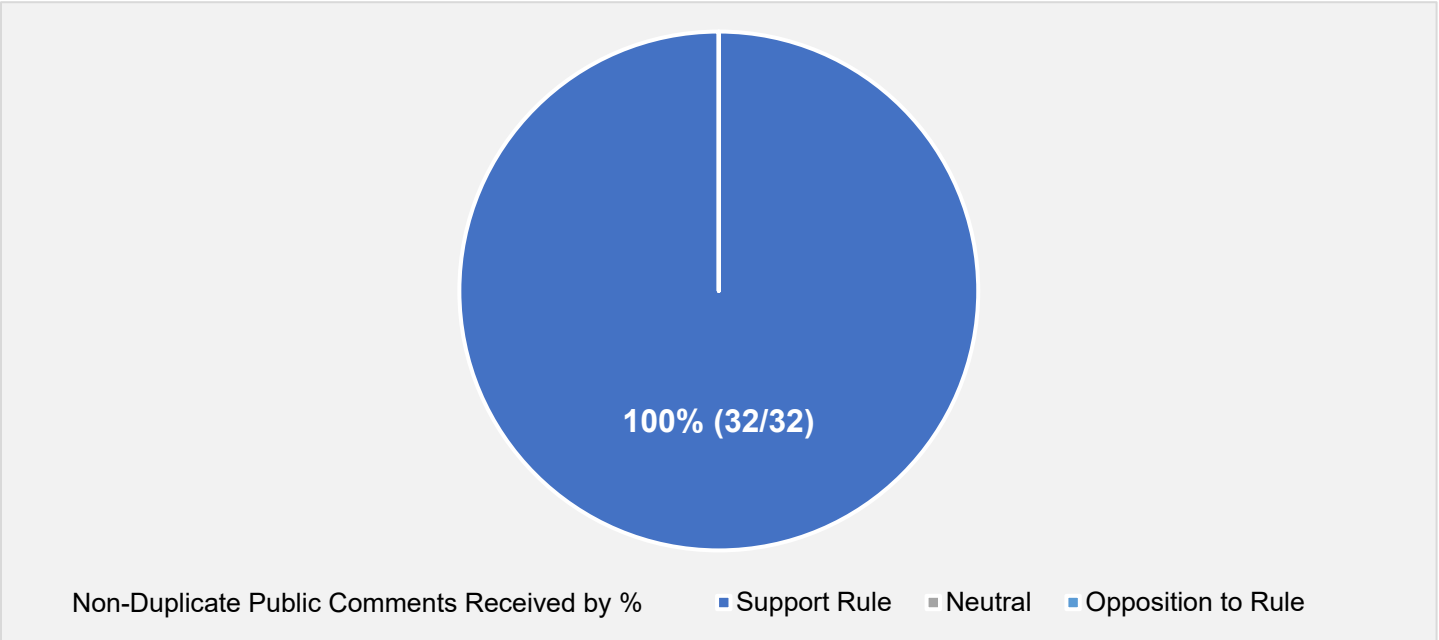


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Rhode Island**:

Rhode Island Covered Workers	Increase in Total Annual RI Worker Earnings	Increase in Average Annual RI Worker Earnings
385,074	\$220,004,925	\$571



[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 32 of 32 RI Commenters Support



Support Across Sectors of the Rhode Island Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I feel that non-compete agreements in contracts for physicians should be illegal....We should be able to change jobs just like anyone else and not have a non-compete agreement. We have sacrificed enough of our lives (most of our 20s getting paid less than minimum wage for the hours worked) for the good of the general public, that we should not be forced to uproot our families to get a better job once we are attending physicians. If people are wondering why...people are not wanting to go into medicine, this is one of the reasons. If you want to have physicians in 30 to 40 years, if you would like to see a physician for your own care rather than a nurse practitioner or a physician assistant, this would be a prime thing to eliminate. Signed, A Burnt-Out Primary Care Physician"</p> <p style="text-align: right;">-Heather</p>
	<p>"I'm a personal trainer and have been in the fitness industry for about 10 years. Non-Compete Clauses make it next to impossible to leave a gym or studio that has a toxic work environment and management. This leads to good coaches leaving the profession and, more importantly, clients being unable to truly receive the best coaching and services that they could be receiving. I fully support banning Non-Compete Clauses. Make it happen."</p> <p style="text-align: right;">-Nicholas C.</p>
	<p>" I am a Business Development Representative in Rhode island....Each company I have worked for has forced me to sign a non-compete as a condition of employment...I was still party to a non-compete from two employers ago in the same industry....I reached out to my former boss, the owner of the company I was in a non-compete with and let him know that...I have 3 young children, and despite my best efforts the only opportunity I was seeing after a month long job search was to work for a competitor. I asked if he would be willing to forgo the non-compete...He informed me that he had already engaged his attorney and planned to enforce my non-compete should I proceed with the offer...Non-competes force employees to stay in jobs, because we see no way out and tear a lack of opportunity if we leave. It forces us to pass up higher paying offers from competitors who see our value. No one should feel stuck in their job and forced to work for lower pay due to intimidation from their employer."</p> <p style="text-align: right;">-Brie</p>
	<p>"This is a huge problem in the mortgage industry. Companies like Guaranteed Rate have massive legal departments and are not afraid to sue anyone that leaves. As a competing mortgage company this reduces the number of candidates we can recruit....This would definitely open up the ability for mortgage professionals to seek alternate employment without the fear of having to deal with</p>

the massive litigation fees for the hiring company as well as the employee. I hope this thing passes and levels the playing field...."

-Alan C.

Additional Support from Rhode Island

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Charles	"This is a great idea to spur innovation in the US and empower employees."
Noah	"I am a 23-year-old parts driver . I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Linda	"As a single mother with two children to support and over 20 years in a single industry this immediately and negatively affects my ability to support my children. My current employer has just laid me off Monday and is requesting an additional elevated non compete in order to receive my last two weeks pay. I need this pending legislation passed asap so I can continue to work in my given field....But I know of so many others dragged to court over this from former employers. We cannot allow non-competes to continue!"
Stephanie	"Non competes stifle growth of the economy and limit the wages my family can make because of a small competitive market. Getting rid of non competes would allow me and my family to earn higher income based on my qualifications and eliminate legal ramifications for pursuing better wages."
Ray	"I am against the Non Compete Clause. I believe the Non-Compete Clauses by employers are forced upon employees and perspective employees. An offer by an employer is valid only if a perspective candidate accepts and signs the Non-Compete. Trapped. After 30 years in an industry, an employee is not allowed to move within the industry? Signing an agreement that actually calls out, by name, the competitors names and vendors one cannot work with or work for. That is what I am facing. Am I an indentured servant at that point? You Bet. All without compensation for not working for 1 - 2 years. When one brings 30+ years experience to the table then has to sign away the value of that experience to gain employment, this is an outrage. This does not allow fair competition between competitors for experienced, knowledgeable prospective employees too. When work environments are dysfunctional, toxic, and exclusive, without opportunity for advancement, so one needs to move on, move forward, yet are held back because of a Non-Complete Clause is just not right or fair to all involved, including the employer and employee. Sure, Mr. employer says, sure you can leave, be on your way, yet one is bound by a Non-Compete Clause? This is a restraint for any type of fair play. These big companies want it all, they want their cake and eat your

	cake too. Please, impose a ban on all Non Compete Clause, not only moving forward, yet, also, retroactively."
Tyler	"The existence of non complete clauses is an affront to what the USA is built upon. We wish for a free competitive market and yet businesses are allowed to literally have clauses which allows them to trap workers in their company. I am a physician moving across the country for a new position this year. My current group has not worked out and because of non compete clauses I am forced to relocate my family to be able to work. If the new position does not work out I will be forced to relocate again and again. In the current situation only work for one group in a given location and will be forced to move if the group does not work out. This puts me at a significant disadvantage in negotiations, the group knows that I will not want to move my family giving the an incredibly unfair amount of leverage in negotiations. They know if I quit I will be forced to relocate. This causes my wife and I great anxiety as we worry that the group may not work out and we will be forced to uproot our kids time and time again. We just want to choose a place to settle and raise our children. This practice needs to end please put a stop to it."
Brittany	"Non-compete clauses in contracts nationwide should be banned. They were used to the benefit of hospitals and to the detriment of physicians during COVID. Even in states (CT) where the government created a ban on physician non-competes to protect MDs during COVID, many hospitals tried to "grandfather" physicians re-signing contracts into a non-compete clause."
Jason	"Non-compete clauses are the most egregious form of monopolistic corporate control, because it creates a monopoly over people's livelihoods, for no advantage other than keeping their employees under their thumb."
Jared	"I am whole heartedly in support of this proposed rule. I am currently under a non-compete agreement that is preventing me from securing gainful employment and have experienced harm from non-compete agreements in the past. I agree that employers use non-compete agreements to restrict an employees freedom and diminish the employees bargaining power, wages, and economic opportunity, because I have experienced this in the past and I am experiencing this currently."
Christopher	"Please ban the unfair and uncompetitive practice of non-compete agreements from workers. I used to own a painting contracting company and I used them myself to prevent employees from starting their own businesses. In hindsight, I see them as an immoral and underhanded tool designed to take opportunity away from others."
Timothy	"I support the move to ban non-compete agreements."
Gene	"There may have been a legitimate time for these non compete clauses, but it not now. Now is the time to eliminate them!"
Christopher	"This long overdue. Non-competes are a sort of slavery." Work here for a reasonable paycheck or leave and be poor." It is just a trap. Theft of confidential

	information is a crime, as it should be, but non-competes only lock employees to their employer, no matter what. Grossly unfair."
John	"I strongly support eliminating non-compete agreements. They are presented as a non-negotiable part of the job agreement and the employee has no meaningful ability to modify the terms in his favor."
Tamar	"Please compete noncompete clauses and stand up for physician rights."
Tom	"Non compete clauses are fundamentally discriminatory against employees who wish to seek better opportunities. They give a company undue power over them, disrupting their ability to make a living by preventing them from working in their field at a different employer."
Christopher	"To whom it may concern; I'm writing this in regards to concerns about non-compete clause changes potentially exempting physicians and other allied health professionals in response to a letter from the American Hospital Association. In their recent comments, they claim to represent "more than 270,000 affiliated physicians , 2 million nurses and other caregivers" in opposing changes banning non-compete clauses. Notably, they do so after mentioning the hospitals and large employers they primarily represent, and give a false impression that the health professionals would *prefer* to keep non-compete clauses, something I find laughable. Few employees would support keeping themselves trapped in a job for fear of being locked out of their hometown if they leave. I myself recently signed on to take my first attending job. One of my major criteria was picking an employer that would not have a non-compete clause in my contract. I'm moving back to my hometown area, a rural/suburban corner of Arkansas, which has a physician deficit, especially in my small field of rheumatology. Word from some of their physicians was that many felt trapped in a system that mistreated them, with fear of leaving due to non-competes that were selectively enforced. There were even non-compete clauses for hospitalists, who have no clinic patient panel that could possibly follow them *anyway,* and had no employer-level knowledge or trade secrets for a non-compete to even protect. And yet, non-competes were standard at most, until I found one that realized that their patients and physicians benefitted from a more free, open market without non-competes. Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more flexibility, and allow their patients more choice. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."

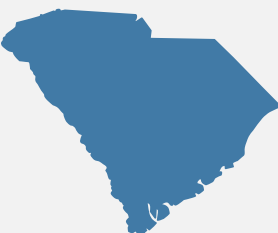
Jacob	"It is absolutely insane how we allow corporations to have such a stranglehold on labor by requiring non-competes for all of their employees. Rarely are non-competes actually protecting a corporation from any trade secrets getting out, and they mostly discourage labor mobility which has a proven positive effect for both the workers and the new companies that they move to. I support banning non-competes and rendering all existing ones null and void."
Bruce	"I am a well paid professional without much (if any) propriety information and I still worry about this. Applying this indiscriminately puts yet another drag on the average worker (on top of oppressive schedules, limited benefits, rarely a livable wage, etc.). Let companies compete with salaries, benefits, and loyalty to the worker."
Nicole	"Non competes should be banned. Please consider terminating this clause. I know someone personally it effected. All she wanted to do is work. Let us work!!"
Viktor	"The majority of workers covered by Non-Complete Clauses are covered under an assumption of trade secrets or insider information. This assumption is faulty in a significant majority of cases and restricts workers unfairly from utilizing learned skills and benefiting from them without geographic relocation, which can unfairly require a worker to substantially personally compensate for geographic relocation, support themselves by alternate means (degrading their associated skills) to wait out the clause timeline, or to accept lesser benefits or wages with the firm which the clause is held with....As in one of the examples provided within the rule documentation - a standard sandwich shop employee is not in a position to receive trade secret information, vendor information, or insider information which would harm the business measurably. This employee should not be restricted from applying the same skills at a comparable business. Alternately, an employee of the same sandwich shop specializing in procurement or in ingredient production may be aware of vendor information, pricing plans, or, rarely, trade secrets. While a competing company could have use of this information, such information would either persist for longer than the standard duration of a non-compete or be non-valid after a time period less than the standard duration of a non- compete. In either case, a business would have legal recourse if they could reasonably assert that a former employee was using that information incorrectly and was providing a clear unfair advantage to a competitor. Pre-emptively barring this employee from seeking work from a competitor because of a perception that they will automatically provide an unfair advantage to a competitor is an assumption of guilt before innocence. Consequently - this should be considered a universal rule, without exceptions for any particular commercial industry. In the modern age of cybersecurity and cybercrime, it is just as easy if not easier for a given individual, group, or state-sponsored entity to extract the equivalent information (or greater) from companies than a single individual or group of individuals leaving a company to work for a competitor could provide. Such cyber exfiltration is more and more common and should be considered of far greater threat to business information than workers seeking the best benefits and/or wages for themselves and their families"

Matthew	"I usually don't get political, but I have been subjected to terrible non-compete and non-solicitation agreements for my entire career. I truly feel that it has negatively affected my ability to earn better wages for myself and my family and prevented me from gaining better working conditions throughout my entire adult working career. Non-competes, especially in the case of laid-off workers, are ridiculous. People > Corporations."
Edward	"Agree to ban them as exploitation of physicians by health systems. This contributes to doctors leaving the work force."
Bradley	"Dear Chair Lina Khan, Please ban noncompete agreements. For most workers noncompetes are used without justification, signed under duress, and open employees leaving a company to unwarranted legal retaliation. Companies are also put at unnecessary risk when hiring employees if they have ever signed a noncompete agreements. They also shrink the pool of candidates."
Ryan	"Non-compete clauses are unacceptable and a method for businesses to control ex-employees. If businesses are concerned about an employee leaving for a competitor, they should provide better pay and work environment. If they fired/laid-off the employee, then they also have no right to decide where an employee goes. Non-compete clauses do exactly as intended, limit competition. It's unacceptable and should not be allowed."
Matthew	"Non-compete clauses hamper workers' freedom to change their working conditions. There may be a small, rarefied scope of fields in which non-compete clauses work to slow corporate espionage, but for most workers they are a needless obstacle to bettering their own station. Please, for the good of American workers, ban the use of non-compete clauses in future employment contracts and void such clauses in existing contracts. Thank you for your time."
Alexandra	"Yes, let's ban non-compete clauses. They help corporations and highly paid executives and hurt the working and middle class. It's outrageous and elitist."
Mitt	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Most importantly, non-competes restrict freedom. They are bad for consumers, bad for workers, bad for families, bad for business, and bad for society. They only serve to enable mediocre business owners to exploit their workers and local tax payers. Non-competes are anti-capitalist and anti-American. Thank you for your work, and please issue a final rule that bans noncompete agreements."

Constituent Support for the FTC's Noncompete Rule



South Carolina | Statewide Impact

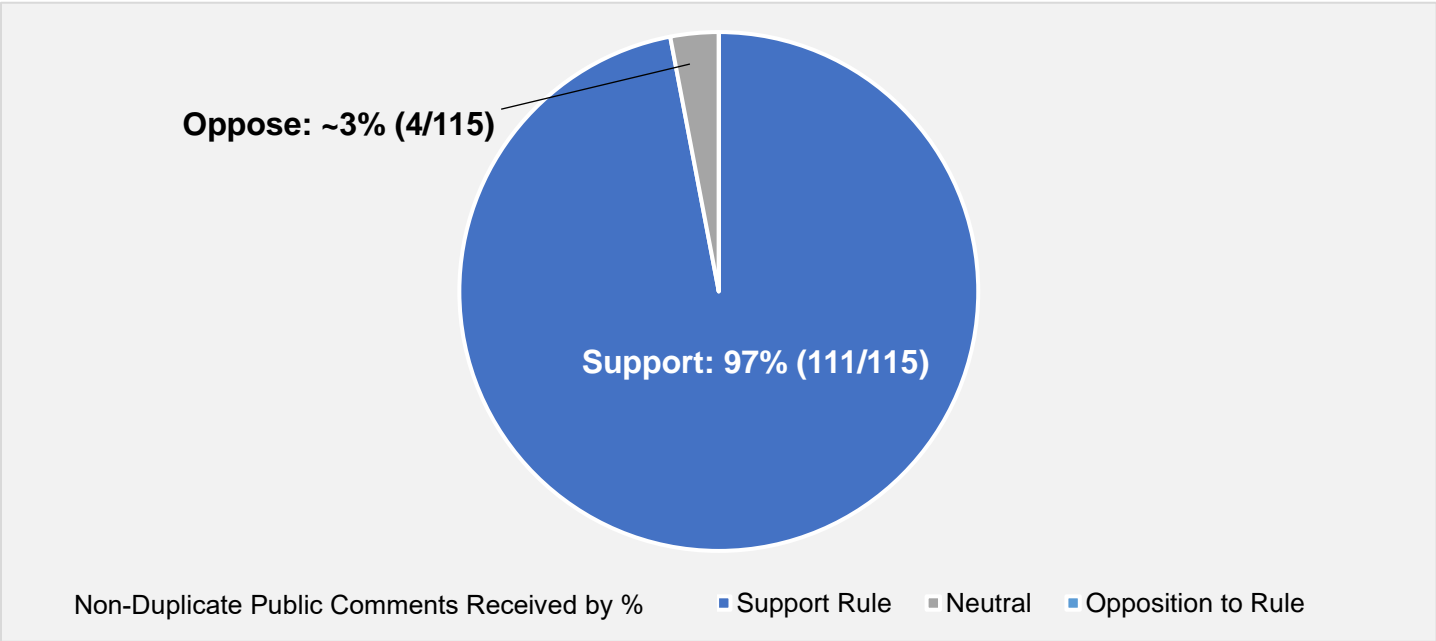


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **South Carolina**:

South Carolina Covered Workers	Increase in Total Annual SC Worker Earnings	Increase in Average Annual SC Worker Earnings
1,745,274	\$858,798,497	\$492


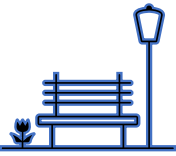

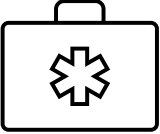

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))

Notice of Proposed Rulemaking: 111 of 115 SC Commenters Support



Support Across Sectors of South Carolina's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I thought we'd labor under this feudal law forever. Biden will go down in the [history] books as a hero..."</p> <p>-Loretta</p>
	<p>"Noncompete agreements are as unamerican and anti capitalist as the Chinese Communist Party is and they destroy the competitive advantage of the middle class and these clauses should be against the laws of the United States of America."</p> <p>-Gary</p>
	<p>"I would like to voice my support for the FTC to make Non-compete clauses illegal in the USA. They do not allow for employees to seek better opportunities. They also diminishes education, and experience, that employees work hard to obtain."</p> <p>-Shaylynn</p>
	<p>"Making physicians have non competes only benefits the hospitals. Make them stay at jobs That are more destructive, bad jobs because of location. This hurts moral injury and should be lifted!"</p> <p>-Crista</p>
	<p>"I'm a perfect example. I'm working for a healthcare group and my wages are stagnant for last 4 years. A competitive healthcare system in town is offering attractive position but I can't join it because I have a 12 month non compete. My only choice is to leave my current employer, find one in nearby town, drive 3 hours a day and wait for a year before I can join the other group IR leave the town altogether. It is a modern day slavers and I'm an educated slave. Please ban non compete. Thank you"</p> <p>-Syed</p>

Additional Support from South Carolina

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Jennifer	"Please do not exclude physicians from the non compete rule. Physicians should have the ability to choose their own working environments and be able to change jobs without penalty like anyone else. Thank you."
Kristen	"It defies logic that noncompete clauses were ever allowed in the first place. American workers deserve the right to work for whomever they choose wherever they choose. We should not be forced to accept lower paying positions or be forced to uproot our families to find a better job. Do the right think and end this now. If the US government does not end noncompetes it will be because of corporate greed."
Nitesh	"Non-compete clause is a plaque of modem society and it is a violation an individual's right to work. Large organizations use this clause to bully physicians into working under unsafe conditions and prevent free movement of labor. Most physicians are not privy to business dealings of hospital and they are no threat to the interest of these hospitals. As a Physician, I strongly oppose Non-Compete clauses and support freedom to work."
Callie	"I support doing away with non competes. Our company makes everyone sign one even though SC is a right to work state. We aren't able to go work for another company and support our families - even if we are laid off."
McLaren	"I don't understand how restricting competition is a good thing."
William	"I support the ftc on this matter. Non-compete clauses reduce marketplace competition."
Mike	"I strongly support the FTC banning non-compete clauses, including rescinding those already in effect. These are one-sided and predatory clauses that for too long have been used against workers by employers and hiring parties to unfairly exert control over them, including preventing them from seeking a better position. When a company or management is doing a poor job, or they don't offer the right situation for a worker, then the worker should be free to leave and continue their work elsewhere. Please ban non-compete clauses! Thank you."
Lauren	"I strongly support the ban on non-compete clauses. These clauses give employers far more power over their employees' lives than any rational society should allow. Please bring this unjust practice to an end."
Kathy	"I support the proposed rule to ban exploitative noncompete agreements. Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives

	<p>markets — and when noncompete agreements eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. One in five American workers have signed noncompete agreements --- and it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompete agreements. Jimmy John's even tried to use noncompete agreements to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompete agreements would have a huge impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new career opportunities for 30 million people. With corporate profits at obscenely high levels, corporations' excuses about wage increases creating huge losses have lost credibility. Pass this rule immediately."</p>
Lawrence	<p>"On January 13th 2023, as a result of a corporate merger, my position was eliminated Included in the separation document that is required for me to get my severance package, I am forced to agree with a non-compete clause. My company was a global company that merged with a global company. They have 10's of thousands of clients and subcontractors. By agreeing to their clause to receive my severance, I am basically unable to get employed in my very segmented industry of Electronic Security. Please stop this practice of employers unlimited overreach, even after they terminate the employee. Thank you. Best regards, Lawrence Burgio"</p>
S	<p>"This must pass and it must include healthcare workers - from MD physicians to technician workers. EVERYONE must be exempted from no compete contracts and the hospital private equity 1% cannot be allowed to get their way with healthcare worker exemption"</p>
Jose	<p>"I am a practicing physician and throughout my professional career have worked in underserved and suburban areas. Noncompete restrictions in contracts hinder the ability of a professional to deliver quality of care in front of the financial interest of the employer. There is a growing shortage in the number of medical subspecialties and now even primary care providers for the population of the United States of America in general, more so in rural and suburban regions. Noncompete restrictions hurt the population because when a physician may have any kind of disagreement with an employer (the great majority of those putting financial interests before quality of care) the physician cannot stay in the community and continue to serve the population that he/she has cared for, in some instances for many many years. The Freedom of one's decisions to provide the best care possible should not be obscured by the fear of having to uproot one's residence and in some cases family just based on verbiage included in a contract that typically employers are unwilling to negotiate. The free market, and individuals decisions should guide the geographical location where a person can be successful or a person chooses to seek medical care and not financial interests of corporations which headquarters are usually 100s of miles away from the area in question."</p>

Paul	"I agree there should be an end to common non-compete clauses. It definitely prevents people from being able to expand their own opportunities. They are typically put in place with the employee under duress of not being able to start a job or keep an existing job. I agree with not being able to share a companies intellectual property from a technology perspective. But if a person has years in an industry and builds contacts from several companies/clients over the years it should not be considered intellectual property or restricted by a non compete."
Kathryn	"I support banning Non Compete Clause Rule. This is a positive step to helping particularly lower income people from derailing their work and career opportunities."
Judith	"As more and more physician practices are owned by hospitals, especially in primary care, noncompete clauses have become pervasive and harmful. When physicians cannot move a practice within a community without prolonged waiting period or a huge payout penalty, they and their patients are harmed. Physicians are forced to move and patients forced to find a new provider in a saturated market. This sort of financial imprisonment needs to be made illegal."
Matthew	"Absolutely, ban non-competes. They are horribly restrictive. I believe that they constitute an unfair and predatory business tactic."
Clayton	"Please end non-competes. As a worker I should have the right to navigate the free market to optimize my own work and compensation."
Christine	"I have worked for over 30 years in the Tecycling Industry and am barred by a non-compete to work in this industry should I leave my company. This is an agesious law/rule that prohibits me from getting a higher pay and furthering my career. In no way does this have anything to do with non-disclosure agreements. Please recind this ridiculous and constraining Non-compete clause by employers."
Eileen	"PLEASE ban noncompetes! This has long been a tool used by corporate conglomerates to suppress wages since to leave your job you can't go work for a better paying competitor in town, you'd have to uproot your entire family and move. Banning this would force corporations to treat their workers better!"
Shannon	"Dear Legislators., please vote to make Noncompete clauses illegal. I am a board certified family medicine physician of 21 years. I have had patients who I served for many years. When I decided to leave my job, those patients were left without their trusted Doctor because I had to move away from the "restricted area" of a non compete. These current regulations only serve to hinder care, ensure further breakdown of the medical system and penalize physicians from finding a practice that is not solely concerned about money rather than quality of care. From one physician standpoint, the system is broken. Allowing physicians to choose a position they feel will allow them to give good quality care directly to patients without having to move from their home, or traveling to other areas so as to not have a legal obligation of Noncompete hanging over them frees the system. It would allow access to patients with the same doctors who know them, have an established patient relationship with them and provide consistent quality care. I ask that you vote to eliminate Noncompete clauses. From a non physician standpoint I

	also believe this to be true as it does not encourage fair market rights. It does not encourage innovation and stimulation of local economies. This law is outdated and should be revoked"
Tara	"As a Licensed Counselor, I believe that Non-Competes should be banned. They are harmful to the therapeutic connection and leave many clinicians deciding between litigation and client abandonment. Mental Health Care should be protected in that if you find a counselor you like and want to continue if they are leaving the current practice, you should be able to continue with that counselor without repercussions. Many other states do not allow non- competes, and it is time for South Carolina to follow suit."
Amanda	"I support the rule to end non compete agreements. It puts people in a corner if they decide to leave their job but want to continue in that industry. It's either they start a new career or stay st a job they might hate."
Blake	"As a fourth year medical student and future psychiatrist, I have already seen how non-competes hinder good healthcare delivery. Doctors who would stay in underserved areas by opening their own practice are prevented from doing so by non-compete clauses in contracts. Instead they are forced to move away to new areas far from where the patients who they have already established with are. This leads to a lack of continuity in care and fewer doctors in underserved areas if there is one group that has been imposing non-competes in that area. Often times new medical graduates will want to work for a group for a few years before starting their own practice. So for example, if a new grad joins a group (and the group imposes a non compete clause) in an underserved area (it is usually easier to find jobs in underserved areas, so this scenario isn't uncommon) but then with a few years of experience wants to open their own practice, they will have to leave the area. Thus the group continues to maintain a monopoly in the area, patients are abandoned by a doctor who could have helped them for years, and the area remains underserved by healthcare providers. Of course there can be people who start a new practice in an area before agreeing to work with another group, so a group imposing a non-compete is not a true monopoly. However, in a time when healthcare stability is desperately needed in so many areas, any regulation that pushes talent out of an area needing healthcare is damaging to that area. Non-competes are certainly doing just that. This rule would be a big win for patients everywhere, especially underserved patients. I urge the FTC not to listen to the lobbying of large corporations who want to keep their bargaining power and put it above the interest of consumers—in this case patients."
Elizabeth	"Dear Federal Trade Conunission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them

	<p>from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, Elizabeth Dray"</p>
Abigail	<p>"I am writing in support of the FTC's ban on noncompete agreements. In veterinary medicine, non compete agreements are onerous and place significant stress upon those who sign contracts with them. If all goes well at the clinic, there is no problem. However, should the employee seek to switch employers they may find they are limited to rather excessive time/space limitations which would essentially require them to move in order to continue working, particularly for some specialties. Emotionally and financially this can be extremely distressing. For those seeking veterinary care, it may mean more limited options and suppression of less expensive competitors as the veterinarians find themselves limited in their ability to practice due to their non competes. I am not as familiar with non competes in other professions, but assume that it must be similar. Thank you for your consideration, Abigail Duvall, DVM"</p>
James	<p>"The current situation with noncompetes accelerate the physician workforce shortages that we are currently experiencing. There are many physicians that are forced to cut back clinically or leave the workforce entirely because they can not change jobs. The current situation with non competes make it difficult for physicians to speak out about poor patient care conditions at their current employer. This is due to physicians being "tied" to a certain employer due to non compete clauses. This causes physician to not speak up/take issue with things such as poor care delivery, poor quality care, unsafe workplaces, etc. A single physician leaving a hospital does not typically cause a big financial issue. If it does, the hospital needs to evaluate what role they played in the separation. If many physicians leave in a short period of time, the hospital needs to evaluate what role they played in the separation. Hospitals have had unfair advantages due to non compete clauses and have not provided good workplaces. The current proposal by the FTC needs to be revised to include non profit hospital systems. The majority of hospital systems in the US are designated as non profit hospitals and would not be impacted by the currently proposed changes. The current rule would yield an unequal playing field compared to independent physician practices and for profit hospitals. The rule definitely needs to be applied to non profit hospitals as well."</p>
Cory	<p>"To whom it may concern, I am writing with regard to the FTC's consideration of a change to address Non-Compete Clause rules. I am both a business owner, and an individual in the employment of another company. My primary means of supporting my family is my employment as a salesperson for that company. So, I am writing from the perspective of an employee. It has been my experience with non-compete clauses, that they unfairly limit competition in the employment marketplace. The FTC has taken significant steps to prohibit anti-competitive business practices, from one company to another. The FTC should address anti-competitive business practices in the employment workplace as well, and do so with the utmost haste. Non-compete clauses have the effect of prohibiting an</p>

	<p>individual from moving from one employer to another, thereby severely limiting that individual's ability to increase their own wages, or to improve their standard of living. On the other hand, they also limit the ability of companies from hiring the best and most experienced employees. Because they cannot leave without making a radical change to another industry, the employer does not pay the individual what they are truly worth, so the non-compete keeps wages down for affected workers. In addition to this, it has been my experience that potential employers will hire younger workers, versus those with more experience, to avoid the ramifications of hiring an individual under a non-compete. Effectively harming older workers more significantly than younger, less experienced people. I am, myself, under a non-compete agreement with my current employer. It has had the effect of prohibiting me from moving to another employer within my industry. It has created a high level of career dissatisfaction and limited my compensation. Beyond limiting the potential move from one employer to another, in the event that an individual gets terminated by their employer, and is under a non-compete, that document can prohibit the individual from gaining employment within the industry where they have expertise and experience. Because of this, it has the effect of keeping the American workforce from reaching its full potential. Furthermore, in the event that an individual leaves one employer for another, where a non-compete is in effect, where both the employee and the new employer have every intention of following the non-compete from the prior employer. Regardless, the former employer files the previous employee and the new employer, causing significant financial harm to both entities. I see this as a form of anti-competitive business practice, from multiple perspectives. Myself, I would like to see the FTC ban future non-compete agreements and clauses and nullify any that are already in effect. But in addition, I would like to see severe penalties put in place for companies that pursue legal action, or engage in other forms of harassment, against individuals in the company's attempts to enforce these agreements and clauses. I wish you all the best, and hope that the FTC takes action firmly and quickly as outlined above. Attachments FTC Letter"</p>
Jimmell	<p>"I am a practicing pediatrician for the last sixteen years. Since 2015, I have been an employee of a hospital owned practice in South Carolina. At the end of my contract this year, I plan to open a medical practice of my own. I do have a non-compete clause that states that for two years after termination of the employment agreement, that I cannot work for any competitor within a 30-mile radius. The 30-mile radius is problematic for physicians who are unhappy with their current employer and wish to find employment elsewhere. Case in point, the federally qualified health center in my town needs pediatricians. However, I am contractually bound to this non-compete clause and I cannot work there for two years. Think of all the underserved children that I could be serving if it were not for my non-compete clause. Also, the vague wording of any competitor concerns me. As one of the largest employers in my town, who would the hospital consider its competition? One would assume that the clause refers to another hospital. However, the hospital owns most medical practices in town as well. The only opt out is to start an independent practice or not practice in my field of pediatrics for another entity within a 30-mile radius for TWO years. These non-compete clauses end up placing all the power unfairly into the hands of large hospitals by limiting where a doctor can practice medicine. In the days post COVID, with the mass</p>

	<p>exiting of physicians from the front lines of medicine (by early retirement, shifting to nonclinical jobs or even sadly suicide), the time has come to get rid of this antiquated practice that has always favored big corporations over employees and small businesses. The fact that non-compete clauses interfere with competition may have been under the radar, especially in medicine, as there previously was much competition with private practices. However, for the first time in 2020, the share of physicians in private practice dropped below 50% according to the Physician Practice Benchmark Survey. Since 2012, the trend of healthcare systems buying up private practices, continues to erode competition in the medical industry between hospital owned physician practices and private practices. The competition now predominately occurs between the larger healthcare systems and the independent practitioners have been feeling the squeeze. The pressures of medicine including the loss of physician autonomy, the mounting administrative duties, and the lack of understanding of the sanctity of the doctor-patient relationship from hospital administrators have caused physician burnout at alarming rates. According to a recent bldg article by Dr. Peter Grinspoon at Harvard, "The US is expected to face a shortage of primary care physicians ranging from 21,000 to 55,000 by the year 2033." That is an alarming statistic for a nation that is also increasingly becoming unhealthier. I am so glad that the Federal Trade Commission is finally looking at this. Especially now with the rising doctor shortages and new concerns for patient choice and autonomy, these clauses explicitly hinder solutions for both. The elimination of the non-compete clauses would immediately give physicians the freedom to consider other options for employment or small business ownership. It would also provide patients more choices for where they can receive their medical care. I believe the elimination of the non-compete clause in contract agreements among physicians and hospitals across the country, will increase competition in the medical industry, but ultimately it will increase competition in all areas of industry. I plan to leave my employed position and start my medical practice non-compete in tow. I am hopeful that you will agree that non-compete clauses should be eliminated from all contractual agreements. This may be the impetus the medical field needs to right the ship before it sinks. Thank you so much for your consideration."</p>
Michael	<p>"Non-compete clauses are an effective way to stifle innovation and trap workers in sub-optimal conditions. They use a legal form of coercion to artificially manipulate the employment marketplace. They should be removed. Health care workers should not be excluded from the pending reform."</p>
Michael	<p>"Non-compete clauses are an affront to the American ideals of free enterprise by artificially leveraging the power imbalance between employers and employees to the exclusive benefit of the employer. They should be universally disallowed without regard to industry."</p>
Gary	<p>"Non compete clauses are contrary to the spirit of capitalism and competition being the main factor in keeping prices both moderate and competitive. Full Stop. GFW"</p>
fNatalie	<p>"Please remove physician non competes- it sets up predatory and anti competitive behavior by hospitals and causes physicians to have to move if they need to find a new job"</p>

Don	"Please pass this. Thanks for being proactive."
S	"Non-Compete agreements are the equivalent of modern-day, corporate enforced, slavery and having the governments of the various states be complicit in their enforcement is shameful. Companies have designed these repressive, self-serving and oppressive agreements to eliminate ordinary competition, restrain employee mobility, and suppress wages in the relevant labor market. Seeing the FTC finally lead action to eliminate these oppressive agreements is a welcome change that many others and I are happy to support."
Todd	"Healthcare non-compete clauses are a significant contributor to decreased access to care (particularly pertaining to rural settings), drive up the costs of healthcare while simultaneously lowering the value of care provided, and worsen patient safety outcomes. The sole benefit is that they allow large healthcare organizations to maintain their market share and stifle competition. As a physician from a small to moderate sized southern city, my plan was always to seek exceptional training elsewhere, and bring that expertise back to my home community to help advance the care of pulmonary disease locally. The city has a hard time recruiting outside talent, as it is not a particularly attractive market to those from other regions of the country. Therefore, I saw my return home as a success - an opportunity to gain a new and well trained physician who was likely to have a career that would span several decades. Instead, I find myself stuck working for a large hospital system that is continually cutting costs, continually understaffed, and has degrading facilities. I am not able to provide the care I feel my patients deserve within this institution. However, I am stuck working for a poorly managed organization if I desire to stay in my home town, serving the community I love due non-compete issues. The non-compete clause forces me to continue to provide care that is below my capabilities and below my patients' expectations. The non-compete clause forces my patients to stay within the current hospital system. The non-compete clause actually impairs people like myself from coming home and serving their community. It is largely able to attract outside talent only by offering large sign-on bonuses and elevated salaries to bring people into a community they do not know. In turn, these hires often only stay for the first 3 years of their contract (once the sign-on bonus no longer binds them) before moving on to another area of the country where they are not restricted by the non-compete. The non-compete discourages the timely reporting of patient safety issues (or even fraudulent billing practices) by physicians due to fear of repercussions from institutions to which they are chained by the non-compete. The non-compete is anti-capitalistic, and is low hanging fruit in regards to the numerous and significant shortcomings of the United States Healthcare System."
Thomas	"This is common in the medical profession and is significantly impacting patient safety and care when physicians cannot switch jobs in the same area to provide needed assistance to other hospital systems. At the same time administrators switch systems all the time for better paying jobs."
Michele	"Non-compete exacerbates physician shortages! And patient access to physician-led care! We shouldn't be stifled to say where we are abused. We need freedom to leave at will and go where we can practice in a nurturing environment."

Michele	"Non competes area way to hostage physicians. Why hold a physician back because you don't want to treat them well. You don't hold nurses or any other medical staff this way. Stop the non compete!"
Stephen	"I strongly support an out-right ban on non-compete agreements for individuals entering into an employment agreement As a young professional (28) ¹ have already had negative experiences with non-compete agreements that are too broad. Rather than limiting working in a specific role, non-competes are too general and lead to outright bans from industries. While employers do invest in the employee, the employee is also investing in themselves and in the company. To argue that a financial and time investment is being made by an employer but not being made by the employee who is actually doing the learning while performing is lackluster. My specific non-compete after discussion with legal counsel was Bound to be un-enforceable as it was inhibiting me from working in non-competitive industries an non-competitive roles in the same industry. The cost and time had to be incurred by myself to and many other may be unwilling to pursue that risk furthering the employer power in negotiation. While working in a sales role, I was being inhibited from transitioning into supply chain management from a non-compete with a 2 year, nationwide range Non-Disclosure Agreements and Non-Solicitation Agreements are already in place to protect industry and trade secrets of employers without negatively impacting the employee. Employers unfairly bundle these agreements into one agreement as well Since leaving my previous employer and the non-compete, I have been able to realize salary gains of 45% and transitioning into a role that better fits my skillsets"
Alane	"This is a step in the right direction to protect workers from slimy and biased corporate tactics to exude control over employees. Non-compete agreements restrict workers from quitting their jobs and taking new jobs at rival companies or starting similar businesses of their own within a specific time period. In doing so, these agreements have unfairly denied workers the freedom to change jobs, negotiate the better pay, and start new businesses. The FTC itself estimates that a ban on these agreements could increase wages by nearly \$300 billion annually as they allow workers to pursue better opportunities. It's about time the government does something to benefit its electorate rather than politicians corporate donors!"
Corinne	"Please vote to end non-compete clauses for employees"
Tessa	"As a physician who has been subject to non-compete clauses I wholeheartedly support the proposed Non-Compete Clause Rule. My non-compete barred me from practicing medicine within a 10 mile radius of any office of my employer's practice for a period of two years. That would have barred me from working at any of the local hospital systems or most practices in a 3 county radius. Now that I am planning a return to full time practice I know that I cannot sign another non-complete clause like that one, which significantly limits my ability to choose a practice that is best for me. I think it is also important to remember that non-compete agreements in physician practices not only affect the ability of physicians to freely seek new employment but may indirectly affect the ability of patients to choose their healthcare provider. While I understand the desire of a medical practice to keep its patient base, that should not happen at the expense of

	patients. I firmly believe that a patient should have the ability to choose continuity of care with a trusted physician over profit for a medical group. Non-compete agreements in physician practices prioritize keeping patients (and physicians) hostage for profit over allowing them to make decisions about the best medical care for themselves as patients and physicians."
Steven	"The FTC must include franchises in the ban on noncompete provisions. The noncompete in a franchise agreement limits a franchisees ability to make a living at the expiration of the term even if the franchisee terminates the agreement. It enslaves franchisees to choose into signing a renewal agreement with much worse terms than their current agreement because they are locked out from earning a living if they don't."
Elizabeth	"Please pass this and make it cover all employees. I am an equine veterinarian and my current non compete is 30mi past our coverage area for two years. Our coverage area is over an hour wide. This means that I would have to move in order to get a new job. My boss knows I would have to move and it negatively impacts my contract negotiations because she knows I do not want to move. Removing non competes would make it better for employees to advocate for themselves."
CHARLES	"I couldn't agree more. Non-competes stifle competition, am absolutely key component of capitalism. It not only suppresses employee wages but also makes small businesses unable to compete for the best employees to suit their businesses hence making them less competitive overall."
Jamila	"The current non compete clause, especially in health care , is unconstitutional"
Candice	"I am in favor of banning all non-compete agreements. It harms me in my creative industry. My ideas are my own, I should be able to use them to benefit myself instead of waiting years because a company that was not paying me enough in the first place put a non-compete in my employment agreement."
Lindsay	"Our lives have been dramatically affected by a 3 year non-compete. My husband wasn't able to continue his career where we were at and the company who held the non-compete agreement had so many attorneys on staff and billions of dollars - there was no hope to fight it. So we had to move across the country with our three children to be able to support our family. Non-competes give some employers extra bargaining power to get employees to sign such agreements which leaves many employees in a less than ideal situation and they are stuck. Non-competes harm competition by blocking workers from pursuing better opportunities and by preventing employers from hiring the best available talent. Please vote no to non-compete agreements!"
Dean	"'Life, Liberty, and the Pursuit of Happiness". Non-compete agreements are by no means an agreement. They represent unilateral threats of continued unemployment made to coerce a signature, designed to maintain power over an employee long after the employment is terminated. I am victim of such an agreement. I made the decision to terminate my employment because of the personal habits and business practices of the owners which were detrimental to the employees and the future of the company. I do not feel that because of a non-compete agreement signed under duress that anyone should be forced to stay

	<p>employed in a toxic environment or not be allowed to work in their chosen industry within 2 states for 2 years. Non-compete agreements should be repealed to allow more competition and allow the public more options for goods and services and put pressure on bad owners and companies to change or get out. Thank you.</p> <p>Dean K. Haines Attachments Scan_20230225 The attachment is restricted to restrict all because it contains confidential business information data Scan_20230225 (2) The attachment is restricted to restrict all because it contains confidential business information data"</p>
Carrie	<p>"Being in a non compete was truly one of the worst things I've had to deal with in my career. Not only were my former employers unethical and immoral but then when I finally got the courage to leave I had to search fin- jobs outside of a 25 mile radius. It cost me money and my mental health dealing with their aggressive behavior towards me for over 2 years. Get rid of them, they only work for the employer and allows them to treat employees however they want because they know they have them captive."</p>
Scott	<p>"I have applied for many different leadership opportunities at my company and have been entertained by none of them. I have more experience than any of the managers I report to, most of the time I am training them how to do their job. I have an opportunity to grow my career at a competitor but cannot afford being jobless for 6 months due to the non-compete I signed in order to qualify for a bonus. The non-compete was signed 2 years ago, and since being required to sign it to be eligible for a bonus, they have not paid any bonuses. I love the work that I do, but not the people I do it for. Now I'm stuck in a dead end job until I can save up to be jobless for 6 months."</p>
Carole	<p>"Pm surprised this isn't already the standard It makes so much sense that a person can go to another company if they are being mistreated at their job. To require that they cannot work for another company doing similar work is ridiculous."</p>
Kelly	<p>"As a physician, I should not be restricted in where I may practice and therefore the community I live in, by my employment contract. Hospital systems create non-compete clauses with physicians with restrictions of 50-100 miles. Hospitals want to hold non-compete clauses over physicians as a way to keep them in undesirable contracts and poor staffing conditions. This restriction therefore affects patient care and quality by not allowing physicians to leave poor care situations to move to other hospitals. The expansion of some hospital systems to include multiple hospitals may restrict a physician to move out of state in the setting of a non-compete clause. As an emergency physician, I am not going to "steal patients" from a hospital system, nor or many other physician specialties. This would negatively care in rural communities. Please do not allow corporations to continue non-compete clauses."</p>
Jonathan	<p>"Noncompete contracts are an unjust means to force employees to remain with an employer who has no incentive to maintain competitive business practices and fair treatment of their employees, knowing that the employee bears the full financial and personal consequence of leaving employment. If during the course of the contract, an employee is mistreated and underpaid, they must either go without employment or pay fur their high skill set for the terms that may even extend beyond the working contract period, or relocate themselves and their family to a new location. Such a burden places an unfair binding of the person to their</p>

	<p>employer. The employee bearing this financial debt without pay is nearly modern indentured servanthood and why I, as a physician impacted by these non-competitive and unfair contracts, support the FTC proposal to prevent employers from entering into noncompete clauses with workers, and require employers to resend existing noncompete clauses."</p>
John	<p>"I was required to sign a contract with a non-compete clause when I taught at a for-profit college. I don't think there would have been an attempt to enforce it if I had accepted a teaching assignment at another school, but it certainly made me think less of my employer. The proposed rule is entirely reasonable. Existing IP laws are more than sufficient to protect legitimate interests of employers."</p>
Daniel	<p>"My ability to earn a living has been severely limited by a non-compete agreement. When the company I had been a sales rep for (for 19 years) was bought out by a much larger company, I was forced to sign a non-compete agreement just to keep my job. When my new employer let me go after about a year, they informed me that I couldn't call on any of my existing customers many of whom I had developed and called on for over 20 years. This was to be in effect for the next 18 months. I was later hired by a former competitor and began selling for them. Without the ability to call on any of my former customers (about 100 accounts) I was basically starting over as a brand new sales rep with lots of prospecting and cold calling. Needless to say, my income dropped dramatically. I was later wrongly accused of visiting some of my former customers and threatened with a lawsuit. At this point, I had to hire an attorney to help me deal with these false accusations and threats. This process was very costly and at my own expense. This issue is still pending and I worry about it every day. Many others are laboring under the same restrictions as I am. The unjust practice of forcing people to sign a non-compete agreement as a condition of their employment needs to be stopped."</p>
Tait	<p>"I support a ban on non-compete agreements, they increase employer power in an already unbalanced power dynamic between employees and employers. They also drive down wages and decrease competition."</p>
Benjamin	<p>"As a veterinarian, I strongly am in support of a total ban on non-compete clauses. It is standard in our profession to expect a non-compete clause as a basically a requirement for accepting a position. As a result of this, veterinarians are limited in their ability to negotiate, beyond being willing to uproot your life and move as a negotiating tactic. I personally know many veterinarians who have faced hardship over the consequences of non-compete clauses when leaving a bad work environment. The worst part of the situation is that from my understanding, most non-compete clauses are not legal or enforceable currently as is. The problem is that the mere threat or mention of enforcing a non-compete clause, prevents veterinarians from being able to consider their options. A personal friend that I know was sued for breaking a non-compete clause, and legal fees were at least \$20,000, which fortunately were paid for by his new employer. This is completely one-sided and unfair practice to limit the geographical range of veterinarians, especially considering that the veterinary industry is riddled with depression and suicide. We need to empower workers to have the right to maintain residence in a location, while being able to negotiate for their own best interests without worrying about non-compete clauses."</p>

Matthew	<p>"I am a Resident Physician in the state of South Carolina practicing to become a board certified Family Medicine Physician. It has come to my attention that groups like the AFIA are advocating for physicians to be left out of the FTC noncompete ruling. I believe that this would be a grave mistake. It is physicians and other providers, not healthcare systems, that do the vast majority of patient advocacy for the community. Crippling our negotiating power severely reduces our ability to adapt and improve our services to better serve our patients. It disincentivizes our employers to heed our concerns about these issues and is a significant driver in work dissatisfaction, burnout and healthcare labor force shortages. Institutional policies currently determine - Who we can serve: determining which insurances we can or can't accept without physician input, delaying or preventing access to care for an untold number of patients. These patients then show up to the emergency room for complications of untreated medical issues, leading to astronomical bills with poor collection rates and increased financial burden to the patients and taxpayers. - How we serve them. For example, limiting our ability to perform certain procedures we are sufficiently trained in, both delaying treatment and increasing the cost burden to the patient and taxpayers by necessitating extraneous specialist involvement when not medically indicated. As physicians we currently have very limited ability to fight for new equipment and staff necessary to expand and improve the quality of procedures and surgeries. - Where we can serve: Punitive measures assessed by non-competes create severe financial penalties for young physicians, both increasing risk of relocation to positions in areas with severe health disparities and discouraging discerning, intelligent people from pursuing medicine as a career in the first place. As it stands, many young physicians have to choose between serving their community in environments detrimental to their mental wellbeing, switching practices and financially crippling themselves beyond an all time high student loan burden, or abandoning their home communities to avoid financial ruin with no guarantee of a better scenario in the new practice. For these reasons I believe physicians and all healthcare workers with patient contact should be included in the abolishment of noncompete contracts by the FTC."</p>
Sal	<p>"It would be mundane to reiterate what is already known by the FTC. A "covenant not to compete" ("Covenant") is a restraint of trade as well as burdensome to workers. It has long been contrary to public policy. To help explain better why, I can give a viewpoint as an orthodontist (dental specialist). As an employee, after signing a Covenant with a 2 year and 5 (or 10) mile restriction, if I begin to work for a company that I soon find out emphasizes profits above patient welfare, I am faced with a difficult dilemma. If I do what is best for the company, I break my ethical duty to the patient which is to do what is best for them. If I instead rightfully put the patient first, I have created a stressful work environment where I must fear for the loss of my job. With a Covenant in place, this means a move to a different city. This is very burdensome on the dentist, but even more so on his children. Fortunately, I have always put the patient first (even before my family) so I can look myself in the mirror; unfortunately, it has caused repeated moves in the last 19 years which has made things very difficult for my 5 children. While it is easy for even an outsider to see how stressful and disruptive it is to the life of my family, what may be less apparent to the same outsider is what Covenants do to the general public. For example, if the company charges \$5,000 dollars for a set of</p>

	<p>braces that I do well, but it is delivered in an office that does not treat its patients well from a customer service point of view, those patients might seek another office. In a smaller town, that may not be possible which would require a significant drive to another town for the patient. However, if a Covenant were not in place, I could open up my own office in the small town, give them an exceptional customer service experience along with the same clinical result for the same \$5,000. And I could likely give it to them for less than \$5,000 because I would not have a bloated corporate structure which is full of inefficient parasitic load (aka, middle managers). This would force the corporation that I left to find ways to reduce overhead to become more competitive. Hence the public benefits. Some Covenants include language regarding 'Trade Secrets'. In all my 19 years of practicing, never have I been privy to these supposed trade secrets. Why? Because there were never any. I was clinically trained in school and for business training, we learned through the school of hard knocks. Owner dentists all seem to think they have invented the wheel. But business generally run the same: some more efficiently, others less efficiently. If some "supposed" trade secret were learned while employed which allowed more efficient operation. the subsequent taking of this information by the employee to another business or his/her own business startup could only help the public pay less due to the increased efficiency. With regards to the sale of a business. I can see the FTC's point here. If a dental practice owner sells his practice for \$2 million dollars, then that is a large yoke on the new owner's neck to handle for many years. If the former owner opened up the next day right next door, it would basically be seen by patients as a transfer to next door. The new owner would be left with none or few paying patients. Yes they would have nice expensive equipment, but they would have a large loan and no income stream to service that loan. Meanwhile the former owner would open his new practice for \$300,000, pocket \$1.7 million and have an instant income stream. The new owner would close and the public has not had any increase in competition. I want to thank the Commission for turning its attention to this long standing problem which has been not only injurious to workers, but also the Public."</p>
Salvatore	<p>"It would be mundane to reiterate what is already known by the FTC. A "covenant not to compete" ("Covenant") is a restraint of trade as well as burdensome to workers. It has long been contrary to public policy. To help explain better why, I can give a viewpoint as an orthodontist (dental specialist). As an employee, after signing a Covenant with a 2 year and 5 (or 10) mile restriction, if I begin to work for a company that I soon find out emphasizes profits above patient welfare, I am faced with a difficult dilemma. If I do what is best for the company, I break my ethical duty to the patient which is to do what is best for them. If I instead rightfully put the patient first, I have created a stressful work environment where I must fear for the loss of my job. With a Covenant in place, this means a move to a different city. This is very burdensome on the dentist, but even more so on his children. Fortunately, I have always put the patient first (even before my family) so I can look myself in the minor; unfortunately, it has caused repeated moves in the last 19 years which has made things very difficult for my 5 children. While it is easy for even an outsider to see how stressful and disruptive it is to the life of my family, what may be less apparent to the same outsider is what Covenants do to the general public. For example, if the company charges \$5,000 dollars for a set of braces that I do well, but it is delivered in an office that does not treat its patients</p>

	<p>well from a customer service point of view, those patients might seek another office. In a smaller town, that may not be possible which would require a significant drive to another town for the patient. However, if a Covenant were not in place, I could open up my own office in the small town, give them an exceptional customer service experience along with the same clinical result for the same \$5,000. And I could likely give it to them for less than \$5,000 because I would not have a bloated corporate structure which is full of inefficient parasitic load (aka, middle managers). This would force the corporation that I left to find ways to reduce overhead to become more competitive. Hence the public benefits. Some Covenants include language regarding "Trade Secrets". In all my 19 years of practicing, never have I been privy to these supposed trade secrets. Why? Because there were never any. I was clinically trained in school and for business training, we learned through the school of hard knocks. Owner dentists all seem to think they have invented the wheel. But business generally run the same: some more efficiently, others less efficiently. If some "supposed" trade secret were learned while employed which allowed more efficient operation, the subsequent taking of this information by the employee to another business or his/her own business startup could only help the public pay less due to the increased efficiency. With regards to the sale of a business, I can see the FTC's point here. If a dental practice owner sells his practice for \$2 million dollars, then that is a large yoke on the new owner's neck to handle for many years. If the former owner opened up the next day right next door, it would basically be seen by patients as a transfer to next door. The new owner would be left with none or few paying patients. Yes they would have nice expensive equipment, but they would have a large loan and no income stream to service that loan. Meanwhile the former owner would open his new practice for \$300,000, pocket \$1.7 million and have an instant income stream. The new owner would close and the public has not had any increase in competition. I want to thank the Commission for turning its attention to this long standing problem which has been not only injurious to workers, but also the Public."</p>
John	<p>"I strongly feel non competes should be thrown out. Let workers move freely among the workforce. Most companies that enforce non competes are started because they didn't have one."</p>
Ashleigh	<p>"Large hospital systems are drawing the life out of doctors and they have become so big it is impossible to "get out of their zone." Doctors should be able to care for patients. Period. There should be NO stipulation of where a board certified, licensed doctor can work"</p>
Ashleigh	<p>"As a physician wanting nothing more than to provide excellent medical care to my patients, I am currently struggling with a noncompete versus a hospital system, who has managed to have a monopoly in the southeast. As the company gets bigger, the patient experience and well-being becomes less and less important. Physicians work hard to become doctors and should be allowed to take care of patients wherever and whenever available. Please get rid of this antiquated law and stop allowing the hospital systems to become so big that they no longer focus on patient care."</p>
Kellen	<p>"The potential positives from the proposed Non-Compete Clause Rule far outweigh the negatives. Employees should be able to use experience garnered from working in their field to their advantage. The non-compete clause as it stands today</p>

	hampers production and allows for businesses to become stagnant. If there is no competition, the original business will not innovate. The proposed Non-Compete Clause Rule will encourage industries and businesses to innovate which in turn would render a better product or service. Although this might hurt smaller businesses that have more specialized products or services, the best product or service on the market should win."
Matt	"Non-compete is a completely archaic and outdated process, especially during a time when we are seeing tech layoffs hit all time highs and many of those who have been laid off will not be able to easily get comparable jobs because they have non-competes that are valid even after a company forced RIF. Non-competes exhibit the ability to continue to work as well as innovation based on continued improvement."
Mary	"Technology companies are currently making non-competes broad and required to sign before starting at a company Banning these are essential for growth of the United States technology sector. I cannot support this more."
Cindy	"I totally agree with this change. I am in a situation right now where the employer is making changes which will decimate my number of clients because they will not like what is happening. Yet if I leave and want to service these clients many of whom I have worked with for 30 years I will have to pay 115% of fees charged the prior 12 months. I cannot afford to do that. So the clients will still leave over this and my professional practice will be decimated! Thank you for proposing it. It will probably be too late for me but will help another person."
Anthony	"Please do this. Sick of my employer thinking they have leverage on me due to a non compete. This will create competition, curb inflation, and increase wages. As it stands now the owners sit back and do nothing and collect all the money while holding us hostage. Please get this done for us!"
Marc	"I fully support this effort and it is long overdue! Let me use myself as an example. I work for HB Fuller company, as of —6 years ago as part of an acquisition. I'm technical - specifically a chemical scientist working in R&D. I'm an excellent employee and my boss and his boss would love to promote me, but they can't and won't even try because they know that I will not sign a non-compensating one year Non-Compete (no compensation during the period of non-compete) that you agree to abide and argue with under the law and courts of Minnesota (I live in South Carolina) - H.B. Fuller requires this of all new hires and promotions. I've never signed one because I was acquired from a bought company. I will never sign this because, if the company decides to lay me off, I would not be able to work in my field of expertise for one year - rendering me untouchable by the field I specialize in and having to settle for a new field, of which I'd be at a severe disadvantage for hire or salary. As it stands, an evil company with a reputation of non-competes could simply suggest to another company that their new hire has signed this, even if he or she didn't, and pretty much destroy his or her job offer. I can't believe this sort of thing is legal, and I beseech you to pass this rule - companies should not be able to hold any employee hostage to bad treatment or poor compensation by threat of a non-compete."

Marc	<p>"I have previously commented on this proposed rule with full support of it as written. I feel compelled to make an additional comment after reading reporting on your comment process with some asking for concessions to your rule, such as not making it retroactive or limiting the rule to low-income employees (which may leave them intact for the most targeted of employees — professionals and scientists who are not executive level). I disagree with these changes. In the spirit of the chief complaint against your rule, that companies fear employees may disclose confidential information if they change jobs, but little acknowledgement that non-competes grant unprecedented power to an employer over an employee --- I propose that if you were to make any change to your proposed rule, it would simply and only be this: In any situation where a non-compete is allowed, then said non-compete MUST compensate said employee at least full salary and benefits during the period of non-complete, regardless of how the period of non-compete goes into effect. And this should be retroactive to all unexpired non-competes agreed to before this rule. It is awful that non-competes stop an employee from seeking the best compensating job they can find, but the two greatest fearful situations arising from a non-compete are 1) A company lays off said employee (essentially declaring that employee to no longer being useful to the company) and that employee cannot practice his trade anyway elsewhere and 2) that working conditions become very bad at a company for that employee, but an employee must endure it to continue to practice his trade. I posit that if companies' only concern on eliminating non-competes is to safeguard their proprietary information, then they should have no problem compensating employees with full salary and benefits throughout the period of non-compete if the period of non-compete is in effect, whether it be by layoff or resignation. I think, with the requirement that non-competes carry with them always full salary and benefit compensation during the period of non-compete, you'll find that most companies will stop using them."</p>
Lee	<p>"As an Emergency Physician working in a competitive market, non competes significantly hamper our ability to find work or leave abusive employers without having to move. There is no reasons to exclude physicians. Our local nonprofit hospital is the worst offender. Please do not exclude anyone. This is abusive to physicians who have no due process and no current ability to organize."</p>
Taylor	<p>"Non compete clauses stifle competition and harm a physicians ability to practice and earn an income for their dependents. A non compete can keep you in a situation that may not be ideal but can't leave out of fear of having to uproot the family. Lastly the non-compete clause harms the patient doctor relationship which should take precedence over a business"</p>
Thomas	<p>"As a worker, I do not want to be held hostage on mandatory non-compete clauses. If a company doesn't want to compete with the market they shouldn't be able to limit a workers fee rights to find work at another company just so their current company can pay them less. Please don't fail the public and bow to lobbyist money and do the right thing. We are so close."</p>
Hallie	<p>"Non competes are detrimental to physicians. It allows for no negotiation of salary and traps you in a terrible job or forces you to leave your home."</p>

Tyler	<p>"I support the banning of Non-Compete Clauses. In our previous city located in Georgia, my spouse, a Physician Assistant specializing in Cardiology, had grown weary of her current practice and was ready to find a new employer. However, due to her non-compete contract she was unable to find another job in cardiology within an extremely large radius. To find her new job, we ended up moving out of state to the Charlotte, NC area. So as a result of this non-compete, we were forced to uproot our lives, move out of state, and re-establish ourselves in a new area. The state of Georgia lost out on our tax revenue, in addition to the small businesses we used to support. And worst of all, the patients in that community lost out on being cared for by a skilled and knowledgeable Physician Assistant."</p>
Joe	<p>"These documents should be illegal and no longer allowed. They are anti-capitalistic. These does are used in to many none specialist positions and are now abused. I do not think companies now how to correctly use these without abusing them. I have heard that companies making people sign them after employees accept a job offer."</p>
Veeral	<p>"100% support the rule. Non compete clauses restrict physicians from working and earning a livelihood particularly if they were previously associated with a hospital, because the hospital monopolizes the area. In time of such health care need, these non compete clauses make no sense"</p>
Kevin	<p>"Doctors are highly skilled professionals who have invested years of their lives and a significant amount of money in their education and training. They provide essential medical care and services to their patients, and their skills and expertise are in high demand. Noncompete clauses are legal agreements that prevent employees from working for a competitor or starting a similar business for a specified period after leaving their current employer. Here are some reasons why doctors shouldn't have to sign noncompete clauses: 1. It limits patient choice: Noncompete clauses can limit the ability of patients to choose the doctor of their choice. If a doctor is prevented from practicing in a particular area, it can be challenging for patients in that area to access the medical care they need. 2. It restricts access to medical care: Noncompete clauses can limit the number of doctors available to provide medical care in a particular area. If doctors are prevented from practicing in a particular region, it can result in a shortage of medical professionals, which can lead to longer wait times and reduced access to care. 3. It can be unfair to doctors: Noncompete clauses can prevent doctors from practicing medicine in the area of their expertise, which can be unfair to them. They may have spent years building their reputation and developing a patient base in a particular area, and a noncompete clause can prevent them from continuing to work in that area. 4. It can impede innovation and progress: Noncompete clauses can prevent doctors from working on new and innovative medical treatments and techniques. If doctors are prevented from working for a competitor or starting their own practice, it can limit their ability to develop new ideas and advance the field of medicine. In conclusion, noncompete clauses can be detrimental to both doctors and patients. They can limit patient choice, restrict access to medical care, be unfair to doctors, and impede innovation and progress in the field of medicine. Therefore, doctors should be allowed to practice medicine in the area of their expertise without being forced to sign noncompete clauses. I, as an independent physician, support the FTC proposal to eliminate noncompete clauses."</p>

Wesley	<p>"Non-compete clauses disrupt our family's life forcing people to move outside of rural cities where anesthesia providers are needed for no real benefit to the company that requires it beside forcing workers to stay at one hospital even if better opportunities exist. It is anti-competitive practice and limits and disrupts providers lives. Please eliminate this as it is a corporate overreach and is unnecessarily harming families and rural communities"</p>
Bethany	<p>"Hello, As a Family Physician and medical school faculty member, I urge you to remove non-compete clauses. We already have enough problems getting adequate medical staffing in rural areas. Non-competes further disincentivize Physicians. Physicians do not want to risk getting trapped into a bad job or forced to uproot their families when considering new job locations. Thank you for your time and consideration regarding removing these excessive restrictions."</p>
THOMAS	<p>"I would like to share my thoughts on why Non Compete clauses should be illegal as it pertains to my specific industry & situation. I am a Chartered Property & Casualty Underwriter in the Insurance industry. I work for an underwriting firm that contracts out to several Excess & Surplus lines insurance carriers. We then underwrite P & C insurance policies for retail insurance agents in our designated area. We have many other competitors who provide the same type of service. These competitors: Also contract out to the same E&S Insurance carriers as my firm does Also solicit business from the same Retail Insurance agents as my firm does The main thing that separates the underwriting firms who operate in this space is service and technological innovation (which allows for better service to the retail agent). Upon my hiring, I was required to sign a 2 year Non Compete Clause stating if I resign or get fired I cannot work for any competing firm in this space for 2 years from the day of my exit from my present firm. If the other firms also have contracts with the insurance carriers that my firm has contracts with then those contracts are not exclusive and/or proprietary contracts. If the other firms call on the same retail insurance agents that my firm calls on for business then those retail agents are not exclusive and/or proprietary intellectual property. But yet, my firm restricts me for 2 years from taking a job, with a competing company that operates in this space. Rather, my Non Compete prevents me from furthering my career and providing a better financial opportunity for my family. Sincerely, Thomas</p>
Sarah	<p>"I am a resident physician and would like to specifically advocate AGAINST proposals to exclude physicians, nurses, and other skilled workers from changes to the non-compete clause rule. I live in a fairly small state (South Carolina), and my observation is that noncompetes negatively impact appropriate distribution of physicians within the community. Hospital systems use them to suppress wages and prevent flow of physicians through the community, which sounds fine until healthcare workers forgo public hospitals entirely in favor of private practice because they aren't sure if they can endure low wages and adverse conditions in the long haul, and they don't love the idea of literal banishment if a job doesn't work out. I appreciate the "poor little rich girl" view that some people take of this, despite young physicians drowning under hundreds of thousands of dollars in education debt that is required as an "entry fee" to be allowed to serve our communities, but it really is a serious and significant public health concern. Furthermore, I would ask why we specifically should be denied the rights of</p>

	ordinary citizens. I do not matter more than anyone else, but I hope that I also do not matter less. Thank you for your consideration."
Stacy	"I am strongly in favor of eliminating all non-competes. This is h I am strongly in favor of eliminating all non-competes without exception. Especially for healthcare which should not run firstly as a business but foremost for patient care. Holding physicians and nurses to non-competes is in no one's interest but the corporation."
Brian	"Non Compete is a ridiculous archaic way of thinking People should be able to find work in their career field no matter how close it is to the company they left. I support the proposed rule by the ftc to end Non-compete agreements. They are unfair to employees seeking better opportunities. They also hinder those working in right to work States from finding employment in their chosen field."
Seth	"I'm a resident physician in Charleston, SC. This would be massive for healthcare. A lot of times patients lose their physicians because they leave a company or other group due to disputes or poor support staff or a myriad of other reasons, and unfortunately in those cases a lot of patients are hung out to dry without the physician they've had sometimes for multiple years. Sometimes there isn't a physician readily able to replace that individual as well and it can be difficult to find a new physician to resume their care and it's detrimental Watching corporate entities gut practices which essentially forces a physician out and then their forced to move is a story that is far too common in recent years. Having continuity with patients and also the providers in the city you work in is so important and getting rid of a way that corporations disrupt these relationships because of their interests would be a huge boon for patients and physicians alike as the people making these decisions do not understand the harm these noncompete clauses cause from a clinical standpoint."
Jeffrey	"Please take action against non-compete clauses. Iain a physician and have been negatively economically impacted by a non-compete clause. Non- competes are harmful to the medical profession and to patients who want to maintain a relationship with their physician instead of with a corporation. I am an emergency physician and my wife is a physician assistant. I work in an Emergency Department and the non-compete made it impossible for me to be the medical director for my wife's medspa because they viewed it as a competition. They had a one year post-employment clause as well which was detrimental to my wife's livelihood. Due to the radius of the non-compete our only option is to move to a different city. It's an American privilege to be able to work hard and make a living but these non-compete clauses take away the American dream."
Erin	"I agree with eliminating non competes. Companies are given more rights than individuals. People should be able to work where they please in whatever capacity that is and not be forced to move or have extended commute time just to be able to work."
Erin	"Noncompete clauses are predatory and only in the interests of big businesses. In a free society people should be able to change jobs without having to move! I am a physician and my noncompete clause directly harms people of my community. Should I leave my job, I'd have to move out of my town to find work and deprive the community of a physician."

Mitchell	<p>"The use of non-compete clauses against common workers is an abusive practice designed to undermine the free market. It has absolutely no place in America and should be banned. If a company really wants to keep you off the market for a period they should be able to but only if you're paid at your full wage plus a premium for the entirety of the non-compete. Something akin to Garden Leave as it exists in the UK."</p>
Alec	<p>"I'm currently bound by a non-compete agreement with my employer. I have been at my current job for 5 years, and I do not believe that I will have another opportunity due to the non-compete. The only way I can get another job in my field is to move and relocate my family. I live in the area where I grew up and my whole family is here, so I feel trapped in my job for the long haul. There are good opportunities for me to transfer to another business, but I cannot get another job due to my non-compete. I work with a guy who has been at his job for 18 years without a raise, he has not been given any additional vacation time, and all he has done is work his life away without growing in his job. Our employer didn't have to allow him to grow financially or just give him more time off for his service because he has all of the power and my friend couldn't leave. Please make it illegal for my employer to enforce this non-compete clause in my contract. This would give me so much opportunity to better myself and family."</p>
Michael	<p>"I was recently fired for reporting my company to the Department of Labor because they pulled a scam on us and stole tens of thousands of dollars from we, the ground level workers. We are pest control technicians. My company became toxic all the way to the very top including the parent company. Very corrupt! They pulled a scam where they offered an incentive paying additional commission above our usual commission. 20% above pest control services and 10% above termite services. That was what they told us and unlike every other incentive they've ever offered, this time they refused to put it in writing In the end, some techs received a small percentage of what they were owed and some of us received none that was owed us. I worked very hard and EARNED the technician of the year award for the mid-Atlantic region and they did not give it to me and gave the award, along with the paid 3 night trip to New Orleans to the technician who was telling on me. The work environment there was extremely toxic. Management terrible! The workers terrified of fighting it. They fired me to get me out of there because they knew I reported them to the authorities. They fired me three days after I advised them that I had reported them and that retaliation against me is unlawful. Then, only to try to paint me as a criminal myself, which is what criminals always do to the good guys, they hired armed security to guard the office against me and even provided the guard a photo of me as to whom to look out for. Very humiliating and most definitely unnecessary!!! I got a job with another pest control company and when my clients found out where I went, they have now began to move to the company I went to work for. When they call me to service them and sign a new agreement, I simply refer them to the manager to sign them up. It did not take long for the toxicity of the poor management to find it's way to the clients. They cannot keep workers nor do they train them properly. They are two months behind in their services. They are performing February services in April! On top of that, they have increased their prices about 10% to make up for all the cancellations and refunds they have had to give. They are terribly dysfunctional, and their customers are very unhappy and that is why those customers are seeking me. I loved my clients and</p>

	they loved me. I was ranked #2 in the entire company of 1100 technicians for cancelations. My customers did not leave me. They even told me that the only reason they stayed with that company was because they were loyal to me because of my loyalty to them. They became my true circle of friends and I truly want to continue caring for them. There is a whole lot more to my story! Now, I have received a letter from their attorney accusing me of soliciting their customers and telling me I am not allowed to work in pest control within 75 miles of the city where I live. I am in strong support of the legislation to ban non compete agreements."
Amaris	"I support the FTC to ban non-competes. I work as an RBT doing important work. However I can't provide services to people who need them because of predatory non compete clause from my former employer."
Adam	"As an employee that would need to either be unemployed for 1 year, or move to an entirely new city to find a new job, I support this rule change. I am a professional with a noncompete with a 10 mile radius, which completely encircles my entire town. To get a new job, I would need to move to a new city, creating a tremendous amount of inefficiency and waste."
Ben	"Dear Federal Trade Commission, I am writing to you today to express my strong support for the proposed rule to ban non-compete clauses. As a physician, I am deeply concerned about the effects of non-compete clauses on the health care industry and on the patients we serve. Non-compete clauses restrict healthy competition and limit patient access to specialty care. These clauses give employers an unfair advantage during contract negotiations, allowing them to limit the number of physicians available to treat patients in their region. This reduces the quality of care available to patients and can lead to longer wait times for appointments. Additionally, non-compete clauses often require physicians to relocate their families, disrupting continuity of care and making it difficult for patients to continue receiving treatment from their preferred provider. Non-compete clauses can also prevent physicians from taking advantage of new opportunities and taking on additional responsibilities. For example, if a physician is offered a position at a larger practice or hospital, they may not be able to accept the offer due to a non-compete clause. This prevents doctors from advancing their careers and providing the best possible care to their patients. The proposed rule to ban non-compete clauses is a step in the right direction and will help ensure that patients have access to the highest quality of care. I urge you to pass this rule and help create a healthier and more competitive health care industry. Sincerely, Benjamin D, M.D."
Ronald	"Non-competes are yet another chain corporation use to suppress wages and control employees. It allows them to not compete to retain their employees by limiting their ability to earn a living without having to uproot their lives and moving away. Non-competes must go."
Andre	"The non compete rule should include all medical providers including physicians. Non competes limit access to care and force physicians to endure terrible working conditions. It'll be the ultimate act of subservience to the for profit medical corporations if physicians are excluded from this."

Lauren	"This would help people in my profession tremendously. I am a Physician Assistant and was forced to sign a non-compete in order to renew my contract. Later, the company I work for discriminated against me for trying to take time off for maternity leave. I tried to find another position in my field and my company threatened to sue me. My company has made it impossible for me to practice somewhere else without leaving the city that my family resides. They haven't given me a cost of living raise for almost 10 years, but still won't allow me to look elsewhere without threat of being sued."
Patrick	"Please make this proposal LAW ASAP! I currently had my wages cut in half because of a non-compete and I have to pay for lawyer fee's for both parties and my ex-employer is trying to collect on money I haven't even paid taxes on. I can not afford the legal fees or the stress this is putting my family through. I thought non-competes were suppose to be for learning a business secrets but I was never taught anything and was convinced to leave my management position with my old company for a "better opportunity" only to make less than I was making I feel he lied to me and treated me poorly just to get me to sign his non-compete only to get rid of his biggest competition in the Myrtle Beach area. I was never taught or shown anything. this non-compete just says I worked for him and now I cant work near my home for 2years to provide for my family. I now have to drive hours away to make half of my usual earnings I can't believe this evil is allowed."
Kaitlin	"This would be such an incredible help. I am in a healthcare IT role where we've been told we can't work in any IT project management job for a year if we choose to leave. I've stayed with the company 12 years, even though I am wider compensated compared to consultants in our field. The fear of being without a comparable salary for 12 months keeps many of us - myself included - locked to the company. Colleagues in the market are making \$30,000- \$50,000 more for equivalent work, and get paid overtime wages. If we had the opportunity to move around the free market, my corporation would have to become wage-competitive rather than keeping talent for less than we are worth."
James	"Noncompetes in healthcare unfairly restrict healthcare providers. We are beyond the small town practice model with large corporations now controlling healthcare. Healthcare practitioners are now either forced to move (disrupting their families) or leave healthcare (in a time when they are sorely needed) to honor these agreements which are unfortunately more compulsory then optional in our current system."
Aaron	"Upon graduation with a four year degree I took a very low paying job in my career field. AFTER quitting my job and moving across country I had to sign a non compete agreement to keep this job. I feel that I do not work in my field of study due to having had to sign this 21 years ago. There is little to no place for a non compete clause in todays labor force."
Eric	"should apply to nonprofits as well a large majority of physicians are affected"
Laura	"I've been a physician for the past 14+ years. Non-competes seem to be standard in our contracts. The mileage and timeframe that are put in place make it extremely difficult to get a new job without relocating. For instance, with my most

	<p>recent job I could not work within 25 miles for about 2 years. Any job that was available was over an hour drive each way. That's not conducive to spending time with my family and at the time newborn when I'm spending my time commuting. In the end, I relocated to another state for a job. I once again have a non-compete and should I need I/want a new job in the future I will be in the same situation I was just in. Why should I have to choose commuting an hour+ each way versus completely uprooting my family so that I can work??? It's kind of ridiculous. The reasoning behind it is also ridiculous. Patients go where there insurance covers them so it's not like I'd be stealing a whole patient panel away from a prior job. It's all about money and profit, which is very disheartening."</p>
Sanford	<p>"Noncompete clause is held by large hospital systems stifle competition, and lead to ineffective hospital management maintaining power, despite stagnation within their workforce. For large businesses, such as hospital systems to include noncompete, clauses, as a rule, is anti-competitive. Initially, building noncompete clauses will lead to increase cost for hospital systems with some workers may depart, this will ultimately lead to more favorable power dynamic for physicians and cost savings as redundant admin positions and positions with no healthcare value are eliminated to provide resources where physicians see will help their practices run more efficiently. Particularly in small towns, healthcare quality will be expected to improve with competition."</p>
MARK	<p>"My best guess is that in 80-90% of cases, a non-compete is just a bad idea. As a small business owner this issue really hits home. No business wants to spend time, effort and money to train a new hire, only to have them jump ship. A non-compete seems a simple answer but is basically worthless for all but a few types of businesses. Most businesses would be better served by offering a bonus for time served for an employee retention plan. Nonetheless, this is not a "one size fits all" situation and some businesses should have the ability to mandate a non-compete. Completely banning non-competes is a terrible idea. Sincerely, Mark "</p>

Constituent Support for the FTC's Noncompete Rule



South Dakota | Statewide Impact

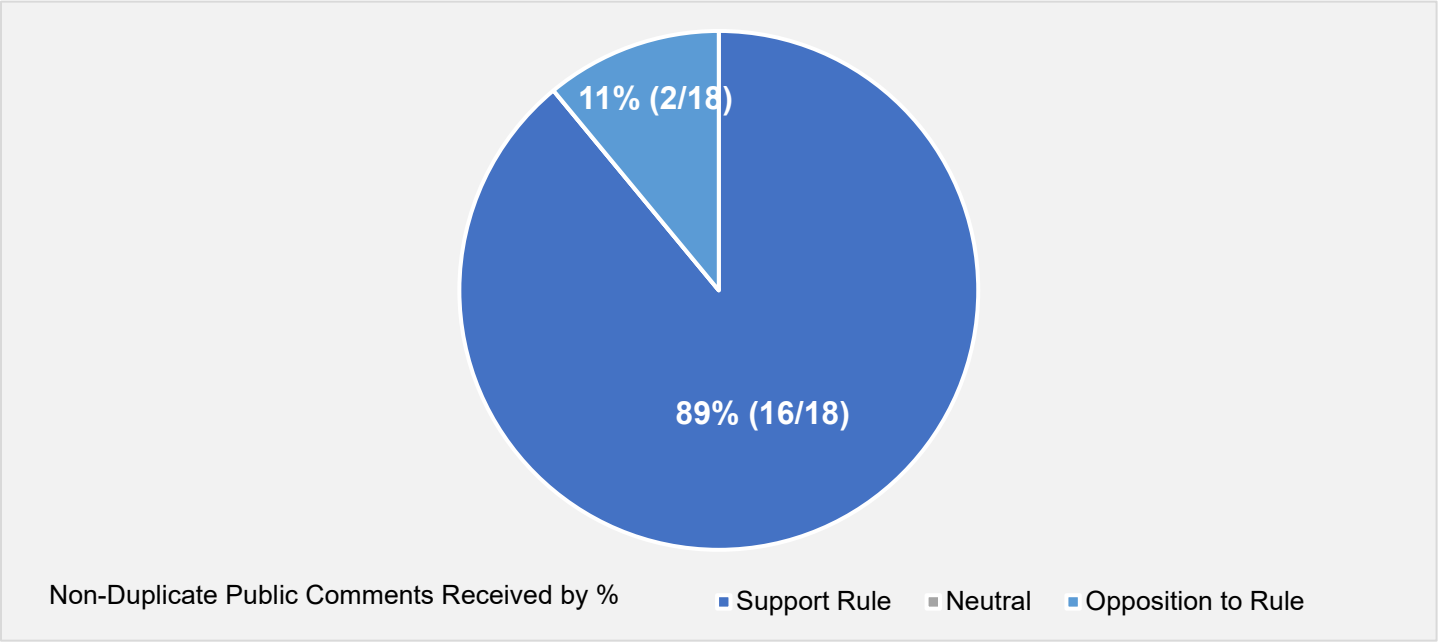


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **South Dakota**:

South Dakota Covered Workers	Increase in Total Annual SD Worker Earnings	Increase in Average Annual SD Worker Earnings
354,502	\$169,742,169	\$479





[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 16 of 18 SD Commenters Support



Support Across Sectors of the South Dakota Economy

*Some comments condensed due to length.

Profession	Comment
	<p>“Physicians having non-compete clauses may prevent specialists from being able to serve patient populations. This feels unethical to exclude them from banning non-competes.”</p> <p>-Kelly Heidepriem</p>
	<p>“I previously worked for a lawn and landscape company but was forced out. My previous employer had us sign a non-compete agreement. Upon my leaving the company I decided to do some research on starting my own company...Once they heard I was doing research they had their lawyers send me a cease-and-desist notice...Noncompetes are a severe hinderance to the individuals' right to provide for themselves and their families and only serve to keep as much revenue in big businesses pocket. Noncompetes are merely a crutch to allow them to do the bare minimum in regard to input and rake in the maximum revenue. Banning such practices should not only be considered but should be mandatory.”</p> <p>-Matt Swaney</p>
	<p>“I'm a sportscaster working as a weekend sports anchor in a small television market.... I sought out a position with startup organization that would allow me to essentially lead a sports broadcasting department....I would have also seen a boost in my salary. However, due to a noncompete clause that my current employer was not willing to reduce or waive...I remain at my current post with almost no hope of promotion and, furthermore, almost no way to work within my city in something resembling my current role...As much as I love working in broadcasting, I can't continue making the wages I'm on and support a family for much longer...I'm hardly alone in this and know many others within the media/broadcast industry effected like this by noncompete clauses....If you ban these clauses there will be real world benefits that people of all incomes will feel.”</p> <p>-Zach B.</p>
	<p>“I provide garbage services for the construction industry...I rely on the commission to make ends meet. I've done my job by creating sale[s] and business but my company has failed to meet the demands of the customers which results in lost accounts and lost wages on my behalf. I have a 2 year noncompete clause and how can my company hold me to it when I've done my job and they failed me? Doesn't seem right. I would like to move on but unfortunately at my age that's hard to do. I would like to see the non-compete go away.”</p> <p>-Rob Buxton</p>

Additional Support from South Dakota

*Some comments condensed due to length.


Constituent First Name	Constituent Last Name	Comment Highlights
Steven	Warrington	"I have had business plans hindered [and] watched colleagues have trouble, due to noncompetes...in the field of medicine ."
Doug	LeKander	"I have spent many years growing my skills in my profession and was forced to sign a noncompete agreement out of fear of losing my job, but now if I no longer wish to work for my employer, I have to start a whole new career in a different industry. How is that fair? Please approve the ban and help us hard working people that have been forced into non-competes out of an unjust situation."
Eric	Noyes	"In South Dakota, the Republican dominated majority...introduced and passed law barring non-competes for healthcare providers. This is what people want from across the political spectrum."
Michael	Gonzales	"I am a retired physician (MD) and...I have worked for employers who required me to sign a "noncompete" contract. I urge you to ban such contracts except under very narrow circumstances. These "agreements" are supportive of monopolistic practices and are detrimental to smaller communities. Please do not allow these to continue."
Troy	Kastrup	"Employers enjoy an unfair advantage. Upon termination of employment, the employer is afforded the relationships fostered by the employee and can continue to monetize it. The employee surrenders that right if they leave voluntarily, however, if they are terminated without-cause they are unilaterally penalized in that action. This is one-sided and encourages organization to terminate employees when they see an opportunity to retain the cash flow from customers without the employee."
Taylor	Thompson	"Non-competes that last the lifetime of the employee and give leverage to the employer to threaten the employee during any attempt to negotiate are abusive to labor and the families they support. I signed a non-compete with my employer at age 24. Twenty-one years later they still hold it over my head If I ask to negotiate for terms on par with the industry. I am the sole income earner for my wife and three children and am too scared to risk

		moving my family 100 miles to start over or waiting two years to re-enter my trade.”
Craig	Brodie	“It’s quite simple. Our freedoms are being dissolved. Corporate power has gripped our nation. Give it back to the people.”
Nichole	Logan	“A non-compete in my contract forced me to move away from my family and friends to allow me to earn a living.”
Delbert	Pies	“Please ban non-compete clauses. My wife and I work for the same employer, and I signed a non-compete because I did not want to jeopardize her job if I chose not to sign it...There is no benefit to me as a worker to sign the non-compete. Again, please ban non competes nationwide.”
Kelly	R.	“I am an emergency physician . I work much of my time as the chief medical officer for a telemedicine company which has a 2 year non-compete over my administrative piece of my job...I have spent my career working to understand my field and have been key in the growth of this company...The company covers over 30 states with plans to go to 50 states. My noncompete would mean I could not work in my field anywhere in the US as it reads that I can't work any place we are currently, or they have plans to go to...This is not fair to me or my family, or frankly my field to restrict me from working. Please find a way eliminate noncompete as they decrease competition but also, they limit people from sharing their expertise and having the freedom to work in their filed.”

Constituent Support for the FTC's Noncompete Rule



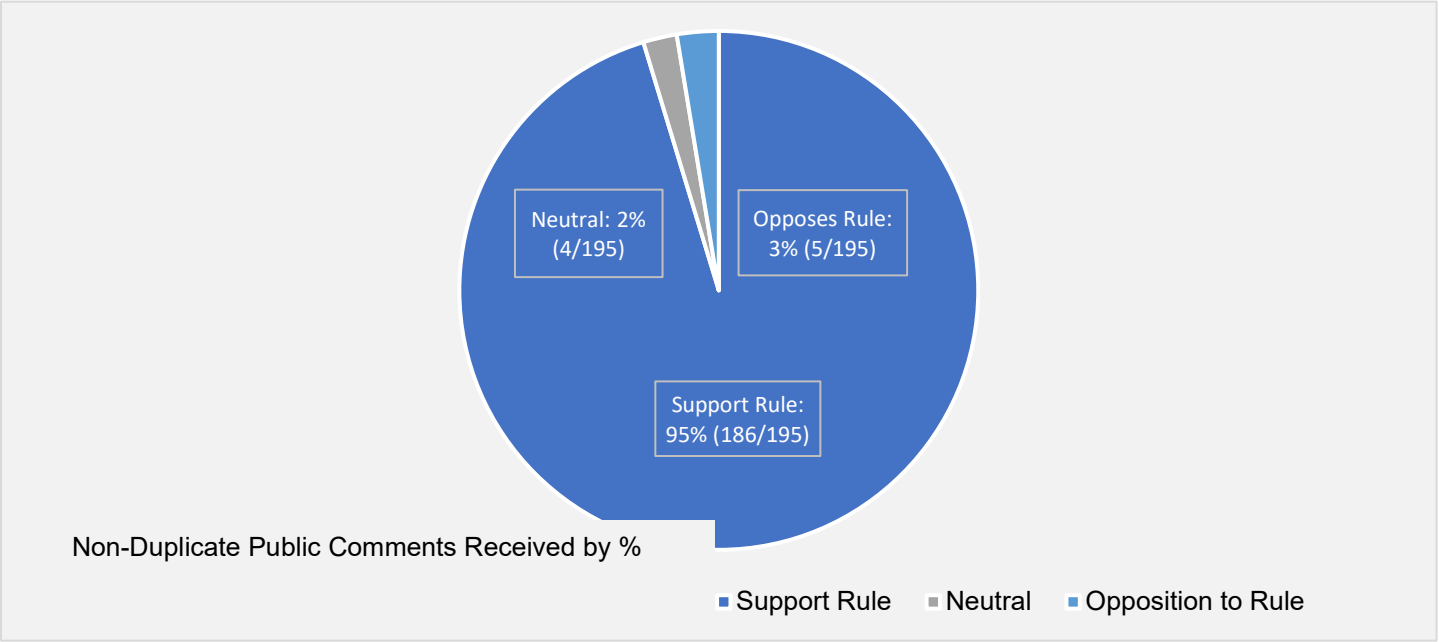
Tennessee | Statewide Impact

 On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Tennessee**:

Tennessee Covered Workers	Increase in Total Annual TN Worker Earnings	Increase in Average Annual TN Worker Earnings
2,526,310	\$1,389,744,066	\$550



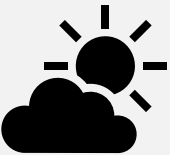

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)


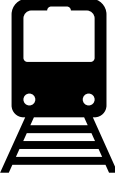

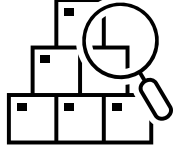
Notice of Proposed Rulemaking: 186 of 195 TN Commenters Support



Support Across Sectors of the Tennessee Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"As a practicing physician I have seen non-compete clauses drive away many physicians from their communities and keep others in abusive situations with employers. Non-compete clauses are bad for communities, bad for patients, and bad for medicine at large. Please support a free labor market and implement this ban."</p> <p style="text-align: right;">-Harry C.</p>
	<p>"I am a software engineer...Non-competes are prolific among software developers, and they serve only to dampen career ambitions and punish developers for leaving. When you work within an industry, you develop a level of domain knowledge that makes you increasingly valuable to others in the industry, and non-competes stifle that by forcing you to avoid the industry you've just invested yourself for at least one or more years thus diminishing your value, especially in rapidly changing fields. This...limits the mobility of developers within a certain industry giving rise to an artificial ceiling that you can't break through unless stay at a single employer, thus limiting your salary prospects since, on average, a software developer can enjoy a 20% increase in pay by simply moving jobs....They are anti-worker in every shape and fashion and should be illegal."</p> <p style="text-align: right;">-Josh R.</p>
	<p>"The no-compete clause is the absolute worst experience I have ever had in my industry and I work in broadcast. I signed a 1 year no-compete many years ago. 4 years later, I still can't compete in Knoxville, TN, the home where I have been raising my family. It has become a 'forever no-compete'....it will now be 4 years that I cannot get a T.V. job in Knoxville, TN even though, I am one of only 507 Certified Broadcast Meteorologists in the country.... This is broadcast tyranny, at its worst. It needs to be overturned now and forever, especially in Tennessee, where it is especially egregious. Sadly, there are others here in Knoxville who are dealing with the same kind of oppression. It does not feel like the United States of America. The "no-compete" needs to go."</p> <p style="text-align: right;">-David A.</p>
	<p>"I am a CRNA (Nurse anesthetist) and my entire group was forced to sign a NCA immediately after a takeover or lose our jobs.... This practice should be illegal...this does nothing but kill the heart of capitalism that makes our country great and punish laborers in all fields.... we are talking about workers being forced to become indentured servants or move. Ban Non-Competes and promote the liberty of workers."</p> <p style="text-align: right;">-Deborah C.</p>

	<p>"I am a practicing veterinarian in the Middle Tennessee area....I had to make the difficult decision to leave my beloved colleagues and patients and move to a more flexible corporate role with a start-up company. My non-compete...was a whopping 15 miles for 2 years. Relocating really isn't a good option...I was not even performing actual clinical work in the state of TN. The mental duress this has caused me...have been immeasurable. Many of my clients are now forced to drive for over an hour to be seen in a location that is situated outside of the non-compete. In my opinion, it does very little to protect the interests of the actual companies and is more a bully maneuver to intimidate and rack up legal costs in pursuit of enforcing them. They are antiquated and need to go, for both the sake of both the medical professionals and the consumer."</p> <p style="text-align: right;">-Katie C.</p>
	<p>I worked in railroading for 23 years. We were required to work mandatory overtime...We were forbidden to contract out, seek other employment, perform any secondary employment, start a business or lease/rent out our personal equipment or operate outside or within Corporate positions, while employed as a railroad worker....We as contract workers were not allowed to seek employment with or start our own non-contract business while employed with the company. We were only allowed to work, the work the company mandated, the hours they appointed, at the location they dictated.</p> <p style="text-align: right;">-Thomas S.</p>
	<p>"Non-compete clauses in contracts hurt massage therapists like me and so many other industries. They're unethical and harmful. There is absolutely no need for them. There are plenty of clients and customers to go around but non-compete clauses often prohibit the city you can work in by creating a mileage parameter or other restrictions that make working within your industry at a different company almost impossible. And it makes the opportunity for opening a small business within that industry almost impossible. They do nothing but attempt to protect toxic management and companies."</p> <p style="text-align: right;">-Jacob W.</p>
	<p>"I work in the private investigation industry where a total of about ten companies commands the entire market. These companies consider themselves having national reach. The entry level employees making less than \$50k a year are subject to two-year non competes in which we are not allowed to accept offers from competing companies. Due to the low number of companies, this creates an unfair competition and drives wages down...This career is my livelihood, and my father did this before me. It sickens me to see giant companies put a foot on what my father and others built. Please release us from these chains and allow us to make a competitive living."</p> <p style="text-align: right;">-Joshua W.</p>

Additional Support from Tennessee

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Greg	"I am in favor of eliminating the non-compete contracts. I have been unable to work for six months now due to a noncompete, because I do not have the ability to move outside of the region in order to continue my professional career. I have had to rely upon early retirement withdraws in order to take care of my family currently I'm working for basically 1/3 of my former salary until my contract ends in July so please remove this noncompete clause expeditiously."
Bret	"Non-competes do nothing but take volition away from the independent American. We live in a country based on the best system yet developed for governance: Capitalism. Capitalism only works if both sides of the coin, employees and employers, are able to fluidly negotiate to the most productive line of work. Non-competes hinder employees from moving to the better position, which hinders our Capitalist system from rewarding the better business. Please rid our nation of non-Competes."
Aaron	"I live and work in Tennessee, and my employer forces me and my coworkers to sign these non-compete agreements. I've witnessed my coworkers leaving on good terms to work for another company with the 'ok' from the owners, then two weeks later absolutely destroying their credibility at their new job by threatening their new employers with lawsuits, along with the employee unless that person gets terminated. It's absolutely an abusive tactic that removes hard working trade workers from an industry for no benefit at all to anyone but the owner's ego. Non-competes should be illegal for this reason. Hard working trades men and women should be encouraged to work and develop, not needlessly oppressed."
Chris	"While I am not directly impacted by non-compete, I am indirectly impacted. I have pets so if my veterinarian is impacted by a non-compete clause then that affects me as well. My pets deserve a doctor that I approve of, and it is difficult to always find the perfect match. When I do, I don't want to lose them due to their having to move or something. So please, no non-compete clauses for veterinarians. Please end them. Thank you."

Bhagirathbhai	<p>"Can't agree more. Non-competes are used across the board to limit fundamental right to work and earn livelihood. I am a physician specializing in stem cell transplantation in patients with blood cancers. This is a very niche field with limited job opportunities since stem cell transplants are done at very large academic hospitals only....where I work there are two transplant programs within 2 miles of each other and both uses blanket non-compete clauses (10miles/for 2 yrs) with no exception if employer decide to terminate the contract without a cause. Non-complete effectively eliminates physicians ability to job different practice. More importantly, it severely limits choices for our patients who are forced to pick one health care system instead of his/her physician of choice. It also disincentives employers to make any effort in improving working conditions since they know we don't have any option but to uproot our families and move to different state if we want to still practice medicine. This became obvious during COVID19 pandemic where physicians were forced to pick up extra shifts without adequate support or compensation. I fully support FTC decision to blanket ban all previous and new Non-complete across the board."</p>
Matthew	<p>"Please eliminate noncompetes! I can nearly double my income and not uproot my family (kids 6/8/10 years old) in order to do so. I whole heartedly support this."</p>
Lindsay	<p>"Please BAN noncompetes!!! It will help our family significantly and not force my husband to relocate away from us for two years."</p>
John	<p>"This is a very important topic. Physician mobility is important not only for quality of care, but also for preventing position burn out. Position burnout also leads to decreased access to care for millions of Americans. Restricting the ability for some of the practice in the area after spending decades in training and starting their families integration into the communities should not be legally allowed."</p>
Douglas	<p>Dear Chair Khan: I am a practicing physician, certified by the American Board of Internal Medicine in the specialties of Internal Medicine and Cardiovascular Disease. For patients, the lack of access to physicians and medical care is a critical problem in the United States. Non-compete clauses, by restricting where and how a physician can practice, exacerbate this problem. Moreover, if a non-compete clause forces a physician to re-establish practice in a different geographical area, his or her patients must scramble to find another doctor. At a minimum, this disrupts the patient's medical care. However, frequently finding another doctor in a</p>

	timely manner is simply impossible. Additionally, non-compete clauses stifle innovation and retard competition....”
Elizabeth	<p>“Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades providing substandard care, while employers evade market forces that would necessitate change....In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations....When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency....We can better do this if we are able to hold the systems accountable. Getting rid of non competes en mass will help this.”</p>
Georgia	<p>“Support for ban of noncompete clause is 100percent. Please do away with requiring this.”</p>
William	<p>“I live in TN, here there are noncompete clauses in almost every industry and every job at every level. Most are not enforceable, however, they are a scare tactic to try to keep people who don't know their rights exactly where employers want them, trapped and desperate. For example, you see them even in minimum wage jobs where the employee is never privy to any company "secrets" or sensitive information, why does a pizza delivery place like Domino's make its delivery drivers sign one then scare them with the idea they could go to court over the fact they decided that maybe another delivery chain would be a better place for them to work? It's absurd and on some levels abusive.”</p>

Randall	"This new rule to ban non-compete clauses would be amazing and help workers. I fully support this rule."
Michael	"Banning Would Be Great. They seem to be a terrible disadvantage to workers."
Leanne	"Employers need to stop trying to make it harder for employees to make a decent living."
Drew	"Please ban this as our country was built on the basis of this and this has become a tool for corporations to manipulate employees. Time to bring back fair and open competition and pay people what they are worth. Please Ban non-competes."
Gary	"...Presenting tools as non competes as a means to cause undue physical, mental and financial burdens to employees and their families....Business wants to control competition by targeting the employee by forcibly signing Non Competes, Forced Arbitration and Forced Non Disclosures. Business chooses to burden their employees as a means of keeping them from forcing higher wages and greater benefits....Controlling wages, benefits and turnover permits the businesses to control expenses and leverage employees. Non Competes also allows Business to lower wages, shed benefit cost, vacation, holidays etc....It also allows business environments to be more controlling, toxic and abusive. Non Competes have gone from competition as a new business start up to the abusive use to influence employee behavior and movement....This is a NEW form of modern day involuntary servitude! Non Competition Clauses have nothing to do with Competition! Non Competition Clauses are anti-worker (employee) tools to stifle growth of wages, turnover and benefits! Also intended to stifle free market ideals to protect their own market share...."
Gary	"NON-COMPETES ARE A CLEAR VIOLATION OF THE 13TH AMENDMENT. NON-COMPETES ARE A CLEAR VIOLATION OF THE UNITED STATES CONSTITUTION..."

G.	<p>“Non competes deserve more scrutiny from excessive abuse of power over employee rights. The ability to limit and control employees from making a living within an immediate area. This over reach of power is abusive....Non Competes are unnecessary and PRESENT a undue burden on the employee to find gainful employment as a laborers or want to be business owners. Non Competes have warned off employers from hiring. Employers have become concerned of being sued as well. No one company should have any control over employees choices once they left their employment....These blanket involuntary and arbitrary tools squash competition, enslave employees to substandard wages. Competition is not a threat to any established company! Non competes are...enslaving workers to stay with unethical and abusive work environments....Non Competes are anti American, Anti Democracy, Anti Worker and Anti free market. It is complete violation of a free market ideology. One supervisor told me "If you don't sign these documents. There is no job!"</p>
Greg	<p>“I fully support this Non-competes limit freedom and vastly hurt the marketplace.”</p>
Geric	<p>“I am 50 years old and I have been working for this company in Tennessee for 7 years. I have an opportunity to go and make more money before retirement but I have 1 year Non-Compete that is standing in the way for the prospective hiring company. I feel trapped by a decision I made 7 years ago and I have made this company a lot of money as a salesman and manager. I am not a President Biden fan but this is a great thing to help the middle class. Please get this passed ASAP so companies cannot hold people hostage. Thank you.”</p>
Christy	<p>“American healthcare and American physicians are increasingly employed by private equity or for-profit entities. These companies seek to limit care by creating monopolies within geographic areas that supress physician's ability to speak up about safety, control costs, and ensure that our healthcare ethics are well represented using our training. In healthcare alone, implementing this rule will allow for better care, more access to physicians, and decrease the power that for profit companies have over the health and wellness of American society.”</p>
Erin	<p>“This could help me greatly. I am an aesthetic nurse and after my contract is over with my current employer, I will have to drive 20 plus miles if I want to work somewhere else. This puts a strain on my family and finances and limits my growth potential.”</p>

Jacob	<p>“Non-compete agreements should absolutely be banned. Case and point: I have a non-compete agreement where I work, I've been verbally abused, had my commissions docked, and blatantly (on recording) told to commit insurance fraud on the company's behalf... I refused to do so, in doing so starting a never-ending problem with the company where they now look for anything and everything to single me out and yell at me for.... Long story short, this led me to look into leaving the company, which brought up my non-compete. But since I have this non-compete, if I leave the company, I have to completely change industries (anything to do with construction) or move 50 miles away. This is absurd! So now, I'm forced to leave the company because I refused to break the law for them, and I'm forced to move and or completely change industries? This should not be allowed at all. Having non-competes agreements does nothing for the employee but wreak havoc but gives employers the freedom to treat their employees extremely poorly with little to no fear of the employee leaving because he/she is bound to an agreement holding them in place without a viable way out of a bad situation....Non-competes take away free enterprise, freedom to work where you choose, and gives employers way too much power without fear of competition or repercussions and potentially puts employees at risk of what's essentially extortion. My goal is to start my own company, and when I do, I will never have a non-compete agreement whether its standard process, widely accepted or not.... Competition and entrepreneurship are a beautiful thing. Isn't part of what we have the right to in the USA the right to life, Liberty, and the pursuit of happiness? Couldn't you say that a noncompete directly inhibits one's ability to that pursuit? That's the way I feel and everyone else should too. I've been robbed of my happiness to no fault of my own and now have to seek legal action to have any hope of getting it back and I would never wish that upon anyone.”</p>
Chase	<p>“I've worked for the same company for 16 years but have only been under a NCA for the last 6. While I understand the argument for the investment a company makes in hiring and training an employee, a NCA only makes sense if it's tied to an end date that balances with the training period. Since I entered my NCA, my income growth has slowed considerable from the first 10 years, and the company's attitudes towards incentives has shifted as more employees have been asked to sign them. I agree that they decrease competition and support this proposal.”</p>
Michael	<p>“I believe that non-compete clauses hurt consumers, stifle economic growth, and prevent workers from improving their workplaces and personal growth opportunities. I further believe that non-compete clauses are fundamentally un-American as they prevent citizens from freely exercising their right to pursue</p>

	<p>happiness. Shortly after graduating from veterinary school, my wife entered into a contract with a local veterinary hospital in our hometown.... We realized that the non-compete clause in her contract prevented her from working in our hometown whether she resigned from her position or was terminated by her employer with or without cause! When she asked to renegotiate that part of her contract, she was told it was not up for renegotiation. At that time, she decided to leave her place of employment. For the next three years, she traveled at least 30 minutes away (many days much further) to find work as a relief veterinarian. This caused her to sacrifice time with her friends, family, and pursuing hobbies and other activities that brought her happiness. Her employer was more worried about preventing her from becoming competition than they were about anything else related to this issue."</p>
M	<p>"Why are we still having this conversation?? The year is 2023, it's time this antiquated idea is ditched. Women and minorities are being hurt financially by this. It's time that they are free to make a decent living not dictated by those of a higher power. EVERYONE deserves to make a decent wage!!!"</p>
Ahmad	<p>"I believe noncompete clauses are unfair to both patients and physicians and allow employer to take advantage of physicians because they know how hard it is for physician it will be to leave current practice and relocate especially in the current housing market and expenses of relocation. I have non-compete in my contract that bans and from practicing 30 miles radius. My patients are not able to see another physician in the area including my hospital system employer due to every provider being booked six months in advance. Noncompete will cause discontinuity in my patients care and lead to bad outcomes. Noncompete clause is sacrificing patients' health to put more money in big hospital systems CEOs' pockets."</p>
Brandon	<p>"Non-compete clauses further disenfranchises hard working Americans and limits their ability to move through the free market."</p>
Muhamed	<p>"Please end the no compete clause that hurt physicians from departing other practices or organizations."</p>
caroline	<p>"Definitely support making non-compete clause unconstitutional. Non-compete clauses are detrimental to the employee and only benefit the employer. How can one prevent someone from using their skills to support themselves or their family?"</p>

Nicholas	<p>"I am currently working a job which is withholding wages and has not rescinded a non-compete. This gives my employer the ability to abuse me and I can't go work for someone else."</p>
Randolpho	<p>"While I support the spirit of this proposal, I worry that it does not go far enough.... I agree that such a contract is anti-labor and should be disallowed, you are not banning non-compete agreements that are in place WHILE employed. Non-competes that are in place during employment affects employees who wish to do additional contract work on the side or even to have a second full time job should their economic situation require it. While this rule is a great step in the right direction, it's not the end of the road. I strongly urge you to consider changing your language to eliminate ALL forms of non-compete contracts, including while employed."</p>
Minoo	<p>"As a practicing physician for 20+ years, and in a field of organ transplant where I can only work as an employee in a hospital setting, the noncompete agreements, have a chilling effect on the ability to provide quality care, and deliver value in our local community."</p>
Jason	<p>"Dear FTC and Chair Khan...This rule should apply to physicians just like any other skilled worker, no matter if they work for-profit or non-profit entities...non-competes affect physician autonomy and well-being in so many ways. Burnout and general malaise of such a noble call is running rampant and many of the contracts' physicians are placed in is often the cause. Patient access to healthcare is also suffering due to these non-competes. Physicians cannot help in areas that patients need because they may be working 10-15 miles away at another location. Healthcare will not suffer and will benefit from more competition, which in turn should help patient outcomes."</p>
Ned	<p>"Non-compete clauses make it very difficult for physicians to transition jobs as their lives change. Hospitals, on the other hand, can hire at will which leads to an unbalanced free market. This leads to increased burnout among physicians, which leads to decreased quality of physicians ultimately for patient care."</p>
Andrew	<p>"I am currently being pressured by my employer to sign a non-compete document and NDA. The NDA is somewhat understandable. However, the NCA is unacceptable. Its draconian nature creates a poor work environment and culture. One where employees work and produce results based on fear and anxiety</p>

	<p>rather than pride and a striving to excellence. It introduces a level of resentment into the employee/employer relationship with the employer basically admitting that maintaining a desirable workplace and environment is so low on their list of priorities that they will seek legal help to ensure they are not required to do so. When equal effort could be placed on maintaining a fair, competitive and desirable workplace that would produce far superior results. My employer requires all employees, even those at \$14/hr to sign these. It is a predatory practice that needs to be done away with."</p>
Sarah	<p>"...I appreciate what you all are doing and pray this ban goes through next month."</p>
Nathan	<p>"I request that you ban these noncompete clauses, as they cause so much difficulty for no compelling reason. Thank you."</p>
Mary	<p>"Non-compete agreements for physicians should be made illegal. In the case of physicians, these agreements can have a detrimental impact on patient care and access to healthcare services. Non-compete agreements for physicians can limit patients' access to medical care, particularly in rural or underserved areas, by preventing doctors from practicing within a certain geographic radius. This can lead to patients traveling long distances to receive medical care, which can be particularly challenging for elderly or low-income individuals. It can also lead to an increase in healthcare costs as physicians who are able to practice in certain areas can charge higher fees due to decreased competition. Moreover, non-compete agreements for physicians can prevent physicians from pursuing alternative opportunities that may better serve their patients' needs...non-compete agreements for physicians can also have negative consequences for the physicians themselves. These agreements can limit their ability to negotiate their salaries or benefits, as they may not have the option to leave their current practice for a better opportunity. Additionally, it can restrict their ability to pursue their chosen field of medicine or to work with patients they have developed strong relationships with. In conclusion, non-compete agreements for physicians can have far-reaching negative consequences for patients, healthcare providers, and the healthcare system as a whole. I strongly urge the government to consider banning non-compete agreements for physicians and to work towards creating a healthcare system that prioritizes patient care and access to medical services."</p>

Laura	"I am a young physician with \$350k+ in debt and almost every physician contract contains a noncompete clause. This prevents me from practicing medicine where it best suits me and my career and can negatively affect my family as well if I end up having to quit or leave. Additionally, this could negatively impact patients with whom I have established relationships with."
Kevin	"Ban non-compete clauses immediately. They harm workers and only protect corporations."
Lusine	"... Physician non-compete clauses are unfair and should be illegal. They decrease flexibility and harm morale. They hinder appropriate competition."
Christin	"Non-compete clauses allow hospital administrations to use scare tactics to prevent physicians from reporting patient safety issues. It also makes it so physicians are tied to one organization and eliminates healthy competition for the market and contributes to driving up costs. People are forced to stay in abusive situations and employers have no reason to change."
Rory	"I am a doctor working in pediatric genetics . I am unable to move jobs due to a non-compete clause. This stops me being able to start my own company that would allow me to treat more patients with genetic disease. Therefore, this clause harms patient care by limiting the amount of work I can do. Therefore, I think this is a great change of rules and I welcome it."
Michelle	"I strongly support a decision to ban non-compete agreements. I work in the real estate industry and while working as a property manager within my real estate company, I was forced to sign a non-compete agreement. I was brought into my supervisors office and forced to either sign the form (5 years AFTER my employment had started) or get fired on the spot with no paycheck that week. Having no other option for income, I reluctantly signed the agreement. I worked for years to build relationships with these clients and many of them wanted to buy and sell homes with me as their agent, only to be told no and that I had a non-compete agreement in place. This has resulted in me losing out on thousands of dollars of income to my family and has caused my client data base to be reduced by at least 70%. I can't

	believe employers are allowed to dictate the livelihoods of tax paying Americans and hope this law is changed soon.”
Louis	“Rich need to stop being allow to control workers future???”
Jason	“Non-competes are bad for consumers, workers, and innovation. The only value they have is for small-medium size employers that want to stifle workers’ wages and competition. Full stop. Non competes are shackles for workers.”
Steven	“I fully support this rule. I am currently under a noncompete with a company that is under performing and has since enforced a hiring/promotion freeze thus limiting my chances for upward mobility. I find it completely unfair for me not to be able to seek employment elsewhere in the industry I've been a part of for last the eight years due to this noncompete.”
Joseph	“This proposed Non-Compete Clause is long overdue, and will be a great help, particularly to lower income workers who are basically trapped by the present conduct of many industries. I support it enthusiastically.”
James	“I am a graduating resident physician ...the non-compete clauses in every contract I see keeps me from being able to gain any leverage with my potential employers despite my specialist training and procedural skills...I would both have to move to a completely different city it state because one of us in trapped in a predatory non-compete is one of the most challenging parts of deciding where to practice....Please press on in undoing the legality of non-competes. They stifle competition by keeping all the power in bureaucratic hospital systems' hands despite my hands and mind being what actually heals my patients.”
Nick	“I support banning Non-Compete clauses in the US. They stifle innovation and limit opportunity. In my previous role, I signed a non-compete clause and when the company took a turn for the worse, I was forced to be very careful to find a new job in a different industry out of fear of breaching my non- compete. There wasn't any proprietary information I was privy to that would have help similar companies anyway, but nonetheless I was barred from accepting positions from them due to my non-compete contract.”

Ashley	"As a physician, I oppose non-compete clauses. We deserve the right to work."
Susan	"I applaud this document and support it fully. However, it is absolutely vital that physicians and other medical personnel are included. Not only is it discriminatory to carve out certain professions from inclusion, it reinforces a tremendous hardship. Physician employees should have every protection afforded to other employees.... Non-compete clauses in physician contracts essentially enslave physician employees, as it is nearly impossible to change employment without selling one's home and uprooting one's family. There is no logical reason why a spouse would need to move and change jobs, nor why children should be moved from their school and community, if a physician wishes to change employment. Non-compete clauses detrimentally affect provision of healthcare services in rural and underserved areas, as local physicians are unable to seek employment in their community if they choose to switch jobs. Removal of non-compete clauses for physicians would result in healthcare employers improving work conditions and employee satisfaction, which would directly improve the quality of health care. For example, a hospital that provides adequate staffing would attract healthcare employees and improve patient care, while a hospital that chronically understaffs will be forced to improve the working conditions or not be competitive in hiring employees. Without non-compete clauses there is no incentive for healthcare employers to provide adequate staffing and resources for safe patient care, because employees are essentially trapped in their jobs. I strongly encourage you to provide all physicians and health care workers with the same advantages of this proposal as any other worker."
Josephine	"I have a strict non-compete on my contract. It lists two counties that I would not be able to have employment in for 24 months past my termination. I have a new job that I will be driving 45 minutes to one office and another 1 hour and 15 minutes each way to avoid this non-compete. This clause is a disservice to the community receiving quality care. My colleagues and I would greatly benefit from Banning Non-Compete Clauses."
Ron	"I agree with the FTC - any and all non-compete agreements should be void... Companies use it against employees to prevent them from going to a competitor. Pay your employees what they are worth, or you may lose them. Value your employees. Technical info related to proprietary products could result in certain agreements- computer, pharmaceutical, etc."

Joseph	"It is very important to ban non-compete clauses
Kelly	"Kudos!!! Thank you, first of all, for considering this change. I work under a non-compete that has not only a time constraint, but a large geographical one. I would have to move my family, have my children change schools, and sell my house in order to change jobs OR sit out of my line of work for a year. I highly recommend, on behalf of workers like me, that the FTC do what it can to eliminate non-compete restraints."
Kelly	"I just received the draft of my new contract with a company that I have been with for 12 years. The contract includes a non-compete for 2 full years with the inability to work within my county and / or within a 10-mile radius from my current office. My county is large; the total area of 526 square miles. To top it off, there are no increases in wage for cost of living during the initial three years and the contract renews automatically. Of note, I have not had a raise in 3 years. I feel like I am stuck and that the non-compete language is a huge part of it. This same contract is reportedly being offered or has been signed by more than 300 of my colleagues. Please, please help level the playing field for the average worker. Thank you for considering."
Josh	"Non-Compete clauses are archaic and are never in the interest in the employee. Do away with them for good."
Grant	"I am fully in support of the FTC's proposed rule on Non-Compete Clauses. I have been pressured by employers to sign non-competes that would have kept from finding another job in my field for years. One employer let me go because I refused to sign the non-compete. Even if a court would not uphold the clause, the cost of litigation is extremely prohibitive to an employee and so makes it an unfair and effective tool for employers to push employees around."
Joseph	"I will be working in Nashville, TN as an anesthesia professional after graduation in December of this year. The largest provider of anesthesia in Nashville is AMG, which requires a non-compete clause. Being that this company has contracts with the majority of medical institutions in the greater Nashville area, it severely limits the ability to be able to work as contract labor for any of those facilities. Non-compete clauses in healthcare severely limits availability of medical care to patients. Please vote to end non-compete clauses."

Brennan	<p>“Non-competes are completely immoral and stifle what little opportunities workers have in negotiating better wages and improving their financial situation. It is completely contrary to the ideas and values of free market competition. If employers fear losing valuable employees, then employers should give the employee reasons to stay and grow with the company, not strong arm them into staying in unwanted positions over fear of lawsuit. I fully support this rule to ban non-compete agreements in all workplaces.”</p>
Rosa	<p>“As a physician, I find it disheartening that you are trying to exclude us in noncompete clauses. We are slowly being stripping of our autonomy, increased demands on workload with pay cuts. Now you want to limit our ability to work a practice in an area without having to move. What is your motivation? This is only leading to our burnout and undermining our ability to care for our patients and have a life at the same time. A physician should also be included in this committee and decision-making process.”</p>
Otis	<p>“I completely agree with banning these anti-competitive agreements. The individual typically has no leverage in the negotiations with a potential employer.”</p>
Jordan	<p>“Yes, non-competes are silly. Anyone who wanted to move to a better job should not be encumbered by a non-compete agreement.”</p>
Glenn	<p>“I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. That is antithetical to the freedom the constitution guarantees. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes ultimately building a stronger economy for everyone.”</p>
Sloan	<p>“I would like to comment in favor of the proposed rule and add additional context. I interact with a national anesthesiology company that uses noncompete language to bind employees. Recently, it has become increasingly clear that the company also uses noncompete clauses as leverage for negotiating hospital contracts. Last week, the company issued notice of withdrawal of</p>

	<p>services from a very large community hospital in my town. Implicit in this was the fact that the anesthesiology providers (both physicians and nurse anesthetists) were bound to the company through noncompete language, and that this withdrawal truly meant that this large hospital would be without anesthesia coverage and thus significantly compromised in providing critical services upon which our community relies. It is important to note that anesthesiology services are becoming increasingly scarce, especially in the hospital setting, and loss of a large practice like this would be a long-term endeavor (months to likely years) from which to recover. In the meantime, critically ill patients would suffer from the lack of access to care. Elimination of noncompete language as proposed would protect hospital systems from such abusive negotiation tactics. It would allow the employees of the anesthesiology company to remain employees of the company if that is favorable to them, but it would also allow them to separate from the company and continue to service the hospital if the company were to fulfill its threat to withdraw services."</p>
Julie	<p>"I strongly encourage you to adopt the proposed rule changes for non-compete agreements. I'm among the millions of Americans living in states where these agreements limit our career flexibility, and effectively remove our capacity to advocate for ourselves in the workplace- because we have no alternatives. This oppression robs even the best employees of creativity and destroys the potential for a vibrant, mutually respectful work environment. Our country flourishes when its people are allowed to flourish, not when we are either locked into a circumscribed role or shut out altogether from being a part of the work force...."</p>
Juan	<p>"I am a practicing Physician (Neurologist). My specialty is in great demand and everywhere I have worked patient access has been an issue. I typically have wait times of over 6 months to see new patients, some who have urgent medical needs, which leads them to get second tier-delayed healthcare and suboptimal outcomes. I have had to move in two occasions in my career due to a non-compete, causing not only substantial personal, family, and financial disruption, but more importantly leaving communities deprived of much needed services because the interests of the employer through a non-compete were placed as a priority over the needs of the community. Employers, in my case health care entities who employ Physicians, ought to create other types of incentives that reward longevity, advocacy and engagement within the organization, and provide a network of safety that encourages retention, rather than force it through non competes, which breeds hostility and only benefits the employer at the expense of access to healthcare. Therefore, I wholeheartedly support a ban on non-</p>

	<p>compete agreements and applaud the actions of the FTC in doing away with this unethical (at least in healthcare) practice.”</p>
Virginia	<p>“My husband, a physician boarded in internal medicine, nephrology and critical care, and father of 3 children, had a non-compete working for a private practice in Pensacola, FL which after 5 years employment paid him below average salary and continued to increase his on-call schedule. We had to leave the state for him to be employed and to get fair compensation. This was a great disruption for our family - home, schools, and my career. It took us 18 months to sell our home at a loss, our children struggled in their new schools, and I lost my business. The economic losses were great - paying mortgage, utility and insurance costs on an empty house, rental housing, utilities and insurance for the new location, loss of my income, and costs to be licensed - medical, driving - in a different state. The worst, is that the patients in FL suffered a lack of timely medical care because not only my husband left, but so did another nephrologist.”</p>
Andy	<p>“Some contract holders and hospital administrators control emergency physicians through exploitative contractual provisions. These provisions include restrictive covenants that control where emergency physicians may work upon contract termination, violating their professional rights and effectively preventing them from advocating for their patients. The threat of termination from a hospital medical staff, as well as a restrictive covenant, may prevent physicians from advocating for their patients if the hospital or contract holder opposes such advocacy. AAEM joins other professional organizations in taking this position. The American Medical Association strongly discourages the use of post-employment restrictive covenants in physician.”</p>
Aaron	<p>“I am under a non-compete agreement with my current company. Signing it was a condition of a recent promotion. I'm very happy at my employer, but I am worried about my ability to provide for my family if I was to lose my job. I support the ban on non-compete agreements.”</p>
Angela	<p>“I completely agree that noncompete rules should be gone. This is a old fashioned rule and creates problems for people who want to get away from an overbearing boss/company. I think its long overdue to get this rule gone.”</p>
Berneet	<p>“I do not have a non-compete now, but I have signed contracts with a non-compete before as a physician and had to move when administration abruptly changed the terms of compensation and the way the practice was run. I was rapidly burning out after the changes were implemented, and it was hurting my health. I</p>

	<p>knew that if I kept going, I was going to hurt my patients by not delivering the best possible care that I knew I could provide. I know what it feels like to have my autonomy suddenly challenged and have nowhere to go without having to move from the area entirely. But that was exactly what I had to do for my sanity - I moved. As stated earlier, at my current employer, I do not have a non- compete, thank goodness!! But after a change in leadership, some of my younger colleagues who came later did have to sign them. It amounts to a golden handcuff on our ability to practice. For physicians, it is not always about salary - it is also about burnout, patient care, on-call requirements, personality conflicts, changes in leadership, autonomy in our practice of medicine, disputes in how our productivity is measured, among a myriad of other factors that determine our satisfaction in the practice of medicine. And the practice of medicine is changing ALL the time! I understand that our employers (usually large hospital systems) do invest time and money in our onboarding, and the initial contract at hire can reflect a time limitation during which they should be able to recoup that initial investment and know that we aren't going to leave before they do. But there needs to be a limit on this, after which we should be free to leave without having to move homes and families to do so. We may start under one set of administrators or department leadership, then there is a change in vision and leadership, and all of a sudden, the mg is pulled out from under our practice and everything is different. I feel for my younger colleagues who can't leave as easily as I can. There should be no exceptions for any type of employer-worker relationship, despite the salary or "learned profession". Burnout and physician suicide in the US are real problems. The suicide rate for physicians decreased in Europe over time, but not in the US. We have a big problem with the practice of medicine and the way health care is run in the US. Abolishing non-competes is literally the least we can do to make this a tiny bit better."</p>
J	<p>"Non-compete clauses only protect employers who are unwilling to make their businesses the one people prefer to work for. It is a shameful business practice that only the uninformed or desperate worker will agree to, and they need to be outlawed."</p>
Caleb	<p>"NCCs should be banned in this country they are anti competitive practices which stifle American workers ability to earn higher wages."</p>
Marcus	<p>"Non-competes are inherently unfair. As a physician I was effectively forced into a non-compete when my company changed ownership. I had to choose between giving up 5 years of relationships with my cancer patients, staff, and professional community vs sign the contract. So I signed. Now my ability to</p>

	negotiate wages is extremely limited. That's unfair. There are no - trade secrets" or other benefits the new company provides me in exchange for this non- compete. The non-compete only benefits one party and is thus inherently unfair."
Carson	"I had to sell everything I had work for in my career to fight a non compete which I eventually lost. These contracts are not equitable and no employer should use them to hold an individual hostage in an industry."
Eric	"I strongly support ending non-compete agreements. They limit the ability of physicians to leave a toxic employer and still care for the patients they have been seeing. Hospitals take advantage of the fact that physicians will stay in a bad work environment to continue caring for our patients."
Kathleen	"Please end this archaic practice. Employers should do the right thing by paying and treating their employees well instead."
Freddie	"I have an existing non-compete and it has certainly factored into the decision not to leave my current employer. I am supportive of the proposed rule change."
Alexandra	"As a physician , I strongly support the proposed rule to end non-competes and request that physician contract are included. I believe that my oath to care for patients should not be limited or challenged by the business dealings of health corporations. My duty is to my patients and a non compete clause could restrict my ability to care for patients in need."
Tariq	"There should be no "Non compete clause " for the best interest of the patients. These clauses are completely against patients interests and the free market values."
Jeetendra	"The non-compete clauses cause tremendous damage and hardship to the employees that are subjected. It is even harder for physicians as it is not easy for them to switch jobs. Physician wanting to change job must leave town and this keeps him/her tied to an employer that does not pay them fairly or treat diem well. Non-competes must go for healthy competition for talent. Please do not allow any loopholes. Current set up is one way where employers control everything."

Amber	<p>"I am an attorney in a college town in East Tennessee. I've seen first-hand how non-compete clauses destroy lives. Noncompete clause may have been created to protect trade secrets, but they are now being utilized by unscrupulous business owners to stifle competition and keep wages low. The most egregious abuses I see in my practice are in the salon industry. Salon owners seek out talented stylists straight out of styling academies. They encourage them to sign a contract with a non-compete clause. And then salon owners 1.) fire them so they cannot work at any other area salons, or 2.) treat them like indentured servants because, well, they are. The stylists are not able to leave and go work elsewhere unless they leave their industry entirely. This is a financial impossibility for the stylists who just paid for their education and licensure. When they try to extract themselves from these onerous contracts they face expensive litigation. Please consider that enforcing non-competes bankrupts families and is an unnecessary infringement on free and fair trade."</p>
Peter	<p>"This law has prohibited me several times from seeking employment in the industry that I have spent my entire career. In many cases I have had to wait years to pursue a job in the same industry. It is highly unfair to the employee. A signed confidentiality agreement would still protect a company from trade secrets while allowing an individual to earn a living in an industry that he or she has worked in for years. The non-compete should be abolished."</p>
Noah	<p>"I am completely in favor of forbidding noncompete agreements."</p>
Mark	<p>"Non-compete clauses keep employees hostage and prevent economic freedom for those forced to sign an agreement like that. It is one sided and unfair to employees."</p>
Lisa	<p>"I have been recently affected by a Non-compete and it has put my livelihood at great harm. I worked for a company for over 20 years and left for very good reason and went to work for another company and was sued and lost my case just in December of 2022. This began end of September 2022 and at this time I am unemployed and unable to work in 3 states due to the "employment agreement."...This industry has been my livelihood and I love what I do but I have zero income and 6+ months to "wait it out" until the contract expires. I can not make the money I was making in my career field due to this and I am having issues with finding work because it will only be for a few months until my contract expires. I do not feel that anything that has happened in my case has been fair or just. I have the right to make a living and do what I love....So in my opinion this is MUCH needed!...We live</p>

	<p>in the United States Of America and I live in an at will state and feel anyone should be able to make a living and provide for their families in a field of their choice.”</p>
Stanford	<p>“I have lived most of my life in a Medicare underserved area with limited numbers of physicians and almost no specialists. The effect of non-compete clauses in these areas renders the ability to provide good health care by forcing physicians to relocate even though they are already in the area, familiar with the patient demographics, and trusted by the public - to leave the area. This forces patients to travel (sometimes hours) to find another physician or specialist to provide treatment. Based upon this fact non-competes have a direct and detrimental impact on the lives of the citizens living in underserved areas. In addition, there should not be an income cap on any such rule since most physician salaries would render the rule meaningless and cause the same harm to patients who live in such underserved areas.”</p>
matt	<p>“I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and hams working people. This policy will make it easier for workers to earn what they're worth! Let us do something worthwhile for the common working person. Thank you very much.”</p>
Kyndall	<p>“Hello, I am writing to express my support of this proposed rule.... I am currently under contract with a non-compete clause that prohibits me from working within 35 miles of my current employer's office. Due to the nature of my work (I am a home birth midwife), this really limits my ability to leave my current position and accept job in my profession or even to start my own practice. Due to the language of my non-compete and the nature of my work, if I left my current position I would have to get an entry-level job outside of my profession in order to work and have any income. This really affects my livelihood and ability to provide for my family as the current breadwinner for my family. I am 100% in support of banning the non- compete rule.”</p>
Abby	<p>“YES, we need this non-compete ban. I am a midwife practicing in Knoxville TN, and I was required to sign a non-compete (along with other local midwives who work for another practice). Our area is in major need of more midwives and in addition, midwives in different areas of town. But because of the non-compete we've all been required to sign, and what is considered "nominal", it really is hurting the people who need us most. There is no</p>

	<p>shortage of business, I think it is so incredibly unnecessary to have to have a non-compete. Please ban it, midwives here in Knoxville TN will thank you!"</p>
Ross	<p>"I'm glad the FTC is looking at this regulation. I'm currently subject to an overly vague and ambiguous non-compete agreement. I left the firm that subjected me to this to work for a competing firm. I made this decision because my old firm could not match/keep up with wages in our industry (Local/County Government Consulting). This move was the best decision for our family - our first child is due in June 2023 and we just got done building our first home....I don't agree with non-compete agreements for mid-management staff, like my role as a project manager. I don't make decisions about new business to pursue, nor do I make project pricing decisions or make decisions that will direct the company. I simply left to receive a more competitive wage and receive the opportunity to "move up the ranks" within the new firm. I believe individuals should have the ability to do better for themselves without the threat of lawsuits. Our country was founded on the life, liberty and pursuit of happiness principle and I believe non-competes eat away at a person's ability to provide for their families. I appreciate the chance for public comment and would be happy to further discuss my situation if necessary."</p>
Denise	<p>"I'm a contracted employee at a rural hospital in Maryville, TN. My main concern is if a hospital decides to terminate contract, I cannot be employed by the new contractor. This potentially hinders hospitals to make needed moves to improve and move on to the best contracted service as the hospital fears lapse of coverage and dollars lost and not being able to continue surgical services due to these noncompetes and not having anesthesia at our hospital....Please vote to do away with noncompete clauses to our fundamental workers of our country. Especially healthcare workers who have been working through tough essential times our country has most needed us."</p>
Jonathan	<p>"I am for doing away with non-compete clauses in contracts and support this potential rule change. As a physician, I am under such a contract with my employer, and would have to move to a different county to work. It would force me to leave my practice which I've spent years creating and start from scratch."</p>
Joe	<p>"Include Franchisees in non-compete ban."</p>
Karen	<p>"I am an Enrolled Agent which is a credentialed tax expert. I am qualified to represent clients anywhere in the U.S. on their behalf to the IRS for audits or other issues....I worked for H&R Block and</p>

	<p>am under a noncompete clause. I am not allowed to work with tax clients for myself or any other company within 50 miles of the Greater Knoxville area for 2 1/2 years. H&R Block has blacklisted me because I turned in a co-worker to HR for unethical practices without going through my office manager. The manager retaliated by claiming I was prejudiced against my co-worker due to her race (wrong) and suspended me for cause. I now have only ONE job option: to work for Intuit helping people do their own returns as, in this job, I do not meet with clients. Intuit is only allowing me to work 23 hours per week. If I want to do anything else I have to leave my field thus make less money per hour and start all over at 64 years old. I studied for months and took a 9-hour test to earn my credential. There are many people who would like for me to do their tax returns for them. I have to turn them down and refer them to someone else so they can still get assistance. I am overqualified to sit in an accountant's back office and do returns...I can't afford to live on Social Security and do not wish to move away from my home. Please unshackle my hands and pass the rule to end non-compete clauses. Thank you!"</p>
dylan	<p>"I have a current non-compete that's holding me from doing the only thing I've done for almost twenty years. The term is 24 months and I'm six months in. This can't be legal. I need to make a living and I can't do that with cease-and-desist letters telling me not too."</p>
Marty	<p>"I am supportive of ending non-competes. This year my position along with over 200 others across 34 states was eliminated I am in TN and had an opportunity to take a position in leadership with a competitor which would have expanded my opportunity for growth and it would have been a promotion. After the new company reviewed my non-compete they could not present an offer to me without facing legal issues. I'm wondering if a company is the one who acts in ending one's position or alters the initial work agreement if the employee could be released and free to work to go back to work, having an opportunity to expand. Instead for me I'm having to change fields totally instead of leveraging my leadership abilities in the field of my choice. I brought my experience to this current company and within 6 months they ended my ability to work in the trade I enjoyed. Thanks!"</p>

Wesley	<p>“Non competes limit innovation and force people to be stuck at a job that will burn them out until they quit and go to a power education job. On addition if you're laid off or fired and have a non compete you had no choice in the matter and now you're out of work and unable to contribute to the economy or fees your family.”</p>
Julian	<p>“Every person should have a right to work and earn a living in any career they have invested themselves in. No employer should have the right to dictate who they are allowed to work for or interact with. It is the equivalent of indentured servitude. If an employer or employee chooses to terminate their relationship for any reason, there should be no punishment for either party looking to better themselves. The enforcement of a non-compete agreement negatively impacts one's ability to earn a living and provide for one's family and should be illegal.”</p>
Matthew	<p>“Please implement this change. Non-compete clauses are a major drag on our economy, weaken competition, slow innovation, and are simply unfair in the vast majority of cases. These non-compete clauses are an unfair burden on the back of the average American worker.”</p>
Christopher	<p>“Please include physicians. We are people like everyone else. Thanks”</p>
Justin	<p>“I went through absolute hell fighting a non-compete that my previous employer tried to threaten to enforce. While they realized this would never hold up in court, that did not prevent them from having their attorneys send threatening letters to me and my new employer with the goal of getting me terminated from my new sales position. The practice of employers forcing prospective employees to sign non-competes as part of their job offer is so unfair and restrictive on the employee. In many cases it causes undue hardship on the individual by preventing them from working in an industry they have been in their entire life. Corporations have deeper pockets and can easily threaten to sue, forcing the employee to lawyer up and bear...that expense which compounds the hardship even more for the employee. This practice needs to be banned once and for all as everyone should have a right to work for a company of their choosing!”</p>

Abhimanyu	<p>"Most of my career, non competes have kept my wages lower and me stuck at one job. This stifles upward career movement. Last job I left, old employer even went to my potential new employer to threaten them that they can't hire "my employee". Good thing the new employer stood their ground and told the old one to back off. The feeling of being caught between that argument and unemployment was very stressful. Employers seem to use their position to bully you and potential new employers into staying. Had my new employer not stood up for me, I would be unemployed. Very thankful the new employer stood up for me, I am making substantially more now because of it. Non competes, whether verbally implied or written in a contract, are modern day indentured servitude. Non competes are completely the opposite of the competitive part of capitalism, instead non competes protect the employer from competing for the best talent."</p>
Josh	<p>"My father is currently being sued to enforce his non-compete agreement. This agreement was signed 30 years ago and never renewed. Litigation is costing my father thousands of dollars he does not have (he's in sales, no college education, lives in a small town). I want to comment on non-competes especially unfair effects in small, rural towns like the one my father lives in. If you are a small town guy, there are only so many places you can work and apply your skills. With non-competes, this would mean that my father would have to move a long distance just to find another job in his lifetime career field. The idea of a 61-year-old man would have to pickup and move from the only place he has ever known to keep using the skills in the area he has built his whole life is not functional. Employers should not have this level of control over employee as it bounds them and subjects them to unfair, sometimes abusive treatment by people with resources to fire them and make sure they can never earn a living again in their small, rural town. This FTC rule is important and should be enacted. Non-competes are predatory except in very limited cases."</p>
Adam	<p>"I highly support banning non-compete clauses. Anything that hurts employees and competition in favor of corporate welfare should be done away with."</p>
Rachel	<p>"As a family doctor in an area where there is a shortage of primary care providers, I am deeply troubled that you would exclude doctors! Doctors! Primary care doctors like me are the backbone of the medical system of this country! We build relationships with our patients and should be able to move freely</p>

	and where we get paid most fairly. Patients are not entities to be owned by a hospital- they are human beings we care for!"
Kartheek	"I am in support of the FTC Non-compete clause rule. I am a physician (neurologist) working in East TN where wait times to see a neurologist can be about 6 months. If a physician wishes to leave his current employer/practice, there are non-compete clauses which prevent the physician from working in the same county for 2 years. If the physician does not like his/her current practice, then the physician is forced to move to a different city or state, even though he/she is inclined to stay in that underserved area. This is an immense loss for the patients that the physician serves."
Pram	" Physicians should not be excluded from this as excluding them means they will be subject to the no compete clause that is seen as unfair. If they decide to leave their hospital they will have to leave the community thus depriving the community of the care they provide. Physicians should be given the same rights as others."
Patrick	"Non compete clauses benefit the corporation and hams the employee in every instance. I was let go from a role at the companies wish and I was still held to a non compete that prohibited me working in any capacity in my field of training for two years. I didn't quit and go to a competitor. I was fired and told I cannot provide for my family at another place of business. The practice is unfair at best and at worst it is cruel."
Malcolm	"Restrictive covenants / non-compete agreements restrict patient access to preferred physicians and caregivers. Restrictive covenants / non-compete agreements cause interruption of care to patients with complex and/or chronic conditions which, especially in cardiology cases, can have serious negative impacts on patient outcomes. Restrictive covenants / non-compete agreements stifle innovation, which is detrimental to patient care. Restrictive covenants / non-compete agreements have adverse effects on physicians work life, including practice autonomy, workplace culture, burnout, etc."

Andrew	<p>"I feel that noncompete clauses are harming, American competitiveness, and reducing the quality of life of American workers. For this country to succeed, we need to balance the interests of capital versus those of the workers-- right now, things are far out of balance with the rules favoring the interests of capital over those of the workers. The country will be stronger with a more balanced approach. Specifically, with this rule itself, companies need to retain talent based on the merits of the company and its management, not with anti-competitive contracts. It's fundamentally un-American to be beholden to specific organization."</p>
Roger	<p>"Restriction of practice prevents physicians from pursuing the best interests of their patients. Non-competes have no place in medicine."</p>
I Am	<p>I fully support the Non-Compete Clause Rule (NPRM), as written today. Why should my former employer control who I work for or where I work? Every business has "proprietary information". In my opinion if the company is a long running, successful business, it's not because of the knowledge or information it controls. Too many companies wield non-competes as a means of limiting economic mobility, income growth and talent exploration. There is no commonsense reason that a non-complete is required if I push a wheelbarrow, man a screwdriver, flip hamburgers, system admin a room full of computer servers, work as a paralegal or sell used cars. If you work me like a dog and I decide to work for better wages or conditions, as an American I should have full, free will to work for your competitor if the pay and work environment benefit me.</p>
Sherri	<p>"One of the companies that I had worked for and forced the noncompete non-solicit document to be signed otherwise you would be terminated refusing to do so. Six months later I resign from die company to do something totally different in the industry. The CERT company was quick to find out where I went to and had that letter sent to the president of the company stating I am not to be working in the same industry for two years!!! I had attorneys look it over and said there was no conflict. But because it was in die same industry was a conflict. Logistics is a broad ward that can apply to anything Needless to say I was out of work for two years as a result. I will not sign this document ever again. One time was costly..."</p>

Nathan	<p>"Good morning, as a new physician I would like to voice my support for this rule. It is well known that after completing training, up to 70% of physicians stay in the area in which they trained. This is partly due to the fact that employment as a physician has several extra layers of verification that require references and the nature of physician hiring is that employers prefer to hire someone whose professional behavior and working knowledge is a known variable. In short, new physicians do rely on their mentors/teachers a lot of the time after graduating I e 70% stay near their known support group, the group of references. The hospital system that employed me did have me sign a non-compete. As I was newly married, I needed health insurance for my wife and I could not wait for other offers to process. AAN (American Academy of Neurology) state the average number of RVU (Performance Units) per general neurologist is 5000 and the current average starting salary is 290,000. This health system has taken advantage of me as a newly graduating physician by expecting 6000 RVU a year for 260,000. This non-compete won't allow me to work at the hospital across town for higher salary. I have a huge student loan burden, it was up to 500,000 dollars this year. I paid down 100,000 and now my wife is leaving me because she thought I was stealing from the family. The point is that even a relatively high salary with a high debt burden requires the ability of the physician employee to compete and to market their talent in a fair way. There is no way, that single, newly graduated doctor is going to be a meaningful financial threat to a health system. It's just not a realist claim that an individual poses a threat to their bottom line. I propose that the non-compete is a forcing someone into labor it feels like compulsory indentured servitude."</p>
Brian	<p>"In the media advertising sales industry, non-compete clauses have been enforced for years.... Companies rely on this intimidation and the fact that they can afford lawyers that most employees cannot. There is also an unwritten collusion among companies. If you apply for a job within the market, the first question you are asked is whether you have a non-compete.... Media sales is a very specialized profession. It doesn't translate well to other types of sales positions. If the status quo remains the same, our only alternative is to move to another market or choose another profession. I've been in media sales for thirty years. The latter is not a viable option and the former is not ideal with children. We feel trapped. This is America. We should have the freedom to work without hindrance. The argument that we will be sharing trade secrets upon moving to a competitor doesn't hold water. We all know the approximate rate levels of our competitors. All local media outlets subscribe to competitive platforms that tell us our individual market share, where (in detail) local businesses</p>

	are advertising, and more. It's time for the non-compete to go. If companies want the best talent, they can treat us like it without holding us hostage within the same market."
Nikky	" Physicians - especially those of specialties (such as sleep medicine) that are in high demand, but low supply are often tied to long-term noncompete clauses. As towns and cities expand populations are unable to be served with healthcare due to these noncompete clauses. Often the care in question is preventative nature, and would other wisely through the healthcare system, saving millions of dollars if the noncompete clause did not exist, or was unenforceable. Noncompete clauses only add more barriers to providing care especially in population-dense and lower socioeconomic class areas."
Kruti	"I support a federal ban on non-competes. As a physician , I believe that non-competes are an undue burden and have been significantly harmed by a non- compete in my career. Non-competes lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. This has immense negative consequences on individual patient outcomes and the overall health of communities and could be prevented by banning non-competes."
Mark	"As an engineer , I have been subject to mandatory non-compete agreements for my entire career. Based on my experience, I can confidently state that these agreements stifle innovation and keep skilled employees from earning a living based on the skills they have developed both through education and their career - even if they are laid off. I fully support this rule to combat the use of non-compete agreements."
Amy	Please put a stop to non competes.
Marjorie	"Non-compete clauses have been used in ridiculous ways and area damper on growth in the economy. They should OT be allowed."

Michael	"Please end the non-compete exclusivity contracts....I am asking that the FTC end this abuse involving exclusivity contracts."
Eric	Non-Compete Clauses unfairly limit workers earning potential job opportunities. A worker can be barred from their trade as a result of leaving a company's employ. This is unfair and predatory. The Non-Compete Clause Rule must be ended. Thank you.
David	"The corporate use of non-compete clauses to stifle competition and keep hospitals locked into failing agreements totally ignores the original intent of non- competes to keep people from taking corporate secrets and short cutting their way into a business. There are no secrets that doctors use. We practice medicine, help people, and get paid for it. The idea that suing a physician for leaving a bad practice model is going to help patients improve or hospitals perform better is clearly ludicrous. This is simply a business tool that acts to prevent any semblance of competition and fair practice."
Fran	"I wholeheartedly agree with this proposed ban. I have looked for several jobs over the last year and have nailed die interviews and received offer letters, only to be turned down twice this year due to die non-compete agreement I was forced to sign by my current company. PLEASE PASS THIS BAN - it is preventing people from bettering their careers and lives as it stands now."
Elizabeth	"Non-competes are un-American, restrain trade, and are used to threaten workers into compliance even when they are unenforceable under state law. As a young attorney I faced down nationally known firms hying to bully Tennessee workers with non-competes that were completely unenforceable under Tennessee law. Other workers didn't have access to attorneys like me. A strong federal stance against non-competes can only make a stronger, better American workforce in a time when our workforce is weakened because of COVID deaths and disability. Let's get non-competes out of business and let workers choose."
Leigh	"Hello! I worked for a company for 12 years and signed a NCC when I started, otherwise, I would not have gained employment. My job was commission only throughout these 12 years, but during the course of my tenure, my commission rate was lowered

	<p>FIVE times. I worked diligently for many years, and after the 4th and 5th commission rate decrease, it became impossible to pay my bills. My employer could do anything he wanted to me, yet still held the NCC over my head when I made the choice to leave the company. Working 12 years in an industry became my career, but then I was being told I could no longer work in this field, even though I would not have resigned if my commission rate was still the same as my starting rate....Starting over at my age has been difficult, and I am in constant fear that I will be sued for trying to make a living in the job/career I enjoy...Employers should not be allowed to force employees to sign such clauses. Ban them! Any employee willing to work, and loves to work, should be able to gain willful employment. Thank you for considering my comments!</p>
Michele	<p>The noncompete clauses in physician contracts keeps physicians in indentured servitude. It prevents them from leaving toxic work environments where promises were not fulfilled. Big private equity companies and hospital systems have deep pockets and lots of attorneys and fight to the death! Physicians do not have the money or the power to fight these corporations. Patient care suffers because physicians leave the area of the noncompete clause. hospital systems and PE firms have taken over medicine for profits ahead of patient care. Noncompete clauses only feed their bank accounts and shareholder's pockets. This is all contributing to physician bum out and physicians leaving die workforce early further worsening the physician shortage and causing more access to care issues for patients.</p>
Michele	<p>"Dear Federal Trade Commission, I am writing to express my strong support for the proposed rule to ban non-compete clauses. As a physician, I have seen firsthand how these restrictive agreements can have detrimental effects on patient care, physician recruitment and retention, and healthy competition in die healthcare industry. Non-compete clauses are unfair to both physicians and patients alike. They give employers undue leverage in contract negotiations, as physicians are often forced to agree to them in order to secure employment. This can lead to inadequate compensation, lack of job security, and other unfavorable terms. Furthermore, non-competes often require physicians to relocate their families away from their current practice, disrupting continuity of care and limiting patient access to specialty care. ...Without these clauses, physicians will have greater job security and the ability to practice medicine in the same location for extended periods of time, providing continuity of care and better access to specialty care for patients. I strongly urge the Federal Trade Commission to move forward with the proposed rule to ban non-compete clauses in for profit and non-profit physician contracts. This ban is essential to promote fair</p>

	competition and ensure that patients have access to quality healthcare.”
Mary	“Non-compete clauses are unfair, inequitable, and un-American. Anyone should be able to quit a job without penalty.”
Catherine	As a primary care physician , I had to sign a noncompete clause to obtain my job. I needed to leave my job for health reasons temporarily. I cannot get a job in the county that I live in now as the noncompete is 2 years long. I have had to switch career paths to working for an insurance company in order to provide for my family. This clause punishes people for leaving toxic jobs or leaving for any reason. People have to move out of their hometowns to get alternative jobs costing them thousands or hundreds of thousands of dollars. I went to medical school to serve others and heal suffering, who is serving me? Who is protecting me? The only person that the noncompete services is the hospital administration. It does not serve the first responders or first line providers. This should have been made illegal decades ago.
srishti	“I support! Wholeheartedly!”
clark	The non-compete clause is fundamentally taking away die rights of an individual to pursue happiness.
Erin	Ban non-competes! It should be illegal to prevent someone from getting a job in their field of work/study/experience if they leave one company. Non competes prevent low income workers from being able to go out and get a better job.

Steven	"My daughter is currently being sued by a past employer. Thank you for changing this law. It's horrible to make people sign a non compete to get a job."
Monika	"Eliminate the non compete clause...Let's move with the times."
Santiago	"I think is crucial to remove this clause for contract - a piece of paper can't stop a physician to take care of patients who are looking for their help and assistance"
Jennifer	"I'm in healthcare in rural Tennessee bound by a noncompete. I am trapped in my current job unless I want 30-60 minute commute daily due to my noncompete."
Cary	"All my homies hate non compete contracts, they should be illegal"
Stephanie	"Let us practice where "we live. This doesn't do anything but like access to care
ROSA	I believe this rule should pass. From personal experience I know there are individuals that take advantage of these non-compete agreements by adding ridiculous stipulations. This makes it extremely hard for individuals to seek work elsewhere without violating the agreements. You almost have to change professions in order to make a living. Please pass this rule, it would benefit many people.

Sarah	<p>"All non competes should stop. They interfere with the private market for best doctors."</p>
James	<p>"As an executive in the information technology industry for over 30 years I have seen non-competes rise from a narrow tool to limiting senior or specialist personnel with access to trade secrets, to a blunt anti competitive tool that seeks to handcuff employees at all levels to a dependence on their current employer. The size, complexity and punitive threats associated with these agreements has also grown extensively. They are presented with job offers on a "take it or leave it" basis at a time that the targeted (future) employee is emotionally disadvantaged as they know resisting will likely result in the job offer being withdrawn. This change in regulation is essential to provide a levelling of the power balance for employees and remove die implied 'indentured servitude' effect. I whole heartedly support the FTC's movement in this proposed rule."</p>
clint	<p>"In the past, non-compete clauses could perhaps be justified when the employed individual had access to strategic plans, confidential information and various sensitive areas of the medical practice. Now, however, under non-compete clauses, the physician is treated no better than an hourly wage employee in a fast food restaurant. They have no access to strategic planning and no input into vital medical decision making especially in terms of insurance issues and choice of cardiac devices such as pacemakers, coronary stents and defibrillators. Those critical, complex decisions are being made by Corporate Headquarters whose primary criteria is who will give them the best deal. Before non-compete clauses a physician could choose the best care and best medical devices for their patients, often taking the patient to a competing institution that had the appropriate device or equipment that the patient needed. Furthermore, under non-compete clauses, physicians are forced to practice in substandard offices, substandard working conditions and sometimes with substandard employees. This creates a toxic environment. As physicians, we must regain the freedom to be totally committed patient advocates in order to attain the best level of care. In summary, non-compete clauses must be removed."</p>

Viviana	<p>“Non-competes are completely immoral and stifle what little opportunities workers have in negotiating better wages and improving their financial situation. It is completely contrary to the ideas and values of free market competition. If employers fear losing valuable employees, then employers should give the employee reasons to stay and grow with the company, not strong arm them into staying in unwanted positions over fear of lawsuit. I fully support this rule to ban non-compete agreements in all workplaces.”</p>
A	<p>I am voicing my support for banning of all non-compete clauses. As a family physician in a rural area, non competes have been used coercively against me to make me either accept hostile working conditions, lower pay than my male colleagues or lose my ability to provide for my family. I would have to move my family and uproot them from school, friends and supports just to be able to support them. My story is true of thousands of physicians nationwide of all backgrounds, genders and specialties. We do not threaten the massive corporations and health systems that subjugate us to these punitive and mandatory arrangements. Please, ban all non-compete clauses — they directly lead to health care provider shortages as many of us have left communities we would have gladly stayed and cared in if only our non-competes did not exist.</p>
Jeremiah	<p>“For the last 2 1/2 years I've seen this prevent truck drivers from coming on with the company I work for. Since they are in a non-compete, it prevents us from being able to hire them. As a recruiter I have lost about 100 drivers due to this, which is unfair to those drivers.”</p>
Beth	<p>I believe non-compete clauses are nothing short of small-scale corporate bullying against a vulnerable workforce population. They inhibit free enterprise and employee workplace mobility.</p>

GABRIEL	<p>"Please pass this rule. Non compete clauses have personally affected me, affected my colleagues, and been used legally against other colleagues. I know of no individual whom they have benefited."</p>
Brett	<p>"The rule is currently being interpreted as not being applicable to nonprofits, and this includes hospitals that operate as 501(c)(3) entities. I am currently trapped in a low-paying job because of a noncompete at such a facility. My entire family lives in this area, and so my options are: 1) Leave my family and move elsewhere. Note that my organization's noncompete is so broad that it "protects" them for many miles around any of their outposts rather than just my principle place of work. So it essentially covers a large portion of the state and increases daily as the organization continues to grow. 2) Continue trapped in a low-paying job solely because of the noncompete. I applaud the FTC's efforts to take on this problem, but there is no reason that "nonprofit" hospitals should continue to be allowed to subjugate their employees in perpetuity. Please re-write the rule such this would have broad applicability and also apply to 501(c)(3) organizations."</p>
Joann	<p>"I started my job search towards the end of my Family Medicine residency. Since I had a child still in school locally, I especially did not want to uproot the family a mere three years after we moved here. What I found as I interviewed was a different story however and I was saddened to learn that non-compete clauses were alive and well. When a large conglomerate of a medical practice is worried about having patients "stolen" away form them by an individual physician who is first starting a practice in town, something is wrong with that huge practice. And something is wrong with the loss of what this country was built on; die ability for every individual to earn a living and work for themselves. The non-compete clauses need to be banned for once and for all. Thank you for your consideration."</p>

Darren	<p>"The company I worked for was sold by the owner to a larger company on a Friday. We had to sign a non-compete clause by noon on Monday or lose our jobs. The non-compete essentially bans me from working for any client the company has worked with over the past year. This essentially takes away my ability to work in an industry I spent 30+ years in. We were strong-armed, no doubt about it. We had no say in the sale/purchase, and limited ability to take our skills elsewhere. We felt enslaved. Non-compete is not good for the employer as it keeps disgruntled employees from moving on, and it's not good for the employee as it feels like shackles."</p>
Michael	<p>"I believe that non competes should be non enforceable. They have been used for years by hospitals and large conglomerates to lord over physicians and prevent them from being mobile and taking care of patients. In a time when we need more physicians, we cannot be legally excluding their practice simply because they choose to change locations"</p>
Patrick	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, non-competes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more non-competes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. As a sole proprietorship, I work with different companies as an independent contractor and initially had a lot of confusion due to some of their language around non-compete agreements. Setting clear standards that protect workers and small business entrepreneurs such as myself from large corporations with huge legal teams will help promote flourishing of workers and small businesses in our new modern economy. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>

David	<p>"I am a physician and agree with the abolition of non-compete clauses and strongly believe physicians and other healthcare professionals should be included. Hospital systems have only gotten larger and are increasingly the only option of employment for many physicians. Hospital systems use non-compete clauses to prevent you from leaving despite increasingly worse conditions to work on, as they know they don't have to fix any issues you have with them as you cannot leave and work for a similar organization in the same city without uprooting your family. They essentially allow hospital systems to hold you hostage as most physicians, especially younger ones, have significant medical school debt and cannot go a significant time without working"</p>
Marc	<p>"Physicians should not be limited by a non-compete clause. Non-compete clauses hurt competition for physician services in large cities, and have no effect on rural settings."</p>
Aubrey	<p>"To whom this addresses, I have been at my company for 17 years-- my first job out of college. I loved it and it was a dream job; however, it's a very different world now. The cost of living in metro Nashville has sky-rocketed and the pay hasn't. I have coworkers who have been there longer than me and still have seen no advancement or promotion. Our business model has shifted and our concerns aren't what they were 20 years ago. The trainings and educational programs we used to do are not longer offered. Sadly, we work in a very niche section of the music industry and all have an enforceable, vague, and strict NCA. With no where else to work, and no advancement in this company, we are becoming poorer, losing opportunities, and being stifled in our careers. An end to our NCA would let many of us move on in our industry. This would open positions for new graduates (who often can't find work in Nashville's competitive music industry), put years of experience into other sectors of the music industry, and finally stimulate the inflating economy of Nashville. With the great resignation, we have already welcomed three new college graduates to our team of 15; something that I had not seen happen since my generation was hired and forced to stay. I am exhausted from doing the same exact job for 17 years! I'm ready to move on and this Non-Compete Clause Rule would give me the opportunity to forge ahead in my career!"</p>
A	<p>"I support the rule banning non-compete clauses. The FTC's role in regulating fair and competitive markets makes this rule change an institutional priority for the FTC. Companies are made of workers and those workers must be able to participate in the</p>

	<p>market in order to maintain fair and competitive markets. Non-compete clauses are used as legal a psychological retention mechanism and undermine the concept of a free market where workers can choose where to (and not to) work. I have also seen that entry-level employees, with no prior job experience, are being forced to sign non-compete clauses that severely limit their potential contribution to the workforce. These employees are often too young and inexperienced to realize that their signing a non-compete will drastically affect their next career step.”</p>
Joann	<p>“Health care workers, especially physicians, have put much of their lives, time away from family, and have incurred hundreds of thousands of dollars in educational debt in order to practice in their field. If a work situation does not work out, for any reason, that worker should be able to pursue any opportunity they desire no matter the location, or even better, to hang a shingle and open their own practice, if their license allows that option. They have been through enough delays in order to practice in their profession and help people, and also have family stability and involvement in the community where they have practiced and are known. A large corporation will barely feel the difference if some patients decide to move away from one practice to follow the physician that they have come to know. It is good for the physician, good for the patient, and good for the community. Thank you for your attention to this matter that has been around way too long.”</p>
Neil	<p>I am in support of this rule change. Non-Compete clauses stifle innovation and create a more stagnant job market and overall economy. They also add to the power imbalance that already exists between employers and their employees. This rule change will benefit the vast majority of Americans.</p>

Alicia	<p>“Non-compete clauses are an unfair way for employers to have control over their employees after they've left the organization. It limits one's ability to find employment within reasonable means which impacts an individuals ability to maintain their home, food, safety. Please remove non-compete clauses to more freely support those who simply find employment elsewhere.”</p>
Hannah	<p>“Non-complete clauses increase racial and gender wage gaps by disproportionately reducing the wages of women and non-white workers. Non-compete clauses decrease innovation and entrepreneurship. Non-compete clauses reduced physician labor mobility. This negatively affects patient care as it inhibits physicians leaving low quality health system practices and creating innovative practices which provide higher quality, more efficient patient care. I fully support elimination of non-compete clauses, especially for physicians and other healthcare clinicians.”</p>
Morgan	<p>“...The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population...Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompete in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working</p>

	conditions for decades, while employers evade market forces that would necessitate change....”
Matthew	I work in healthcare , and I have seen the detrimental affects non-compete clauses can have. The company (Mednax) staffing our hospital's Neonatal ICU suddenly lost die contract. The hospital decided to control it's own staffing, which is well within their right. The biggest issue came in that Mednax had forced all employees to sign non-compete agreements. This resulted in employees in the NICU, all highly trained medical professionals, being unable to find employment in a NICU in this city for a period of three years, as stipulated in the non-compete agreement. People had to choose between uprooting their families or finding a new line of work. This was not good for anyone, except for Mednax to use as a way to hold die hospital hostage to their contract.
Prashant	“Non complete clause is keeping wages low by reducing competition. Employer won't even consider renegotiating contract even after 5 years. Despite persistent inflation wages are not keeping up and people hire up and administration are making more money while lower workers are getting paid no wage increase. Non-compete clause for physicians especially the ones working in hospital setting is completely unnecessary and only serves the purpose of keeping salaries low for a long time and prevents workers from moving to a different employer or are forced too uproot the whole family and take them to a whole different place.”
Sherry	“I'm writing to support the rule proposal banning non-compete clauses in employee contracts. People should be able to leave jobs -- especially essential jobs like those in healthcare, hairstylists, car mechanic, etc -- and still take another job near their home. People should not feel compelled to keep working in toxic environments. It is even worse that sometimes people who are laid off still cannot work in their own field! In addition to the toll this takes on workers, this becomes a burden on the state when highly employable people cannot take a job and stay on unemployment for longer. It is also an environmental problem because many times these people must commute long distances

	<p>due to the details of their non-compete clause. Employers got along fine for decades without them and they will again. Thank you.”</p>
Sherri	<p>“We are a freedom-loving people and one of our fundamental freedom is freedom of movement. Non-complete clauses reduce workers' rights to change jobs, seek promotions, and better their lives. While I understand the reason why companies that invest in a great deal of training or who deal in highly sensitive information would be concerned about a worker taking those secrets to a competitor, we are now seeing gross misuse of these clauses to trap workers in low-paying jobs.”</p>
Vicki	<p>“Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. As you know, noncompete agreements stifle entrepreneurship and hurt working people. My former employer enforced a noncompete agreement when I submitted my resignation and informed them I accepted an opportunity to become the controller for one of their clients (so much for transparency). Rather than staying in my position as a senior tax professional and being fired at a later date, left the firm as I planned. Fortunately, I have the resources to do so ... Many in the same position don't. Thank you for your work, and please issue a final rule that bans noncompete agreements.”</p>
Scott	<p>A blanket ban is a bad idea. However, a focused ban would be acceptable.</p>

Liz	<p>"I am a happily employed associate veterinarian. Though I have no desire to change jobs at this time, I am still bothered by the terms of my non-compete. I believe there may be a place for extremely (!) 'mild non-competes - i.e. Such that might protect an employer from a former employee opening a competing practice within a 3 - 5 mile radius. Other than that? They should be banned."</p>
Mark	<p>"I accepted a position with a company that never mentioned a non-compete until the first day I started the job. This should had been disclosed in the offer documentation. In most cases, a non compete is not about protecting proprietary information. Instead, they are used to keep from providing competitive wages and benefits. I have worked in electrical distribution sales for 25 years. There are no patents, new innovations, or secrets to protect. It doesn't make sense for a company to tell me I can't work for someone else, for any amount of time. Please ban all new and existing non- competes or non-solicits. At the very least, they should only apply to R&D jobs not hairdressers, sales, and etc..."</p>
John	<p>"Non-compete clauses are mostly absurd gifts to employers, gifts from workers. In those few cases in which non-compete clauses are justified -- e.g., trade secrets, insider knowledge of business plans -- couldn't most of the real damage to businesses be eliminated by just putting a floor on the salary below which non-compete clauses are forbidden. \$200,000/yr. comes to my mind, but most workers would not object if the floor were much lower than that."</p>
Alex	<p>"Companies invest considerable resources into building a business...a type of intellectual property or trade secret that is not protected by patent regulations. While some of this can be protected by secrecy agreements, it is very difficult to forensically prove that a departed employee who has used their knowledge of business practices and structure to start, or work for, a competing business has done so in violation of a secrecy agreement. We do recognize that the breadth of employees covered by non-compete agreements may be worthy of scrutiny, as evidenced by the oft-cited example of a security guard being prevented by working for a competitive company...."</p>

Constituent Support for the FTC's Noncompete Rule



Texas | Statewide Impact

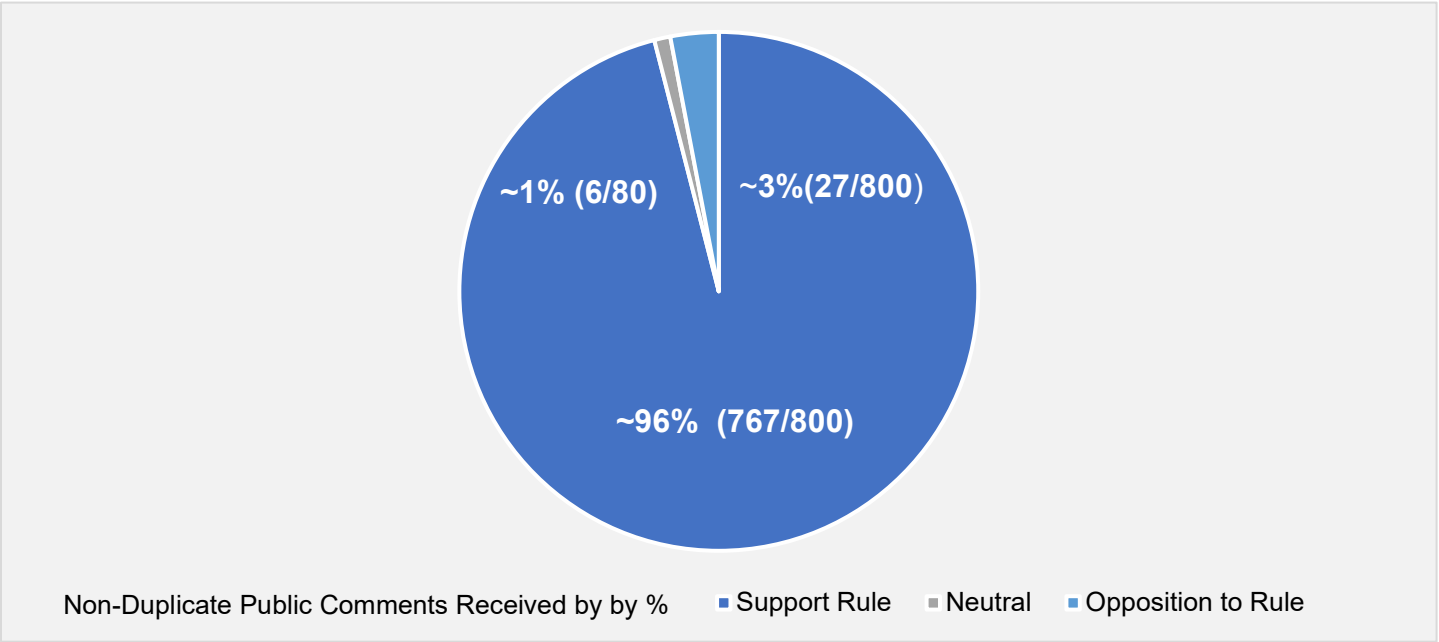


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Texas**:

Texas Covered Workers	Increase in Total Annual TX Worker Earnings	Increase in Average Annual TX Worker Earnings
10,599,295	\$6,535,957,999	\$617

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))

Notice of Proposed Rulemaking: 767 of 800 TX Commenters Support





Support Across Sectors of the Texas Economy

*Some comments condensed due to length.

Profession	Comment
	<p>“Non-compete clauses are absurd. When I worked at a burrito place, they claimed a non-compete. I couldn't go down the street to another burrito shop because I might bring with me the knowledge of how to roll a tortilla around a mess of rice and beans. If you don't see the absurdity in that situation, you have no place making decisions that affect other people's lives. It's out of control. Stop allowing corporations to have control over the lives of people after those people leave the corporations' employ.”</p> <p style="text-align: right;">-George B.</p>
	<p>“I served my country in Afghanistan for over 2 years of my life, devoting my life to the service of others. The sacrifices for my country and the experiences of that war shape the work effort and devotion I have for my craft, which is and always will be to help others. I work in the medical equipment industry where I serve veterans and injured Americans with their recovery from injuries and ailments. At the time of my hire I signed a non-compete because, well, I needed the job. Due to my devotion to helping others I have gained the trust of my providers and customers who also follow the same desires and goals in their career. I understand that my job is sufficient enough to make a good life for my family, but there are better options for my patients and providers. Because of my non-compete I have to fight and attempt to keep my providers from using a better alternative treatment option. The concept of forcing someone to fight for your inferior product at the possible expense of patient care, all because your employee is forced by law to "serve" you feels extremely un-American and unconstitutional....As it stands now, I am legally forced to work for my company out of fear of a mega million dollar company ruining my life and my families livelihood. Patients will continue to face the possibility that their outcomes could be diminished and ineffective. Pretty sure that's not what I fought for. Please ban non compete agreements for the sake of American progress.”</p> <p style="text-align: right;">-John R.</p>
	<p>“I fully support eliminating corporations' powerful overreach in using non-competes. I was let go from a major gaming retailer. In order to receive severance after 18 years I had to agree to a 2 year non-compete that included 'any organization that buys, sells or trades gaming or pop culture products' This specifically called out Walmart, Amazon, Best Buy, Microsoft, Sony, Nintendo, Google, Facebook, Hot Topic... the list was almost a page long and ended with 'or any other deemed competition even if not named'. The non-compete is wildly overly broad and there is virtually nothing that I had access to that could be used to profit a competitor over my former employer. This basically eliminates me from pursuing a job in most retail and entertainment industries for 2 years.”</p>

	-James
	<p>"I am a pediatric radiologist. My employment contract contains a two year non-compete clause that would effectively prohibit me from working in my metropolitan area. To buy out of it requires a payment of 2 years of my gross salary. My specialty is mostly connected to children's hospitals, which are only found in big cities. If I were to leave this job, the next closest children's hospital outside the non-compete zone is 3.5 hrs drive away. I would have to move my whole family. Non-compete clause gives my employer an unfair leverage over me. It allows them to pay a lower than market rate salary. This also has a negative impact on recruitment and, as a result, we are chronically understaffed."</p> <p>-Neil F.</p>
	<p>"I worked for a concrete supply company in Grand Praire and was offered a job making way more money for a concrete supply company in Dallas. They drag me to court and lawyers got involved and i had to be moved to a different department. I felt like i didn't something wrong but all I was doing was making things better for my family. PLEASE get rid of the Non Compete. All were trying to do is take care of our families."</p> <p>-Cameron</p>
	<p>"Physicians are very intelligent, when it comes to things medical, but not when it comes to contracts, and they consistently sign contracts, agreeing to noncompete. When they finally realize they're being treated lower than market value, they are trapped, and their established patient care suffers if they leave the practice. It causes harm. Physicians are generally ignorant when it comes to management, and there is no trade secret they are stealing. Noncompete is simply a way to restrict fair competition."</p> <p>-Geo V.</p>
	<p>"I'm writing to support the adoption of the Non-Compete Clause Rule by the FTC. As a prior healthcare executive, I was forced to insert non-compete clauses in clinician employment agreements as part of negotiation tactics for business contracts. These non-compete clauses use staff clinicians as pawns by corporate entities (Team I USAP, NAPA, NorthStar) to secure and maintain business contracts. Because of this, anesthesia clinicians are forced to leave their job and many times travel outside of their communities for work, leaving hospitals with fewer staff members to provide care to patients."</p> <p>-Wendy O.</p>
	<p>"7 years ago for the first time in my life as a mother I was able to improve my sales skills in order to support my daughters and myself without any government assistance as well as make investments. The company I have been working for the last 7 years sold to a larger corporate company that forced us to sign a noncompete, but with doing so also lowered the commission rate. This has put my daughters (oldest daughter going into her senior year who wants to go into</p>

	<p>forensics/military) in a big bind. We and many others will benefit greatly to do away with non competes period.”</p> <p style="text-align: right;">-Lisa H.</p>
	<p>“As an entrepreneur, I find non-compete agreements to stifle innovation and opportunity. We all share in the hope of achieving the American dream. That hope should not be taken away for prolonged periods of time by a few hundred words of fine print legalese.”</p> <p style="text-align: right;">-Shinggo L.</p>
	<p>“I'm a dental hygienist. My work preference is with the elderly providing mobile dental cleaning. Those jobs are few and far between and some companies make you sign a noncompete clause in order to work there.</p> <p>Companies treat you unfairly when you're an employee and you are then forced to go back into a traditional dental office because of the contract. Not fair to me that I can't continue doing what I love.”</p> <p style="text-align: right;">-Teresa</p>

Additional Support from Texas

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Jeff	“Noncompete clauses that don't protect genuinely proprietary information are abusive and should be banned immediately.””
Dr Maria	“Noncompete clause for doctors, providing care in the community should be made illegal. Patient care suffers when this is practiced by hospitals and corporations.”
Thomas	“I've been defending a lawsuit from a prior employer for a non-compete agreement for almost 4 years now. I was 18 years into my consulting career when I went to work for this company. After they let me go following a "restructuring" in which my position was eliminated, they then filed suit less than month later after I become employed with a consulting firm that does not compete with them. They claimed that because all technology was integrated, it was impossible for me to not have the potential to compete with them and they sought to end my new employment. The judge found the non-compete overly broad and illegal on its face, and despite no evidence of any competition between the companies, he restricted my employment for 1 year. Based on that unfortunate, and incorrect ruling, my former employer is now seeking attorneys fees from me in excess of \$500,000. \$500,000 with no actual taking of business, employees, or even a shred of evidence of competition. Non-competes should be banned universally for employees.”
Faisal	“There should be no non compete for hospital employee physicians like inpatient hospitalist, Intensivisit and other inpatient only fields. Also there

	should be no non compete if person is simply switching his job without opening a competing practice.”
Michael	“Speaking as an employee currently under such an agreement, the biggest issue I see, is that employers in particular industries and markets have adopted these as a hiring condition universally creating near collusion results. They have a captive workforce and have no true incentive to give normal wage increases or benefit improvements, knowing there's not much to worry about.”
Robert	“While they can protect employers proprietary information, goodwill, and investment in training employees, non-compete agreements also have several disadvantages. First, they can limit employees' career options and earning potential, especially in industries where a few large employers dominate the market. Second, they can discourage entrepreneurship and innovation by making it harder for employees to start their own businesses or join startups in related fields. Third, they can lead to legal disputes and costly litigation, particularly if they are overly broad or restrictive. Finally, they can harm economic growth and competitiveness by preventing the free flow of talent, ideas, and investment between companies and industries.”
Debbie	“I support eliminating the non-compete agreements for lower level employees. Any employee below the CXO level should be able to change employment without limits on where they can work!”
Paul	“I agree that workers at any level except for the C-Level should not be subject to non-compete clauses at any time.”
Caroline	“Dear Commissioners, I am writing to urge you to use your regulatory power to protect workers' right to work in their communities. While there may be valid narrow arenas in which non-competes make sense to protect trade secrets, the breadth of their use in the service industries is not a question of trade secrets. The widespread use of non-competes in service industries results in depressed wages for low wage professions and essentially requires migration in a time in which housing and education are major challenges. This is burdening the shrinking American middle class and exacerbating economic inequality, among our most pressing national issues...Please act to end the broad use of non-competes in service industries and support a healthy, competitive labor market for middle class Americans.”
VINCENT	“As a physician , non-competes limit where I can practice and force me to stay in a bad job so that I don't uproot my family. Competition is good for physicians and business. My wife got just 4 weeks of maternity leave. If there was adequate competition and the elimination of non-competes, these benefits would have been much more.”
Azizul	“ As a physician , who are the top one percent earners in the United States, I think federally banning noncompete's is a very long, awaited an appropriate action by our government. Noncompete can be very predatory, selective, exclusive, restrictive, which can prevent and delay, any professional growth. I think this new proposed law will be great for physicians and non-physicians to allow for a better market and improve competition for a healthier growth in all markets from medicine, tech, industrial, scientific/research and more. I hope the government makes a decision and bans all non-compete.”

Andrew	“Non-compete agreements are very common in the technology business related to software development. These agreements are very limiting since gathering experience in a given field can be a key factor to get higher paying jobs or being able to leave for better opportunities or more stability. They create a substantial imbalance of power between employer and employee. An employee should be able to monetize their work experience by being able to apply for jobs that are substantially similar to their current employment.”
Ishaq	“I am in favor of eliminating noncompete law. It is hanging sword on the employees especially physician head and most the employer abuse it. There should be no noncompete and everyone should be free to practice wherever they want. It will creat a healthy competition.”
Christopher	“Non-compete clauses are a way for companies to lock employees into predatory contracts that prevent them from leaving to work for competitors. I have personally witnessed non-compete clauses force people to stay at a company while said company stripped them of their benefits and pay, because there was no where for them to go outside of the radius of the non-compete. They are a practice of big business to force workers into poorer working conditions, and should be done away with.”
Zeshan	“Noncompete restrictions hurt both workers and competing businesses. I believe the FTC SHOULD pass the ban on non-competes!”
David	“I am currently working at a below market pay rate for a Data Science company . Many potential employers won't even give an interview if an applicant is subject to any non-compete irrespective of the details. It's essentially a "check the box" disqualifier. This is causing me a hardship.”
Jeff	“I think the ban on non competes will have a positive impact on the economy in two ways. First it will create more opportunities for entrepreneurs as they will beunencumbered by noncompetes. As an nursing executive , noncompetes have personally limited my ability to pursue certain job opportunities or create my own business. Second, it will put further pressure on employers to treat their employees well. Employers will no longer be able to use the leverage of noncompetes against employees to maintain the awful status quo. Instead employers will have to treat their employees with better pay, benefits and working conditions.”
Aaron	“Non-compete agreements are not acceptable under any circumstances. As a former business owner , their only purpose was to limit employees' ability to change jobs and negotiate higher pay. I knew that they would sign because people were desperate for a job. As an employee, they have limited my income dramatically because I could not work in my field of expertise and therefore completely change profession every time the work environment became unbearable. 1100 percent support eliminating these agreements. This will also force employers to pay employees fairly because now they have options.”
Alison	“If the FDD content/terms have been changed by the Franchisor at the time of the Franchise Agreement renewal, the non-compete should not apply. I request the FTC include franchises in the ban on non-competes in the event the Franchisor changes the FDD from the first contractual agreement to the next. With my franchise , the FDD content/terms have changed dramatically since I first signed it, which forces me to choose between signing a renewal agreement

	with much worse terms than my current agreement, which I don't want to do, or not be able to work in my field of expertise."
Stephen	"I have been in the HVAC industry full-time since 1999 and I have been training in this industry since 2014 to present. I signed a non-compete in 2019 with my current company and as I have an amazing job offer to train for another company in the same industry, I am limited to this one-year agreement and I cannot take this new opportunity. This really limits me to advancement and now I am stuck."
Jonathan	"As an employee with a non-compete, I have had to decline offers and have been denied offers because my non-compete is overly broad and any new employer is concerned about potential litigation. This has cost me several thousands of dollars in base salary. I believe non-competes do more harm to employees than good. Employees should have the right to work for whomever they desire without fear of litigation. Any company that is afraid of a former employee poaching clients should be more concerned about why that client is leaving rather than the former employee taking them."
Amin	"I would support new rulings for NPRM to remove non complete clause in contracts. most of the tech companies use non complete clause in contract or in addition to contract to prevent employees to join another company in the same field. In long term, non complete clause gives the employer the opportunity to keep employee underpaid since employee cannot afford to stay out of job for the period of 1-2 years."
Miranda	"I am currently being denied the chance to be hired in a senior role for an amazing agency due to non compete. I would be paid 30K to 40K more than what I'm making now, and I would be working for a more diverse team (women, people of color, more friendly to LGBTQIA+). So, exactly as it is being reported right now, the noncompete agreement keeps me from getting better pay and having better working conditions."
Adriana	"I am a small business owner and I don't think NCAs are fair to employees. Please protect the worker's right to earn a living. Non-compete clauses only protect the company. If anything limit their stronghold (distance, time, etc)."
T	"I am in full support of this non-compete clause. The current non-compete I am in is hurting my family's ability to take advantage of my skill set to simply earn more money. The non-compete is essentially creating a monopoly in my niche in which my former employer takes full advantage of with little to no competition. Anyone that tries to compete with him, he takes to court and spends thousands of dollars on high price lawyers and bullies us to comply and not go through civil litigation. If I was to lose the civil suit, it would be hundreds of thousands of dollars and the risk is too high for me."
Kevin	"Please do not listen to the agencies fighting to stop your rule against non-compete clauses. These are lobby groups supporting big business. Non competes hurt the average American and it's time to stand up for us. Tell big businesses no. They argue that non-competes will cost them millions in labor costs which is true because it puts more money in the people's hands. Non competes hurt the people! Stand up and fight for us and tell the lobby groups that you hear them but you will not support them."

Gruman	"I wholeheartedly agree with the noncompete ban. Most employees don't know of any trade secrets worth anything so that argument is false. They are just designed to trap employees. The customer suffers because the employee does just enough to not get into trouble. Anybody who thinks noncompete clauses make sense for anybody but high level business executives is not smart."
J	"I support removing the non compete agreements. I suffered loss of wages and restriction of employment by entering into a non compete with Parametric Solutions inc. Who are currently under investigation with Pratt and Whitney (Raytheon) for participating in a "no poach" scheme aimed at reducing the wages and mobility of skilled workers... As an engineer the companies I work for already own any and all ip and patents generated. Further restricting employment is anti-competitive."
T	"I work in the staffing industry and my previous employer, Kelly Services, had see them. They laid me off after 17 years (and at 60 years old). They told me they'd stop me from working for any competitor for a year. Period. I was lucky, my boss trusted me (I would never do anything unethical) and made an exception. But at 60, to be "lucky" to get around this? That's not right. Please force employers to limit non competes to protection of their IP. That's fair. Not being able to work is not!"
Priya	"End ALL non-compete clauses! Including non-profit hospitals. This is another form of slavery."
Andy	"I support a complete ban on non-compete agreements. I have practiced labor and employment law for 31 years as an attorney. Non-compete agreements area way to keep employees handcuffed to their employers and prevents tens of millions of workers from being able to accept a better job. There is no business justification for having non-compete agreements except it allows businesses from having to raise employee pay."
Scott	"Non comps for non executive employees who are employed at will is anti competitive and harmful to employees who can not leverage their chosen skills as needed. They should be abolished for all industries, not just tech companies."
Mark	"I support ending non compete clauses."
Michael	"Non-compete clauses in veterinary medicine impede the ability of the individual veterinarian to make a living under their license, while forcing them to work outside of their solemn oath to serve the community through the relief of animal suffering. These clauses are now used solely for the benefit of large corporate employers to hamstringing employee veterinarians. They are unethical and should be banned."
Dr. Vijaya	"Please remove the non compete for physicians as they should be able to work independently without big corporate world or other employers bending their arms backwards to help their patients."
J	"1100% support this. At Kyndryl , a non-compete and non-solicit agreement is used in exchange for minimal stock options but once you leave, which I did on Jan 31, they send legal notice to stop and desist to scare you of a pending lawsuit, to prevent you from doing business with clients where who you worked closely with to see if they'd consider doing business with you again at a new

	company (stifling competition and pay) as well as asking colleagues if they'd be interested in applying for new roles which stifles pay...Let's get this done."
Mark	"I support this rule. Noncompetes not only negatively impact one's ability to earn over time, but can also force unhappy, displeased employees from seeking a better quality of worklife elsewhere. It has never made sense to me, that a healthy, viable company would ever want to require unhappy employees to remain in their employment...This rule is long over due - and I wish you the best in getting it finalized with as little friction (lawsuits, etc) as possible. My family and I, thank you very much."
Suman	" Non competes are just used to suppress wages and harass and threaten employees with potential law suits and court battles. We should be free to work for who we want. I congratulate the administration in bringing up this issue and I fully support the intent to ban all non competes."
Gregory	" Physicians must be included! It is imperative that physicians not be excluded from this proposed rule. We have families and hospitals/employers non-compete us completely out of town and often state when things don't work out. It was threatened to me twice in my 15 years in practice already and is why I'm completely solo now."
Kamran	"I support banning all non-compete agreements. As a doctor they have truly hurt my ability to practice and take care of patients. I feel if I speak up against unsafe practices at my clinic or hospital I will have to move and therefore I keep quiet."
Satish	"Non-compete should be banned. Particularly in medical practice it really hurts patient care and after a well established doctor- patient relationship, patients are forced to find another doctor or travel far to see the same doctor if he leaves a current employer. Non compete rules hurt this and there is no reason to enforce them at all to begin with."
Sharon	"I support the banning of non-compete clauses."
Mary	"I truly hope the removal of non-competes is pushed through! I am a 52 year old female with many years until retirement. I am the primary breadwinner raising two daughters 13 and 15 years old with my husband. I have a chronic medical condition that does not prevent me from working nor requires any special accommodations yet treatment is very expensive without insurance as is COBRA. As of Dec 1, 2022 I was laid off after 4 years of employment. I am currently engaged in an EEOC claim against my former employer on sex and age discrimination and retaliation. My former employer has me trapped under a non-compete while they continue to profit on the deals I closed or had in play prior to my termination. While they profit from my efforts, I am watching my savings dwindle to pay COBRA and other living expenses... I understand companies don't want to hire people only to work a year or two and then jump ship and steal clients, but where is the protection for the individual?"
Vivek	"I think it would be a wonderful idea to remove non-compete agreements. They often lock employees into a firm and keep them from getting gainful employment. They are unfair to workers but they also hurt the economy as a whole. They prevent people from engaging in their most productive activities. Getting rid of non-competes will help workers and help the economy."

Adeel	<p>“Non-competes are inherently unfair to Physicians who want to provide care to patients. there is no good reason to prevent physicians from providing good care to their patients by allowing hospital systems to think of their bottom lines only and prevent physicians from practicing in the area of their choosing. Furthermore, not- for-profit hospitals should not be excluded. Given a significant number of hospital systems are considered not-for-profit, but still generate considerable profits for administrators and CEOs.”</p>
Rajendra	<p>“I totally support this proposed rule. Pin one of the many employees affected due to non-compete clause. This is especially enraging as there is no competition or taking business away in my profession (hospitalist). I'm not able to seek better job opportunities in the area because of non-compete agreement. This becomes especially cumbersome when families and children are involved. Uprooting multiple lives seems like the only option with non-compete clause. So, in many instances it used as an intimidation tactic by employers.”</p>
Lakshmi	<p>“Locking physicians into non compete clauses limits access for patients to healthcare. Physicians and non profit hospitals should not be excluded.”</p>
Rachel	<p>“Non-competes give companies excessive power over their former employees. Companies shouldn't have any power over former employees. Once those ties are cut, they should be cut. Forbidding non-competes just makes sense.”</p>
Brad	<p>“Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare. particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients.”</p>
Ray	<p>“As a worker with a non-compete in place I can say that it negatively affects my ability to provide for my family, I can't go and do my current job for another company for 18 months even atler they change my pay structure (lower pay), change company benefits, decrease the size of my account base or anything else that negatively effects me and I have no recourse. I say the benefits outweigh the cost, companies that have good policies in place and treat their employees fairly will out perform the companies that don't causing those companies to up their standard or fall to the way side and lose market share. I say do away with it.”</p>
Mahmoud	<p>“Incredibly unfair to force ANY employee, physician or otherwise, into a non-compete if there is absolutely zero intellectual property that they can take with them.”</p>
Karry	<p>“Please ban non-competes. Being locked out of competitors after being laid off is awful.”</p>
Loren	<p>“O have a right to work, and non-compete clauses limit that right. As an American I should have full liberty to add value to the legal economy in any way I am able and wish to do so, and contractual elements which hinder that liberty (i.e. non-compete clauses) should be illegal. As companies have been trending</p>

	towards rewarding loyalty less and less, the wisdom shared amongst workers is that the only way to get a real raise is to move to another company...Companies must be made to feel competitive pressure not only on the cost of goods but the cost of labor as well -- any other arrangement strains the credibility of calling ours a "free" market."
Maitham	"As a surgical oncologist , I appreciate if the noncompete clause is not applicable for physicians, so they can work locally and stay close to their families It's also unfair for patients, especially patients with cancer, to change their care provider because that provider cannot stay in town due to the noncompete clause?"
Taylor	"Non-competes slow technological progress and suppress wages."
Karenia	"Non-compete clauses keep people at jobs they don't like, or worse keep them at a job where they're being abused because they can't work in their own field it's crazy that this is a thing. This is extremely anti-American worker and pretty much everybody here is an American worker."
Ashfaq	"I completely support to remove die Non- compete clause for physicians .. with the market dominated by Private Equity and large hospital systems, it becomes almost impossible to change a job for physician unless they leave the area (usually whole metroplex)."
Omar	"Please pass to save the demise of modern medicine ."
Michael	"Please ban non compete clauses. I should be free to work where I want. No one should be able to tell me where I can and can not work."
DAVID	"I'm 100 percent for this ruling, many professionals are without jobs because of non-competes and based on age and/or industry experience if they take another job its much less in pay since its out of their expertise or cannot find a job. Many people will fight the non-compete just to survive with a job at another company but its at a huge cost with lawyer and court fees and that's if they win. The non-compete needs to go away!"
Amber	"The non-compete is being used within the medical community to keep wedges down. As a specialized physician , private equity groups are buying our practices and keeping wedges lower than median. If I did not have a non compete, I would either change jobs within my local community or start my own practice. This is a bipartisan issue! Non competes put companies profits over the individuals rights to work within their field of expertise."
Kalyani	"A physician's livelihood is placed at risk with a noncompete clause. No other businesses use this to restrict their previous employees from going next door to another employer. Why should physicians be held to this standard The noncompete clause is detrimental to patients and their health care if they are unable to drive to where their doctor now must practice medicine d/t a noncompete clause. There is a huge physician shortage and this alone should get rid of the noncompete clause in every physicians contract."
Moustafa	"I strongly oppose excluding physicians from the new Non-Compete Clause Rule ban. Physicians suffer the most from these restrictive practices and in most occasions we have to leave Cities and states with most needs and suffering significant family hardships due to the current non-compete."

Muhammad	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Exempting physicians from prohibiting a noncompete rule would only serve to benefit hospital corporations."
Muhammad	"I'm a psychiatry resident in Dallas who is currently seeking employment. Noncompete clauses limit my ability to see patients and are worsening the mental health crisis in this country."
Manmeet	"Support Ban on non compete."
Vivek	"I am completely in favor of forbidding noncompete agreements."
Braden	"It is unfair for companies to enforce a non-compete for employees. We live in a capitalist country, and competition in all aspects is required in order to succeed."
Thomas	"Non-Compete clauses can serve a good purpose in narrow circumstances but as they are practiced today it is far too open for abuse. It would be worth sacrificing the benefits of non-competes in those circumstances for the benefit of society at large, if they were banned entirely... It is obvious why businesses want to apply these to more workers every year and it is unamerican, non-capitalist and just more importantly WRONG."
Kiran	"I agree that non compete should be abolished."
Patrick	"I am in the Transportation Industry and have been for 18yrs. Non-Competes defy our basic freedom as a citizen. How is it fair for an industry to say I can't work in the same industry that I have been for 18yrs because of a Non-Compete. The principal value of that alone is not a fair system. America has been about fair competition in business."
Sarma	"I fully support the Non-Compete Clause Rule (NPRM) FTC is proposing, It will help employees a lot to grow in their careers and also help improve the competition in the market.. Several employers are taking undue advantages of their employees at present due to lack of this rule."
Thanigaivel	"I like to ban the non compete agreement."
Rafay	"Non Compete must be illegal. It limits opportunities and wage growth."
Laura	"Non-Compete Clause Rule would mitigate the potential harm caused by non-compete clauses that may unfairly limit job opportunities for employees and reduce competition in the labor market. By prohibiting employers from enforcing non-compete clauses for certain categories of workers, such as low-wage workers and those who are unlikely to possess trade secrets, this could help promote a more competitive and dynamic labor market. NPRM could also provide greater clarity and consistency in the use of non-compete clauses, which could benefit both employers and employees. NPRM has the potential to promote a more level playing field in the labor market and enhance economic opportunities for workers."
M. Umair	" Physicians should also be allowed to have a non-compete opinion. They should have an option to provide care to their patients regardless of restrictions from their previous employer or group."

JoBeth	"I am a board certified Family Medicine physician . I am in total support of the FTC proposed elimination of the non-compete rule, banning this practice. As a, currently, hospital employed physician, it is disheartening to know that I would be unable to open a practice in the same location that I currently work. The AIIA and some other big businesses are against this proposal because they worry about their bottom line. What about the physicians with families that have to be uprooted from their homes and communities because they cannot practice with X miles of their current employment?"
Ashley	"I am writing in support of the proposed ban on non-compete clauses. In this volatile work environment, employees may be laid off at any time by an employer but are not offered the same level of freedom to leave and move on to another company. Non-compete clauses restrict career & income growth for workers and keep workers in toxic work environments. In place of a non-compete, companies can offer NDAs and Non-Solicit clauses to protect competitive advantage, proprietary information, and client stability."
AR	"Please end non compete. Where are people going to go if they can't use their skills and experience? Start from scratch?"
Colin	"Please follow through with outright banning, or at least severely curtailing, non-compete agreements. I have watched too many ordinal)/ employees be afraid to leave their jobs due to the apparent threat of legal action. As noted in the FTC filing (and as I have personally observed), even in locations where non-competes are unenforceable they have a chilling effect on the labor market. That chilling effect viewed in aggregate is regular employees being afraid to seek better opportunities elsewhere. Non-compete agreements also give employer's an unfair ability to artificially reduce employee pay be disallowing marketing and use of their skills."
James	"Should be codified in law."
N	"It is not fair to tax people with no-compete clauses, and make them enslaved to an organization."
Hussien	"I am an MD in practice for 25 years, I think removing die non compete clause rule would be greatly helpful."
Elizabeth	"Non-compete clauses are terrible for all involved. Workers aren't free to move to better opportunities, and companies are denied qualified applicants for job openings."
Tagos	"I'm on board with banning "non-compete." It is a practice that genuinely stifles hardworking Americans from making a living."
Arlene	"My former employer fired me and tried to have me sign a non disclosure agreement that would have kept me from doing the same work (Administrative Director with a commercial construction company) anywhere else for a period of FOREVER. If I had signed the contract he then would have given me a severance pay of \$5,000. But I didn't sign it because 5 years of suppressing my hard earned work experience and hindering my monetary growth was not worth a one time \$5,000 severance pay. It was a disgusting and BOGUS "offer"!!"
Samara	"I believe this would be a positive step in making a more competitive market. It will serve consumers and not just the corporations."

Wrenn	"I am a physician with a 50 mile 3 year noncompete. Even if I practice telemedicine from my home in a state a thousand miles away it is a violation. If I work for a company in another country which has a presence in my current area, it is a violation. Currently, there is an acute shortage of radiologist physicians throughout the world. Noncompetes harm patients by limiting access to physicians. This is especially true in rural areas. For example, with a 50 mile noncompete, I cannot serve patients in adjacent rural areas. Patients are also harmed because hospitals cannot have access to the specialists they need because of noncompetes. Noncompetes are particularly harmful in healthcare since individual health suffers."
Syed	"Non-compete clause is not fair and discriminatory!"
Arun	"I am physician working in Dallas as a neonatologist and highly recommended to include physicians in the proposed non compete rule."
Nidhi	"I don't support non compete clause."
Jared	"I write in support of the suggested rule change. In light of the current state of the job market, non-compete agreements especially for entry-level work are not only unnecessary, but chilling to upward mobility for workers. In addition, they are just plain unnecessary. They are not needed to provide additional protections to companies save for those in high-level positions who are harder to replace and may have significant essential knowledge to that company. I support the ban on non-complete agreements going forward."
Shawn	"I support this rule for all of the reasons which it was conceived. The company that I work for has a broadly overreaching non-compete clause that forbids me from working in my own field for myself or anyone else for an entire year. Additionally, it forbids me from working with any of my clients for a period of three years. I shouldn't have to switch careers for a year just to be able to sustain my and my family's lives. And three years is a long time to wait to reengage with former clients. Especially if they have moved on from using that company. This needs to pass. Non-compete clauses are inherently one- sided and only protect businesses, and not individuals."
Brian	"I am strongly opposed to non-compete clauses, there is nothing more unamerican than being forced to switch industry or move away from your hometown because a corporation doesn't want an employee to compete. Isn't competition the bedrock of capitalism?"
Jeff	"Please end this! It is effecting me and my family right now with I can't work at other hospital systems after they fired me. It's all I have done for 20 years and what I know. This is not right!"
Kelly	"I think this is a wonderful idea."
Christa	"An immediate ban on all non-competes is what we need. A non-compete is just a way for a company to take advantage of a employee. Enforcing non-competes are costly - on both sides- and hinders an individuals ability to grow their career. Not to mention that if a company were to treat their employees the way they should, employees would not want to leave."
M	"I signed a non-compete in May of 2022 as the company put me on leadership incentive plan. I was the operations director for this company in Texas. Fast forward to February of 2023 and I was offered my first opportunity to become

	<p>the General Manager of a facility about 15 miles from the plant I worked at for the former company. After turning in my notice and explaining to my former boss that I had an opportunity to advance my career he seemed happy for me. I was released from the company the day after I turned in my resignation and the following day was contacted by the CEO and Owner of the company. The corporate office is in Minnesota and I worked at the Texas facilities. Both the CEO and owner informed me that I signed a non-compete and I really needed to read that....They know employees don't have the resources to fight them in court and they also know they are affecting careers when they do this. I am all for removing non- competes, at the same time would never hold any of my employees back from bettering themselves.</p>
Rick	<p>"Non compete clauses need to go away. Companies are not going to do things to foster retention."</p>
Amy	<p>"Please vote to eliminate the non-complete clause. As a physician in a mid-size city, it is near impossible to get mother job here because of the long distances in these clauses. I shouldn't have to move and uproot my kids if a job doesn't work out. This only protects the administration while punishing the hard-working physicians."</p>
Joe	<p>"I spent 3 years living in another state to meet non-compete requirements from a contract. The personal impact is that I had a house that I love and didn't want to sell, and a family that didn't want to move since my wife has a career of her own that was going well in our current location. So we lived apart, and commuted back and forth. The inconvenience and personal impact was huge, but there was also 3 years of rent in another state, a car purchase, separate insurance policies to meet state requirements, commuting costs, and opportunity costs, so the financial impact was significant as well. When finally moving back to my original location, I had to sign another no-compete again at my next job. The future impacts are real - again. No-compete clauses have had a major impact in my life decisions and direction, as well as the costs listed above. There are ways to protect employers with non-solicitation agreements, and intellectual property rules, that are effective. Removing non-compete clauses would remove a huge unfair burden for individuals, who may have no option to avoid these industry standard clauses. Please implement the proposed non-compete clause rule!"</p>
Randy	<p>"Completely unfair and stifles innovation in our economy."</p>
Alejandro	<p>"I started my career at an ad tech Finn that instituted non-competes for new grads. The clause pushed young and ambitious people to leave the city or to leave the industry. What is the point of experience and skill if we are forced to reset progress between jobs. Disallowing non-competes would be an enormous boost to young people and ambitious people of all ages at least. Moreover, removing the constraints will allow talent to funnel more efficiently to where it ought to be. I support the removal of non-competes.:</p>
Melissa	<p>"Abolishing the non - compete will allow people to have free will to work for who and what they deserve. Non compete contracts restrict employees' ability to work for a different competitor. This can become very problematic if the employee has highly specialized skills that are in demand in a particular industry. Also, with no competes, employees may have to accept lower wages</p>

	to remain employed in their field. This is because the employer knows that the employee can't easily leave for a competitor, leaving less leverage to negotiate higher wages to provide for themselves and/or their family."
Brandon	"I can attest that I personally have been reluctant to change jobs due to a non-compete, and have heard similar experiences from my peers."
Flora	"As a physician , I truly believe that noncompetes harm patients and die people who take care of them. I have zero access to my hospital's intellectual property so why can they dictate where I work after leaving them? They should not be allowed to monopolize physicians and healthcare workers. Please ban noncompetes and create a healthy workforce that requires employers to take care of all their employees."
Rex	"I fail to see what benefit a non-compete clause can have for society as a whole. They are inherently an enemy of free markets and serve only to restrict that freedom. Some may claim "IP theft", but that is a load of B.S. If that was a serious concern the other company would prefer that the employee actually stay at the first company and keep them updated. The only exception here that I could see needing to exist would be in mergers and acquisitions when that industry is mostly made up of die people who work there."
Zack	"Non-competes do not create a fair market. They benefit employers but not the employees. Please allow the country to thrive with fair markets. Make non-competes illegal."
Philip	"I am a 20+ year employment lawyer . I have both enforced and busted a wide variety of non-compete contracts in industries from talk radio to space science. I have never seen a situation where the legitimate business interests of the former employer were truly threatened by a former employee competing. I have read the cases where it might have occurred, but I have come to regard those as rare exceptions...I have represented workers whose non-competes were facially invalid under Texas law. Their prospective new employer did not want to challenge the non-competes because it wanted the employees to sign similar agreements with it."
Ashley	"I am an employee rights litigator in Dallas, Texas. I frequently handle non-compete cases on behalf of employees...Employers can often be heard to complain that the cost of training is high, and they might lose money if someone leaves early. That is true. But that is the cost of doing business. It is fundamentally anti-competitive to try and pass those costs on to workers (many of which, it must be said, are already deeply in debt because they've paid exorbitant amounts of money for "training" in the fonn of higher education). That is not the answer. If an employer wants to attract and retain skilled workers, it can and should do so through competitive salaries and benefits, healthy working environments, and opportunities for advancement."
Cy	"Non-compete clauses are anti-democratic and anti-labor."
Graeme	"Non-compete clauses in employment contracts restrict an employee's ability to work for a competitor or start a competing business after leaving their current employer. This practice harms employees, limits competition, and stifles innovation. Research shows that non-compete agreements can have a negative impact on employee mobility, wage growth, and job satisfaction. Employees who are subject to non-compete agreements are less likely to

	change jobs, negotiate better wages, or seek out new opportunities that might benefit them. Moreover, non-compete agreements limit competition by preventing skilled workers from contributing their knowledge and skills to new businesses.”
Gabriel	“There is something distinctly un-American about barring individuals from liberty and the pursuit of happiness by limiting economic opportunities to whatever company a person happens to work for at the time. If we are indeed a capitalist society, let's act like one.”
John	“I am a therapist . Non-compete clauses are common in our contracts. Non-compete clauses generally favor employers more than workers. They also cause problems for people in my profession by often forcing us to work far away or forcing us out of areas entirely. They also have created more problems than they solve. In my area there is a shortage of available therapists which has created problems for providing services.”
Paul	“I strongly support the Non-compete Clause Rule NPRM. These clauses have been used by businesses to deny employees the right to job mobility and caused reduced compensation and facilitated the abuse of employees.”
Cameron	“I worked for a concrete supply company in Grand Praire and was offered a job making way more money for a concrete supply company in Dallas. They drag me to court and lawyers got involved and i had to be moved to a different department. I felt like i didn't something wrong but all I was doing was making things better for my family. PLEASE get rid of the Non Compete. All were trying to do is take care of our families.”
Paul	“I support die effort to eliminate non-compete clauses and have been subject to them myself.”
Namirah	“Non compete clause forces physicians to work in environments regardless of bum out. Large hospital systems are utilizing this by applying the non compete to any where they have a clinic or smaller hospital. The only option left them is to leave the city altogether uprooting families and children. This is emotionally and financially draining.”
Katherine	“It takes many years of hard work and dedication to become a physician . The majority of us are concerned with learning to properly and effectively take care of patients with little thought to the business aspect of medicine. When we enter into our first employment contract we have little guidance on how to negotiate and most of us cannot afford the advice of an attorney. We do not realize that once we accept a job with a noncompete, we have effectively reduced our work options in that location to one. Fast forward, we have a family and children are in schools with friends they do not want to leave.”
Chad	“I am currently under an non compete agreement that I was required to sign. I am a builder of large scale infrastructure and am the only person to every build a project at the scale and speed before. I am one of only a few in my industry that have successfully executed this accomplishment. My employment was terminated without cause and now the company will not allow me to work in the industry for 1 year. The company I work for bought my business, the concepts , processes, and systems were designed by my team. The non compete is to control competition, because without die non compete, I could build a new business hiring 400+ team members and building value in rural America.”

Stephanie	<p>“As a physician non-competes are very difficult, because they can make you have to relocate just to get out of your contract, when all you really want is to find a different job. I don't want to leave my home, I just don't want to stay in the current position. And, the patients want to Follow the physicians, when geographically possible. Business should not be allowed to control which doctor the patient can and can't see. It's the patient's choice to continue with a specific provider. Forcing the provider out of their mach is not in the patient's best interest. It's only in the interest of the business owner. It actually damages important patient-physician relationships. The amount of trust and energy from both the physician and the patient is more than just the dollar amount.”</p>
Fabiola	<p>“I am in academic medicine. The purpose of graduate medical education is to provide the knowledge and skills that doctors need to treat future patients. In Texas specifically, academic programs want more physicians to stay in Texas so that they can care for Texas residents. Recently, a hospital administrator suggested adding non-competes to medical residents/fellows, because if a fellow is hired down the road at another hospital, our hospital may lose patients. This kind of thinking hurts medicine and doctors abilities to care for patients in their own home town. Pleas consider eliminating non competes. They are particularly harmful in medicine.”</p>
Richard	<p>“I support this, in particular the provision that requires employers to rescind existing non-competes. I am a physician, residency training program director, and chief of service at a large public hospital in Dallas, Texas. Too often I see our newly minted doctors accept harmful non-compete clauses in their contracts because they feel the pressure of massive loan payments looming, and frankly don't yet know their own worth. It's predatory of hospitals and medical practices to do this, and for large state-run institutions like my own, who have affiliated medical schools, it is counter to their mission. They claim to exist to train doctors who will stay and serve citizen of Texas, and yet they make their new doctors sign a contract that expressly inhibits their ability to do so should they leave the institution. It's ludicrous...I am heartened to see the FTC take up this mantle. No doubt hospital and other corporations will lobby against this (using \$\$ made by doctors by the way), so I implore you not to make exceptions to this. Resist their whining and their political contributions.”</p>
Saima	<p>“Non compete laws is severely detrimental to patients, as physicians who leave or are fired from an organization are not allowed to provide die same safe and familiar care as their own physician who now has to work in a limited geographic territory for a specific period of time.”</p>
Abhisek	<p>“The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market threes should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients.”</p>

Derek	"Non-competes area classic case of "Good Intentions gone wrong". What started off as a tool to reasonably protect proprietary processes and workflows of a business has been manipulated into an overly effective strangulation on competition and free market economics. In the present day, Non-competes are abused into being an artificial Market Wage suppressor for job positions across all skill levels, including the more entry-level focuses positions like assistants or telephone operators."
Robert	"Please outlaw non competes for physicians ! I've seen too many good physicians leave town because they were not getting appropriate compensation from their group but their patients and referring doctors loved them and how they practiced medicine. The option of staying in town and switching groups or going solo etc was negated by the non compete."
Rosemary	"I am in support of this law, it is long overdue."
Christo	"Please allow for physicians to not be subject to the noncompete rule. It unfairly gives employers a distinct advantage to drive down wages by preventing doctors from working in the same area and causing doctors have to choose between work and where they want to live."
Stephanie	"I fully agree with eliminating the ability of employers to insist upon non-compete clauses for their employees. I have a doctor who was being overworked and underpaid by his practice, and wanted to find another job in our large metro area (Dallas-Fort Worth). But because there was a non-compete clause in his contract, he was forced to take a tele-health/remote job working for a practice in another state. That means he can't treat me or other patients here in Dallas, even though we need his health care right here - and he still lives here, he just can't work here. These non-compete clauses don't just hurt the workers, they hurt the whole community who need a thriving workforce who is gainfully employed and paid a fair wage."
Niles	"There is a legitimate argument that a non-compete violates the Forced Labor Act. 18 U.S.C. 1589. A person violates the Forced Labor Act if he requires a person to act by any of four means: (1) by means of force, threats of force, physical restraint, or threats of physical restraint to that person or another person; (2) by means of serious harm or threats of serious harm to that person or another person; (3) by means of the abuse or threatened abuse of law or legal process; or (4) by means of any scheme, plan, or pattern intended to cause the person to believe that, if that person did not perform such labor or services, that person or another person would suffer serious harm or physical restraint."
Michael	"This is possibly the greatest action the FTC has taken this century, and is certainly the best move the Biden administration has made. Non-Complete clauses are not only embarrassingly and vehement ally un-American, but they are at their core anti-Capitalist at it's most basic level. The Invisible Hand applies to the work force too, and workers have an inalienable right to take their work and talents to wherever they deem is the best fit/opportunity for them. Thank you for this Rule, and I cannot support this enough."
Kristen	"I am a physician and I was very pleased to see this proposed rule. I have been affected by non-competes several times over the past 7 years. First, I worked at a clinic owned by a large hospital. The organization closed the clinic

	<p>and one individual said the non-compete would not be binding but they did not have the authority to say then. Then I was planning to join another physician but she wanted a 40 mile non-compete. That should not have even been on the table as a point of discussion. I did not join that practice. While finalizing a contract at another private practice, I informed the owners that I would not accept a non-compete because this clinic was very close to my home and I did not want to have a restricted radius if I left. They assured me that I would not have a non-compete; however, there was one in the final contract and I would have had to walk away from an otherwise excellent job so I did sign it. Unfortunately, COVID hit within the year and income plummeted so I was let go at my time of contract renewal. The lawyer made sure I knew that the non-compete was still in force. This made finding a new position during COVID very difficult. I now own my own clinic and will never sign another non-compete. It is just another huge headache for physicians and I am happy to see that it might be at an end."</p>
Paul	"I am in favor of banning non-competes in medical contracts. Thank you."
G	"Non-compete clause is oppressive and must be abolished."
Mike	"Long over due. Companies have become more demand from employees while keeping wages down. Life outside it work should not be used to fire a person. Creativity should be encouraged not liable. Non competitive businesses are mining die American dream. Mandatory arbitration is even worse."
Mena	<p>"I wanted to write about my experience with non-competes, as a rural gastroenterologist. I worked for a non-profit hospital system for many years in rural Texas. I was always bothered by the fact that the hospital administration gloated in meetings over the profits the gastroenterology department (consisting of only myself) made from the preventative, life-saving procedures I performed. There were multiple times when patients that paid self-pay prices later reported to me that they fell in deep medical debt because of the procedures I performed, often being charged tens of thousands of dollars in facility fees. One patient even informed me that lie had to shut down a beloved restaurant he owned in the city to be able to afford the close to \$60,000 he owed for two colonoscopies I performed on him. Furthermore, my clinical staff and support staff was being whittled away "due to cost-cutting measures" as hospital profits increased from the gastroenterology department of which I was the only physician. I ultimately felt that I could better serve my city by opening a private practice in the city and performing my procedure in a surgery center. Thankfully, I discovered that my non-compete was not enforceable. I was able to, thus, open a practice and serve this population and provide higher quality care while costing the health care system much less."</p>
Keith	"I disagree with this non compete clause. Companies use this as a threat to keep employees from leaving."
Aaron	"I am personally in a position right now, due to my employment, where my future will be greatly affected due to the option for companies to create Non-Compete clauses. My contracted position is attached to an expiring contract that is set to expire this year and, if the Non-Compete policy is not changed, or outright removed, my next employment options would be drastically smaller ter the next 365 days affecting my very livelihood. Not to mention I am a father and

	husband and my family's livelihoods would also be at stake. I feel it is an unethical and immoral practice that an employer can effectively choose who you can, and can't, work for once you are no longer with them."
Adam	"End non-compete agreements now."
Bradley	"I would hope this gets pushed through as it would help promote more stable job growth."
Jonathan	"Non compete clauses are legal forms of indentured servitude that only serve the interests of a few. I am in healthcare and witnessed the abuse this provides in creating intolerable working conditions for physicians, nurses and other ancillary personnel. I work for a "non profit" organization that perpetually expands, while decimating benefits and alert staff yearly how they will do more with less resources."
JESSICA	"I feel these need to be dropped. I was a Sr Tax Analyst for Block and they allowed me to be threatened by my co-workers, belittled, bullied and begged me not to call corporate aid they would handle it and never did then LET ME GO. Then flagged me with a no compete for 2 years. Original agreement was 2 years from 1st contract and then changed once I would not allow the on going disrespect. It isn't right to stop me a mother of 5 kids from working because I wouldn't sweep their nonsense under the rug. So much happened in that place and I am constantly being punished for other people's actions."
Acacia	"As a physician in a pediatric sub specialty. I currently work for a large hospital system, covering a hospital in an underserved area. There is a 2nd hospital near by owned by a different group where one other of my same sub-specialty works. We are the only two physicians of the same subspecialty that live in this community. Due to our non-competes we can't work to cover each others patients at the different hospitals."
Nathan	"I personally have not had non compete non compete clauses hurt my career, but they have hurt my fathers' career and the career of my close friend. Please ban non compete clauses."
Sarah	"Because slavery is bad, I urge you to not let corporations tell Americans where they can work after employment has been terminated. I worked in a new restaurant every year in college because I never knew what my schedule would be; this law would've kept me at the low-paying, sexually-assaulting (restaurant) joint all 4 years. Get reasonable about American rights."
Elisha	"I totally agree to do away with the non compete. They make no I worked for a company for several years and gave them my all. I quit due to several reasons and went to start my own business. They sued me to shut down my new business due to a non compete that they claimed i signed. (which i did not) Due to the unexpected expense of an attorney i was finically put in a tight spot. I went to court but because the ex employer had more money and the court favored them for reasons i lost and had to shut down."
Mary	"I encourage the FTC to impose the Non-Compete Clause Rule without delay to ensure workers have every opportunity to further their careers in the locations they choose. My family was forced to move states due to a 250 mile, 5 year non-compete that a former employer coerced us into signing. When the work environment became toxic we had no choice but move hundreds of miles

	from our established home. I implore you protect workers and their families from this gross and unfair practice.”
Minale	“Non-compete clause is restrictive and against the core value of individual rights. Not good for patients too”
Siva	“It will give freedom to physicians and flexibility for patients to choose their hospital depending on their physician.”
James	“There is a shortage of inpatient PMR physicians in rural east texas. Because of a non compete clause I am forced to not do inpatient rehabilitation for 2 years in East Texas and the closest positions are in Dallas. These patients suffer and have to travel further for care because die main hospital in Tyler makes all physicians sign a 2 year compete for any work as a physician.”
Amanda	“I am in favor of the non compete ban. The majority of companies that have them are not using them to bully previous employees and even treat or pay them poorly while they are still employee. I would understand a non disclosure agreement, ensuring any "trade secrets" aren't passed around from company to company, but not a contract on a human being themselves and having control over their livelihood.”
Joshua	“I am a physician . As private equity and large corporate entities have moved into medicine regional monopolies and duopolies have appeared throughout the country. This has stifled the growth of small practices. The entities already receive a competitive advantage in the market place against independent physicians via —facility fees" they can charge even in outpatient practices. Non competes are used through out the increasingly uncompetitive and monopolized marketplace to restrict the movement of physician practices and limit patient access.”
Tricia	“I'm an Otolaryngologist . Noncompetes serve large healthcare entities and harm patients and doctors. They allow for coercive retention which is anti-American and anti-capitalist. We need to incentivize hospitals and healthcare systems to improve working conditions for physicians to prevent bum-out and help maintain the physician work force. Physicians aren't learning proprietary information from the hospital that they can then use to steal patients. There are already too many patients and not enough doctors. Hospitals need to value physicians.”
Harlene	“I support the proposed ban on non-compete clauses.”
Mark	“Please ban these needless and harmful outdated agreements permanently.”
Stephen	“I am commenting to support the FTC in banning non-compete and similar employment agreements. I and a Certified Prosthetist who treats people living with limb loss (amputation). Noncompete agreements in this profession have limited competition between local companies and prevents clinicians from continuing treatment if they leave the employer for any reason. This restricts patient access to the top tier clinical care they need and deserve. Non compete contracts in my local market have pushed good clinicians into other professions or out of large geographical areas which negatively impacts patients.
Adib	“Hello as physician non competes are a negative to patient care and overall health care. Big hospitals /corporations use it for control and it should be illegal to include in contracts and enforce.”

Dana	<p>“As a physician, I support a federal ban on noncompetes. In addition to repeatedly seeing colleagues suffer in employed positions that no longer serve them, or leave medicine altogether because a noncompete prevents them from seeking other employment within a reasonable distance from their home, I have personally been impacted by a noncompete clause. I recently left a private practice which had become economically unviable. My noncompete involves 5 overlapping 30 mile diameter circles around my metro area, eliminating any practice within a reasonable commuting distance. that restrict physician practice are definitely adding to the problem of deteriorating access to care.”</p>
Andrew	<p>“As an employee who is currently subject to a non-compete clause, I feel there is ample justification for their removal to promote a more fair employment landscape in private industry. Prior to taking on my role, I was a long-time government employee and only had a rough awareness of the concept of a non-compete, happy that such a concept would not apply to me. When I received my first job offer in the private sector, which I ultimately took, I reviewed the non-compete language and found it very jarring. I am essentially unable to work in my current industry or in any industry adjacent to my own (providing the same sector of customers with similar services) which nearly eliminates me from the job market which I chose to enter.”</p>
Sheryl	<p>“This rule should have been enacted years ago. It was only in 2019 that a young relative of mine was asked to sign a non-compete agreement, after being hired. This position was a data entry position paying \$13/hour. The agreement required the employee to not work for a their unidentified competition, within 100 miles of every big city in Texas, for one year from leaving their employment. No exception mentioned if the company lays off the employee for lack of management skills. Interestingly, the 100 mile radius from Fort Worth transcends the border with Oklahoma, a state that has made non-compete agreements illegal. This issue must be addressed on the federal level so that all are dealing with the same set of rules. The newly hired employee who was faced with the decision to sign that agreement on the 3rd day of employment, regretfully had to refuse, was told all employees were required to sign the agreement. The employer cut a check for that 3 day old employee as though they were a contract employee for 3 days of work instead of the regular employee they has hired.”</p>
Angela	<p>“Non-compete clauses are Anti-American, period.”</p>
Carolyn	<p>I “agree with banning non-compete clauses. It keeps people from bettering themselves because they cant apply for a job using same skills that will have better pay or working conditions.”</p>
Jonathan	<p>“I am a plant manager in Texas who has worked in the petrochemical industry for 24 years. I am currently under a Non-Compete, which has hindered my career by stifling opportunities to expand or promote. The company I now work for also uses the Non-Compete as a punitive tool. For example, the executives recently changed bonus programs for all the managers and salespeople, which is less favorable to all individuals. They are also are not conducting employee reviews which are tied to performance raises. When I approached the President about these rule changes, he commented that I could sign the paperwork or not. He knows that my Non-</p>

	Compete binds me, so leaving for a more favorable work environment is not an option because I would have to leave the industry."
Sean Matthew	"Ban non-competes!"
Brian	"My former employer is restricting most employees from working or consulting in any industrial business and prevents all employees from working for a vendor, customer or any industrial business located in the united states. That is unreasonable and should not be allowed....A employee who sells forklifts/loading dock equipment in Texas for this company cannot go to work selling industrial detergents or manufacturing equipment in Florida. This change needs to be paid to allow people to work hard and further there careers."
Mark	"Non-compete agreements are too restrictive and should be outlawed. They limit an individual's ability to provide for a family."
Sean	"I support the Non-Compete Clause Rule."
Alison	"It will also greatly put private practice that won't fall under this designation at a great disadvantage. Given that the operating model of not for profit health systems may not be significantly different than for profit health systems, this rule seems arbitrary and much to the advantage of several of our country's largest and most profitable hospital systems that happen to have not for profit status in name."
Jerry	"I believe this is the right thing to do for employees. Companies hold non compete agreements over employees head so they cannot leave to better the life. A employee who is good at what they do should not be held captive to an employer and threaten to be sued if they choose to leave for a better opportunity to help them and their family. It's should be the employees right to work and with who they work with and what they work for their future."
Robert	"As a person who has had the terrible experiencing of having to sign a non compete, I can succinctly say they are used to strong arm workers and supress wages. I was let go from a company I had signed a non compete with back in August. Keep in mind, they let me go. They tried to enforce my non compete saying I couldn't find work at competitors in the market and when I applied for a job outside of their market and scope of work they tried to go after my friend whom I approached about the job, saying he recruited me out, which isn't allowed because he was a former employee. Its absurd."
Tina	"There are instances and it is more common that you think of where people are forced to work in a very unprofessional environment, discriminated against when you are the only woman, sexually harassed, and treated disrespectfully but being under a Non-Compete makes it very difficult to leave a profession that you have worked in making a nice salary for 20 plus years to start over in a new profession likely having to take a substantial pay decrease. You would think it is easy to go to court and prove and defend yourself, but you would be amazed at the people that will get on the stand and lie under oath in an effort to protect their position with the company. You also lose the ability to negotiate strongly for salary increases because the company has the upper hand is fairly confident that you are not going to leave, so you are pretty much stuck with what is offered to you."

WILLIAM	"Please, do this. This will be good for the economy."
Mahboob	"There shouldn't be a non compete, it's used to mainly abuse the partnership in a practice. Practicing environment can change over time, relationship b/w individuals can change overtime, the promise made can be manipulated so if I joined a practice, and it's not a good fit after working with them, I should have an opportunity that I can practice in that area without being submitted to a slavery deal. So, if I have a family, with kids going to school and wife working a job, it's too much of a burden to relocate to another city and try to re establish yourself, get a job for wife, send kids to new school."
Virginia	"Agree with this proposal. Non compete clauses should be banned."
Lindsey	" Physicians absolutely must be included in the noncompete legislation. I spent 14 years of my life and hundreds of thousands of dollars to become a physician and we are constantly abused from all sides: By insurance companies, by oversight committees, by hospital administrators, etc., and the noncompete problem is one of the most glaring issues. We have a shortage of physicians in the US--ESPECIALLY in my field of Endocrinology . The answer is NOT to replace them with less trained/qualified PAs or NPs. The answer is to remove the obstacles that prevent appropriate physician practice. We are talking about people's lives and well-being here, and by that I mean physicians AND their patients. Do what is sensible. I am tired of corporations being God in America. Physicians and patients deserve better.
Debra	"I am writing as a citizen and contractor who has concerns about no compete practices in their current state. I am a Certified Registered Nurse Anesthetist who has been practicing for 15 years. I have been subject to no compete practices since my career began. I live in Texas where we are supposed to have some protection against these practices but most hospitals honor the no competes because they don't want to pay attorney fees to fight them. situations, where someone isn't allowed to get a more permanent position because someone else is making money off of their work.
Ishwara	"Non compete laws esp as pertinent to physicians and health care providers stifle competition and innovation. Most of the physicians are now entity employed that gives greater control of physicians to the network they work for. Non compete clause indirectly allows decreased supply of certain specialities in an area."
Andaleeb	"As sworn advocates for their patients, physicians bear a fiduciary duty to always prioritize their wellbeing. However, the corporate practice of medicine is outlawed in numerous states. Furthermore, noncompete agreements create a dilemma for doctors by placing them at risk of compromising ethical medical practices and placing their employers' interests above their patients. Physicians are entitled to the same freedom of movement as any other individual."
Marvin	"The era of the non compete clause in any contract is used to thwart competition but also intimidate workers to accept less pay and or less desirable work environment. These practices are used in medicine by big clinics and hospitals to three someone who leaves a practice to basically totally leave the area . This is inconsistent with the free market and the equal opportunity of job access and career development,. It is not that someone has stolen trade secrets or the formula for Coke and is setting up business making Coke. The

	rationale for continuing the non compete clause is flawed and antiquated. I strongly support its demise and non enforcement. I am a physician.”
John	“I respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed. noncompctes should to be eliminated for both not for profit and fir profit hospital systems.”
Bryan	“Please remove die ability for employers to include this kind of non-compete language in the contracts. It is anti-competitive and bad for die USA economy.”
Ian	“Non-compete clauses severely suppress wages in many positions, especially those in the service or hospitality industries. I worked as a scribe in a large, very busy emergency room in Fort Worth and was forced to sign non-compete clauses that prevented me from going between companies that worked at other hospitals in the area...I lived in a house with 3 other roommates, all of us with income, but was never able to save despite working in the industry for over 8 years. Please ban non-compete clauses in contracts.
Cheryl	“Non-compete clauses are only in the best interest of the company. They should be banned and allow workers to make their own decisions for their own advancement. Individuals are more important than companies or corporations.”
Daniel	“I am a physician in Texas. A ban on non-competes would be a major win for the physician worker and patient safety. Currently, hospitals and private equity-owned physician practices use the non-compete to take advantage of physicians. If a physician is bound to a non-compete the employer knows that they cannot leave their job without likely a major disruption to the physician's life such as selling their house and moving to a completely new city. Because of this, employers have an unfair advantage.”
Victoria	“As a physician I fully support this clause. Our nation is already suffering from a massive physician shortage that has only been exacerbated by the COVID-19 pandemic. We cannot afford to limit where physicians can practice when more and more are retiring early due to burnout.”
C	“I fully support the Commissions stance to outlaw non compete's. These legal agreements force an employee who has built a career to be subjected to legal action if they decide to change employers in die same market. Thus, this gives the current employer leverage over pay and other benefits knowing that the employee cannot leave for a better opportunity in the job market in the same industry. Its a very plantation mentality that these non compete's create and extremely limit the employee to continue their career in the same field.”
Tyler	“Non competes say it all in the name, they are anti competitive and they should be banned for many reason, the greatest of which is the fact that they are a tool used to suppress and deny workers opportunities to find better jobs.”
Stevan	“I am in favor of the proposed Non-Compete Clause Rule as I agree that employers should be prohibited from entering into non-compete clauses with workers. I'm a physician and I practice in a specialty that provides care for complex medical conditions. I am grateful for the opportunity to serve and provide care to my local community. As my employer required a non-compete

	clause in my contract, if I were to leave my current practice for some reason, the non-compete clause would require that I leave my community and move to another city in order for me to continue practicing within my specialty.” .
Kyle	“As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Sincerely, Concerned Fourth Year Medical Student. ”
Victor	“Noncompete clauses are destructive to Non-compete clauses are detrimental professional's lives forcing them out of their home and many times out of their community.”
C	“Please do not exclude physicians from this rule.”
Parth	End non competes for doctors and health care professionals. The hospital administrators that want these policies do not have non competes so why should die health care workers and doctors. The USA is a free market economy. Let the free market dictate.”
Scott	“Thank you FTC for protecting the rights of workers from the predatory practices of businesses. This change is much needed! Businesses should be compelled to compete for workers just as workers are compelled to compete for the business!”
brian	“End Non-competes. Period. They do nothing but hams the typical employee trying to better their life. NDA's protect the employer from having their secret sauce recipe revealed. Non-competes are simply an overreach by employers to continue to exert control over exiting employees who they treat like chattel both during and after their employment period.”
Muhammad Anis	“I have been medical practice for 23 years and always been troubled with non compete clause in our employment contracts I understand when someone is hired by individuals they concur costs and use their resources but to have someone leave the are where they have spend time and energy to built a reputation and especially when there is physician shortage nation wide is not fair . There should be better way to end the practice I strongly suggest to make this non compete clause as illegal There could be some reasonable monetary number added to compensate employers cost if the contract is broken.”
Laura	“I am a health care worker, US Army Veteran, mom, and small business owner . I have owned a small business since 2016. I own an elective ultrasound facility that provides ultrasounds for expectant moms. I have an excellent reputation in our community and on social media...I sold my home and all of my belongings for the acquisition. I moved my son and I into a 1 bedroom apartment to fulfill this dream that would quickly turn into a nightmare...Sadly, at that time I found a franchise that offered a business model in which they claimed they would provide everything I needed including the physician. I began to research into it a bit more by gaining work as a contractor for them. This is when the first non compete agreement was presented to me...My attorney told me there is a statue of limitation on how long I can question the validity of an FDD, and I found out I had signed a non-compete clause in which

	I would be restricted from operating under my own name or gaining employment from a competitor for 5 years or 30 miles from ANY current location... There are dozens of people in my exact same shoes because of this franchise and this fraudulent CEO. Sadly the laws are not in favor of the little guys. The laws are in favor of exploiting people who just want to make a living.”.
Taylor	“As a commissioned employee, I welcome the opportunity for non-competes to be voided. I have worked in a commissioned role as an IT Recruiter within healthcare for the last 10 years. Due to my non-compete, I am not allowed to recruit for another company within this industry for 12 months after departure. This makes it very difficult to continue a career in a specialized industry. My employer just recently cut commission rates from 18% to 25% which has greatly affected my income. Due to my non-compete I am not able to seek positions offering a higher commission structure. I am able to pursue other recruiting opportunities in another industry but the learning period to make a comparable income to what I'm currently earning would take quite some time.”
Shri	“Noncompetes have deprived me of my livelihood. Despite being laid off, I am not able to work in my industry because of a noncompete. The company got all my ideas and then prevented me from working for anyone else after letting me go. It is not American nor is it freedom.”
RYAN	“As a Sales rep , I believe this would greatly benefit myself and earned wages in my market. The non-compete documents only hinder others like myself from scaling our income. I believe sales is a ton of service work, if we happen to move to another job due to harsh environments, we would now be able to take our book of business with us. Therefore increasing our value with the current company or with the next.”
Christopher	“Noncompetes should be illegal. They prevent employees from working in the field that they've payed tuition for once signed for a certain period of time. Sometimes even for years with no monetary compensation. They stifle free market competition. It prevents an employee from starting their own company and offering better services (sometimes even for a better price to the American consumer). Employees often don't have the financial means to fight these in court (even if they have a winning case). It places a huge financial burden on workers.”
Anunaya	“Please do not exempt employers who have a status of NPO (not for profit org). Most of the hospital systems and physician employers are registered as NPOs. They however, have similar work culture as 'For profit' organizations. From die perspective of the employees there is virtually no difference whether they work for an NPO or 'for profit organization'. If not changed, the rule will leave majority of employees on healthcare unprotected from the intentions of this rule.”
Erik	“In 2020 my employer for over 10 years decided to sell to a private equity group. In order to remain employed with the new company I was asked to sign a new more restrictive agreement with the acquiring company. The new employer would also be reducing my compensation by 60%. There was considerable incentive for my employer to position the NCA as a tool to limit career options. The agreement was an industry wide ban preventing me from

	working in any field of insurance (where I spent the prior 12 years). This was connected to the earn out and other income the seller would receive with no consideration of my (the employee's) 60% reduction in pay. In January 2021 I started my own insurance Agency with zero clients or income. My former employer sued me 50 weeks after my resignation in an effort to restrict me from contacting former clients 1 year after my resignation. I do not feel a company can force employees to remain under a NCA while offering no consideration and reducing compensation. Employees (not owners) of an organization being sold experiencing a substantial reduction in income should not be forced to remain employed or unable to seek employment elsewhere."
Victoria	"Because of their non-compete I was unable to seek out another company to work for in the same metroplex , despite owning a home and having family here. If I wanted to continue working in my prior field of work I would have to relocate to another state entirely to stay outside of their "geographic area" and it was a two year non-compete agreement.... Employees are powerless unless they want to uproot their families and lives and relocate."
Chris	"I fully support the banning of non competes. Non competes are a highly restrictive way of retaining employees."
David	"Been in Medical Field 30 plus years Sales and management. I have seen friends suffer because non compete agreements, the cost of legal to defend themselves, inability to get promoted because didn't want to sign a new non compete, and families needing to sell there homes to downsize during times when didn't have a job."
Jason	"Please accept this comment in support of Non-Compete Clause Rule. The company I was working for decided to sell to private equity. With that sale my compensation structure was to be cut drastically and they required I sign an even more restrictive document to receive that reduced compensation and stay employed. I left that employer to start my own company. We are currently in the middle of a lawsuit due to mainly breach of non-competition. I just don't see how non-competition and non-solicit agreements can be upheld when, to remain employed you must sign a more binding agreement and receive less compensation for die same job you had been doing."
Chelsie	"My family has been personally harmed by a non complete clause. My husband was a loyal employee of a company for 10 years. After 10 years of helping this company double in size, the owner sold to a international company. At this time, he was informed that the new company would be decreasing his pay SIGNIFICANTLY. According to his non complete, he was unable to leave his job and continue working in the industry he has grown to thrive in and provide a living for hos growing family. If his non compete was non existent our family wouldn't have endured YEARS off suffering and strife. Please ban non-competes so other families don't have to suffer like ours did."
Chris	"Non-compete agreements give full power to corporate institutions thus allowing for the indenture of millions while the 1% benefit from their labor...If a lawyer is needed to understand the document then it is clearly written to benefit the employer...If employers listen and respond to employees needs, then they will not want to leave. Lastly let's not forget, "government of the people, by the people, and for the people..."

Derrick	"Non compete agreements are nothing more than a way for companies to intimidate workers into performing prolonged service. When enforced they generate legal activity that does not serve the public good. They are a tool to monopolize talent and consolidate power. They are a drain on the economy. I find no place for them in democratic society."
Jason	"100% noncopy clauses should be banned. It stifles die free market that we're built on. It hurts employees, and it hurts companies from bettering themselves by either growing or going out of business because they're not growing and changing and becoming better. It encourages people to find the right fit and live happier lives and do what they can for the betterment of the country."
Jeff	"As a physician employed by a large single specialty group that has a very aggressive noncompete clause, I believe that noncompete clauses definitely restrict ones ability to relocate, advance their career with other groups, or decide to leave a group without harsh consequences."
Adam	"Many executives who are less than 10% owners in private equity backed, private company transactions are currently prohibited from working in their area of expertise due to restrictive non-competes. They may have been paid a fee, severance, or received a transaction bonus - but often times that money paid pales in comparison to their income potential which they cannot pursue for several years."
Robert	"Such non-compete clauses were a regular feature of employment agreements with consultant firms supplying software/computer code writing services in the San Francisco/South Bay areas. As an employee, I constantly operated under apprehension as I was transferred from one company to another, likewise as I transferred from one consulting firm to another. On one occasion I had difficulty presenting mathematical results at a professional meeting. The rapid transmission of discoveries is widely believed to substantially contribute to that industry's economic success. I congratulate your staff for impressive literature review and summation."
John	"Please make non compete clauses go away."
Dr. Fouzia	"If a job does not deliver what it promised on the employment contract and physicians want to leave, then the non-compete clause essentially makes them choose between moving by uprooting their families (spouse's job, kids' schools, different house, etc.) OR staying in an oppressive situation. This is not about patient safety. It is a way to cut costs at the expense of the physicians and patients. Pay the physicians what we're worth or let them compete with you. Patients should also have the freedom to seek care wherever they want. Patients should not be treated as the property of a health- system or insurance network. Non-complete clauses go against both the spirit of democracy and capitalism."
Jose	"This is great. I had a n awesome offer with better benefits and incentives. However the non-compete clause and a \$2501c bs liability clause forced to let it go."
Michelle	I support the Federal Trade Commissions' proposal to prevent employers from entering into non-complete clauses with workers, which will not only increase

	an employee's opportunity to pursue better employment opportunities, as well as encouraging more entrepreneurship and encouraging higher wages.
Bryan	"I support the ban on non-compete Clause. I work in the consulting industry and risk being sued."
Robert	"END THEM, period. These hinder the American worker from taking advantage of & being competitive in their industry or field and the job market itself."
Ton	"I respectfully ask the FTC to make non-compete "agreements" illegal. In my careers have worked across multiple industries at all levels from hourly assembly to CEO. These clauses can be damaging to careers and can make it very difficult to start-over in aligned industries - even if the job is different. In the workplace where right to hire and fire at will is the rule, these clauses give an unfair advantage to the company. The company can hire or fire me at will, but I can only choose to quit and find work outside my industry."
dustin	"Banning non-compete agreements for physicians is a necessary step to improve patient access to care and promote competition in the healthcare industry. This proposal would allow physicians to practice freely and choose the best job opportunities for their careers, while also benefiting patients by improving access to care and potentially lowering healthcare costs."
Mace	"As a physician , I am writing to express my strong support for the proposed rule to ban non-compete clauses. These clauses are an unfair and restrictive practice that hurts both physicians and patients. Non-compete clauses give employers too much leverage during contract negotiations. They can limit a physician's ability to earn a fair wage and can make it difficult for them to find other employment if their contract is terminated."
Brian	"I am writing to express my concern regarding the prevalence of non-compete clauses in employment contracts and to support the proposed rulemaking to limit or even outlaw their use. I believe that non-compete clauses are antithetical to the fundamental principles of freedom and opportunity that America values so highly. Non-compete clauses can have a detrimental impact on employees, stifling their ability to seek better opportunities and build their careers. In many instances, employees may find themselves in a form of indentured servitude, as they are restricted from working for other companies within their field of expertise for extended periods after leaving their current employer. This not only hinders personal growth and economic mobility for the individual but also stifles healthy competition and innovation within industries."
Lisa	"Thank you for this proposed legislation. As a member of the workforce that is directly affected by non-compete clauses, I feel strongly that they should be abolished. Employers should be driven to create a workplace, including compensation, that entices an employee to stay with the organization because of reasons other than a non-compete. Please consider passing this legislation."
Louis	"I strongly support the banning of non-compete clauses implemented by employers. I spent a decade working in a niche industry . I signed a non-compete after I joined a company and was told that it was a condition of my continued employment. After extracting as much operational knowledge as they could, the company forced me out and threatened me with legal action if I took a job with one of their competitors. Non-compete agreements are grossly one-sided in favor of the employer. Eliminating non-compete agreements would be

	a great step towards an even playing field. NDA's and non-solicitation agreements are reasonable measures to prevent workers from harming companies. Non-competes only harm workers."
Brad	"A non compete often causes damage to that particular profession by forcing people to continue working for an entity or move out of the area to seek employment. Please remove and ban no compete language from all contracts."
Tom	"Non-compete clauses are an abuse that employers force upon employees and they should be eliminated."
David	"Non-competes in the healthcare sector only hurt patients. Hospitals are opposed to it purely for power reasons. Not allowing a patient to see their chosen physician because of a prior non-compete clause is anti-American. I hope you decide to break this rule and help all Americans."
Jennifer	"I strongly support this proposed rule. A 10-mile radius is in most our the clauses in my area. This leaves downtown Houston or Galveston as main options. These are too far to drive & insane traffic problems. I have to stay fairly close to my special needs son's school as I am the only person who can pick him up & tend to needs. I have no family support. My husband has cancer. I cannot leave this area. The medical field is short staffed. People are burnt out & leaving the field. We cannot continue to lose great workers at this rate. We need to be more understanding of people's individual needs (I.e. finances, health insurance issues, mental health, illnesses, chronic medical conditions). Workers in the medical field care for our nation. We need to take care of them also."
Usman	"Non compete is an unfair practice for employees. removing people from their locations desired due to a job change does not make sense
Juan	"I am an Insurance agent and in the insurance industry the non-compete agreement is the law of the land. So, you are trapped in a job where if you don't sell enough you get fired, but at the same time you can't get a job with a company that do similar type of business for a full year. ALSO and this very IMPORTANT , companies change compensation commission plans every year, and of course is not to pay you more but less. The non - compete agreement allows them to pay you less every year for the same amount of production and you can't leave to another company that pays more. GET RID of the non-compete agreements please."
Guadalupe	"Non Compete agreements would require me to fmd employment in my chosen profession 100 miles away or refrain from working in an industry I have develop over a 30 year period. At 52 years old I could not imagine starting over in a different industry for a year. I was told when I was hired, and told that the offer was dependent on the non-compete agreement, and then latter when it was changed, a few years later that I had no choice but to sign the revision. I could probably hire a lawyer if I quit but that would be very expensive. It absolutely effects my ability to better my self or entertain better employment offer."
Jessian	"The greatest abuse with non-compete clauses is by hospitals which deem themselves "non-profit" according to the language included here, they would be exempt and continue these abusive practices. Hospitals lock their physicians in these insane broad non-competes requiring up to 1-2 years of salary in fees if the physician violates these. The clauses often make a physician choose

	between living in an area with family vs moving remotely to survive. Patients should have the right to choose who they want their care from regardless of who employs the physician. These "non-profit" hospitals which feed their profits into their administration to remain non-profit are afraid good physicians will "steal patients" as they move."
Nadeem	"Non compete clauses for physicians do not serve any significant purpose for society and only aim to trap physicians in their jobs, they usually produce an undue burden on physicians who have to uproot their families just because their contract ended or they decide to change jobs. Non competes harm healthy competition, There is not a single physician I spoke with who supports non compete clauses. We support the FTC in banning them."
Laxman	"Non compete clause should have never existed it is banning hard working people enriching rich."
Michelle	"The non-compete clause rule limits Americans access to be able to support their families in this country."
Jan	"I and my husband are in total support of eliminating the non-compete clause rule. We applaud the FTC for pursuing the rule change!"
Purujit	"To the FTC, Please implement this rule and abolish the unethical, exploitative, oppressive and un- American practice of non compete clauses. The workers of this country will be eternally grateful."
James	"is with great enthusiasm that I would like to comment on your proposed rule banning employment non-compete clauses. Since 2015, I have been subject to an non-compete clause limiting my ability to be employed outside of my current company (Pediatrix) within 20 miles for a period of 2 years if I decide to leave my position. This has significantly limited my ability to seek other opportunities and has suppressed my compensation to below- market levels for years. Throughout my employment, I have never been privy to "trade secrets" or other so-called knowledge/resources that would harm my employer if I left. In short, the non-compete clause is an iron shackle I greatly look forward to the FTC abolishing this unfair employment clause. I suspect any person who defends the non-compete is either not subject to one. Thank you for sticking up for the "little man/woman"
Helene	"I would like for the non compete clause to end. It's onerous for citizens and it overly protects businesses."
Christie	"As a psychiatry resident physician who will be joining the physician workforce in 2.5 years, I am extremely in favor of this rule. Non-compete clauses are frequent and incredibly frustrating in physician job contracts, and can often go to the extent of making it impossible for a physician to stay in the same geographic location or even city when they are contemplating a change. While some contracts may give the option to pay a fee to waive the noncompete, this fee is again onerous and a burden on physicians. Banning noncompetes would be a dream come true!
Sara	"Excellent proposed action. No group should be excluded from this change! Please ensure the change is truly universal."
James	"I'm an attorney . I've seen non-competes both in my work and in my personal life. Aside from edge cases where highly- compensated executives are

	restricted from job-hopping to competitors and using deep knowledge of corporate business strategy to gain an advantage, they exist to restrict wages and tie workers to jobs, not to protect confidential information. It's grossly unjust that workers paid a barely living wage can't go out and find other work because they have to sign a non-compete as a condition of basic employment. I thought we were done with serfdom."
Tim	"I am writing to support the Proposed Rule limiting employers' abilities to engage in non-compete clauses. I believe it will benefit healthcare workers and others to have the freedom to pursue employment of their choosing, and that their wellbeing will translate into the wellbeing of patients and others benefiting from the workers labor."
Fernando	"This has been remarked by many physicians on this website already- but as a resident doctor with a long career ahead, I cannot think of a greater disincentive for the talented to enter our field and serving our aging population than following the American Hospital Association's advice and allowing non-compete clauses for physicians. Liberate our labor just as you liberate everybody else's, and if our contracts are actually fair and desirable there should be no problems from the perspective of hospital administrators. If in fact they are not, you will be writing a wrong on behalf of me and my colleagues. Thank you for your consideration."
Leonardo	"It is essential to include physicians and non profit hospitals in the final rule."
Alex	"I was interviewed, but not considered for a position at a competitor due to my non-compete clause from my former employer. The hiring manager wanted me to join the team, it could not get past the legal implications of the non-compete. This position is not in the same department as my old position (old position was a subject matter expert job, new job would have been in business development). I was not considered because my former employer sued this competitor when an individual moved to their company, where the individual could not work for 6 months."
Karen	"Working as Nurse Practitioner in state where contract is required Texas This is a huge lift to the nurse practitioner industry!! Thank you for supporting our effort balance health care among providers!!"
Kristin	"My employer is trying to implement a non compete clause for me, which as an anesthesiologist who doesn't follow patients but only sees those referred by surgeons, doesn't make any sense." Why should my job prospects be limited by a forced non compete clause?
Zenus	"The proposed FTC rule to ban noncompete clauses in employment contracts has sparked debate in the healthcare industry where noncompetes are common. Physicians argue that noncompetes are bad for physicians and patients alike, as they discourage market forces and limit physician mobility, ultimately contributing to the physician shortage. Physicians are often forced to uproot themselves and their families if they want to switch jobs, which can hold them hostage to unfavorable working conditions for years. Noncompetes can also prevent physicians from pursuing opportunities that would be a better fit for them personally, contributing to burnout and ultimately exacerbating the physician shortage. While there are nuances to this discussion, noncompetes

	should be eliminated for both not-for-profit and for-profit healthcare systems to maintain access to quality care.”
Katye	“I support your proposal to ban Non-Compete Clauses. It's simply not fair to hinder career advancement while binding employees to an employer who often takes advantage of them because they know the employee will struggle sitting out an NPRM.”
Katherine	“Yes, I support banning non-compete clauses. They are common in my industry (veterinary medicine) and are mainly used for vindictive actions towards employees trying to get a new job. They have no positive function in our industry other than to intimidate people from moving companies which prevents personal and professional growth. FTC, thank you for taking action on this!”
Maria	“I am in the Aesthetics field , and I 'ye been forced to signed the non compete in order to get a job . It felt horrible , I can not get now two jobs, hands tight to make more money . Thank you gov for die new law that is holding us down . This is a country of freedom.”
Anderson	“Non-competes limit the competitive nature of business; they do not add value to the market and limit freedom to pursue your own best interests. The idea that because a worker has become experienced through their own work makes them valuable to another company is reasonable, refusing to pay them the market rate by means of a non-compete contract is absurd.”
Hunter	“Non-compete contracts for rank and file workers are unconscionable. After viewing the New York Times opinion video on the experience of hairstylists, dental technicians, and car part salesmen being unable to get jobs near their homes, I am sickened. Please help American workers keep food on the table by ending these non-compete contracts.”
Travis	“My employer Quantlab Financial for 10+ years has held me to a 2 year non-paid non-compete in Texas. The finn trades in financial markets around the world and uses legal handcuffs, the courts, and their money to suppress employee options / paid. Recently it's been revised, but my only option was to sign the new version or unemployment. If you don't void all non-competes outright, please consider leveling the field by requiring payment of on total compensation for the time not just base pay.”
Peter	“Non compete clauses are Un - American . I support banning the.”
Joey	“I agree with this proposal and believe that non-compete ageements should be made illegal. It's ridiculous that these agreements were ever allowed in die first place. In order to have a free market economy you must have a free moving labor force. Any unusual exceptions could easily be fixed with a non- disclosure agreement. In the case of expensive training some agreement could be made to continue to work for the company that invested in your training for about a year or so. Just long enough so that the cost of the training is covered and not wasted.”
William	“Ban non-compete clauses! They unfairly disadvantage people seeking new job opportunities and potential employees don't feel they have the ability to opt-out of them. People have a right to choose their place of work and shouldn't be punished by their former employer's ego and greed for seeking employment elsewhere.”

Harith	<p>“As physician in the medical field, having a noncompete within hospital system create extreme challenges to provide patient care, and continue to affect the life of patients and doctors. in my situation I family of two doctors it's particularly challenging. The noncompete significantly affect our chances of having jobs and providing care for the patient if one us lost his/her job. Those noncompete prevent us from looking for a job and continue the care to our patients in the same geographical area which will add significant delay of care and unsatisfaction. The patients will have to look for new physicians. Certain noncompete will even prevent you from practicing medicine with in the same city. I think it's wrong, morally incorrect, and unfair for both of the physicians and patients.”</p>
Eric	<p>“I am an anesthesiologist and have had my career disrupted by a non-compete clause forced on me by a large, national group. The inability for me to easily provide patient care at locations of both my and patients' choosing only hurts the American healthcare system. I implore the FTC to ban non-competes throughout the country so that doctors and other healthcare providers can treat patients to the best of their abilities.”</p>
Rachael	<p>“I am writing to urge you to consider supporting the ban of non-compete and non-solicit agreements in die United States. These agreements have become increasingly common in many industries, particularly in the tech and service sectors. Unfortunately, they have had the unintended consequence of limiting worker mobility, suppressing wage growth, and hindering innovation.. These agreements have had a negative impact on worker mobility, wage growth, and innovation, and have become overly broad and commonplace. Banning them would help to promote a more competitive and innovative economy that works for everyone.”</p>
Abby	<p>“As a physician, I believe we should NOT have a non-compete as there is a shortage Nationally and it is going to get worse.”</p>
Irfan	<p>“Physicians should not be bound by non compete clause.”</p>
Maria	<p>“I strongly support the FTC's proposal to federally ban noncompete agreements.”</p>
Farzin	<p>“As a physician, doing away with non-compete agreements, would mean that I can continue to care for my panel of patients if I have to move jobs. This would most of all, benefit the patients that I know best. They wouldn't have re-establish care, which is costly, but can also mean large gaps in care for them.”</p>
Gabriel	<p>“I read this proposal carefully. I never thought about it before in this way. I completely agree with the FTC that noncompetes stunt progress in various industries. I agree that a noncompete clause forces an individual and his family to be locked to a single organization for geographical reasons even when the individual may want to explore another opportunity in the same region. If someone works for company X in NYC and has a noncompete, they may not be able to work for company Y in the same city. Even if after 5 years the employee feels it is time to move on, they may not be able to because their family, their kids have already set up roots in NYC. It seems unconstitutional to force someone to be in one company even when they have serious concerns with their company's performance or their practices>”</p>

Kristin	<p>"Please get rid of non-competes. It only damages patients ability to stay with their physicians. They typically require physicians to move out of their continuity if they decide to changes jobs. It will also motivate corporate run health corporations to treat their physicians better."</p>
Marian	<p>"Physicians are the only healthcare employees subjected to non-compete clauses and should be exempt from this imprisonment. Other healthcare staff receive high levels of pay and are free to work at more than institution and change jobs at will. Nurses, respiratory therapists, pharmacists and administrators have more freedom. Physicians are forced to remain in toxic work environments, forego opportunities for advancement and/or lose significant research opportunities due to these clauses. Because most organizations now operate out of multiple locations the radius causes a physician to pay large amounts of money to relocate and disrupts families. Wellness and resilience are compromised and physicians leave the profession due to these restrictions. Physician extenders, like nurse practitioners and physician assistants have more freedom than highly trained specialists. Also, many hospital organizations are classified as "non-profit" even though the leadership is paid millions of dollars. Physicians at so called non-profit organizations should have the same opportunities to easily change positions as others."</p>
Daniel	<p>"I am a doctor and I am very much in favor of this rule change. I would however ask that non-profit hospitals be included in this rule change as the ubiquity of non-competes for doctors, many of whom are employed by non-profit hospitals, is a significant detriment to my profession."</p>
Danielle	<p>Please ban all non compete clauses from private, public and non profit hospitals and medical practices. It limits the proliferation of research due to lack of competition as well as prevents movements of the best and the brightest to where they are offered the best. It is completely unfair tactics that only benefits the hospital administrators.</p>
Mary	<p>"Providers have been held hostage to hospital systems with limited means for negotiation for fair salary and work life balance by non competes. For example. I have seen no cost of living increase even with yearly contract renewal. In fact, benefits have decreased despite record inflation. Non competes force physicians who are trying to advocate for healthy work life balance and pay commensurate with training and student loan burden, to uproot lives and patients lives by requiring them to move beyond non compete region. This leaves patients to try to get in and establish with a new provider and possibly in a different system. Burnout is a huge factor for physicians and is also no doubt factors with non competes. I also have colleagues who have been unable to relocate and have left clinical practice secondary to non competes. This is an antiquated practice and does a disservice to physicians well-being, ability to continue to practice clinically as well as the patients we serve."</p>
subodh	<p>"I am a physician who practices in a city which has majority private equity backed practices. Only 10% of all treatment are done by private doctors. I have seen higher rate of price increase in last 5 years due to this consolidation. Patient care is affected as private equity is focusing on revenues generated than health care outcomes. The low revenue good doctors are let go. The non</p>

	competes prevents many going to open their own practice which will cut cost down. The non competes are not enforceable ie 100 miles but do not have the financial depth to spend hundreds of dollars then go to arbitration and risk of unknown outcome.”
Feibi	“I support a federal ban on non-compete clauses in employment contracts. I am a physician in the Texas Medical Center, a dense area which contains over a dozen hospitals. Most of the hospitals here have a non-compete clause with a radius of 10-15 miles which effectively prevents a physician from working for any other hospital system in Houston. This is grossly unfair and prevents physicians from leaving undesirable hospitals with poor working conditions or poor management. This leads to increased burnout. Twenty percent of physicians plan to drop out of the workforce in the next two years. This problem has only been accelerated understaffing of our fellow healthcare workers. Working conditions for all healthcare workers need to improve Banning non-competes would pressure hospitals to improve working conditions to retain staff.”
Vamsi	“I am a physician , specifically a surgical resident, about to finish and start my cardiac surgery fellowship. I understand that non-competes have been used by some small practices to preserve market share in rural areas. However, their overall function in medicine is to simply raise prices for patients by preventing competition from physicians who know the market, by keeping rival hospitals from hiring them and preventing them from working in the area. Furthermore, on a personal level, many physicians are devastated as their families may be based in one area, but they are forced to travel hundreds of miles to work due to a non-compete. However, this regulation will be ineffective if it only targets for-profit entities. I urge the government to NOT EXEMPT non-profits or ANY entities whatsoever in medicine from enforcing non-competes against any healthcare worker.”
Sreedhar	“I whole heartedly support the ban on non compete clauses in health care. They are terrible for die patients and for the care providers and cause totally unnecessary burden to the system.”
Andrew	“I am a physician working in the United States, and I strongly support the FTC proposed rule on non-compete clause. Non-compete clauses are harmful to physicians, and I have personally been harmed. About 10 year ago, I specifically had to seek out physician jobs without non-compete clauses because my spouse was in the last year of graduate school, and we were planning to move to the suburbs after graduation. Specifically, non-compete clauses have wide geographic coverage and would prevent me from changing jobs to an employer/hospital in the suburb we planned to live. Therefore, I had to choose a job without a non-compete. This job without a non-compete had an annual salary \$75,000 less than a comparable job that did have a non-compete clause. By limiting non-compete clauses, physicians will have the opportunity to seek out more employment opportunities. Greater physician mobility is also critical to address public health priorities, such as improving physicians' ability to change to employers in underserved areas.”
Brian	“A broad non-compete clause functions in the same way a monopoly does. It's limits options and forces adherence which undermines a free market.

	Employers have protections in the area of intellectual property and in work products, which are fair and reasonable. Artificial limitations that decrease competition are bad for employees, damaging to consumers, and harm the economy at large."
Iade	"non competes hurt patients in die end because predatory bospital and clinic systems can continue unsafe practices and abusive working conditions for physicians by holding die threat of non-competes over the physicians who might be tied to die geographic location due to family responsibilities."
Liz	"Non competes are should not exist. They create an employment monopoly to the detriment of the public goods. It's a moden form of the fiefdom that's intrinsically anti-American. Workers are prevented from leaving for better opportunities."
Andrew	"I adamantly support the proposed rule. I believe, if enforced, the rule change will redistribute wealth to the middle and lower classes in a time of rampant wealth inequality and racial inequity. Furthermore, the requirement of employers to inform employees of the proposed mle change is particularly appealing to me due to the persistence of predatory workplace practices in which employers in localities that have banned non-competes require their employees to sign them despite not having the legal standing to enforce them. When the leading cause of death for certain demographics in this nation is heart failure due to cortisol, the stress hormone, blocking arteries, this should be criminal."
James	"I support this bill. I currently cannot work in my field as I let a toxic work place but had a non compete that must be signed before starting work in Texas."
Carlos	As a son of immigrant parents, the United States of America was seen as a land of opportunity. A place where one's hard work, self determination, and studious endeavors enabled them to be the most prosperous in their field of study or employment. For this reason, I believe non compete clauses are a scour of the Earth and a drain on competitive nature and pro capitalistic mentality of the United States."
Sandra	"This is ridiculous. How do they expect citizens to make a living in life ?"
Kayla	"I support an end to non-compete clauses. As a physician these restrict my ability to practice a hard earned trade near my home and family without significant burden either financially or geographically. Physicians and other workers have earned die right to practice in good conditions with adequate pay and support without fear of legal action for pursuing other opportunities."
Daniel	"This is a necessary step to prevent employer abuse of employees and may go some way in breaking up tech monopolies."
Blake	"As an employee for a tech company, these non-compete clauses harm my chances to work elsewhere in my industry. They also stifle competition. We can support intellectual property without hurting people who want to innovate on new products and technologies in the United States. We can and should end non- competes."
s	"Restricts competition. Bad for consumers."
Kira	"Note non-competes are being slipped in and signed as `NDA's' in many business settings. The elimination of non-competes almost without exception

	<p>would benefit those most vulnerable to exploitation. Parents with children in local schools/community support are uprooted unnecessarily due to employers unfair entitlement to personal skills obtained during the employment period. By allowing them freedom of movement to pursue higher wages and advancement in their careers without undue stress of alternative employment and lack of application of acquired skills for up to two years post employment (as upheld in Texas); or dramatic changes in geography required by the geographical limitations imposed which inordinately effect those with children or limited financial savings who have to weigh the personal and financial strains of moving outside and/or significantly increasing travel time. Individuals (mostly women) are constrained by child care responsibilities or resulting additional care costs resulting from changes in geography / increased travel requirements. Advanced/sought after skill sets/knowledge are unfairly controlled by business owners who are able to excessively limit competition and financial advancement in individual careers via non-competes. This has personally affected my life as a mother holding an advanced doctorate degree; a primary caregiver to young children and the need to refuse employment and access to increased career skill acquisitions due to legally enforceable non competes that would require my travel time to increase 45+ minutes each way (311a day) to utilize personal skills acquired during employment for a tenn of 2 years post employment.”</p>
Hannah	<p>“Noncompetes are archaic and harmful in many ways. By restricting the ability to work, employees are forced to stay in jobs that they are unhappy with and work at a lower production level. It inhibits employees from finding better offers. In healthcare, it limits the amounts of providers thus can work in certain areas and raises the cost of healthcare. Noncompete agreements should be abolished.”</p>
Anonymous	<p>“I support banning non-complete clauses, especially in healthcare, where an ever increasing number of physicians, nurse practitioners and other providers are employed. The healthcare corporations continue to consolidate and enlarged, profiting handsomely from employed physicians and practitioners. There is almost no bargaining power on the part of the physician or practitioner once they are employed. Corporations are able to cut corners to save money in terms of manpower mostly, while the doctors and nurses are daily making sacrifices to make sure patients needs are met. The relationship has become almost universally unhealthy and asymmetrical, which is why so many people are getting out of healthcare. The only bargaining chip is to leave the healthcare system, but the systems don't care because they see employed physicians, practitioners and nurses as human capital, which can be replaced. Meanwhile, there is a great burden on the physician or practitioner and their families if leaving employment means also leaving the community.”</p>
Paul	<p>“This enforcement should also mean that as unstable as the economy has been at every level, no company should bar you from working a second job to help make ends meet.”</p>
Bilal	<p>“I support of this proposal to ban companies from monopolizing the economy by enforcing these ridiculous non-compete clause rules. I also support the ban of Training-repayment agreements, it's the responsibility of an employer to train</p>

	their employees, and it's the right of employees to quit their jobs for whatever reason.”
Stuart	“Love it. I completely support.”
KW	“Please see attached comment supporting the ban of non-compete agreements and a case study regarding the impact of Private Equity in the healthcare setting.”
Sandi	“As a former practicing attorney in Texas, I have been concerned about the misuse of non-compete agreements for years and fully support the Commission's proposed rule banning their use. My experience in both private practice and as in-house counsel has allowed me to see the evolution of these agreements go from a valuable and fair tool for business owners to a bludgeon to hold down even low-level employees. I have seen them go from one-off agreements for unique transactions to standard practice for hiring employees. They were once crafted by corporate lawyers in connection with a specific transaction and directed at very senior personnel who typically had a large payout or some contractual job security. Today, they appear to have devolved into a document crafted primarily by litigation attorneys for new hires with little to no bargaining power, no contractual job security, and scant, if any, truly competitive information...In my prior practice as a lawyer, I represented different types of businesses and ultimately became the Assistant General Counsel for a large corporation. As such, I saw legitimate circumstances for reasonable non-compete agreements, but not many. Most of what an employer wants to achieve could probably be satisfied with a targeted non-disclosure agreement rather than these paralyzing non-compete agreements. Accordingly, I wholeheartedly support the Commission's proposed rule.”
Fausto	“The honest aims of non-compete agreements are best carried out using other tools, such as trade secrets and patents. We don't need to limit the free movement of labor to protect capital investments in technology. Rather, we should eliminate non-compete agreements across the board while also clarifying trade secret and patent protection laws.”
Felicia	“This issue is tremendously important. Please ban non competes. - Physician in TX
Javier	“Non-compete contracts are antithetical to capitalism. They have no room in a market that prides itself on competition. Why should one company with poor customer service prevent the flourishing of new ideas and better service in the market due to a non-compete clause? Our market should reward not just innovators of new ideas but people who can improve existing products and services. Companies that are allowed to stifle competition with non-compete clauses are encouraged to provide mediocre services. Our country and economy deserve better!”
Sasha	“Please pass. Very important for protecting workers and allowing us to seek fair working conditions.”
Lisa	“I support the FTC's BAN on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million.” “Americans and raise wages by 5300 billion per

	year. That makes a real difference to real people on a daily basis. This policy will make it easier for more American workers to earn what they're worth!"
Sasha	" Physicians should not be specifically excluded from this."
Lindsey	"I strongly support an initiative to ban non-compete clauses. In medicine, they are often used in physicians' contracts and continue in perpetuity. Not only does this decrease competition amongst hospital, it encourages bad behavior on the part of the employer knowing how difficult it is for the employee to leave. Additionally, it is hating some physicians that cannot move to stop practicing medicine altogether. This is obviously a huge concern with a growing shortage of providers. Thank you for proposing this important change."
Eric	"Noncompetes are the modern equivalent of indentured servitude. They restrict the ability of individuals to work in their chosen field and earn a living. Just like slavery, noncompetes restrict the freedom of individuals to make choices about their own lives and careers. This is particularly harmful for workers in low-wage jobs, who may have few options for alternative employment and may be forced to accept poor working conditions or low pay...Furthermore, noncompetes can also be used to discriminate against certain groups of workers. For example, employers may use noncompetes to prevent women or people of color from leaving their company and finding better opportunities elsewhere."
Eric	"I'm a physician at a not-for-profit. I have a non-compete. In the age of physician shortages, it is critical that this practice is curtailed. The law needs special wording to make sure that healthcare workers are specifically exempt from noncompetes."
Damla	"I strongly support the FTC's proposal to federally ban noncompete agreements. As a physician , I have seen this limit my colleagues' ability to leave an abusive work environment. We should all be able to pursue individual opportunities and not be beholden indefinitely to oppressive more powerful employers. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone."
Glen	"I strongly support the FTC's proposed Non-Compete Clause Rule to ban employers from requiring their employees to sign "noncompete agreements." In reality, these documents are not negotiated, voluntary "agreements," but contracts of adhesion prospective workers are forced to sign as a condition of gaining employment, or avoiding termination of their existing employment. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, suppressing wages, and preventing career advancement. Employers can adequately prevent unauthorized disclosure of trade secrets with non-disclosure agreements (NDAs). Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone."

Atharva	<p>“As a physician (TX, T3309), I fully support the proposed ban on noncompete clauses. Furthermore, this rule absolutely must apply to physicians. Noncompetes are anticompetitive and pennit abuse of employees and the spirit of the medical profession itself in favor of profits for the few megacorporations that can afford to wade through the goliath heaps of regulation in any healthcare market. Ultimately this is solely at the expense of patients and their care.”</p>
Sherrie	<p>“Completely support a ban on all types of non-compete clauses. They negatively impact our patients and clients by playing a role in the shortage veterinarians available to see patients. After working for two multinational corporations I can say without reservation diem are no unique business practices to protect, they all run in the same, spectacularly inefficient way. I was even more shocked to find some of my friends who work in jobs paying less than \$20/hr are also subject to non-competes. That's ridiculously unfair to them and their ability to earn a living. Thank you for allowing this comment.”</p>
Daniel	<p>“Noncompetes within the emergency services restoration industry is staggering innovation, limiting the potential wage increase, prevents unionization and further decreases the talent pool.”</p>
Dru	<p>“I am a tenured law professor at South Texas College of Law Houston. I teach courses on Administrative Law and regulatory subjects. I have published more than three dozen law review articles and have authored chapters in academic monographs. I SUPPORT the FTC's proposed rule. The federal statutes that give the FTC authority to regulate anticompetitive monopoly-seeking activities also authorize the FTC to promulgate regulations to combat labor monopsony power from making labor markets less competitive. Noncompete agreements are an exercise of employer monopsony power, and also increase that monopsony power. Employer monopsony power can also increase monopoly power in consumer markets. It is long overdue for the FTC to address this, and it is more fair to address it through a uniform rule than to do so piecemeal through adjudications.</p>
Stephen	<p>“It is not a level playing field for this rule to be based on the state that I live in when I have been a remote worker for a company that was based in CA and is now in NC. This rule does not promote competition between companies and works by instilling fear - "you clan be sued personally if you violate this rule". It is time for this anti competitive practice to go away.”</p>
Adam	<p>“Large hospital systems and "not for profit" hospitals (where they pay the CEOs 10M+ in compensation a year) should not be excluded from banning non- competes related to physicians in healthcare. Non-competes are used to strong arm physicians often requiring moving to change jobs no matter the circumstances to continue a career in your specialty. Do not exclude healthcare, hospitals, and physicians in this legal change.”</p>
Linda	<p>“Noncompete clauses should be outlawed for all employees. It limits a person's right to earn a living. All Americans have a right to choose where they work. Noncompete clauses hinder that.”</p>
Kevin	<p>“I'm an ER physician. Non-compete clauses have recently been used to allow a hospital to end my IC relationship with them. Myself and two other physician's were effectively fired because the hospital sold the ER physician staffing</p>

	<p>contract to a competing company. The two staffing companies had current and previous issues of business maneuvering and lawsuits. Hence, the old staffing company had a non-compete clause. The new company refused to pay the clause out any of us three MD's. The hospital also refused citing very tight budget. Hence, we were let go. The insane thing is that these non-compete clauses didn't appear in any of our own contracts with the original staffing company. It was in the contract between the hospital and the original staffer's. Hence, the MD's were fired and the emergency room lost three doctors due to a clause NO ONE signed. I won't go into the legal aspects and exceptionally poor business practices here, but, obviously the clause of non-competition has effected thousands of patients and the regional medical doctor environment. Non-compete clauses are a scourge upon both free market business and a danger to the public. A business being able to affect a physician's ability to see patients is absolutely unethical at the very least. Evil at the most. Government, in its entirety, should only function to protect the population from any threat, domestic or not. This is exactly why the non-compete clause should be BANNED in the US! GET IT DONE!"</p>
Grant	<p>"My wife is a veterinarian, and she is subject to a non-compete clause in her contract. In her case, the sole purpose of the clause is to suppress competition, as the restriction is that she cannot work at a practice that is closer to her current practice than a certain distance. This rule does not protect intellectual property, it simply prevents my wife from moving across the street and having the new practice put up a sign saying that Dr. Goodyear is now there. Non-compete clauses such as this invariably depress wages and limit competition, and that is not a good thing I'm a nuclear physicist, and I work for an Oil and Gas company designing and developing tools that help companies take measurements deep underground that tell them where oil and gas are located. I also have a non-compete clause in my current contract that limits location (essentially anywhere in the world where oil-and-gas exploration is performed) for 1 year after leaving the company. In my case, the clause supposedly exists to protect the company's IP, but there are other mechanisms for doing that. Moreover, Oil and Gas is an industry where downturns and layoffs are extremely common, and nowhere in my non-compete clause does it suggest that the non-compete fails to operate if I am a victim of a reduction in force. (My current company will tell you that they have never enforced a non-compete against an employee who was laid off, but nothing in my contract says that.) Companies in this industry do work within the non-compete clauses, complete with hiring into areas that do not overlap overmuch with the previous employment until the time limit on the non-compete has elapsed, but this certainly depresses competition and wages. We are in favor of a ban on non-compete clauses."</p>
Daniel	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 I support the ban on non-compete clause."</p>
Douglas	<p>"Non compete agreements restrict competition and significantly impair innovation Economic impacts to individuals and society is net negative by huge margin."</p>
Eric	<p>"In the medical field, there are multiple non competition agreements which are completely unfair and prevent a physician from practicing their trade if they</p>

	leave a group or a hospital system. It can significantly affect a physician's ability to make a livelihood. This should be eliminated immediately. Most physicians come to employment with all the skills from their training necessary to practice medicine and the group or Employer contributes nothing to the practice of medicine that the physician didn't already have. Please make these non competition agreements illegal immediately."
Drew	" Physicians often enter regional markets dominated by only one or two health systems, and noncompete clauses are rampant. Should an employed physician see a deterioration in leadership, contracting or reimbursement, they are left with no option but to pull up stakes and relocate, starting their practice all over from scratch. This is a preposterous imbalance of power. No worker should feel compelled to uproot and move their family out of a settled geographic region and discard years of personal relationships and trust just because a work environment becomes unfavorable over time, when other options exist. Abolishing noncompete clauses will free doctors to stand their ground, maintain their preferred place to live, and seek the best possible work environment and reimbursement for the work they do."
Kedar	"Hospitals and other corporate entities that increasingly employ physicians, like insurance companies, too often trap physicians and their patients by coercing doctors to sign anti-competitive non-compete clauses. In short, these harmful contract terms prohibit medical professionals from leaving an employer without giving up their ability to continue practicing medicine, for a competing hospital or even as an independent clinician. Nearly half of physicians are bound by a non-compete clause. This means that even when physicians feel the hospital, insurance company, or corporation that employs them hampers their ability to treat patients to the best of their ability, or endangers patient safety, they are essentially coerced to stay and keep quiet, or give up their patients and the practice of medicine in their community."
Jill	"I have been forced to sign noncompete contracts for employment as a physician . It allows employers to not treat us always fair as relocating is hard on families and they know this. Please ban it."
Daniel	"As a primary care physician of over 15 years I have seen the damage that non-compete contract clauses have done to our profession and more importantly to our patients. They lead to reduced patient access and exacerbates physician shortage in medically underserved areas. I personally know physicians who had to leave these areas and their patient panels behind. The patients can wait months for a new physician to move in to the area or the patient has to travel vast distances to seek care. Non-competes hurt competition, patients, and individual physicians and other workers. Please vote to end them."
H	"I am in support of banning "non-compete / Solicit" clause. This type of clauses are unfair for employee whose knowledge asset is created in specialized field after years of hard work, dedication and loyalty with current employer. And when the time comes for the seasoned employee to get benefitted from his hard work and move on there are some companies who try to stop and negotiate a deal showing this clause in the form of small paragraph somewhere in employment agreement signed in extreme hurry during the joining process."

Ivvanee	<p>"I am an Ob/Gyn physician that was restricted from leaving a private practice that did not share the same clinical practice philosophy with me. Our styles of managing patients was quite different. Having a restrictive noncompete clause made it difficult for me to leave this practice where I was not thriving. I was unhappy everyday I went to work. It made me question the immense investment I made in time, effort, financial expense and in delaying life's stages (like starting a family) in order to complete the clinical training required to be a board certified physician. The conflict in management styles, although both within the standard of care, led to moral distress in relation to my patients who could sense the tumult. In order to work elsewhere, I had to uproot my family to move to a different town, loose my clinical network, sever the close relationships I nurtured with my patients and take a large financial loss all to establish a new practice. All of this just to be able to work. To be able to care for my patients in the best way they deserve and provide for my family. Now I am in academic practice at an institution that does not require noncompete clause as part of my employment contract. As a result, I feel reassured that I will never be trapped again in a dysfunctional relationship that benefits no one at a detriment to many. I am thrilled to hear that on January 5, 2023, the FTC proposed a new rule that would ban employers from imposing non-compete clauses as they appear to violate section 5 of the FTC Act, which covers unfair employer practices."</p>
Alfred	<p>"We should ban such draconian clauses. This is USA and not a communist country. People should have freedom where they want to work and live."</p>
Joshua	<p>"Good afternoon, I am writing in support the proposed non-compete clause rule for ALL workers, including physicians. The same considerations for non-compete clauses should be taken into consideration for the betterment of all workers in the US and pursuing a doctoral degree should not exclude a person from receiving fair treatment in the labor market at the hand of corporate medicine. Hospitals already exploit resident physicians by paying those doctors less than custodial staff, and in some cases less than minimum wage. Physicians are already unfairly treated in regards to other professions by the effective monopoly that is the NRiMP, and hospitals are happy to further this exploitation by mandating non-compete clauses. Physicians are arguably the workers that are in the most need for federal protection with this type of rule. Please do not let the loud voices and deep pockets of corporate medicine over shadow the need for worker protections in the medical field, and do not add an exception for a group of professionals that has absolutely zero bargaining power."</p>
elizabeth	<p>"As a legal recruiter for the past 25 years, I am so happy to see this. I was fired from a 4 billion company in 2002 while being #1 in sales in that company and was told by my manager that I would not be sued. They waited until I was 6 months up and running with a lease, employees and more before filing the suit which effectively destroyed my business. I was doing well and believe I would have really had something wonderful had they not sued me. Non competes keep employees in jobs that they are not happy/comfortable in because of the threat of a lawsuit. Not cool."</p>

Satyanarayana	"Non compete clause is bad , it should be banned. I am waiting for President to act stat."
Megan	"Yes, I am in favor of the non-compete being removed. I am a physician and when working for larger institutions, we have significant non-competes that can force you to move cities due to the distance issued in contracts. I fully support getting rid of non-competes to allow physicians and those in medicine to continue to serve a community/city if they choose to move employers."
Sairah	"Non competes are unnecessary and should be illegal. In medicine they decrease availability for communities to access Healthcare solely for financial benefits to institutions."
Nadia	"Noncompetes in medical centers where all of the academic jobs are clustered essentially force physicians to leave the city if they leave the institution. Institute a non-compete instead of treating your workers better so they don't WANT to leave is immoral."
Linda	"Non-competes only favor businesses and to keep physician salary low and not let them vote with their feet when these businesses under-value them. In addition, it flies in the face of patient access when already there is a dearth of physicians in specific regions for the community. Leaving that job means patients may be left without that specialist especially in rural areas. Non-competes do not work for patients, do not work for physicians, and only work to limit and hinder care and increase business interests."
Stacey	"Non compete clauses for my specialty (psychiatry) are a barrier to patients receiving access to care. It is incredibly burdensome to change practice models. And incredibly expensive. But non-competes shackle psychiatrists to broken systems which contribute to burnout, does retiring early, and ultimately contributes to the shortage of psychiatric capacity in the system. Non competes need to end. More corporate medicine needs to evolve their cultural ethics."
K	" Not for profit hospitals should be included in the scope of this regulation. Many physicians and nurses who serve the most vulnerable populations are hampered in negotiating the best rate for their labor due to unfair non-compete clauses which are forced upon them as conditions of their employment. County hospitals, Medical Schools, and Teaching Institutions are not beyond such anti-labor practices."
Manish	"I heartily welcome abolishing non-compete completely. I signed this document in 2012 without knowing the Unplication. I am going through the pain and realize this can devastate a family. Removing this clause will bring completion in the labor market and also provide opportunity to employees in their career growth. I Vote in favor."
Mona	"Non-compete clauses should not be allowed. They allow companies to have too much control over employees and make it so that an employee cannot leave a bad job without relocating their families and lives. With the rise of large hospital systems and corporate medicine with many branches, non- competes could require someone to relocate very far. Medical Offices will tell you it's to prevent poaching of patients but you can prohibit direct solicitation of patients without controlling where someone works."

Lorraine	<p>"This should be illegal. Fundamentally, there is no compensation for keeping someone out of the labor market. If they want to restrict someone from making a living, then the one that wants that needs to pay that individual to stay out of the market. In states where there is employment at will, this is particularly egregious because workers have very little protection from abuse or unfair treatment. No one should be able to keep you from earning a living."</p>
Mona	<p>"Removal of non-compete clauses is essential. Right now many physicians (and other healthcare workers) cannot leave jobs without relocating to different cities, even different states. As hospital chains grow to have many locations, it can be almost impossible to find a work location that meets the non-compete requirement, again without moving large (and growing larger) distances. This means that physicians will sometimes accept poor work conditions which ultimately affects patients because they may not have any ability to leave. These rules need to apply across the board without exception. Non-profit hospital chains should not be exempt. They are also growing into large systems (just look at the Texas market) so would create the same problems for an employee who wants to find new employment</p>
Rohit	<p>"Non compete clause on workers or FTCs is being used to harass employees and make their life very uncomfortable. Employers make huge margins on FTCs and they don't pass any benefits to employees and in addition prohibits employees to change employers by using non compete clause. This is crime in my mind. This non-compete clause should be immediately banned in a democratic and capitalistic country like USA."</p>
Geo	<p>"Physicians are very intelligent, when it comes to things medical, but not when it comes to contracts, and they consistently sign contracts, agreeing to noncompete. When they finally realize they're being treated lower than market value, they are trapped, and their established patient care suffers if they leave the practice. It causes harm. Physicians are generally ignorant when it comes to management, and there is no trade secret they are stealing. Noncompete is simply a way to restrict fair competition."</p>
Jessica	<p>"I 100% agree with Chair Lina Khan. It was my freedom to look for another job November 2022 because I felt I was limited in compensation with my employer. I was offered a better position and more pay with my new employer. When I submitted my resignation with the previous company, the owner set me aside and told me I wasn't allowed to call on any of their clients at all for 20 months. Being in sales, that holds me back from selling a potential \$2million sales revenue in relationships that I had gained for the last few years. I hope this Non-complete clause gets ruled out. I live in Houston, Texas and agree 100% with this- "FTC's proposed rule would promote greater dynamism, innovation, and healthy competition."</p>
Dan	<p>"As a Regional Sales Manager, myself and my co-worker worked for a company that was sold to a sister company. They came in and completely changed our structure, how we were paid, and how we earned commissions. Basically told us we were taking a massive pay cut and there was nothing we could do about it and because of our vague non-compete we didn't have many options. I ultimately had an opportunity to leave both the company and direct industry so my non-compete was moot but my co-worker was asked to resign</p>

	and when he went and worked for a new start up, he was ultimately sued for violating the non-compete. The company tried settling the suit by demanding that not only he quit his current position but to agree to not be in any outside sales role in the entire state of Texas. This needs to happen to protect workers and their ability to provide for their family.”
Josh	“Honestly I think it's time we got rid of no-compete clauses.”
Michelle	“Please do pass this rule. Ban non-competes completely. I have been in a legal battle for over a year because my employer thinks I am competing. I can not even find a job using the skill I know because I signed a non-compete. Non-competes are helping companies taking advantage of the employees. Employees become stuck in a toxic situation that they need to pay their bills, so they stay with the company for lower wages in fear of not being able to provide for their families. These non-compete are given to lower income wage earners as a whipping tool for companies. I am living proof of it.”
Hanan	“Great proposal, 100% support.”
Hope	“I support the ban of non-compete clauses. I work in a highly specialized niche of the healthcare field - Orthotics and Prosthetics . I have been a committed employee to the same office for the first 12 years since graduating school. The office focused on pediatric orthotics which was an interest of mine. Due to the need for specialists I developed the skills needed to be improve my craft and create deep relationships with patients and referral sources. I could have remained a mediocre employee and not excelled but I did not. It was my own work ethic and passion for caring for my patients that drove me to learn more and help them advocate for great care. The company had many changes in leadership over the 12 years that I work there and I weathered them all. I signed the non-compete when I started working there as a resident. I needed a job and had no understanding of the impact that the non-compete would have on me and my career. It is an unfair advantage that big companies have over individual workers who don't have the resources to fight them. How is that large companies able to practice capitalism to the full extent while the workforce is bound and limited from doing the same?”
Christi	“Please follow through with banning non-compete clauses. They are extremely unfair to workers. Professionals work hard to get ahead and a non-compete unfairly sets them back. It is unbelievable that any company can require that an ex-employee cannot work to support themselves as well as contribute to society as a whole.”
Emran	“the FTC needs to pass the rule in 2023 and the sooner and better, we need to improve worker's wage , improve the economy and allowing folks to get better jobs now rather than later.”
Evan	“A non-compete has almost wiped out my savings and kept me unemployed for months. A company who was laying people off weekly and on the hunt for a buyer enforced its Non Compete on the 2 people of color out of the 5 that resigned. There were no trade secrets shared and no solicitation of previous customers, only employment to a competitor. Basically, a company can treat its employees like disposable resources when it comes to mergers, acquisitions and budget cuts, and then claim the employee is too knowledgeable to work for a competitor under the non compete clause. The defense cost me over \$6000

	<p>and still resulted in a forced termination. To add insult to injury, the previous company also sued for the money they lost after the resignations. This insinuates that the only reason for decrease in business is due to the fleeing employees and not service issues, pricing or industry gossip like clients knowing they are looking to sell. LLC's and Inc's have more money to fight legally, so it almost always is the "David vs. Goliath" scenario without the biblical help of God. There is also the employee experience in an industry that needs to be considered. If an employee has contacts and connections in an industry for 20 years, that person is more than likely bringing contacts and business to the employer. It is unjust to tell that person they can no longer market their personal contacts because they marketed them at a new employer. Yes, it makes sense if this employee is new and would not have known these contacts without employment to said company. It does not make sense, if the company had no idea about these contacts until delivered by an industry veteran. So it is in the best interest of the company to hire a well-connected employee, have them sign a non-compete, and once the growth starts to diminish, cut their bonuses or employment. They do not have to worry since that employee cannot go to any business that affects them. This brings on another patriotic point. If the only companies hiring when you have been laid off or terminated are competitors, are you now supposed to not provide for your family for 2 years because of a company's greed? Let's be honest here, the only reason employees leave is because of "leadership" or "compensation". If that person is so "valuable", pay them their worth, not sue them to ruin them. If that person, and others have expressed an issue with FIR about leadership, address it so all parties feel heard. A Non-Compete and the Judges that honor them are nothing short of Civil War plantation owners."</p>
M. James	<p>I have been subject to non-compete agreements in two different careers. First as a television journalist when mandatory non-competes prevented my working at other nearby television stations. Second, I am required to sign non-compete agreements in my current career as a hospital-based physician. These non-competes prevent my working at other hospitals, healthcare companies, and certain organizations within specified areas of where I work. In both cases, these agreements are harmful to employees, depress wages, benefit large corporations and companies and hurt American citizens. Currently, the American Hospital Association seeks to exclude physicians from the proposed legislation. I strongly oppose their effort to exclude physicians. As someone who has been subject to these agreements for my entire working life, physicians should absolutely be included in this rule-making despite any efforts from hospital or insurance lobbies to exclude physicians.</p>
Rhiana	<p>"I am an ER physician who has had to move far more than me or my family have wanted to because of non-compete clauses. I have left jobs due to unsafe staffing and inadequate patient care but each time I must weigh doing the right thing by my family vs doing the right thing by my patients. Non-compete clauses serve to strip physicians of their ability to care the patients and the community by forcing them to leave these communities or work in a place that is unsafe. There is nothing proprietary about any of the institutions I've worked at that was threatened by my leaving and working somewhere else. There is nothing special about a Methodist institution vs an HCA vs a county hospital in</p>

	terms of patient care or policies/procedures. A non-compete is simply used as a method of compliance for physicians and ultimately the patients suffer for it. It is time to end non competes for physicians so we can move to rural and underserved communities without fear of being pushed out of that community by speaking up against hospital abuses of patients. Physicians take an oath to first do no harm, but non competes are harmful to the practice of medicine. Please vote to exclude non competes and allow physicians to fulfill our oaths.”
Sam	“Non-competes often leave employees with two realistic choices: stay at your job, or be unemployed. I am hugely in favor of seeing them leave, and know many people it would impact positively.”
David	“As a physician employed by a large local group, non-compete clauses limit the freedom to leave one group and go to another group in a local area. Some private groups and large hospital systems have such a large regional presence that even in the fourth largest metropolitan area in the country, it would be impossible to seek other employment in that entire region if non-compete clauses were enforced. While the group I am employed with does have a non-compete clause, I know of several incidences where it has not been enforced, therefore they probably should not be included in a contract.”
saul	“I am an employed physician at a non-profit health care system in Houston, TX. I like the spirit of this proposal but I don't think it goes far enough. The a large percentage of us physicians here are employed by non-profit health care systems, and these non-profit systems are growing each year. If we get mistreated or fed up with our employer we are forced to uproot our entire lives and our families or drive long distances to get another job. I would love you to expand this to protect us from these predatory practices of so called Not-for-profit health care systems.”
Julie	“Please ban non competes. It hurts the American worker”
Bo	“I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone. Corporations can't have it both ways. Either the worker is an EMPLOYEE in which case a non-compete clause is a negotiable part of the employment agreement, or the worker is a CONTRACTOR in which case a non-compete clause violates the contractor's right to sell their services to other prospective customers.
I.	“noncompete to me isn't fair stops someone from working in the field that they can feed their family.”
Arpan	I strongly support legislation to remove non-compete clause for physicians . This clause allows corporations and hospitals to push individuals and disallow them the freedom to practice medicine without the pressure to abide by their patient and revenue targets. If individual wants to do any patient care that is good for patients but against financial interests of corporations, they have a sword hanging on their head that they will be fired and due to non-compete

	they will need to move out of the city. I strongly support to include physicians in this legislation.
Jason	"If the FTC is to make a rule against non-compete clauses, then there shouldn't be any groups excluded. American Hospital Association trying to get physicians or other healthcare provider groups excluded from this proposal would defeat the purpose. No industry employee should have to deal with noncompetes. It's unfair that a change in job may require you to completely relocate your family when a non-compete is in effect."
Rebecca	"Please support the ban on non-compete agreements."
Ann	"Please end the legality of non-compete clause. In Texas, non-competes are not enforceable. However, employers can still sue and force employees into bankruptcy. End this terrible inequity. I had \$80,000 in legal fees. I did win, but because in Texas, I was unable to recover costs. I had to file for bankruptcy. If I had not fought, the employer would have been able to take summary judgment against me."
Jamie	" Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities."
Alwin	"Dear Commissioners, As a physician , I am writing to express my strong support for the proposed rule to ban non-compete clauses. Non-compete agreements are contracts that prohibit employees from working for a competitor after leaving their current employer. These clauses are often included in physician contracts, and they have a detrimental impact on the healthcare industry and the patients we serve. Firstly, non-compete clauses restrict healthy competition by limiting physicians' ability to work for other healthcare organizations. This is particularly concerning in areas with few healthcare options, where these clauses effectively create a monopoly, depriving patients of choice and limiting the quality of care they receive. Moreover, these clauses give employers an unfair advantage during contract negotiations. Physicians are often required to sign these clauses as a condition of employment, leaving

	<p>them with little bargaining power. This situation can result in an unbalanced power dynamic between physicians and their employers, which can result in suboptimal employment terms and conditions. Additionally, non-compete clauses can result in mandatory relocation of physician families, which can disrupt the continuity of care for patients. Physicians may be forced to move to a new area for employment, which can mean leaving behind their patients and disrupting their relationships with their healthcare providers. Non-compete clauses also limit patient access to specialty care. Physicians with specialized training and experience are often in high demand, and non-compete clauses limit their ability to provide care to patients in need. This restriction not only limits patient choice but can also result in longer wait times for appointments and suboptimal care. In summary, non-compete clauses have a significant negative impact on the healthcare industry and the patients we serve. By banning these clauses, we can promote healthy competition, empower physicians to negotiate fair employment terms, and ensure patients have access to the care they need from the best physicians available. Thank you for your consideration of this important matter. Sincerely, Dr. Alwin Lopez Physician, specialist in nephrology.</p>
Edwin	<p>"I'm an emergency physician and there should be no place for non-competes in the contracts of emergency physicians. We do not carry a patient panel and patients go to the nearest ER or ER of preference but not for individual physicians. Non-competes only provide companies, corporations, and/or hospitals leverage to undercut or decrease pay when profit margins aren't as large as they want them to be for shareholders."</p>
Stephanie	<p>"I am a veterinarian of 15 years. I have been impacted by non compete clauses twice in my career and currently working through the second one. I worked at my first job in rural south Texas for 4 years. When the job no longer fit the needs of my family (the stress was preventing me from becoming pregnant) and the quality of medicine was declining, I needed to quit. However, being a recent young homeowner with a mortgage and school loans, packing up and moving wasn't a great option. I was forced to do relief work and take a longer term position over an hour away from my family, all due to a non compete clause. I am now in a similar situation. I have been part of a local rural community for nearly 10 years, my children attend school here, and I established and run a non profit education foundation for our school district. When the veterinary clinic I worked for changed owners it became clear that it would no longer be a viable long term career choice. I now work an hour away in another county for the next two years because of the non compete. Non compete clauses have been standard practice in Texas and are often easily upheld. It has been near impossible in my career lifetime to have found a job that doesn't have one. I now, and only for the two years, work for a corporate owned clinic in San Antonio and still had to sign a non compete that spanned 5 to 10 air miles in any direction for work or practice ownership. Non competes are devastating to rural communities and the medical professionals that try to establish their lives there. Ending non competes allows businesses to have fair competition and to provide families with stability.:</p>
John	<p>"I believe this is not only a long time coming, the way employers hold current employees' captive with the fear of a lawsuit or other actions should be</p>

	eliminated I fact in many cases it is a requirement of employment. Even for those employees that not only have non-compete clauses, but for those who also have an employment contract. One would say the environment for employees with non-compete clauses is boarder line slavery to that organization."
Wesley	"Please, please get rid of Noncompete clauses for employment agreements. They've been holding back progress in industry for years and they are getting worse every year. Thank you."
Dr. Brent	"The proposed non-compete clause rule is very much needed, especially in the dental field where many dental service organizations are placing non-compete clauses on their employees that are way too restrictive. This not only hurts the employee dentist, but the general public as well as it limits access to care."
Brent	"Non competes have no place in business. Employers can use them to control and restrict employees from working in die same field, often completely unfairly. PLEASE make them unenforceable."
Edd	"I'm a physician in private practice who helps train future physicians. I frequently review proposed employment contracts for these new physicians. Their contracts always contain NCCs that prevent these young MDs from working anywhere near the contract area if they leave when they finish their original contract. These contracts are frequently for jobs in medically underserved areas. Non-compete clauses for physicians limit access to medical care for patients in all areas and only serve to protect medical monopolies. There are no trade secrets to protect in medicine. The practical effect of these NCCs is to raise the cost of and limit access to medical care. NCCs for physicians and other medical providers should be outlawed."
Blake	"This bill needs to be passed. The concerns expressed are beyond valid, to the point of being blatantly obvious. If an employee asked their employer to sign an agreement that said, "We (the employer) agree to only use (Employee name here) for this task. If we decide to terminate the employment of this person, we will wait one full calendar year before hiring, or assigning these tasks to someone else." the employee would be laughed out of the office. Employers are in a position of power, and have a responsibility to their employees. If an employee feels that signing a non-compete agreement is a condition of employment, or a condition for promotion, he/she is being forced into the agreement, no differently than with a threat of physical violence. For some, the threat of physical violence is actually more appealing than a threat (real or perceived) to the safety and comfort of ones family. Once an employee signs an agreement like this, what motivation does an employer have to properly compensate the employee? It is wishful thinking to believe that all, or even most, companies will adhere to a strict moral code in these situations. In reference to the adjustments to state law, or the specific wording that works to apply a non-compete to only a certain geographical area, those are great steps. However, the truth of the matter is that when you start a new job, or receive a promotion, you are given multiple documents to sign and the details can get lost in the mix. While it is true that it is the individuals responsibility to properly read and understand what he/she is signing, it is too easy for this wording to be

	misinterpreted, misrepresented, or purely incomprehensible without the advantage of a law degree. It is growing more and more true these days that employees area commodity or a service like any other. If we feel that Americans shouldn't be forced sign an agreement to only purchase groceries from one particular store, buy vehicles from one particular manufacturer, or only eat at one particular restaurant, we shouldn't support non-compete agreements. These agreements give an employer a monopoly over an employees time and finances and run counter to the free-market, American dream we claim to love and support.
Dustin	"This would be fantastic to have changed since it prevents competition. If this doesn't go through then there will continue to fewer competitors across different industries and that could likely effect communities negatively."
Angelica	"I am in favor of this rule. Non-compete clauses are being extremely overused. Employers are using them as tool to intimidate employee, prevent their upward mobility, ability to increase their earning potential, all the while not offering these opportunities within their own organization. Non disclosure clauses are enough to cover the employer. They could file injunctions within that clause."
Bryan	"I wholeheartedly support the ending of the noncompete agreements. I have been under a noncompete agreement for 23 years and would very much appreciate die opportunity to grow my career."
Bob	This non compete rule is LONG overdue.
eric	"This ruling is a long time coming. I am in the medical field and non-competes area ubiquitous part of life. It is interesting to note that attorneys have disallowed enforcement of non-competes in their field for some time and in all 50 states. They cite that the attorney-client privilege is sacred and that there should be no restriction on a client picking an attorney. I think that most would argue that the doctor-patient relationship is equally sacred but in most states physicians do not have these same protections. It is obvious that they should. Non-competes are damaging in all professions but I can speak of the damages in the medical field first hand. I am currently subject to a non-compete after I left my job. My former employer has sought legal relief which is still ongoing. There are at least 5 other physicians (in a 6 month period) who have also left this employer. Obviously, there are some unfavorable practices. The irony of a non-compete is that even if the employer is unscrupulous, the employee is still forced to honor it. Speaking first hand and talking with these other doctors, I can tell you that the amount of hardship on the patients who simply want to keep their doctor is alarming In the middle of a pandemic and high inflation (including gas) all of these patients were forced to travel 15, 25, and sometimes 50 miles to see their doctor that they trusted and who was forced to leave the area for no fault of the patient's. This really is not in the interest of public policy for the citizens of the state (Texas in this case). Furthermore, the duration of physician non-competes in Texas is usually two years. It is rather clear that even if the employer did have a business interest to protect it would not require 2 years to do so. Most patients will have made up their mind about what they are going to do within the first 90 days of their doctor leaving (chiefly because most patients have chronic problems that need treating). At that point they are either going to give the new doctor a chance, follow die old doctor, or pick a

	<p>completely third option. Any additional time after this is simply a punishment to the doctor who left and in no way protects any business interest. I agree with other comments that a simple NDA/confidentiality protect any secrets. In our specialty there really are not any "secrets". Doctors learn their skills and training and sharpen them through CME activities and courses on new devices. Employers rarely if ever offer any training even though this is in most contracts. I truly applaud the FTC's efforts on this. It appear that there are going to be legal challenges to the FTC's authority to perk-gm this action. I am very hopeful that in the end the right thing is done and this practice goes the way of the dinosaur and die do do bird into extinction. If so, America's workers and general public will be better for it Thank you for your attention."</p>
Steven	<p>"This really is long overdue! For a very long time, employees have been held hostage to companies, so many of them using NC clauses for any and all positions. NC Clauses used by companies only benefit them, not the employee. I have heard from friends and acquaintances many times that the company terminates the employment, but conveniently "reminds" the now former employee that you must leave the industry! This puts people and families at a great disadvantage financially. Another tactic is for a competitor to poach, they have this new employee sign a NC, they gather all wanted info from them, then terminate, but now they have a NC. And can a person financially fight this? Not really, the legal fees are extreme for individuals, not the companies, plus this individual is now unemployed. Please do the right thing for American families!"</p>
Kerry	<p>"Noncompete clauses are being used as a way to maintain control over workers and to prevent them from having competitive wages. Many markets are small, preventing workers from having the ability to leave toxic or low paying conditions. They should be made illegal as the prohibit improved accessibility to such fields as healthcare, news and information, and human services."</p>
Deanna	<p>"I am in favor of banning non compete agreements. In my 10+ years in the workforce I have only ever seen them used to abuse the rights of less privileged employees by their employers. An imbalance of power needs to be taken into consideration when most Americans are navigating today's job markets. Corporations and business owners use non competes to deny individuals and consumers their right to a competitive market. Please consider the rights and the good of the majority of our nations people and not just the few who hold the majority of our wealth."</p>
Kim	<p>"I am a 55-year-old medical transcriptionist/scribe. We are a very small community and tons of the "outsourcing" from several scribe platform companies go through just a few companies. These are requiring non-compete contracts with INDEFINITE ends - "at any time in the future " Ending the non-compete would be most beneficial to those of us who are the workers. We have no interest in sharing "secrets." We do not care because we are working for less than a livable wage and just want to feed and house our families. If a provider finds a good scribe and wants to follow them, they normally have to end their contract and work with their clinic management/ownership. Penalizing the workers is wrong."</p>

Dan	"I believe that non-compete is oppressive that it limits competition, restricts individuals from create their own business, or working for another organization in a similar industry. I believe the FTC should ban non-compete clauses. I do believe that the rights of the organization in regards to Intellectual property, trademarks, and patents must be maintained. A former employee, contractor with this type of knowledge should not be allowed to leverage the IP, TM, and patents and rebrand them as their own."
Betsy	"As an individual that is the product of a joint venture between 2 companies I am now forced to sign a non- compete cause. It is disturbing to me as I had very little to say about my future when the companies joined and now have to sign a non-compete clause which limits my ability to move to another clinical research position, even as a consultant. In this economy workers need to be able to make choices especially when the companies we have faithfully worked for do so and it is not good for our future."
Timothy	"I am currently in a lawsuit with my non compete. I am looking forward to the FTC voting to ban non compete agreements. We will file for a summary judgment as soon as it becomes law. Thank you"
Sunil	"We need to get rid of non compete and even arbitration agreements. These can very easily result in wage theft and only work to the benefit of the employer while de-enfranchising the worker."
Andres	"As a physician we should be allow to an open market without restriction that can affect our families . We should be allow to look for better options without repercussions. And stop the big companies to dictate our careers."
Jennifer	"I want to talk about my husbands non-compete contract he has signed with a group of orthopedic surgeons . He merged his practice with another group and since they have grown to over 30 physicians taking care of thousands of patients. Some of his patients have been with him for 20 years. Some of his patients are sons or daughters of his previous patients. They trust him. He is one of the few doctors who speak Spanish. He takes care of every aspect of orthopedics including spine. The group has become increasingly difficult to navigate and every year his noncompete is more and more strict. I have encouraged him to leave but he would have to leave town and his patients for a number of years. Non-compete contracts have NO place in the medical field. Doctors are supposed to help. There are enough patients for everyone and I would love nothing more than for the proposed law banning non- compete contracts to go through. For continuity of care, for safety, for professionals to have choices and opportunities."
Judy	"My child worked in the commodities reporting business for years for several companies. She became proficient and wanted to start her own reporting business, but had to move abroad to avoid harassment by a vindictive, much better financed company. We've allowed cannibal capitalism to run this country and our middle class into the ground. She and her family are doing very well abroad, changing their citizenship, enjoying affordable, 1st class, free public education and affordable healthcare and housing. We've lost one of our very best to an EU country. I get to see my only grandchild weekly on Skype and rarely in person. When my mother dies I'll be joining them permanently."

Daniel	"I am an orthopedic surgeon. Non-compete clauses are anti-competition and unconstitutional. Instead of hospitals treating their employees properly and hiring enough staff, they rely on the fear that staff can't reasonably leave their jobs because of non-competes. Don't let hospital lobbying keep this legislation from moving forward."
Sean	"I strongly support the FTC's proposed rule change regarding Non-Compete Clauses. As a physician , Non-Compete Clauses directly contradict the ideals of Life, Liberty, and the Pursuit of Happiness. I became a doctor to care for patients and provide for my family, not to be entered into a form of servitude to employers. Leaving a job should not require uprooting my family as it currently stands. Non-Complete Clauses give doctors the choice of continuing to work in underpaid and unsatisfying jobs or leaving our homes, pulling our children out of their schools, leaving our friends and families behind, and relocating to a new area. This goes against the American Dream. Please push forward this rule change -- for me, for my family, and for other workers around the Nation attempting to do our best for their families."
Manuel	"It is absolutely ridiculous that during a physician shortage that we as physicians are being forced into non competes as patients wait months on end to see a physician resulting in worsening patient outcomes I highly encourage you to stop physician non competes being enforced"
Rachel	"I see these clauses used across the board to restrict workers' freedom to find better working conditions. They affect everyone from Nannies to professionals like me (a physician). These clauses are particularly pernicious to people with young children, because being forced to move to mother city in order fir a parent to change jobs would be incredibly disruptive for children's lives. As a physician mom I urge the FTC to make non-compete clauses illegal. Thank you!"
Richard	"I am a 62 yr employed Cardiologist who doesn't want to take call anymore; specifically, I don't want to work weekends and holidays anymore. I have been on call in one form or variety since the mid 1980s. The employer states that they cannot meet my request and, as a result, come the end of the year when my contract ends, I will be unemployed. I'm not ready to stop working but the non compete clause in my contract makes it likely that I will stop working This is a shame as good MDs don't grow on trees and an MD shortage already exists. If the non compete did not exist I could continue to work in the community for an entity that would welcome me to their group as an office MD without call responsibilities and I would be able to continue helping patients. My options now are to ignore the non compete and continue working while accepting the legal risk in doing so, sit out a year and then return to work, or pay my employer the sum of my previous year's salary. Ridiculous. How is a single Cardiologist a threat to the large; publicly traded company that employs him? Do I have some corporate secret that I am going to pass on to a competing health care system? Of course, I don't. Non compete clauses should be banned."
Derrick	"All non-competitive agreements should be outlawed. Any company engaged in this practice should be held criminally liable for trying to endorse poverty and should pay out all associated legal fees for the individuals coerced into this

	practice and the affected individual should have 3 years with of salary paid to them within 1 month of the company being found guilty of this practice.”
Elisa	“I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! I also commend this ban as a way of stopping some of the egregious monopolizing we are seeing by companies who try to eliminate competition through deception.”
Joshua	“I support getting rid of the rule. It's extremely damaging to anyone trying to better themselves in a professional manner and just another tool for bosses to not do better by the people who work their ass off for them.”
John	“All healthcare workers (physicians included) should not be allowed to have non compete clauses. If physicians are allowed to have non competes than all healthcare providers should be held to die same standard. Patients should be allowed to choose their doctor even if they leave a hospital and go to another location. This is something we allow in healthcare but find "unethical" for lawyers.”
J	“We need this law to be implemented. Due to non compete i will have to leave city with family if i have to leave the job”
Ian	I am a pediatric surgeon , practicing for the past 10 years. When I finished fellowship, I joined a private practice that had recently been acquired by a nationwide physician management corporation. Over the next ten years I was always the most productive or second most productive surgeon, and developed a great relationship with patients and pediatricians. Over the last 3 years, referring providers became increasingly disaffected with the group and began to refer to another group in town. I was given the opportunity to leave my group, join our county hospital to help continue building our pediatric trauma program, improve care and join hospital leadership. I elected to do so, but my non compete, which I signed 10 years ago, prevents me from operating or seeing patients in clinic. The company also attempted to even stop me working as an administrator, but relented after I hired a lawyer. I could of course as the hospital to buy my non compete out- but imagine asking the county taxpayers to fork over more than a million dollars to a private company based in another state so I can get out of a non compete. So I cannot operate on newborns through 18 year old patients in our region for 563 more days. While I enjoy my administrative role very much: I wanted to be a trauma surgeon when I was 13 years old. I wanted to be a pediatric trauma surgeon when I was 15 years old. Since leaving high school, I went through 8 years of more school and 9 years of training so I could take care of babies from 420 grams (my smallest patient ever) to 212 kg (largest teen so far). I personally made millions of dollars for the corporation (and they paid me well- so an even trade), and represented them locally, regionally and nationally to the best of my ability. But now, because of a contract I signed 10 years ago, I have to watch over other peoples' shoulders while they do the one thing I have dedicated my life to doing, and it is heartbreaking.”
Sujatha	“I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it

	should be practiced in the interest of the patients rather than of the corporations.”
Govardhan	“Strongly oppose non compete clause for employment of physicians. This is not less than modern slavery of intellectuals. America is land of opportunity and freedom but the non compete doesn't give that perception. Physicians should be given freedom to practice without non compete clause. Healthcare work force should have fair employment practice.”
Paulina	“Please do away with non-compete clauses.”
suman	“It prevents physicians to practice independently without hospital influence. Non compete clause should not be part of physician contracts.”
Vij	“ Non-compete is great weapon for corporate companies to promise, bait, then switch & then torture the employees unreasonably by increasing work & decreasing pay. The skilled employees with families & ties to die place have no where to go.”
Napoleon	“Please ban Non-Compete Clauses in contracts. Current employers utilizing non-compete clauses put a significant restriction on potential and current employees making it prohibitive to work where you live should the employment cease.
Christian	“I am an anesthesiologist who works in a market filled with non compete clause companies. These clauses unfairly limit competition and drive physicians both from the market in which they live and the profession as a whole, directly contributing to local and national shortages. These clauses support local monopolies by hospital groups in order to control and limit the freedoms of professionals who are prisoner to massive student debts in order to become qualified. I fully support the complete elimination of non compete clauses.”
Karen	“Please get rid of non-compete clauses. They stifle competition in the job market, lower wages, and limit opportunities for workers. Non-competes are a tactic by employer's to keep wages down which ultimately decreases tax revenue.”
Nicholas	“I am a physician who is strongly opposed to non competes and approves of the change. I have seen many of my colleagues harmed my non competes. They suppress health care wages and limit flexibility to practice in the area. Patients have been directly harmed by having health care professionals prohibited from working in their geographic areas. Patients and health care professionals will be directly harmed by leaving non competes in place.”
Javier	“As a Texan born and raised American citizen, I find this rule to provide the proper form of protection to maintain our freedom of employment and movement. Non-Compete Clauses are bad fair agreements that limit worker's ability to obtain economic prosperity as well as limits national economic growth for the sake of protecting corporate interests. Federal government agencies are beholden to protecting the citizens of the United States of America, not corporations. This rule serves as a fundamental protection for the economic interests of the overwhelming American public. Personally, as medical student that will be graduating as Medical Doctor this year, May 2023. I dissent with the AHA's comment requesting: "At the very least, any and that the FTC finalizes

	<p>must specifically exempt physicians and senior hospital executives or, more generally, highly-skilled, highly- compensated employees using, for instance, categories that are already well-established in federal law under the exemptions from minimum wage and overtime pay provided by Section 13(a)(1) of the Fair Labor Standards Act." There request undermines the value of American physicians who want to provide quality medical care to their communities. By financially limiting a physician's ability to move and practice in underserved areas at will, this harms communities at need for sake of corporate profiteering. Physicians ought to be included as protected workers under this proposed FTC rule as these professionals serve the public's best interests as they relate to medical care. Most physicians are employed and most states provide At-Will employment. Combined with Non-Compete Clauses that limit a physician's ability to continue working in their community if they leave their employer, this severely limits the community's access to quality medical care. Both citizens and physicians deserve the most access to quality medical care which this rule supports. Dissenting opinions such as those proposed by the AHA, are made in bad fair, favoring corporate greed over patient care."</p>
Kris	<p>"I would love the opportunity to share my recent experience with leaving my firm after eighteen years under the confines of a strict non-compete agreement. My business was practically destroyed and, more importantly, the entire experience was not in the best interest of my clients"</p>
Kimberly	<p>"Please go through with banning non-competes and have it apply to healthcare jobs in general. Currently doctors are often subject to non-competes that lead to them having to leave their community in order to continue practicing medicine. This is especially problematic in areas with rural populations or telehealth. If a dr works at several hospitals associated with one practice (often commuting many miles in the course of the week), not being able to practice within the geographic area can lead to the community completely losing that person as it is rarely affordable or good for keeping up skills to stop working for a year or 2 waiting out the non-compete. It is also becoming a larger problem with increasing use of telehealth. Some doctors work in clinics across the state. When noncompetes cover this, large parts of the state can be blocked out, sometimes leading to physicians leaving the state or retiring early. Physicians build strong roots in their community. They should not be forced to leave because a hospital executive wants to force that doctor to either continue working for them or not work at all. Thank you for working on this very important topic!"</p>
Hyman	<p>"Non-compete clauses in health care area terrible component for physicians, mid-levels. They only benefit hospitals/large health care organizations and can only worsen patient care. They should not have an exception in the ban."</p>
Thomas	<p>"I strongly support the conunissions adoption of this rule to bad noncompetes. As a veterinarian who is currently under a non compete which was absolutely required by the multinational corporation I work for, I feel this is an unfair practice that tragically hampers workers rights. With the increased corporatization in veterinary medicine, doctors and even some technicians must choose to sign noncompete or else not work in certain markets as noncompetes are common practice in the veterinary industry. Once a</p>

	veterinarian establish their families in a community, non competes all but guarantee they must uproot their families or stay in an undesirable workplace. Noncompetes restrict the free movement of labor within our free market and are destructive to workers, their families and their communities". "Noncompetes are un-American, anti-free market and disproportionately favor large multinational corporations at the expense of their employees."
TED	" Physicians are intimidated by their hospitals and contract management groups. Many are afraid to point out events, policies and corporate mandates that are dangerous to patients because of non-compete clauses in their contracts. Please include physicians, dentists and other highly educated and skilled healthcare workers in the FTC's ban on non-compete clauses."
Umang	"Non competes should be removed from medical practice completely from each and every kind of setting including exempt and non exempt employees. Only setting that it should be valid would be in research and innovation related employment."
Alan	"Noncompete clauses are nothing more than a form of trapping employees, particularly health care employees, into a job that potentially mistreats them and penalizes them if they feel that their work conditions are unsustainable and just overall poor for their well-being. It's nothing more than a pro corporate and anti worker agreement. Only benefits the powerful and penalizes the weak."
Deepa	I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians.
Kiran	"Employers use non compete clauses to restrict and control the employees rather than to protect any legitimate employer interest. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200. Kiran Cheruku"
Brandon	"I love this idea and I think it will empower workers across the country. This will also have a direct net positive on my life as a worker. In my field the only well paid work is mostly for competitors so my quality of life drastically drops if I cannot move to a competitor. I think we should protect the worker here rather than the company."
Ryan	"A fantastic idea. I am trapped in my current job making less than I could elsewhere due to a non-compete clause. It is corporate serfdom. Too bad this will never pass because it allows companies who have lobbyists to pay less to employees."
terrick	"Im all for getting rid of the sneaky NPRM?"
Monica	"Please end all non-competes. It significantly limits free market competition and forces workers to stay in bad employment situations. They are toxic and hurt employees and the public. "They are a tool of big business and corporations to manipulate workers and effectively hold families hostage in bad situations.
Abigail	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting

	<p>noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge die FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."</p>
David	<p>"Please include physicians in this law. We desperately need help to fight against being run out of town by mega hospitals."</p>
Jay	<p>"As a physician in a large city in South Texas. I have recently had to sell my private medical practice to a large corporation. Within the contract is a non-compete that extends to the entire county, basically prohibiting me from acquiring any similar position as I currently hold with them as an internal medicine physician working in a clinic. That is the sole position I am able to do — as I am no longer qualified to hold an alternate position working outside of a clinic as I have not maintained the skill set nor accreditation necessary to practice within a hospital over the past 20 years of operating my private practice . It's not possible to do so in todays healthcare environment. With this non-compete I am effectively prohibited to practice my only realistic career within the entire city of over a million people which constitutes the majority of the county. This is completely ridiculous, but yet as an individual, the corporate attorneys have all the power and refused to modify such a clause in the contract. We have a shortage of primary care physicians and yet I am prohibited to practice and provide that service in the same city once I have worked for someone else?! These clauses absolutely need to end!! In this case it's literally inhibiting public health. And these clauses should NOT be allowed to grandfather in either.</p>
Chandra	<p>"I support banning of Noncompete clause"</p>
trinity	<p>"This is something people ESPECIALLY in the beauty industry have been begging for! Employers are taking advantage of their employees and their future growing careers!"</p>
trinity	<p>"I work in the beauty industry and we have been fighting for this in Texas for so long. These non competes they have you sign are unreasonable and hinder employees from growing in their field. Employees are scared to leave a workplace even when they are treated horribly, the work conditions aren't reasonable, or they feel uncomfortable working at a place for many reasons but they stay because there employer has made sure they signed a noncompete and now they are out of a job. You should respect your employees and pay</p>

	them what they are worth instead of using fear tactics and having no competes in place to keep them.”
Sarah	“Really great idea! Will protect workers! Employers should be working harder to keep their employees if they want them to stay, rather than using their power differential to keep employees stuck where they are.”
Alex	“Yea this would be amazing.”
Aaron	“Dear Federal Trade Commission, I am writing to you as a physician anesthesiologist, who is bound by a noncompete clause. I am writing in strong support of your proposed change to eliminate noncompete clauses and/or make them illegal in contracts. I think that it fundamentally restricts our freedom as physicians, employees and citizens, to be bound by a noncompete clause that essentially forces us to move cities, if we no longer wish to work for our current employer. If employers mistreat us, undervalue us or otherwise create a suboptimal work environment we should have the right to leave and work elsewhere, without having to uproot our lives to another city. It is not as though we are taking trade secrets or intellectual property with us as physicians. Furthermore, let it be known that the American Hospital Association does not speak for physicians when it states that it is against the elimination of noncompete clauses. I cannot think of a single physician that I know that is in favor of noncompete clauses. I respectfully ask that the FTC pass the proposed rule to illuminate noncompete clauses from contracts. Sincerely, Aaron Garza, MD”
Jessie	“I agree that non compete clauses should be banned for all employers. I am writing on behalf of physicians who are frequently stuck in a job that doesn't best suit them or forced to move to a completely different region because of a non compete clause. People should have the freedom to work where they want to work and the employer can then compete on fair ground to keep the best employees.”
Alexander	“Y'all should approve this rule, non-compete rules are anti-worker and therefore anti-american. We aren't a country for companies, we are a country for the people.”
Jeff	“I am a sales professional in the HR world in Texas for a somewhat large private organization. I have been with the organization for approximately 7 years. My company record is spotless with no incident and I have been a high producer for the organization. Over the years of gaining experience with virtually no industry training from my organization in my field I have been approached by recruiters with opportunities of advancement with outside organizations. Meanwhile, my organization did not give me consideration when an obvious opportunity for advancement was available. At this time I postured that I had been recruited away and wanted nothing more than an opportunity to promote and do more with my career. My CEO's comment: "Well, you do have a non-compete." Using it as blatant leverage over an exemplary employee. I believe in employers of choice and a free market for the working person to be matched with these employers. A move for no more "ownership" of employees is a step in the right direction.”
Sherri	“The non-compete clause, among many other things in America, like the tax code, is bent in favor of corporations and against workers. I've worked with

	government contractors before who got less than two weeks notice they were terminated. Add on to that the inability to go seek another job in your specialty immediately? Awful. I fully support the Non-Compete Cause Rule.”
Robert	“Please vote against very unfair non compete clauses. They are not fair to workers.”
Alex	“I voice my strong support of the proposal for change concerning the non compete clause for businesses in America. I am an ear nose and throat surgeon practicing in San Antonio Texas. The current noncompete environment hinders new business formation, business growth, and freedom of employees to find the best match for their talent and personality. It is common practice here for a surgeon to basically be forced to sign a 2 year +, 15 miles + noncompete clause to join a group. Inevitably employment fit changes over time, but strapped by onerous and non competitive clauses - employees are forced to grind it out, or leave the Practice and then be forced to work remotely, causing a large family strain, move, or not work at all. I have seen this play out negatively for several friends within the last year. The current status quo also enables employers to rely on this clause to keep talent in lieu of providing better leadership, stronger working conditions, helpful innovative changes, etc. I have recently started my own private practice, and hope to bring a local colleague as a partner, but she is strapped in a noncompete clause that single handedly leaves us negotiating with her employer from a compromised position. I would never consider offering aspects of our proposed relationship if I wasn't trying to essentially buy her out of her non compete. In my view, her employer has done nothing to "earn" this high ground of negotiation, and my colleague had no choice but to sign a non compete in order to find work a few years ago. The ENT surgery market in San Antonio has in many ways stalled in progress over the last 20 years on account of noncompete clauses, which have kept dozens of surgeons from exploring new (and arguably better) ventures within our community. Please - help us to Unshackle the healthcare workforce by passing the proposed rule change! Especially in healthcare - free competition facilitates higher quality and affordability! Thanks”
Soukaina	“To whom it may concern, am writing to urge you to ban non-compete clauses for all employees, including physicians . The exclusion of physicians in the proposed FTC non- compete clause rule is frightening for the state of medicine, and is driven by lobbying from American Hospital Association. The American Hospital Association does not represent physicians, but rather hospital systems that continue to exploit physicians at all levels of training and practice, and focus on their bottom line of generating more money. I have witnessed first hand the consequences of non-compete agreements on entire healthcare systems. In 2019, Atrium health acquired an entire hospital system in Charlotte NC, previously called Carolinas Medical Center. This is a not- for-profit hospital and community safety net, and a tertiary referral center tier most of western NC, northern SC, and east TN - which covers a very large geographic area that is underserved medically. The anesthesiology group contracted with CMC was not able to reach a favorable agreement with the new atrium management, leading to the immediate termination of EVERY anesthesiologist that worked at the hospital. Their noncompete agreement was over 100 miles effectively forcing all of these physicians to move out of state for new jobs. The chaos that

	<p>ensued for weeks while the hospital struggled to cover the gap by hiring physicians from other states was detrimental to patient care and safety. These are the true effects of NCC that we as physicians deal with it day-to-day. The majority of hospital systems in the US are not-for-profit, and yet they are part of large networks like Atrium which buy all the small medical groups in a regional area, effectively eliminating most competition. Furthermore, these same not-for-profit hospitals pay their CEOs millions of dollars while advertising nationally that they must maintain non-compete agreements to lower cost of care by maintaining physicians pay from ballooning. The physician shortage is further compounded by the thousands of physicians that left the practice of medicine due to burnout from numerous reasons including COVID. Medicine is in a perilous state. Without protection for physicians, we will continue retiring early from medicine with career spans of 10-20 years rather our predecessors who practiced for 20-40 years. The young physicians of today which I am one are burdened by high student loan debt of 200-600K, heavy administrative burdens, pressure to work more and do with less, and spend even less time at the bedside with the patients. Without physicians protections, many of us will leave the clinical medicine behind, and opt for industry consulting jobs or for alternative fields all together... The wait time to see a neurologist at a large metro area is on average 3-6 months, sometimes longer. The loss of even one neurologist in underserved area due to a noncompete clause would be detrimental to a community for years to come. On average, it takes 2-3 years to advertise and interview for 2-3 years before being able to fill a neurology position. that is 2 years without access to care for 100+ of miles to a neurologist. I urge you to ban non-complete clause rule for all physicians, and give us back the power to care for our patients the way that they deserve."</p>
David	<p>"Non-compete clauses are responsible for my near financial ruin. At 57 years old, I was let go of a company and really had no choice than to take a stock share buyout, which included a very vicious non-compete that included that I could not re-enter the industry I was working in. At my age, I soon found out that coming back in at an exec level in a completely different industry, one that I'm not familiar with, was extremely difficult. It's delayed my ability to get a job to replace that income, and now I'm nearly bankrupt. Non-competes only work for the big guys, the small individual people, the workers, managers and executives (we're people too), get hurt."</p>
Craig	<p>"As someone who has worked in the broadcast news industry and subject to noncompete clauses, I would like to strongly encourage the adoption of changes that would make noncompete clauses illegal. I support the reasonings of the FTC for proposed changes."</p>
Brenda	<p>"I work for a company that has a lot of high profile clients. However, because of a non-compete agreement the company has us sign upon onboarding, employees have to wait a year before they can even apply with some/any of these companies. I have lost out on many possible positions because of these non-compete documents we have to sign. My company has not given me a raise in over 5 years."</p>
Lee	<p>"Please pass this. Non compete clauses have plagued the younger generation of work force and enforced fear to keep us at a company"</p>

Luay	"The non compete clause is against patient interest and provider's wellbeing. Forces them to work under whatever the corporate wants and against medical ethical education. Help us to dissolve it and fight it."
Carlos	As a physician I think that non compete clauses stifle competition and leave lopsided deal in favor of the employer. Often, first time job offers for physicians in private and large company based practices are abusive to the junior physician. Getting rid of noncompete clauses would ensure that employers/practices treat junior physicians correctly. Attachments 82127E83-8CC8-496B- A126- 035052FC2C99 The attachment is restricted to restrict all because it contains personally identifiable information data 82127E83- 8CC8-496B- A126- 035052EC2C99_Redacted
L	"I agree with this clause 100 % non competes hurt innovation and growth!!! Pass this and lets GROW AGAIN! -Uncle Lou"
FAROOQ	"Non compete clauses between employers and workers should be unenforceable because when a worker signs up for a job they have no power to bargain, the clause is an adhesion contract, take it or go away situation. It is high time to bring fairness to the workers."
Anthonyt	"I am currently held to a very strict non compete agreement, also known in the industry as a "hostage agreement." When I signed this agreement, it was basically sign it or I don't have a job. I do not have trade secrets, company secrets or any high level knowledge of how my company works. These non-compete agreements have held me back from promotion opportunities within my field of work due to the fact that I cover the entire North America on a technical aspect with electronic equipment. My company is a very large company with access to the best lawyers, and that has scared off any potential companies from hiring me even though they told me I would be a perfect fit for the next level within their company. This is not only happening to me, but anyone in my company that is trying to better their financial freedom by promoting or taking higher level positions at other companies. Companies are holding us hostage so we have a job and know we cannot leave. By making non-compete agreements illegal, it will allow much more competition for higher paying jobs and for companies to pay competitive wages in technical fields. If I was terminated or voluntarily quit my job, I would essentially not be able to work within my trained industry anywhere in the US or Canada the two years. That is an extreme employment hostage situation if I have ever seen one."
Scott	"Please do not exclude physicians from this rule. Noncompete clauses should protect proprietary information. A physicians knowledge is not something that should be controlled with a noncompete especially when there are areas of underserved patients. As it currently stands, noncompete clauses are utilized by hospitals to restrict physicians from more competitive opportunities and often cause physicians to have to "uproot" their current lives to move outside of a non-compete area. With the amount of people fleeing healthcare professions at this time please consider not removing physicians from this rule as a small effort to keep more physicians in the workforce."
Midge	"I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200. Non-competes have been extended far beyond what they were originally used for. Non-disclosure agreements are a different thing. The

	types of employees that are often subject to strict non-competes are so broad. They include people who have no access to proprietary information. I believe they are used to intimidate employees from leaving. I would appreciate the FTC helping to protect these workers from unfair labor practices. Thank you."
Antonio	"My name is Antonio Alvarez, I 'am a Pathologist working in the southeast border of Texas since 2006. I really welcome this proposal and I think it is about time to ban noncompete clauses. I have witnessed and suffered the effects of these restrictions used for the benefit of employers only. In my case for instance, as a pathologist I don't see patients directly, I analyze their tissue samples under the microscope to render to the requesting clinician my diagnostic opinion of patient's disease. So if I decide, for whatever well-grounded reason to change jobs, but at the same time remaining within the small cluster of hospitals that we have in this region, I can not. The employer, which is not the hospital, but a home made small pathology group argues that I'm taking away his patients, when in fact, as I said I don't deal directly with patients but with other physicians, who obviously they wont follow me, they have already their working facilities. As a consequence, the occasions on which I have insisted on my purpose, the employer has threatened to sue me legally if I remain working within a radius of 25 miles for 2 years. Then, what are the other options the employer offers me: (1) a "buy out of the contract", which means I would have to pay him what ever dollar amount he decides, and this could be the equivalent of 3 to 12 months of gross income; (2) reaming working for him under his contract conditions and (3) moving out this region. This third option is by the way, the one I have been following all these years, but this implies higher costs in transportation, housing, meals, family issue, etc. That is because I have to move to nearby cities like San Antonio, Houston, Corpus Christy where they don't have the same needs of pathologists as we have at the border which is considered as a medically unserved area. To conclude, I sincerely wish the best to the FTC commission to ban employers from imposing draconian and coercive noncompetes on employees."
Amanda	"Shame on you for not including physicians in the non-compete conversation. There's absolutely no skill I have that an employer has given me."
Thomas	"Stop the inhumanity of noncompete clauses in workers contracts!"
Lillyvette	"Non-competes have prohibited me from making a living as a fitness and wellness professional to such an extent, that it hurt me economically. I opened up my own business that was different than my previous employer, even though it was different and I told him I was going to focus on a different area in wellness, my previous employer sued me. I ended up having to hire an attorney to defend myself and when it was all said and done, I spent close to 12,000 in fees and penalties. My employer had been paying me \$14,thour as a fitness professional and his night shift manager, where I also kept the books for that shift and made sales for his business. The owner no longer came into his studio in the afternoons or evenings and I would close the facility in the evenings. Non-competes keep us from earning a decent living -- whether we go out on our own or start our own business. Depending on where you are based in the US, does help dictate your income. If you have someone who limits your opportunities, things can get financially bad in a short amount of time. It's time

	we got rid of this antiquated system that disallows us from having decent wages without any gaps in our career.”
Homero	“Fellow Americans, I have myself been a victim of non-compete agreements. At one of my past places of employment, my employer required this non-compete as a condition of employment on my first day on the job. I was not informed of this agreement when I first signed up for the role. I was told that if I intended to work at the company in question, I would have to agree and sign the non-compete agreement. I begrudgingly agreed, as I had quit my previous job in order to secure this job. It wasn't after one year of service at this firm and not receiving a raise that I decided to look for opportunities elsewhere. It was then that I eventually found a job in the same industry in the same city, just 15 minutes further away. It was then that the non-compete agreement became a problem. I wanted the job and I wanted to earn myself a 50% raise. I ended up seeking legal counsel and discovered enforcing said non-compete would be cost-prohibitive- it would cost me \$20k to defend and the old company \$30k to enforce. Basically, the whole thing is just a scare tactic to maintaining good employees from getting ahead and earning a better living at another Company. I decided to bite the bullet and leave to the competitor- deciding to risk a potential lawsuit. At the time, switching jobs make a significant change in my life. I was able to afford a better standard of living for myself and my family, as well as develop exponentially from a professional standpoint. The anguish and aggravation this non-compete agreement caused is something that no fellow American or any other worker from any nationality should have to endure in the U.S labor market. The U.S. is the land of opportunity. Each and every individual in this country has the ability and opportunity to better one's self and deserves to earn a competitive wage, dictated by the labor market. Non-compete agreements shouldn't stand in the way or hinder a worker's ability to increase their earning potential. End non-compete agreements & God bless America!”
Mohammad	“ Non compete is bad. It takes away the freedom of choosing work location which puts employee in weak and unfavorable conditions for the benefit of monopolies and big corporates.”
JOSE	“ I think this would be a great opportunity for entrepreneurs. to start their own ventures, I myself was a business owner, and sold my company to a larger corporation. during Covid. I stayed on as a managing employee and signed a non-compete agreement. Now that my industry has flourished, I am trapped thinking of an exit strategy on how to go back to what I had prior to selling.”
Katie	“Non-Compete Clause Rulemaking, Matter No. P201200 The proposed banning of non compete clauses is long overdue. Non compete clauses restrict the rights of employees' freedom once they are no longer employed with a company. These clauses within contracts provide companies protection from healthy competition, and therefore allow for companies to mistreat and/or undervalue employees without consequence. Although the argument can be made that an individual has the right not to enter into a contract with a non compete clause, it is often the case that over time, as companies and leadership change, an employee may begin to disagree with the changes or newly implemented policies within the company. The employee is then unfairly trapped in a company they are unsatisfied with in order to avoid a life changing move.”

Bob	<p>“Physicians should not have to sign non-compete clauses with hospitals. Physicians are ultimately who allow hospitals to operate and obtain revenue. Using non-compete clauses to coerce physicians into settling for poor working conditions because they cannot work at a neighboring hospital is wrong. We are the ones who sacrificed the time to obtain our MD's, we need to be allowed to seek fair market value rather than stuff the pockets of MBA's and hospital administrators. Working conditions are so bad that female MD's only last on average 7 years in the workforce and burnout.”</p>
Joslin	<p>“As a healthcare provider and employee, I find non-competes unjust to the employees. Non-competes allow for companies to not work hard at retention as the non-competes are often restrictive and inhibit true market labor. Employees should be allowed to go to the best company with the best benefits. Am NDA would allow fir companies to prevent employees from disclosing information to competitor. Non-competes only benefit companies”.</p>
Dustin	<p>“I agree with banning the use of non-competes in the workplace. I have worked in several industries, including the upscale, gym, hospitality, industry, construction industry, among others, in which these non-competes prevented employees from making wages that were necessary to achieve with rising inflation. I was forced to enforce these, in which I made a career change, as in each situation it was not the right thing to do. Please do away with these noncompete's. We don't need big government, we need a government for the people.”</p>
Laura	<p>Please ban non-compete clauses. As a physician, I am now trapped working for a corporation that is motivated by money only and I am unable to leave. I am underpaid and overworked and my freedom is severely and unfairly restricted.</p>
Paulo	<p>First and foremost, THANK YOU for championing this cause. As someone who has been recently negatively impacted by a non-compete (attached), it has caused me and my family great emotional, and financial strain. I've always strived to operate above board, I stand by the notion of not poaching clients and employees but find it incredibly selfish and bias for a company to mandate that an employee is not able to work in an industry (globally mind you) that he's been in for over 30 years. That's like telling a doctor he can't practice medicine if he moves from one hospital to another. Alorica has a record of suing employees (bullying really) upon their exit yet fail to recognize the constant misses and lies in their commitments (promotions, equity, bonuses, etc.) that by and large led to an individual choosing to move on. My non complete matures on 7/15/23 and I suspect this ruling will not occur before that, however I stand with you, support you and will champion this effort until a favorable ruling is made as it will have tremendous benefits for future employees that currently are under an NDA. Thank you thr your time. Attachments Alorica Non Compete minus Signature</p>
Patricia	<p>“When a worker starts a new job, he or she doesn't know a great deal about the whole situation of this job. So that person show not be forced to sign a noncompete agreement that could result in their working in a seriously bad situation sometimes or maybe most of the time-- or else leaving that job (with work experience from it) but being unable to get a different job that might be</p>

	considered to have some competition with the bad first job. This is extremely unfair to the new worker in a job and should not be allowed. For sure!"
Trenton	"I have a non compete as an independent contractor with my company. I sale graduation products. Contractually my company can lock me up for 4 years. Or at least take me to court we are owned by a private equity firm Bain Capital). My company can raise prices & I have no competitive choice or say in their policies. The end result is my customer pays more. I have no idea how I can be held to a non compete as an independent contractor with no support (insurance,401k,etc..) from the company. Thank you"
Sandra	"I believe that non-compete clauses put a stranglehold on our economy. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Martha	"I agree with the proposed rule by the Federal Trade Commission, that non-compete clauses are unfair. They stifle competition and the ability for workers to go out on their own and have a new life. It's a very unfair system that employers have been foisting on workers. I completely disagree with employers doing this -- I am not for workers taking trade secrets away with them; that is not what this is about. Be fair to workers."
Victoria	"I support this change. A non- compete only prevents an associate from obtaining employment, creates a threatening and distrustful environment between company and associate, and stifles an associate's ability to grow in an industry. A condition of the annual incentive plan in one of the largest healthcare providers in the nation requires employees to either enter into a non-compete and restrictive covenant that limits a worker to obtain gainful direct employment. Failure to accept this means the associate loses stock (options, restricted, and/or performance) without means to recover that financial loss. This non-compete includes excessive time (36 months), territory, and even the area of business restrictions. It also restricts associates from solicitation of other associates and places nondisparagement or other legal restrictions on fomier associates. If you work in the administration side of healthcare such as government programs Medicaid, CHIP and Medicare, and/or commercial insurance the non-compete would unreasonably place economic hardship, and future opportunities upon its employees. This non-compete, and many others, also clearly conflict with the Restatement of Contracts. Yet companies continue to threaten the livelihood of associates that have left a company. It is disturbing to think a company can prohibit or restrict reasonable and gainful employment for 36 months simply because they may operate in the same or similar area. Such limitations not only affect the growth and financial status of the American worker but asserts one company's day-to-day operations are so unique that working with another company would somehow compromise its intellectual property or place the new company in such a competitive advantage it would significantly harm another. Further, there are instances when companies severe employment. Whether they make that decision upon performance or a reduction in force is irrelevant. The company chose to severe employment for its employee then prohibits them from employment with another company in the same field or territory. This diminishes competition, ruins reputations and negatively affects the livelihood

	of the American worker. I support the change in the law to protect the American worker from being disenfranchised by companies restricting former employees from obtaining gainful employment within the same or similar fields or with perceived or actual competitors. Please enact this change as soon as possible.”
Devin	“The elimination of noncompetes must include physicians . The best care is provided by independent, physician-owned practices which survive only by providing quality medical care and putting patients first. Corporate practices which hire young physicians and entrap them with onerous noncompetes are one of the many destructive forces in medicine today. There is no logical reason to disempower physicians by excluding them from this bill; the MIA's push to do so is driven by corporate greed and is not in the interest of patients, physicians, or small business.”
Jenna	“I'm a new graduate I did not have the means to hire an attorney to review my employment contract that was given to me about 4 months after I had already started. I joined a practice that had been my family's veterinarians since I was young and assumed they had my best interest in mind. My non-compete was for the full county I lived in and for 2 years. I was told when I was hired I would have the opportunity to buy-in but after 8 years I could see this was not in their plans. When I refused to sign another contract with a non-compete, I was told I would no longer be employed after 30 days (they want to sure they could take their vacations before I left). After spending over \$50,000 to contest the unreasonable non-compete, we had to make the decision to move on. I moved to Texas and my husband had to stay in NM until our house sold and he could find another job. NM is a state that is starved for professionals and large animal veterinarians, however due to the non-competes driving many talented people out of the state, our communities suffer. Had my employers practiced quality ethical medicine, pay fairly and provide benefits, I would not have wanted to leave. If employers treat their employees right, people would stay. A person's livelihood should not be dictated by a piece of paper restricting a person from helping their communities to do what they went to school to do. Non-competes are antiquated and it's time for a change. 14 years later I have never signed another non-compete and my current employers understand there is a mutual benefit to make the workplace the best it can be and having a loyal and dedicated employee.”
Heather	“I strongly support abolishing non-compete clauses and appreciate your attention to this matter. I would like to comment on methods companies use to enforce non-competes, as there may need to be specific language to prohibit these practices. My employer, for example, holds hostage a portion of our retirement funds until the non-compete agreement has been satisfied. If I choose to leave the organization, I will not have access to those funds until two years after separation, and only if the non-compete is satisfied. The funds are not vested until those requirements are met. If I do not satisfy the non-compete, I lose those funds altogether. Presumably the spirit of this proposed rule would prohibit the vesting issue also. I am concerned, however, that the opposite will happen (that a larger proportion of savings would be subject to a waiting period, or risk losing the funds altogether if working for a competing organization) if this is not specifically stated. I appreciate your consideration.”

Don	“As a small business owner of many years, I support die FTC's ban on non-compete clauses. These clauses depress worker wages, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth. I have numerous friends and acquaintances who have been required over the years to sign non-compete clauses which hurt their job mobility. They were all concerned about these agreements' impact on their future employment and income.”
Cathy	“I oppose non-compete clauses because it eliminates fair competition in business and practice. It allows large corporations to own practices and monopolize by preventing practitioners that leave their organizations from ever practicing in that same area. Every American has a right to practice their trade and craft in any location, as long as they are abiding by the laws of their location. Non-competes are not lawful. They are only a means to quell competition.”
Clifford	I fully support this amendment.
April	“I began working for a State Farm insurance agent in the small Texas town of Buda. Part of my new hire paperwork included a no compete clause for 36 months after employment by his office. I quit after 2 weeks because it was not a good fit for me. I didn't even sell any insurance policies yet but am fearful of applying to any other insurance company because the non-compete clause I signed threatened legal action if I were to work for a competitor that sells similar products (auto, homeowners, life, or health insurance). I feel trapped by this for the next 3 years. How can an employer I worked for briefly control my life for so long?”
Priscilla	“I support this ban. As a dentist , my first job out of residency was very toxic and it was hard for me to quit because I was very limited by my noncompete. My mental health took a toll, and a few of my coworkers felt the same.”
TIMOTHY	“I support elimination of non compete clauses. As a nurse practitioner these clauses prevent me from accepting positions in places that would boost my skills, and my ability to improve patient care if they are within 40 miles of my previous employer who tontines to open clinic across the state. This will leave me no choice but to relocate to a different state to work in the field I am best suited for.”
Nihar	“Do not exclude physicians from non compete relief. Hospitals have had a monopoly on physicians and their respective families for too long. It would be an absolute disgrace not to relieve everyone including physicians from this heinous rule.”
Jocelyn	“Non compete clauses discourage employers from actually working at others ways of employee retention, including a good work environment.”
Zane	“Non competes should be banned for healthcare workers at any hospital, it is very harmful to patients and healthcare in this country when physicians and other healthcare workers are forced to leave a community due to hospital politics leaving patients unattended to. I am a patient that had 2 doctors leave on me because of their hospital and I have been struggling to find care, these doctors are from here and have family here, however, non-compete forced them to leave their hometowns and their patients.”

Tina	<p>"I'm in favor of banning non-competes. I witnessed a colleague who had legal action taken against her regarding a non-compete. It devastated her financially and professionally because she didn't have the means to fight back. The two industries were not even in competition. The lawsuit was a bully action as a result of several employees leaving the company. Rather than take responsibility for their poor retention, they have often used lawsuit tactics in an attempt to making leaving scary. This happened to several people. In addition, it has become obvious throughout my career that there are very few truly original trade secrets. Business acumen, hard and soft skills are not trade secrets. I'd be cautious about the idea of NDA around trade secrets. Confidential information is different from trade secrets. Businesses would call their consultative sales process a trade secret. It's not a trade secret, it's a skill set. Preventing people from working in an environment where they would use their skillset would be as restrictive as a non-compete. Thank you for considering this ban. No one should be prevented from earning a living. People should be free to forward their careers and leave toxic companies without penalty."</p>
Christopher	<p>"This proposed rule would positively impact myself, and millions of other Americans across an incredible number of industries. It would also help promote and foster healthy competition; a value that helped build this country and one that we are sorely lacking today. Americans would have the ability to better their situation without worrying about how their current employer might retaliate. It would promote employers treating their workers better as a form of retention, rather than the threat of punitive actions. There is a growing attitude among the American people that their government is not representing the will of citizens outside of the ruling elite. This ruling could go a long way in helping restore the trust the working and middle class have lost in the federal government. As it would be a demonstrable change that gives workers autonomy over their labor, at the expense of businesses' bottom lines."</p>
Christian	<p>"I fully support this. Making it fairer for workers and giving them more opportunities is always an easy choice for me. Please do this as the American worker could benefit greatly from this."</p>
Jim	<p>"I have a non-compete agreement with my former employer TTEC. After 12 years I was released and now have no health insurance. I have a non-compete which is stopping me from taking another job in my industry. I can send you a copy of it if you would like."</p>
Joel	<p>"I'm a family physician in Central Texas. After being in private practice for 15 years, our group of 10 doctors was purchased by the largest hospital group in America. Because of Stark laws, fair market value etc. the purchase was for a minimal sum. For the last 13 years despite having 600 New patients call each month that we are unable to see the hospital group has not expanded our practice. In fact, during the last two years through retirement and physicians quitting because of Covid our number is at five. When pressed on why they are not expanding or replacing our physicians it is plain to see that they want to replace us with mid levels. We have a noncompete of 10 miles and 300,000 for buyout. Despite being a desirable community, a rapidly growing number of patients are unable to find physicians to care for them. They</p>

	are getting disjointed care at best. We would like to fight this noncompete, however, their in-house lawyer's would make our legal fees astronomical. We encourage you to do what's best for the American workers and patients. Please carry out this bold plan for positive change. Thank you."
Randall	"I fully support this measure. While I've never been subject to a non-compete clause in my duties as a software developer my wife is a Physical Therapist and has always had trouble with overly proscriptive non-compete clauses being added to her work contracts. It's prevented her in the past from leaving jobs to pursue higher wages which directly affects our family's material well-being. Non-compete clauses, especially for blue-collar workers, suppress wages and give too much power to employers. My wife's situation is just one of many in our friend circle who are locked into similar situations. It is so nice to see genuine government action that helps the average citizen and I hope to see more of this in the future. Best of luck in getting this passed and upheld."
Adam	"Non-competes have little to no benefits that a patent should not already cover meaningfully cover. Non-compete agreements limit the ability of employees to seek better job opportunities and higher wages. If a person has skills and experience in a particular field, they may find it difficult to leave their current job and join a competitor if they are bound by a non-compete agreement. This can result in lower wages and fewer opportunities for career growth, which can be detrimental to the individual and the industry as a whole. Non-compete agreements stifle innovation and competition within an industry. When workers are restricted from moving between companies, it can create a barrier to entry for new competitors and limit the exchange of ideas and knowledge between companies. This can result in a lack of innovation and progress within the industry, ultimately harming consumers and the economy. Non-compete agreements are also harmful to small and medium-sized businesses that may not have the resources to enforce or defend against such agreements. This can result in a concentration of talent and resources among larger companies, leading to an unfair advantage in the marketplace. If a smaller company has a meaningful innovation that sets them apart from competition they are largely protected by things like patent law, not non-competes."
Charles	"Greetings. I'm writing today to support the FTC's proposed rule changes to ban non complete clauses. I agree with Senator Warren of Massachusetts that this ban should be left as broad as it is currently written. I've worked in several workplaces that had employees with non compete clauses and the work and the employees all suffered. It dries up competition and it keeps people from taking a risk in or out of the workplace. It stifles creativity and creative problem solving. These agreements serve no one but the corporations who use them again and again to scare workers into staying in line. Thanks for your time Sincerely, Charlie Sears San Marcos, Texas"
Farook	"I'm against non-compete for the following reasons: 1. My doctors must relocate when they quit or are fired which means that I lose access to care. 2. It stifles competition and quality of treatment. 3. It limits innovation. 4. It decreases employee leverage."

catherine	"End non compete. It is rigging the system in favor of the "bosses" who lock people into jobs at stagnant wages. Its ridiculous and steals away one of the few was to increase wages/salary and build a better life."
Neeta	"No one should be able to limit the ability for one to have work. Too much control from hospitals and CMGs. Non compete clauses should be banned."
Katie	"I fully support banning non-competes for physicians . My husband and I are pediatric subspecialists which are already rare and adding a noncompete is restrictive. We had to uproot our family of elementary and middle school kids and move away from close family to get better jobs with essentially 25% pay raises and less clinical expectations. Although I can't prove it, I think that the noncompete at our previous institution (which was very restricted) allows them to pay way under market to physicians. My previous colleagues are all in similar situations of wanting to live near family so continue to stay in low paying and high call/clinical load jobs. We had not gotten raises in several years despite already low pay and high call/clinical expectations. Unfortunately it is a not for profit institution so would not be covered, but I hope this would extend to those facilities as well. Everyone at my previous institution was unhappy and it showed in many ways (morale, patient satisfaction, clinical outcomes, culture) and just felt toxic and no longer an option for us. My current institution also has a noncompete but supports physicians so much better. I don't understand how restricting physicians' livelihoods is legal in this country."
Christopher	"I am an Orthopedic Surgeon in Georgetown, Texas. I have been involved with two prior employment agreements both of which had noncompete clauses. The first company would not let us out the contract even though they were going through bankruptcy. They threatened litigation and I was forced to stay with the company until they decided dissolve the company. Noncompete clauses for physicians completely eliminate my ability to negotiate a better contract or to seek another employer unless I am willing to move my family and leave the patient base that I have spent the last 20 years building. Noncompete clauses for physicians have nothing to do with the stealing of a company's trade secrets and serve only to prevent us from negotiating a better deal for services. This is totally against a free market system that allows workers to improve their situation. If someone is unhappy at work they should have the freedom to go and work elsewhere and not have to uproot their family or relocate their practice to get around a noncompete clause. Every employed physician in this country will support this legislation."
Amara	"Non compete clauses if kept in place should be reasonable. They often however have such a large radius that finding another job becomes impossible unless you move. Not reasonable"
David	"Ban non-competes! A company shouldn't prevent you from working somewhere else after you quit."
Mark	"As someone in the health-tech field , I can attest that non-compete clauses have prevented me from taking some jobs, and delayed my hiring at others, costing me significant lost wages, extended time without work, and the need to go on unemployment. Companies have other means of protecting their business rather than creating a blanket restriction on ANY job in ANY related field."

Steve	<p>"I fully support this new rule. If anything, it should be expanded to prohibit employer mandated non- solicitation agreements as well (wherein an employer prohibits former employees from recruiting current and recent employees of the company to move elsewhere). Non-compete agreements area huge problem for our economy in multiple ways: They both unfairly suppress wages for workers by drastically reducing their options to move for a better offer and suppress innovation by preventing workers from moving to innovative startups. They are effectively forced on workers by employers who are in a much stronger negotiating position at hiring time. Any agreement that an employee has to enter in order to begin employment is effectively made under duress. Given that the alternative to the prospective employee is unemployment and destitution, that a lot of duress."</p>
Charles	<p>"As an employed physician, geographic non-competes mean I have to leave my city if I want to take a different job or open my own practice. This hurts both employees with similar non-competes, patients and other medical workers."</p>
Tricia	<p>"I have family and friends who have found themselves struggling to gain new employment out of fear of reprisal due to a non-compete. They remain unemployed supported by govenunent unemployment benefits or take lesser paying jobs as "temporary" fix to tie them over until they can look for a job in earnest in their field of expertise. It is abhorrent to see people suffer in not being able to care themselves and their family because of the restrictions a former employer places upon them to find gainful employment after a departure. The non-competes I have seen include phrases that the separation could be for cause or not cause and no lesser application of the mandate even if the employee worked at the company for as little as one day. People are handcuffed to sign it or face not being offered the position or terminated. The companies say it is a choice, but it's not a choice in practicality when people NEED to work, and when an individual objects, die response is "it's non-negotiable."</p>
Paul	<p>I'm a medical director of an anesthesia practice in Austin, Texas and can attest to noncompetes being a terrible detriment to physicians. We are unduly restricted by corporations with in-house legal teams that come over the top like a tsunami if a physician attempts to extricate themself from restrictive covenants. Furthermore, we are unable to get market salaries like professionals who work for Google and Mehta just a stone's throw from our hospitals. US citizens should not be enslaved by corporations. We should all have the right to leave our jobs and pursue greener pastures. Noncompetes only repress people and their pay while corporations prosper. Please protect physicians too."</p>
John	<p>"Please ban non compete clauses. They are unfair."</p>
India	<p>"Non-compete clauses for physicians are arbitrary since there are no "trade secrets" in the practice of medicine. This should extend to include not for profit hospitals as well since they employ a large number of physicians. Businesses should be incentivized to treat their employees well if they want to keep them. I am a doubled boarded physician."</p>
John	<p>"I am a physician and have seen first hand how hospitals and other large practices use non-competes as leverage to control physicians, stifle</p>

	competition and wages, and hurt patients who are often left confused when their physician of many years suddenly disappears. There are no trade secrets that companies need to protect by the use of non-competes with physicians. Please ban non-compete clauses and allow the market to work freely!”
Terry	“As an ER physician non compete clauses have been a pain in many of myself and my colleague's experiences - I work and live in Austin where realistically there are only 2 big ER groups here and we are unable to work for any other groups in this area. This essentially limits ER physicians in choosing one or the other and if they have families in the area and they either have to completely change jobs and relocate the family or never leave their current job no matter if there is better pay or opportunities nearby. This is highly detrimental to the work force and unfairly keeps people trapped in their positions mainly because of a fear of not being able to find work in the immediate area or cannot afford to do so at the cost of moving an entire family. If there is a fear of trade secrets being exposed then companies already have a way around this with NDA's, there is absolutely no reason to not give people more freedom to find jobs that better fit them.”
Catherine	“I support a federal ban on noncompetes. We're currently in a physician shortage . Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people.”
Anne	“ I'm glad to hear that and I'm happy to hear the noncompete clause is being challenged.”
Khoa	“I am a physician with a non-compete clause with my employer. I feel that given this, I am unable to serve the rest of my community should I choose to leave my group. I am an anesthesiologist who takes care of patients. I do not take or hold anything proprietary from the company that I work for. Therefore, a non-compete clause does not do anything to protect the company. It only forces us to work for them indefinitely. Thus, we are all trapped by a big corporation. I am definitely against non-compete clauses and look forward to the dismantling of this.”
Hans	“I am IN FAVOR of banning non-compete clauses -- this is an easy win for the average worker, since non-competes have grossly outgrown their initial uses. The fact that sandwich shops are using them to prevent minimum wage workers from getting other jobs is just wrong. Being able to let our corporations to compete with each other fairly for the best talent is the ideal way to keep our democracy and economy healthy.”
Jack	“Generally there is no justification for non-compete requirements. They actually just allow employers to keep wages artificially lower than the market would dictate.”
Aaron	“Non-compete clauses are Un-American, non competitive, and anti-capitalist. Therefore, they should be banned.”
Jesse	“Non-compete clauses are being used to mislead workers and limit freedom of choice. Non-compete clauses should be illegal. A standard NDA is enough to keep proprietary secrets safe. Non-compete clauses hurt the economy by keeping good workers in bad jobs. My sister-in-law was sexually assaulted at

	work but was stuck in the job due to having signed a non-compete. She is a single mother and could not afford to be out of work so she had to stay in a dangerous and abusive job run by criminals.”
Stephanie	“Non-compete agreements have been shown to stifle innovation and entrepreneurship, as individuals with valuable skills may be deterred from leaving their current employment to work for other companies, start their own business, or join a startup. The proposed rule by the Federal Trade Commission Non- Compete Clause Rule (NPRM) is a step in the right direction towards protecting employees rights and promoting a competitive job market. The rule, which aims to limit the use of non-compete agreements, recognizes the negative impact that these agreements can have on employees and the broader economy. While there may be some trade-offs to limiting non-compete agreements, such as potentially decreasing the value of companies that rely on them, these should not come at the expense of workers' rights and economic growth. These types of contracts can be particularly harmful in fields like biotech where knowledge and experience are highly specialized and limited to a few companies. Restricting skilled workers from leaving employment stifles competition and innovation. As a scientist, preventing me from using my experience to further my professional career strips any value away from me as an employee if I were to ever leave my current company or field. Non-competes are too broad, and even when unenforceable, elicits fear from the employee and any other businesses from engaging in new employment for fear of potential retaliation. Overall, non-compete agreements are harmful to workers, restrict job mobility, and hinder innovation and entrepreneurship.”
Jason	‘For doctors ; noncompete will hurt patients and patients care. Doctors will end up most of the time unable to find a job in the area if the leave their current employer and they will be forced to leave to another city to find a job Employer provide no intellectual right with the hired doctors as most of the time they didn't participate or helped in his training or skills in the past . The opposite, doctors are the one who build the employer reputation. Noncompete creates mental, financial and logistic hurdles for all partners in the healthcare system .”
Eileen	“Workers need to have this rule repealed. If a worker has access to trade it company secrets, those employees usually get compensated for their non compete clause if invoked. It is just wrong and bad policy to stop people who don't have access to those secrets to non compete clauses. If the company wants to tie up the employee with a clause, make it two way. The employer must pay the salary of the employee for the length of the clause if enforced. Otherwise, this is modern salvers and must be stopped.”
Sara	“Non-compete clauses as used today have a single purpose which is to promote corporate control over markets by preventing competition. This severely limits the consumer's right to choose where they would like to obtain services and goods. It also limits the availability of highly specialized services causing harm to the community. For example, I work in an highly specialized field of veterinary medicine and, as such, I provide a high demand service. I was trained through an internship and residency program, not provided by my employer and had many years of experience in the field before taking my most recent position. I know no trade secrets, I practice high quality veterinary specialty medicine and have no ownership in the company. For the majority of

	specialists in my field patients are waiting months to be seen. I recently left a job in a large metropolitan area that we wish to continue to live in. I had a non-complete clause that we negotiated heavily, but yet, there managed to be very vague wording that severely limits my ability to practice in the area without risking legal action. So, rather than being able to provide much needed specially care to patients, I am watching patients dying on a waitlist to see the single, corporate owned practice in the area. This is not beneficial to anyone, least of all the pets and owners who are having to wait to be seen for life-threatening disease that could be managed for some time if diagnosed promptly. I fully support the ban on non-competes, as it truly would open a free market society and prevent corporations from gaining even more control over the market than they already have."
Ryan	"As a physician in Austin, TX, I believe this proposal is of critical importance to our future in this world of corporate medicine."
Michelle	"I strongly support die FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement."
Lauren	"I am a surgeon and an independent contractor . I am 12 years into my career and originally ran my own practice. I joined a group without a noncompete. Three years later this group has been purchased by a private equity corporation which has brought its own contracts to the table. Even after heavy negotiation, I signed a new contract to continue as an independent contractor with a 10 mile radius 3 year noncompete which would knock out a large part of my city and the area closest to my home. I have a family. children, and a husband who owns a company within this same city. I am still frustrated. By definition, an independent contractor can do outside work. I receive no benefits from this company. I just receive income for surgery services per my contract percentage. This company is not spending money to market me, I am not learning a new business, no one is offering new training, no one is paying for continuing my education, and there are clearly no amazing trade secrets to be learned. I am bringing value to them as a seasoned well established surgeon. They bought the group and continue to pay me for my services. There is no case for a noncompete to be enforceable. Problem is, this corporation has deep pockets and I am one person. Taking a noncompete to court would cost tens of thousands if not more and would cost me lost income as I wait for a ruling. It's the perfect David and Goliath intimidation/bullying scenario that harms professionals such as myself. Physicians generally don't make the income we made in the past. We don't have vast reserves of money to fight hospital systems and big corporations/PE fines. These systems generally add no value to our abilities and services and yet they are allowed to legally impose noncompetes. My contract is only valid for a year at which time they can opt to change my compensation to less or remain the same indefinitely because there will be no incentive to offer me more (despite my production, good will or changing times/inflation) because they know they have me trapped geographically and socially. I understand that some practices bring people in who are not established in a city/community and spend money to the tune of many thousands to on board a doctor, market them, buy special ized

	<p>equipment that only serves that doctor, and credentials them. Is that typically worth a \$300k or \$500k or more buyout? Not at all. I'd suggest a system to account in real dollars for a noncompete buyout that makes sense. Invoices that prove out the investment in the professional. Allow the doctor a low interest loan or no interest loan for the onboarding upfront. Or, create a noncompete buyout dollar value that actually reflects the money invested. Don't want a doctor leaving and moving across the street? Create a 1-3 mile noncompete for one year. Even 10 miles can knock out a city for practice. Doctors are in more debt generally than ever before coming out of med school and are now being paid less. We need to make life and career fair for them and their families. Stop allowing unfair noncompete practices to continue to harm us. These are already legal gray zones. Funn them up and limit the reach. It's far past time for this. Stop large practices, hospital systems and private equity groups from continuing to control and suck us as dry as they dare for every last dollar."</p>
Aruna	<p>"Am a physician with a 30 mile non-compete clause. This means if I am no longer a good fit for the company I work with I essentially have to relocate and my patients would have to find a new physician in an area where appointment times can take 6+ months or more for pulmonologists. This punishes elderly patients with chronic medical conditions for whom travel is limiting. Please get rid of these non-competes as they hurt patients and physicians"</p>
Alexander	<p>"I strongly support the proposed FTC rule change banning non-competes. Non-compete clauses stifle competition and cause real economic and social damage and distress to the many workers are essentially forced to accept them as a condition of employment."</p>
Rachel	<p>"Non-compete clauses should be illegal. Job changes are a frequent part of life and people should not be punished because their company is concerned they will lose clients. If they are really so concerned they have an inferior product, then the company should focus their efforts on creating something better. This way everyone benefits."</p>
Samuel	<p>"It was a little more than four years ago that I was hired by a large physician group following completion of my five year general surgery residency and an additional one year fellowship. At the time I was recruited, I was told that their goal was to build a multi-disciplinary 'Center of Excellence' within the next five years which would allow me to have "at least" a 50% focus on my sub-specialty. Given the needs of the group, I agreed to continue seeing patients with other surgical needs, and was told I would be expected to do "some" endoscopy. I liked the leadership and the partners, and ultimately, signed a contract that included a covenant not to compete, which was non-negotiable. I relocated my family and my practice grew rapidly...but it became evident fairly early on that the job was not what was advertised, and that the primary need of the group was for physicians who could perform colonoscopies, which was actually about 70% of the patients I saw in the office and the procedures I was expected to perform every week. On average, I would do between 70 to 80 of these a month, even though this is typically only a small portion of a general surgeon practicing in a major metropolitan area. Every effort I made to develop the role we initially discussed was met with push back by the same people who hired me, and I quickly realized that a change was necessary. Late last year, I was approached by the only major academic center in the city who offered me</p>

	<p>an incredible opportunity...a chance to practice 100% in my area of expertise, and to train medical students and residents. I jumped at the chance, but was soon met with disappointment as I was told by my employer that I either had to stop practicing for 12 months, or pay a six figure buyout of the restricted covenant. Seeing that I am still in the midst of digging out of a half a million dollars of medical school debt, this was a daunting decision, one with significant financial consequences, especially as I would be taking a pay cut in transitioning from private practice to teaching. It seems so unjust that a physician can join a practice under certain promises or communicated expectations about the role, and then have the employer fail to meet those or perhaps even change them after you've signed the contract and started the position. At this point, I have only two choices...move my family to comply with a restricted covenant or pay the buyout to take a dream opportunity. With that said, I was thrilled to hear that the Federal Trade Commission is considering banning these clauses. I believe it will force employers to compete for the skills we worked for over decades of training instead of holding us in professional hostage. I wholeheartedly agree with this decision and hope a ruling comes quickly. Thanks for your careful consideration and time."</p>
K	<p>"I completely support the ban of non-competes. They are prohibiting people from making a living doing what they know how to do. It also allows companies to threaten legal action if someone leaves for a competitor, thus making some employees feel trapped as they want to avoid legal action. Even in a state like Texas that is not keen on enforcement of non-competes, a TRO can still be ordered in the interim which could result in termination from their new employer. It needs to be clear that non-competes are now unenforceable across the board. I am unfortunately stuck in a very volatile company right now with a non-compete and a CEO who has personally threatened to take me to court if I leave for a competitor. I have seen him take other employees to court over the matter. It is also especially unfair to hold an employee to a non-compete when they have been laid off or fired. They didn't choose to leave but now have their hands tied from finding comparable pay and position that is following their career path they have already built. I am seeing the argument that this will allow the theft of trade secrets or intellectual property, however, those two subjects are already covered by the law. It is called theft. for a reason. It is also unfair to clients who may want to move their business to follow the employee. We shouldn't be allowed to tell buyers who they can and cannot work with. It is a free market and should be treated as such. In summary, these non-compete contracts allow for abuse of employees who are too afraid to leave, limitation of the free market, and career mobility. Regarding the M&A non-competes due to sale of a business, I don't have an opinion one way or another."</p>
Samip	<p>"Non-Competes serve as a hinderance to employees as they limit career options. This limitation is especially noticeable in skilled areas where these workers are in high demand. Restricting workers' options can suppress innovation and restrict economic growth."</p>
Michael	<p>"Please Ban non compete agreements."</p>
Thomas	<p>"I am very much in favor of this rule! It would help me enormously as an employee in a very competitive sector."</p>

Emma	"I work in the mental health field, specifically in the emerging field of novel treatments for treatment resistant depression. As the fda approvals unroll to include psilocybin to the already approved ketamine, companies will continue to include non compete clauses that limit providers in their practice, often requiring clinicians to move out of their communities if they want to continue practicing without waiting the 2 years. I am in full support of this proposed rule to eliminate non competes and think if it remains in place it will greatly hinder the leaders of our field to continue to improve quality delivery models of care."
Aaron	"Non-Compete clauses are a terrible restriction on freedom, for both the worker and the market in general. Competition is good and is the fundamental reason that the US has been so successful over the years. Non-compete clauses can lock workers out of any advancement in a smaller market when the worker doesn't have the option to move out of the area. This is not a free market, this strips those freedoms away. Please ban non-compete clauses."
Carla	"Delegitimize all non- competes. They stifle workers and healthy competition."
Suneet	Physicians deserve the opportunity to be in charge of their own careers. Gathering expertise, determining what is in their best interest, and growing a practice is something that should be encouraged. It leads to practice excellence and innovation. Removal of non-compete clause rules from physician contracts is long overdue. Thank you for helping to make this a reality."
Laurie	"Dear Commissioners, I write in support of American workers who have been subjected to unfair and often devastating non compete clauses. If this trend of favoring corporate rights over the rights of individuals continues, democracy will surely die. It's already on life support. But you have the power to act against this injustice. I agree with Chair Lina Khan that "The freedom to change jobs is core to economic liberty and to a competitive, thriving economy." Please act now."
Daniel	"I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."
Amanda	"Non completes are terrible for patients, physicians , communities and the economy. I have personally been subject to a noncompete, which forced me to leave my patients and my family to travel to a different state to practice medicine. There is a physician shortage Banning physicians from working, because of noncompetes, isn't good for healthcare."
Jeanette	"I am a 30 year old in accounting profession . As someone who plans to start my own firm, I am worried how the non-compete will impact me and is a reason for delay in starting my own firm. This is economically a disadvantage to the U.S economy as research has shown that smaller firms give more back to local communities instead of big firms that more likely than not send their taxes abroad."
Chris	"I support eliminating non compete contracts."
Ilana	"Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care,

	<p>inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market throes should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."</p>
Angel	<p>"I am a physician and fully support a ban on non-compete clauses in healthcare. These are always targeted at physicians, yet many advanced practice providers such as nurse practitioners and physician assistants do not. Aside from the undue burden that physicians endure in having to move and uproot to get another job, most importantly many communities lose needed specialists in their area due to non compete clauses. This adversely affects the health of many communities, but physicians are often left with no choice. Thank you!"</p>
Paula	<p>"Non-Competes definitely need to be squashed. What employers can do is non-disclosure or language to prevent poaching clients. Non-completes prevent people from working. If an employer terminates employment for any reason, such as downsizing, the person terminated cannot find a job within a suitable distance. Non-competes greatly impact one's livelihood."</p>
John	<p>"Non-compete clauses are bad for the economy and bad for workers. I support eliminating them."</p>
Lisa	<p>"As a single mother of 2 daughters who I have raised on my own with less than 500.00/month in child support and for the first few years of their lives had to get help from the government to make ends meet between the cost of childcare and basic needs I am in full favor of banning non competes. 7 years ago for the first time in my life as a mother I was able to improve my sales skills in order to support my daughters and myself without any government assistance as well as make investments. The company I have been working for the last 7 years sold to a larger corporate company that forced us to sign a noncompete, but with doing so also lowered the commission rate. This has put my daughters (oldest daughter going into her senior year who wants to go into forensics/military) in a big bind. We and many others will benefit greatly to do away with non competes period."</p>

Sondra	"I do not support non-compete clauses. It limits individual freedoms and by taking away competition limits career and salary advancement opportunities."
Hari	"Regarding: "Non-Compete Clause Rulemaking, Matter No. P201200" Restriction of medical professionals is not good for patient care and competitive marketplace for real service delivery is a must for healthy nation."
Charu	"I support eliminating non-compete clauses in physician contracts. We should be able to find the best job for our professional and personal lives and not be restricted by non-compete clauses that hinders appropriate workplace competition. This lack of competition has stagnated physician wages over the last several decades and is discouraging talented students to not join medicine."
Dax	"The FTC's proposed NPRM is welcomed but it does not go far enough; non-compete clauses should be banned without any exceptions whatsoever. There should be no doubt that such a contractual term is null and void and cannot ever be enforced for any reason. These contracts hold back innovation, reduce tax revenues, and undermine our ability to compete on equal footing in a world economy increasingly dominated by China. Competition is what creates vibrant products, technical innovation, and serves the national interest. Competition and associated profit motive is the spirit that drives the American economy. Why would we ever allow incumbent monopolists the power to engage in rent seeking behaviors that constrain wages, reduce innovation, and undermine American competitiveness to such an extent? There is a reason California leads the world in technical innovation despite its high taxes and expensive cost of living: among many other things, it simply bans non-competes as a matter of public policy. They cannot be enforced and everyone knows it. You can't recreate silicon valley in Massachusetts because, as smart as all the people there are and in spite of the excellent engineering talent available, noncompetes ensure there is not a free market for skilled labor. The simple fact of the matter is that noncompetes are not agreed to between equal parties. They are not agreed at all. It is a contract of adhesion. As an individual, at some point you must accept this unconscionable term of employment or you must starve. There is no room for an equal negotiation. An engineer or scientist or accountant or any professional of any kind is handed a pile of papers on the first day of employment and told 'sign or you're fired'. That's what happens. These are not agreements in the first place. To the extent that they are ever agreed, it is under duress. There is no true benefit or consideration paid to the engineer or professional party entering into a noncompete. Not only do noncompetes stifle technical innovation and reduce productivity (by keeping workers stuck in one position at one company under threat), but they also serve to artificially reduce worker wages and therefore reduce taxable income writ large. These clauses increase dependency on welfare by reducing worker wages, reduce government revenue by suppressing the tax base, and undermine technical competitiveness or innovation by holding workers in positions that underpay them or do not represent the best use of their technical skill. There is simply no good reason for these 'agreements' to exist or to be enforceable. Ban them. Leave no exceptions. Let the market work without monopolist distortion. We need to be able to compete against China more effectively. Noncompetes are holding us back in so many ways. They must go"

Matt	<p>"I am in strong support of banning Non-compete clauses. This is just a way for companies to keep control over employees (current or former). If I left my company, I would have to drive 2+ hrs or move cities completely to stay in the same field I have built my career in."</p>
Stephen	<p>"I would like to voice my strong support for the Non-compete clause rule. Although I have seen these clauses abused by companies to restrict the mobility of low wage workers, even when they are not intended specifically to stifle worker mobility, this is the impact that they have. Workers acquire skills within a specific industry but become captive to their employer because they are unable to switch to a new job in the same industry without facing a period of unemployment for the duration of their non-compete clause. This also allows employers to pay lower wages and restricts the career earnings growth of workers. Employers have other options to protect their legitimate interests including NDAs, non-solicit agreements, and other agreements which specifically protect intellectual property without laying claim to the more general skills of a former employee."</p>
Danielle	<p>"As a hospital employed physician (at a "non-profit" hospital) the current culture of non-competes restricts where my family can live and work. As it stands, if I want to change jobs, I would have to uproot my entire family and disrupt my children's education. I know that hospitals want to be protected from doctors "taking patients away" but ultimately, our job is to serve patients and deliver health care. Doctors who can do their work in the settings that fit them best is best for patient care. In my case, I am a hospital employed physician who only sees patients in the hospital and cannot "take a group of patients" if I leave. There are other ways to protect the internal workings/policies/intellectual properties of institutions/companies that don't limit physicians/other employees and keep us from serving patients better. Please get rid of non-competes for ALL hospitals, not just non-profit hospitals."</p>
John	<p>"I am an independent business owner that recently started my own engineering firm in 2022. Mentors all made mention of making sure I didn't have a non-compete with my then current employer as I was planning my new venture. Not having one allowed me to pursue my entrepreneurial dreams and I would never enforce one on a future employee. Firms should attract and retain employees with their wages, benefits and culture. Firms should attract and retain their clients with pricing, service, and execution of promises. Non-competes are negative levers employers activate to allow them to, out of greed, complacency, and/or malice hold workers hostage from pursuing the American dream of starting a company (and running that company based on thick values). The reason I started my company was to be able to provide a higher level of service to my clients, for a lower price, with the personal benefit of better tax incentives afforded to business owners as well as a projection that my take home pay, if successful, would be much larger. The consumer of my product is benefitted with an additional selection in the marketplace, and my competitors may be forced to lower their prices to successfully compete. America's values have been and should remain as steadfast supporters of competition in a free market, and we should continue to the world with our citizens' (and immigrants') innovations! I look forward with great optimism towards the worlds of possibilities in all different sectors of business that will</p>

	open up when the majority of workers are free to pursue the American Dream with one less hinderance! E Pluribus Unum, John (JP) Sullivan”
Elizabeth	<p>“I support the Federal Trade Commission prohibiting the use of non-compete clauses with employees, and suggest that the FTC next turn its attention to non-solicitation clauses required by vendors in their contracts with customers. As for non-compete clauses, one of the things that Texas gets right is its historic opposition to and suspicion of non-compete clauses required by employers with employees, however enforcement here is sadly lacking and the practice continues unabated, with employees largely unaware of die probable unenforceability of the restrictions. Employers already have a sound and effective legally enforceable means of protecting their competitive commercial information that meets die criteria of trade secrets: non-disclosure agreements. The doctrine of "inevitable disclosure" even allows former employers in qualifying circumstances the pre-emptively restrict die subsequent employment of high-ranking executives whose follow-on job is so similar in role and responsibility to their previous role that a court agrees that there's no way to perform the subsequent job without improperly exploiting the trade secret information obtained from the prior employer. Trade secret doctrine already protects the competitive commercial information of employers who take the appropriate steps to protect such information. Non-compete agreements, on the other hand, require no evidence that the employee was in fact privy to trade secret information, bear no relation to the employer's efforts to otherwise protect its competitive commercial information, and severely economically penalizes employees for the sole act of seeking another job. The documented effect is a grossly anti-competitive impact to the labor market, with employees prevented from leaving low-paying, abusive, or dead-end employment without relocating themselves and their families to another geographic location or starting over in a different industry. Ironically, trade secret doctrine is more flexible in that it recognizes an employee's right to use their general skills and knowledge at a subsequent employer, regardless of the fact that they developed those general skills and knowledge while engaged in work for the former employer. I heartily welcome this proposed rule, and hope to see its restrictions applied both to employees and contractors, both of whom can be adequately restricted from improperly exploiting a prior employer's commercial trade secrets through proper use of NDAs.”</p>
John	<p>“Please adopt the non compete ban. Americans want to work, but are being banned from working by non-compete clauses.”</p>
Thomas	<p>“Companies already have a disproportionate amount of power over workers. If they want to lay you off, no notice is required across most of the nation. If you want to quit, you are supposed to give two weeks. There's already an imbalance in power. Interfering with someone's ability to work after they leave is wrong unless there is something VERY clearly proprietary that ONLY they understand. Just being in the same field or industry is not a reason to interfere with someone's ability to work. It would be awesome if the federal government at least pretended that they care about workers. Oppose non- compete requirements. It's bad for workers.”</p>

Cynthia	"Non-compete clauses harm healthcare workers and only benefit the corporations. Please ban this so that corporations will treat healthcare workers better!"
Mike	"I oppose any mandatory Union or any other such mandatory membership. I support the right to work."
J	"When looking or fording a job, nothing should stop you. Including a company that has any sort of non compete clause. These are old fashioned and need to go away. Since when does a company get to dictate where you get to work? Old practices should go away. This should be removed across the board."
Tomek	"I would agree with the proposed rule in removing non-competes. I am a CPA and was forced to sign a do not compete with my employers, years after I had started working for them. I would say it was the mid-point of my 13 years with the CPA firm. I recently made the tough decision in switching CPA firms due to the lack of upward mobility and wages that were below market. This switch meant that I could not keep by client base without significant compensation paid back to the former CPA film, for the most part this was outside my means. So I decided it was better to start over and rebuild a client base versus being stuck in a less then ideal situation. I was unable to communicate with any client, which left them in a less than ideal position as tax season rolls around and they are without their preferred tax professional. Even if they want to leave my prior employer, they can not choose anyone at my current firm to prepare their taxes without ME compensating my prior employer. This puts them in an less then ideal position due to the fact that my prior employer has communicated that they do not have anyone to service them at the moment, but they will eventually get someone to help them. So their choice is stay with a firm that may not be able to prepare the work, or find someone new that they are unfamiliar with to prepare their returns. So the do not compete has impacted my former client base more than it has impacted me, and that seems to be the biggest negative impact in me switching CPA firms. I do have to rebuild a client base, but they have to fmd someone new that has to be taught the in's and out's of their financial lives. There is a lot of trust that goes into that, and outside anything they can control, they now have to fmd a new CPA they are comfortable working with."
Matthew	"I'm an Optometrist based out of Amarillo, Texas. I worked at a local 2-doctor clinic for five years from 7/2017-7/2022. I decided to leave this office due to shady owners and a poor work environment, but, I had a non-compete clause for 1 year spanning 'Smiles from die zip-code the office was in. 15 miles from that zip code covers the entirety of Amarillo so if I left I would have to travel for work for an entire year. I ended up accepting an offer across town that serves a completely different type of demographic with a start date beginning after the non-compete period is finished. I'm 6 months through the non- compete and I've had to drive 2 hours to work in Lubbock a couple days out of the week to be able to afford student loan payments. Meanwhile the previous practice only has to pay 1 doctor's salary and is booked out several weeks ahead because there are only so many places that accept medicaid. My new practice does not take medicaid. This non-compete period has been entirely unnecessary and had caused my family and I all sorts of undue stress. I made my old employer a

	lot of money and they're still profiting off of the large volume of patients I took care of while I was there. There was no intensive investment they made in me besides credentialing in the very beginning. Employees should be able leave poor workplace conditions without having to travel out of town to make ends meet. In parts of the country a 15mile non-compete can really mean the closest demand for certain types of work can be 125 miles away, as in my situation."
Christi	"I strongly oppose noncompetes in healthcare for any workers. I am a physician and noncompetes affect physician mobility and pay which causes access problems for patients and encourages businesses to neglect their workers."
Bob	" I am an insurance agent in Texas, and am currently negotiating with my employer to release a non-compete agreement. I have experienced firsthand the last few months that this non-compete agreement hinders me significantly in regards to forming a new business. Ideally I would like to start my own insurance agency but am currently prevented from doing so due to a non-compete clause. We are already somewhat limited in employment opportunities here in rural West Texas, and additional restriction narrows that down even further. I'm finding it difficult to find a path to provide for my family during the two year period, and therefore am considering scrapping the new business idea and remaining at my current job. I truly believe that this rule or an alternative could be beneficial to me and countless others as well as the economy in general. In a sense, I feel trapped at my current job, and ultimately I feel hobbled from achieving my full potential as a future small business owner."
Robin	"I support doing away with non-compete clauses and allowing workers more freedom to seek better jobs and higher wages."
Rami	"Should ban the rule agree with FTC."
Jeremy	"I think this absolutely helps Americans who are struggling with unhealthy work environments. People who want to leave for competitive pay and better standards of living should not have to worry about lawsuits from former companies."
Jon	"As a physician , I am currently working for a private equity-hacked corporation. The contract that has to be signed for employment is extremely restrictive, limiting potentially my employment options solely because the private equity-backed corporation has invested or theoretical interests in groups nationally. This puts all the power in the private equity company hands and gives me severe theoretical and potential hann to career possibilities."
Eric	"Non-compete clauses are unAmerican. They limit people's ability to improve their employment opportunities, and wages."
Kevin	"I support the Non-Compete Clause Rule that is being proposed by the FTC. Non-compete clauses are an anti-competitive practice that should not be legal. I believe that free markets should dictate the value of labor, and employers preventing their employees from seeking employment elsewhere only serves to drive down employee wages. The passing of this rule would create a direct positive impact on my life. My fiancé is training to become a physician, and non-compete clauses are common in the medical field. Oftentimes, physicians are forced to uproot their family's lives and move out of town if they want to seek employment elsewhere. Not only is this damaging to the personal lives of the physician and their ftnnily members, it is also damaging to the health of the

	physician's patients who no longer have access to their physician. Non-compete clauses should be illegal and all existing clauses should be immediately voided."
Ben	"Non-competes are anti-competitive and in general in opposition to the American way of life. We can't keep letting corporations use these to clamp down on individuals that oppose them. This is how these are used in actuality despite what the original purpose of non-competes was. Please get rid of all non-competes to allow for more competition and more mobility between jobs. They do more harm than good."
Nadia	"This would be an excellent rule for nurse practitioners especially those living in small communities or underserved rural communities."
Bruce	"Getting rid of non-competes is a great idea. I've been unable to change jobs due to a competitor due to fear of legal action. This also caused me to stay in the same position and not realize my actual worth for far too long."
Chris	"Please stand with healthcare workers and support us against unnecessary sanctions and retaliations. I was fired from an independent pharmacy and had to live under a non-compete for 2 years. This was in West Texas in a sparsely populated area. I was fired because according to the boss "our visions didn't align". His vision was selling the pharmacy I had helped build with the promise of ownership at 2 years six months and he fired me at 2 years 4 and a half months. He then sold the pharmacy 2 months after firing me and then passed my non-compete on to the new owners and still threatened me with a civil lawsuit if I visited the offices of doctors/nurses in the town I worked in. The new ownership did not run the business as well as when I was in charge and caused a mass exodus of customers and the doctors ended up finding me anyway. I understand the owner has the right to fire for any reason but the fact that I was then open to potential lawsuits and litigation after pouring myself into the business seemed cruel and unreasonable. Please end this trapping of healthcare workers into unsatisfying positions and allow us to move about freely without retaliation! Thanks for reading!"
Greg	"To whom it may concern, I am writing to express my strong support for abolishing noncompete agreements. As someone who has experienced the negative impact of such agreements firsthand, I believe it is time to take action to protect the rights of workers in all industries. For 23 years, I worked as a medical device representative for Johnson and Johnson. Like many employees, I signed a noncompete agreement when I started my job in 1999. At the time, I didn't think much of it - I was excited to have a job and didn't want anything to jeopardize my employment. However, over the years, I saw the power dynamic between employers and employees shift as noncompete agreements became more common. Instead of being a mutually beneficial agreement, it felt like companies were using noncompete agreements to control their employees and limit their career options. In my case, Johnson and Johnson reduced my income four times over the years. When they implemented a 25% pay cut, I knew it was time to leave. But because of my noncompete agreement, it was difficult to find another job in my field. Even though I was willing to relocate and take a lower salary, I was limited by the terms of my agreement. This is a common experience for workers in many industries. Noncompete agreements

	<p>restrict employees' ability to find new jobs and negotiate better salaries. They give all the power to the companies and limit workers' options, making it difficult to leave a job even if it is no longer a good fit. I believe that noncompete agreements are unfair and should be abolished. Workers should have the freedom to pursue their careers and negotiate their salaries without fear of being limited by an agreement they signed years ago. Companies should not be able to use noncompete agreements to control their employees or limit their options. I urge you to support legislation that would abolish noncompete agreements and protect the rights of workers in all industries. It is time to take action to create a fair and just employment system that benefits everyone involved."</p>
Whitney	<p>"Noncompete agreements are unfair and exploitative. They should be illegal."</p>
Melissa	<p>"I am for making the Non-Compete Clause Rule. This past September I was suddenly fired after coming forward about sexual harassment I was receiving. I was fired less than a week later. I have attempted several times to have a lawyer take my case on a contingency, but there's a possibility my past employer will not pay the lawyer fees due to being bankrupt, so no lawyer will take my case. Since then, I have been sent a Cease and Desist letter by my past employer. In this letter, he tried to add an additional clause to the non-compete I had already signed in the past when I had been hired. I did not respond to the Cease & Desist letter because my past employer is trying to prevent me more from working for others. Not only has he sent this letter, he has emailed via other accounts, stalked me on social media, and lied to my past clients about my reason for being fired. I hope this rule passes so that myself and many others can find decent paying jobs, without the harassment of past employers."</p>
Katrina	<p>"I agree with the proposed Non-Compete Clause Rule for several reasons. Most importantly, non-compete clauses are often misunderstood and "buried" in confidentiality or employment agreements on or before an employee's hire date. Secondly, in instances where used for positions non-related to sales, business development, or intellectual property companies are wrongly holding front line and technical employees "hostage" in an effort to hurt their competition's hiring abilities. Lastly, employers in states where at-will employment is the norm, companies are attempting to "have their cake and eat it too" by entering into what essentially becomes an employment contract when including a non-compete clause, yet wielding the so called "at-will" rights over employees. In my over 14 year career in Human Resources, I have seen first hand instances of companies tricking employees into signing documents containing a non-compete clause before they even start their first day of employment. Imagine being excited for the job offer from the company you have been hoping to go to work for and receiving an electronic batch of numerous documents to e-sign from direct deposit information to confidentiality agreements and handbooks. You excitedly sign and return only to find later you are now caught in a non-compete agreement preventing you from working in the same industry for another employer. Companies who hold their employees hostage with non-compete agreements in an attempt to hurt their competition by removing a group of skilled candidates have no pressure to treat their current employees in a safe, fair and professional environment, forcing them to</p>

	<p>often endure subpar work environments and wages in order to avoid risking the income needed to take care of their families. Companies using non-compete agreements for the majority of their workforce should not be allowed to mention "at-will" employment in any of their policies with those employees including employment and new hire paperwork, employee handbooks, and employee training. If an employee is under "at-will" status they have the right to leave their employment at any time, with or without notice and should be allowed to then go to work for another company in the same industry without fear of recourse. Many non-competes would not hold water in a court of law but companies know they can scare people into compliance with the threat of lawsuits, lawyers and exorbitant legal fees that an out-of-work person cannot afford. These same companies also know they can scare their competition into submission with the threat of legal action when one of their former employees is hired. Finally, it is a completely unfair practice toward any front-line, hourly or lower salaried worker. These are hard working people that simply want to make a living and if another company is offering something better than the first company should have taken better care of them rather than holding non-competes over their heads. Thank you for your consideration."</p>
Matthew	<p>"Fully support the proposition. I am unable to start a consulting company in the field I work in, due to a non-compete. I do receive a yearly bonus for the acceptance of the contract. My question is, does this quid pro quo preclude my ability to exercise the provisions if this is passed?"</p>
David	<p>"Companies with bad business models should not be kept solvent through wage suppression and employment intimidation through NCAs. NCAs hurt competition, workers, and are susceptible to abuse and abusive practices by employers. Living in a small rural community makes it infinitely more difficult to change employers operating in bad faith due to NCAs. Please ban and rescind the use of NCAs so this abusive practice ends."</p>
Rizwan	<p>"I strongly support banning non-compete clause. It works against community benefit and strengthens big institutions' monopoly. Talented employees lose their freedom of work with it. US government please go for banning the non-compete clause."</p>
Jorge	<p>"I am currently in Texas under a non-compete clause. It is 50-mile-radius! That means that if I don't work for them I have to move to a different city even though my family remains here. It significantly limits my options."</p>
Jesus	<p>"I have to say that this is the best policy decision that the Federal Trade Commission has made in the past 20+ years, let alone the last few years. This would be a huge win for labor rights and ultimately the economy at large. The Federal Trade Commission should go even further and do something about the irresponsible Supreme Court case that can shoulder the costs of a company resulted from a labor strike onto striking workers."</p>
Sterling	<p>"I support banning non-compete clauses. I am a physician and non-competes are standard in employment contracts for my specialty, and I agree that they have driven down wages."</p>
Maria Teresa	<p>I am a physician in El Paso TX and my coworkers and I have a non-compete clause that prevents us from being able to expand our services in an already underserved area. Furthermore, to (change) our individual contract with our</p>

	current employer to allow more flexibility to the non-compete clause is nearly impossible, and to cancel the non-compete one must request this to the CEO/Founder of the national company we work for. Non-competes are hurting the communities we want to expand services to and it should definitely be prohibited in the healthcare field to providers. Please help us to continue and expand services much needed to the population. Thank you so much for hearing our requests! Caring Physicians in El Paso, TX.”
Kristine	“Appreciate the review of NPRM specifically for physicians . With the current non-compete rules, physicians (MDs/DOs) cannot work and support the community they are located in because they are "owned" by one particular company. There are NO trade secrets in the career of a physician. Allowing doctors to work wherever and how ever much they may want will improve access to care. We are all humans. Having a physician see you or your loved one in a reasonable time can alleviate clinical progression of an illness, improve suffering. Please remove non-compete clause rules for MDs and DOs.”
Thomas	“I support the FTC intent to ban non-compete clauses. It is an unfair practice that is designed to stifle the freedom of a worker to choose the best workplace for themselves. This is my own personal opinion.”
Rachel	“As a Doctor of Veterinary Medicine , practicing in the state of Texas, it would be amazing if you would end non competes. These have plagued my profession and prevented colleagues from working near their homes and home towns for years. Please end these controlling restrictions. The whole Veterinary community has their eyes on this ruling hoping you will do away with non competes.”
Mel	“The non-compete clause is like a Damocles sword over employees - it stifles competition and renders employees unable, in some cases from Non-Compete clause is like a Damocles sword over employees- it stifles potential and renders employees helpless in some situations to better their situation - why should a non-compete clause prevail in a "Free" economic society?”
Cristina	“I'm a NP and have some thoughts on this. Non-compete clauses are predatory as many physicians (even corporations) do still to this day exploit Nurse Practitioners and get them to sign contracts that won't let them safely (financially) leave. The equivalent is when hospital systems were giving away cars and 20k sign on bonuses up front to bedside nurse staff for several years of service where they would be sued if they left before the service time line. Many NP's are overworked and miserable in working conditions that are dangerous to their license and the patients they serve in non-compete contracts. Non-competes should be done away with. It speaks volumes for employees to stay in a position for an extended period of time without a non-compete and that should be the standard. People should be able to evaluate turn over without non-competes when applying for work, and employers should be able to evaluate themselves, if an employer needs to exploit someone to get employees, that speaks for itself. Best, Cristina Quinones MSN, APRN, ACNPC-AG.”
Kevin	“Non-compete clauses cause great hardship on workers, forcing them often to move, incurring great expense. The "buyout" clause is often for an

	unreasonable amount. The justification for these is ostensibly to protect "trade secrets" that are more often than not common knowledge and not "secret", so therefore these clauses serve to just restrict trade and competition. Moreover, the time period (i.e. 2-3 years) required is often unreasonable. The end result is that the worker upon having his/ her contract terminated is deprived of the ability to continue working to make a living."
SCOTT	"I fully support getting rid of non-compete clauses. The clauses result in protection of business entities over the happiness of the workers. Those businesses are already bigger than the people they hope to oppress."
Karmen	"Please end non compete agreements. It hurts hard working citizens that have excelled in a certain trade that are forced to work in unsatisfactory work places. We cannot afford the lawsuit that follows, but the business owner can. I am on the brink of losing my ability to continue to work within my professional niche due to a non compete agreement. I put up with two years of a frustrating work environment and couldn't do it any longer. Please help. - Karmen, a registered nurse from El Paso, TX."
JakeJake	"Please get rid of the non-compete clause. It is not right to the people."
Sunil	"I wanted to thank the FTC for beginning the process for removing non-compete agreements. I spent my entire career in the corporate world , and my experience is that this tool was used to limit competition, and ultimately to fewer options for employees. My key points are as follows 1. Non-compete's area pro incumbency tool, one that stifles competitiveness, which in turn is bad for our economy, and individual employees. 2. It consumes labor in creating and enforcing it: this labor is non productive. Our economic adversaries would marvel as these self inflicted wounds I applaud the FTC in moving forward in this important endeavor."
Joyce	"ONE IN FIVE Americans have been forced to sign noncompete agreements at the time they were hired, leaving these workers with lower wages and worse benefits. It's clear as day that noncompete agreements are bad for workers — but the Chamber of Commerce is demanding the FTC keep noncompete agreements legal. Please find against this ruling. People should have the right to work wherever they want to go after previous employment!"
Guillermo	"I signed a non-compete agreement in June 2018 when I was laid off. My employer at the time wrote the names of 33 companies I could not work for, for a period of 18 months. The severance package was only for 6 months. My life has not been the same since. While I was able to get a job in February 2020, I am not laid off again and had to sign yet another Non-compete. This madness has to end."
Kenan	"I for the FTC's ban on non-compete clauses."
Sylvan	"Non-compete clauses should be banned for all employees. They prevent worker from exercising one of the most important rights they have, the ability to seek better working conditions."
Carol	"I support this proposed rule by the FTC. It is an extremely positive step toward empowering employees to seek better opportunities and more secure financial stability."

Xavier	"Non-compete clauses should be abolished, especially in healthcare and hospitals. The hospital lobby falsely claim that hundreds of thousands of their physicians support non-compete clauses. Free competition and freedom to move is good for patients, healthcare workers, and the economy."
Patricia	"Get rid of noncompetes."
Dennis	"A person should never be prevented from making a living at what he is prepared to do."
Frank	"Non-compete clauses are unAmerican and biased against workers Eliminate this unfair practice."
Allen	<p>"I am strongly in favor of eliminating non-compete clauses in contracts. I have witnessed first hand the destruction such clauses have wrought to our healthcare system. I am an emergency physician and by the very nature of my job interact with almost every medical specialty and department of our healthcare system including physician contract groups, hospital healthcare entities, and health insurers. I can tell you that non-competes dramatically increase the cost of healthcare to the average American and limit care to the most fragile of our great nation by tying die hands of physicians who would otherwise seek to expand their patient base to serve more people. Specific examples include draconian non-competes for the most sought after specialist to limit which hospital they can see their patients. These corporate groups then use this leverage against health insurers and hospitals to force ludicrous compensation for executives and limit the pay to the actual practicing physician specialists. A prime example of a corporate group that uses this business model is Mednax. Mednax has an entire business model built on the use of non-competes to limit availability of critical physician specialists while extracting huge sums from health insurers and hospitals. These costs are passed on to the average American. The way this works is a physician specialist signs a Mednax contract that includes a draconian non-compete. As time moves on, the physicians pay is decreased while the demand for the specialist services dramatically increases due to population expansion. The physician attempts to leave Mednax or at least expand their care by adding hours with another hospital or group but because of the non-compete, they are told they can not. The physicians that do are relentlessly pursued by legal and forced into submission as a means to scare the rest of physicians who have very little legal knowledge. Mednax then negotiates by maintaining the limit on these services and thereby severely limiting care to populations that the physicians would otherwise seek to serve. My wife, a Pediatric Critical Care specialist physician, who cares for pediatric trauma, solid organ transplant, post open heart surgery, post open craniotomy surgery, and ECMO (heart lung bypass), narrowly avoided such a draconian Mednax contract which has trapped many of her colleagues. She now travels between three hospital systems because the demand is so great and Mednax has limited physicians with similar talents and experience to a single hospital system. It is absolutely tragic what these patients are put through. The contract which her colleagues signed (and I prevented her from signing) called for a 2 year non-compete in a 50 mile radius with a buy out of 2 years of salary! Thus, if any specialist wanted to leave Mednax to serve more patients they could not without moving out of the city</p>

	<p>more than 2 years or paying 2 years of salary. Even then, Mednax has used legal means to pursue specialist that return after two years and essentially harass those specialist. My wife was verbally threatened by Mednax attorneys when she refused the contract and told they would work to prevent her practice in in the city by leveraging the healthcare entities they "controlled." This is insane! We worked hard to care for patients, not become indentured servants to fill the coffers of corporate scumbags who make money by limiting care to the populations we serve! Please help us! If you need examples, her colleagues could provide many."</p>
Gardner	<p>"I strongly support the elimination of non compete employment clauses particularly in regards to charter schools. Such clauses are a violation of the original intent of charter schools."</p>
Craig	<p>"Noncompete agreements help corporations, and hurt workers. In a free enterprise system, there will always be a tension between die worker and the boss. If the boss could do all the work himself, he would not need the worker. Yet to make as large a profit as possible, the boss wants to pay the worker as little as possible. If the boss alone controls how much a worker gets paid, then the worker most likely will get paid too little. The result is that many corporations try to keep worker pay down as low as possible. But if worker pay is too low, societal instability is the result. Past instances of this kind of instability is the cause for the existence of the USA. On thing that lowers this instability is when workers are free to move to better paying jobs if their skills merit it. Noncompete agreements prevent this, and therefor hurt workers, eventually increasing social instability. The only reason these agreements exist is to help corporations keep pay to workers low. A secondary result of noncompete agreements is the slowing or preventing of worker-generated innovation. I support making noncompete agreements illegal - it will be better for workers, and in the long run, make businesses stronger."</p>
Madeleine	<p>"This is an excellent way to protect workers. As a physician, I have been personally affected by this punitive rule. It forces workers to stay in unjust employment situations, because to leave would mean moving their entire family, from their homes and communities. It allows employers to hold its employees hostage."</p>
Cathy	<p>"Non compete clauses are unethical, and remain a tool used by large corporations to limit competition. I agree with making them illegal."</p>
John	<p>"I entered into a non-compete at 35 years old to gain employment. 10 years later I have had an offer to join a competing business. The non-compete has caused discussions to stall. The effect is the loss of increased income and professional opportunities to elevate myself in the industry. A lot has changed in my life over the last 10 years as children have grown older and we are now looking at colleges. Increases in living costs have also continued to increase at a faster pace than income increases. The threat of enforcement of my non-compete is costing me an opportunity I've worked 20 years to achieve."</p>
Lauren	<p>"Strongly favor the ban on non competes. As a physician in an underserved specialty and location, noncompetes not only limit my productivity, but more importantly limit patient access to high quality medical care."</p>

M	<p>"As a physician, a noncompete is unethical and allows corporations to rule over providers and the care they provide. The options are to comply or to completely uproot your life as the noncompetes are usually extremely prohibitive."</p>
R	<p>"Absolutely non-compete clauses should be rendered moot. This is LONG overdue."</p>
derek	<p>"I've owned companies in the specialty finance sector for 2 decades and used non-competes as a basic tenet of my employment agreements. That said, prior to me starting my own firms I was an employee and operated under these agreements and felt they were unfair and limited my ability to move forward in the industry. Eventually I was able to negotiate a release and move out on my own, but it was not easy and most people will not be able to achieve it - I was lucky. As a result I've tried to have basic fairness in my agreements with my employees and contractors and thus tremendously limited the scope to which I held people. For example, I only require 1 yr, vs the more common 2 years, and the language in my agreements effectively makes it just a non-solicitation of customers. To be clear, I support removing non-competes and agree that many companies use it to unfairly control employee's. I am under a nc currently from selling a company (now that I DO feel is fair) and will be starting a new firm in approximately 1 year. I am 100% confident in utilizing only a non solicitation clause and removing any connotation of a nc - its unnecessary. The actual desire to protect confidential information can be done in other ways such as the one mentioned, as well as creating better work places, paying people better, and finding competitive advantages in other similar ways to retain employees such as profit sharing, flexible work spaces, locations and times, and vacation time to name a few."</p>
Nishant	<p>"Physician here Affected by and have lived thru non compete clause Was practicing in small town Texas, employed by the local hospital. Unforgettable the work environment was toxic with low pay. As the only doctor in town, I had to leave the town due to non compete clause. 3 years later and still there is no physician in town Non competes will dramatically help reduce physician shortages inn rural areas."</p>
Justin	<p>"I heavily support this rule. Non-compete clauses are routinely abused and used to keep low-wage workers from finding better employment. This rule will enhance job mobility and greatly benefit workers. I might suggest adding a provision about lower worker pay after the compliance date. I could potentially see a scenario where an employer argues a portion of wages or bonuses were contingent on a non-compete clause."</p>
Cody	<p>"The non compete really limits you to improve your career. I am being sued over a non compete currently and these big corporations think that they own you. I had an offer from a great company to join their team and now the I have to fight for my livelihood to support my family. The great company that hired me was order to fire me a week into my transaction due to the non compete. They refused to let me go and now they are being sued currently as well. How is this good for anyone to have in place and needs to be banned!"</p>

YU	"When it comes to Healthcare providers , we have shortage of primary care and mental health professionals. Noncompete clauses further decrease access to those providers."
Sunil	"I support eliminating non compete agreements as it doesn't benefit the worker. I was impacted by this when I was changing jobs a few years back. I had to spend money to see lawyers and cover my bases to make sure a huge corporation does not come for me and my family. It was an extremely stressful time for us and unnecessary because these companies make you sign a non compete agreement even though you might not be privy to any proprietary or confidential information. These multi million dollar companies make enough profit and it is about time some of it is passed on to the workers who actually do the work."
Robert	"These favor large companies at the expense of small working men and women! It's dumb and unamerican."
Lorissa	"We have a physician shortage. This seems like a small and easy piece to solving the shortage puzzle."
Dr.	"I am a physician who lives and works close by where he grew up. I currently work for a private equity company and given my current noncompete I am effectively stuck in the current job that I work in unless I move far away. It is unfortunate given that I have many patients who I have worked with for years and trust me that I would effectively have to abandon to move on to a new job. My current job has recently stopped matching our 401K thus hurting my prospects of retirement. They did not give any reason for doing so. Our overall productivity is not down and they are not paying staff anymore than before. It appears they are simply trying to squeeze more profits out of their clinics. Additionally, we will start losing our staff soon as they can get better benefits elsewhere. They also pay us a lower rate than what is standard for my profession in the area but I did not have any other reasonable options when I took this job given that corporations such as the one I work for keep buying practices. These clauses trap physicians into jobs that they cannot get out of while holding their patients hostage. I have parents and in-laws that we have to take care of so moving would not only be financially difficult but socially as well. Historically physicians would stick with a practice because they would eventually be offered partnership but given the private equity take over this option has been removed. Now that I am more established I have the knowledge to start my own practice with a large loan but am unable to. Additionally, I have considered joining the local medical school to teach students and residents but am unable to as this falls within my noncompete."
Natalie	"I am 100% in favor of this both as a worker and as an employer."
Sylvia	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Jaeon	"I have been told that non profits would be excluded from this ban. Many healthcare systems are technically non profit but function as a for profit entity as can be seen especially in the Dallas Fort Worth metroplex. As an employee

	of a non profit health system, I am currently underpaid and unable to seek out other opportunities for 5 years due to a strict non compete clause. I would strongly encourage the FTC to not exclude non profits like large health systems who employ tens of thousands of workers from the non compete ban."
Tamara	"I strongly support the ban on non-compete clauses! My husband has been a working as a striper in the pavement and asphalt business for 20+ years. This is a very skilled trade that takes years to master. His current employer is asking their employees to sign a Non-Compete agreement wherein they could not work for any competitor, start a competing business, etc. for 1 year after being terminated or quitting and for a 200 mile radius. This would absolutely bankrupt us if he signs it! This type of contract is in no way mutually beneficial and frankly, other than the current employer I cannot see how this benefits anyone, the economy, fair trade, etc. We find this unfair in that this would require him to change his trade and basically his affiliation with the the industry he knows, which at this stage in our lives is a totally unreasonable expectation. Please consider passing this ban in order to allow workers, especially at the trade level, to seek out better paying jobs without having to move large distances or retrain. My feeling is a non-compete agreement really only makes sense at an executive leader level in large corporations where the employees have access to very confidential and potentially damaging information. I mean, really? Can you ask an electrician, doctor, nurse, painter, etc. to not work in their profession for a year or within a specified distance? It is ridiculous and in my opinion asking an employee to sign who has very specialized skills needs to be unlawful!"
Latasha	"I support a federal ban on noncompetes. As a physician I have directly felt their impact and saw how it impacted the patients I was no longer able to serve since I had to leave the community in order to leave my job."
Kathryn	"Who hasn't been stuck in a job they desperately needed to leave? Well, non-compete clauses essentially trap employees in the ongoing nightmare I get why companies want them, but if they don't treat the workers well, the companies deserve to lose people. Ban these clauses, or at least restrict them severely."
Brad	"These clauses area bane on the existence of employees in general. I work in healthcare and would like to point out that physicians hold no trade secrets and practice independently. Non competes exist only to limit the physician-patient relationships outside of a branded healthcare entity. It exists to stop negotiating and stifle benefits and competition."
anonymous	"As I work at the manufacturing level of a large industry supply chain , I see first-hand how a non-compete clause truly destroys the opportunity for an honest individual to better their career. I've seen how an employee who works for a failing Wholesaler is unable to move to a more successful Wholesaler to better their career because of the scare tactics of the non-compete. As a result, this forces the employee to settle for less benefits/compensation and be less productive because their passion is stifled and the wellbeing of their career, which feeds their Family, is threatened. One employee leaving, should not cripple a business in the fast-paced Markets and world that we live in today. Non-competes do nothing to improve the employee or employer."

Mark	<p>"On the first day of work, my 17 year-old son brought me an employment contract the employer required him and a parent to sip). It was seven pages long. The compensation was \$10 an hour. The contract included, "The confidentiality provisions of this Contract shall remain in full force and effect for a period of 15 years after the voluntary or involuntary termination of your employment." (15 years - not a typo) In the non-compete section, the region was "Texas," the term was 2 years after termination, and the competitive businesses included "all businesses that offer tea beverages, fruit beverages, desserts, pastry and bakery products." The company refused to modify the contract. My son was refused employment. I have experience dealing with contracts, so I was able to stop this ridiculous agreement which could have limited my son's employment in the future, but that's only because my son is 17 and a parent signature was required. It is not reasonable for employers to impose such onerous provisions, especially for low wage workers."</p>
Michael	<p>"Dear Chair Lina Khan, I am writing to support the ban on non-compete agreements. I recently just started a job, signed a contract, and on day one was handed a packet of papers that included a non-compete. This wasn't mentioned anywhere in the interviews. I am a software developer and the idea that the skills that I develop on my own to accomplish a task can't be used elsewhere is ludicrous. I did the work. It was my efforts that built this product. While it may not be enforceable for me, it is still enforceable for others who work at the company, especially those who do more manual labor than me. Please ban non-competes. They are anti-American and anti-competition. Sincerely, Michael DiLeo Austin, TX"</p>
Bradley	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. As someone that is currently held back by one, we are unable to have the freedom of the market to be paid appropriately for our talents. If you pass this, it will go down as one of die first major actions from our government that is FOR the people instead of against the people... in a very long dine. Sincerely, Bradley Priesmeyer League City, TX"</p>
Keeram	<p>"Dear Chair Lina Khan, Bravo on your ambitious and just new policy. As a meaningful 2nd act following your contribution with the article "Amazon's Antitrust Paradox," your effort to contain the ubiquitous Non-compete agreement deserve praises on multiple fronts, and I list them as follows: 1. Its principled approach addressing fairness and freedom of the market as a whole: I'm not an economist by trade, just a fan. I've read Capitalism and Freedom by Milton Friedman, and Capital in the Twenty-First Century by Thomas Picketty. Some points that I've absorbed and believe to be rational is that concentration of wealth (and power) is not a bug but a feature of a "late stage" capitalistic economy. That wealthy and powerful enterprises will over time continue to accrue power in self-interest, utilizing every seismic changes in evolving economic landscape barring governmental intervention. Some of these methods include Licensing, Accreditation, and least justifiable: Non- compete agreements. Milton Friedman engages in thought exercise by exploring what would happen if Medical Licenses were to be abolished, and establishment of replacement tiered market-based system. In comparison, abolishing Non-compete agreements seems much more workable and productive in addressing market' wealth concentration without upturning societal</p>

	<p>cornerstones. In promoting stability in a well-functioning society, banning NCA addresses its anathema: positive feedback system of wealth concentration and its effort to subdue the challenge to said concentration via opportunity and meritocracy. 2. Its viability as an anti-competitive strategy: Non-compete is a low-hanging fruit that is significantly easier to legislate/ enforce compared to other anti-competitive measures (some of which I do not wholeheartedly agree with). There are significant enforce-ability/ legislative issues regarding Licensing, Accreditation, and even company specific anti- competitive suits. Examining Epic vs Apple (why is Apple's 30% deemed noncompetitive when Valve's Steam taking 30% cut is widely accepted by the market?), the unsatisfying execution and ruling of Microsoft antitrust suit, and difficulty addressing other market titans such as Amazon. The ruling and arguments appear haphazard and not well-reasoned. Addressing Non-compete agreements is strategically viable because it empowers workers by addressing wide abuse by employers, and it does it with gentle economic forces. It can be tactically faulty to take the cleaver to large companies for the sake of being large, regardless of whether its success comes from truly good business models/ management or harassing behavior. Whereas addressing NCA evens the market field between employers and employees. This can even empowers companies who truly invests in the long term health of the company and truly good workers who deserve the pay and good employment practices. This can align long term economic health incentives with effective business/ management practices. 3. Its alignment with the political will of the people: Non-compete agreements are seen as grandfathered evil. People who enter the workforce see it as ever-present part of the society that is ubiquitously unpalatable. It's about as popular as Robot-callers. Ticketmaster fees. Scalpers. Horrific customer service of internet installers (COX). Waiting 1-2 hours at doctor's offices. Just because the current form of the market and regulations have made the unjustifiable practice ubiquitous does not mean it should be continued without oversight."</p>
Stephen	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As someone who works for and hires for a small business, I see talent migrate from small businesses which don't have noncompete agreements to larger companies for a variety of reasons. However, if someone wishes to leave a large company for a smaller company, they are often blocked by a noncompete agreement. This imbalance places undue burdens upon the small businesses which make the American economy what it is. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
CECIL	<p>"Support the FTC's ban on non-compete clauses! I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Toni	<p>"Noncomplete clauses are only to benefit the employer and deprives employees from the benefit of utilizing their own body of work when they leave. Attrition is the consumers right if they so choose. Retention occurs from acting with integrity and service, not entrapment."</p>

Collin	<p>"I strongly support the proposed rule banning non-competes. They are inherently anti-labor and distort the market for labor unfairly. I am a worker subject to a non-compete that limits my ability to move somewhere else and apply my skills. I would have to move somewhere for which my skills are secondary, rather than places that could directly use my expertise. I understand the need for companies to restrict the flow of their confidential information, but that should be handled under separate, specific agreements, not non-competes. In my own case, much of my skill relates to open source software, where confidential information is not a major concern."</p>
George	<p>"I support the proposed rule. I am a technology industry worker (software engineer) and generally fairly pro-business in my viewpoints. However, in my view, noncompetes create a chilling effect on a lot of innovation that would otherwise be possible for employees, either via forming small businesses or by creating artificial barriers for them to move around the industry. I would support one additional limited exception: noncompetes which enumerate direct competitors the employee cannot work for, and, critically, which are personalized per employee, listing the exact reason the employee cannot work there, and with the opportunity for the employee to negotiate the criteria of the noncompete. This would allow businesses to protect closely-held trade secrets from direct competitors who may otherwise hire those people away to learn the info (arguably the original intent behind noncompetes). However, the vast majority of noncompetes do not fall under this umbrella; they much more closely resemble contracts of adhesion where the employee has no negotiating power, and those should be forbidden."</p>
Craig	<p>"Me, my family, and every darn hard-working associate I am surrounded by are totally against enforcing the non-compete rule and are tired of the discriminatory favoritism of defending dictating businesses over poorly defended average Americans! Thank you for your consideration."</p>
Brandi	<p>"I strongly support the ban on non-compete clauses. They inhibit people from seeking work in their field of study or use of their special skills. Time away from their chosen field can greatly affect their standing within that industry and create a gap in their work experiences that could affect their overall career. It enables employers to have too heavy a hand over employees, and in my opinion goes against "We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness." A person should be able to seek employment at any time within their chosen field without consequence. Giving too much power to the employer negatively affects the employees and society as a whole. There is no protection or benefit to an employee at all and little to no motivation for an employer to be a good employer because of it."</p>
Camille	<p>"The current standard of allowing companies to impose 'non-compete' on employees severely hampers our ability to direct our careers in a manner that best fits our abilities. I am currently in a Toxic work environment, with management that exploits my input. If I leave, I have to start over with a new company, instead of taking the relationships, knowledge and skills I have developed, with me. As a Business Development Manager, I have built many</p>

	<p>hooks of revenue generating business for others: several times I have been released once I've grown the business to a certain level and my commission checks are far more than they want to continue to pay. When that happens, my income level starts back over where it was years before, and I have to build it back up again. It has hampered my ability to raise my children, buy a home, pay for college tuition, buy a car, and on and on. I WOULD BE SO GREATFUL to legally work my way up financially, based on my efforts, and not be held down by someone's bottom line."</p>
Ian	<p>"The attached .PNG file is a snippet from an employment contract that I am currently bound to according to my former employer who is heavy handedly threatening to seek legal remedies against me. The language therein is an excellent example of the kind of abuse, manipulation, and ultimately, servitude imposed on people and commonly found in these contracts. In this case, preventing me from engaging in any possible way in an entire industry, which uses my sales & marketing skillset developed over a lengthy multi-decade career. Moreover, it attempts to limit my ability to provide for my family anywhere on the North American continent. I strongly support and urge the FTC to ban non-compete agreements and restore freedom and liberty to the common man so that we can optimally provide for our families. Existing Non-Solicitation and Non-Disclosure agreements already protect the employer's rights without needlessly trampling on a worker's right to move about freely in a marketplace rich in opportunities. Please pass the ruling! You have my support. Attachments NON-COMPETE Snippet of MMI Contract</p>
"Freddy	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future new business owners, and people like me all across the country. My current job has not provided any growth within the company even as I'm given additional tasks due to downsizing and quits in the past couple of years. We had to sign a non compete that paid us \$500 in hue of staying with the company or if we go to a competitor or what they seem competition we can be sued for up to 2 years worth of our salary or pay. This has prevented me from even trying to look for another job within my field because of the legal repercussions. I could easily increase my income by as much as 30% if I go to a competitor. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Freddy Nunez</p> <p>Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. My current job has not provided any growth within the company even as I'm given additional tasks due to downsizing and quits in the past couple of years. We had to sign a non compete that paid us \$500 in hue of staying with the company or if we go to a competitor or what they seem competition we can be sued for up to 2 years worth of our salary or pay. This has prevented me from even trying to look for another job within my field because of die legal repercussions. I could easily increase my income by as much as 30% if I go to a competitor. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>

William	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. "As a physician treating more that 6000 people a year, I have passed up years of productive business choices because of perceived threats from my own company to sue me for just working. This has stunted growth in my area and led many of my colleagues and peer to drop out of the medical field altogether in the face of overwhelming corporate pressure. PLEASE help hundreds of thousands like me to fmally be free of contracts that no lawyer would ever allow themselves to sign. This is a just cause. " As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Stephen	<p>"I have been a pioneer and thought leader in a technology space for nearly a decade, while the space itself is not much more than a decade old. On the outset of the COVID shutdowns of the economy, I took the opportunity to branch out on my own, build a new and independent competing platfonn in the space and recruit co-founders. In 2022, investors did an asset and talent purchase of our IP and team to join what was promoted as a roll-up of a larger parent company, which we later learned was all under false pretenses. After only 3 months post acquisition, my co-founders and I learned that our equity and incentives were all falsely based on the value of a roll-up reorganization of a larger company which never occurred, and only a short time later, that our investor/CEO had been draining the agreed upon funded runway of our operations, as capital for other side investments, which we were not privy to the terms of, and paying himself a 1/2 million dollar salary. time and effort."</p>
Chris	<p>"As an engineer from the tech industry who does not live in California, non-compete agreements are something I have long worried about. I think it is important to note that I am not a leftist. I am an independent that skews slightly center-right. At their core, non-compete clauses go against the self-determination ethos that America is supposed to be about. They also cut against things like free markets and competition. Corporations are getting out of control with the amount of power that they have both in terms of what the law allows and the power they can exert via lobbying on government agencies and politicians. The proliferation of non-compete agreements is anti-freedom and takes us closer to tyranny. Non-compete agreements aren't just had for workers, they hurt businesses and reduce the economic dynamism that is central to the success of the American economy. ## Non-competes are Bad for Workers I. This has a chilling effect because it discourages seeking new employment by making it more difficult to leave an employer and damaging your future career prospects."</p>
Parker	<p>"As a physician and leader in medical education, I support this non-compete clause rule. Almost all physicians enter a non-compete to practice in an area, which has always been ironic, because lawyers who write these contracts do not accept or use non-competes within their own profession! As hospitals and large health care organizations monopolize the health care industry and buy up</p>

	physician practices, more physicians are employees with non-competes with devastating effect. Organizations do not have to be responsive to physician feedback or needs or fair negotiation because physicians don't have the ability to vote with their feet and move to another job in their city. Often these non-competes are 25 miles or 100 miles which basically precludes one to continue to live, work, raise family in the same location as their current job. Please pass this rule to create fairer labor conditions and drive competition and innovation rather than stifle it."
Christine	"I am writing to oppose exclusion of physicians from this rule. Beyond the comments that others have made, I believe that allowing non-compete clauses to apply to physicians would have deleterious effects on patient care. Many fields in medicine are highly subspecialized and those subspecialized physicians must be allowed mobility to practice in environments that best allow them to serve patients. For example, if a subspecialty physician relocates to work in an organization that ends up not supporting her clinic and not allowing her to serve patients to the best of her ability, prohibiting her ability to move to another organization in the same area will result in negative consequences for patients in that area—namely, lower service levels than could otherwise be offered if she were not subject to a non-compete clause."
Na	"Dear Chair Lina Khan, Non-competes should not be a thing. They violate the whole premise of a free market and innovation. Corporation should be doing more to keep employees not housing them by legal means. You should work at a place because you want to not because you have to or are bound by a non-compete. Especially in finance. If lawyers don't use non-competes then why the hell should normal people use them."
Caitlin	"I am in support of regulations to curtail the use of non-compete agreements. I have seen firsthand the bad impacts ranging from impractical to outright harmful that such agreements can have on employees who want to grow their careers in a given field. The use of non-disclosure language, by contrast, seems perfectly reasonable to me. A business has the right to protect its innovations for at least some amount of time. It is unreasonable to give them any control over a person's right up freely enter a contract with any future employer they choose. Previous employers should have no power to affect those relationships."
Zain	"Dear Chair Lina Khan, As someone impacted by a non-compete and a startup founder, I know how they stifle innovation and entrepreneurship. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Zain Kalson Original Comment Dear Chair Lina Khan, As someone impacted by a non-compete and a startup founder, I know how they stifle innovation and entrepreneurship. Thank you for your work, and please issue a final rule that bans noncompete agreements."
David	"I am strongly against Non-Competes. As a field service technician it severely hinders my ability to be able to utilize my skills in the field as an individual if I were to depart from my current employer. I should have the right and ability to be able to leave corporate arena and make a living."
Alana	"If the FTC believes that noncompete clauses represent an unfair labor practice, then it ought to apply to all labor. Please abolish this practice for all

	classes of workers, including highly compensated employees, in the name of fairness”.
Anonymous	“I'm a cardiologist working in El Paso, Texas which is a medically underserved area. I'm working in a hostile work environment and I'm planning to resign and continue to serve the people of El Paso. However my contract has a non-compete clause that limits my options and basically makes me to move out of El Paso. I think non-compete clause is unfair to physicians and public in large especially in medically underserved areas.”
Reece	“I am writing today to indicate my favor for the proposed FTC ban on non-competes. I am independent Landman currently bound by a non-compete agreement with my broker. It is crucial to include contractors as part of the proposed ban. Over the past 13 years, I have watched my broker weaponize the non-compete and attempt to intimidate fellow Landmen into staying under his firm's umbrella without so much as a cost of living raise in their 10-12 years working for the broker. In most cases, the broker is making more, per day, than the landman themselves. A tenured and experienced Landman in the office is billed out to clients at \$525/day. The broker pays the Landman \$175/day and retains 5350/day. This is the type of predatory management that is perpetuated by the non-compete.”
G	“I am a medical doctor and I agree with the banning the non-compete clauses from our contracts. We don't have trade secrets and this is limiting access to care. Additionally some positions like hospital medicine don't have a client base that a physician can take with them when they change positions.”
Yadira	“I completely agree, workers deserve the opportunity to look for better job offers to improve professionally, we all work for a better future for our families and these contracts limit you a lot.”
Iram	“I totally agree that non-compete contracts should be eliminated, I am currently in one and it is very frustrating to know that you have to reject better job offers where you work just because you have a signed contract, I think we are in a free country and as such These contracts affect our freedom to decide what we consider best for ourselves and our families because we are all looking for economic stability and professional growth and this limits us a lot.”
Victoria	“I am absolutely in support of this proposed rule. While the purpose of non-compete clauses are understandable, they have been completely twisted outside their original intent, and at this point, serve to strangle competition and the economy more than uphold it. Additionally, they absolutely infringe on a citizen's right to work where they please. Non-compete clauses are being abused, and this rule, if put into effect as I hope, would help to rein in that abuse.”
Bhoja	“I as a physician strongly support the ban on non-compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations.”
Son	“Dear Chair Khan, I am writing to express my strong support for your proposed rulemaking to ban non-compete clauses in employment contracts, especially with regards to effects on healthcare industry. Non-compete clauses have become increasingly common in healthcare employment contracts. These

	<p>clauses restrict healthcare workers from practicing medicine in a specific geographic area for a certain period of time after leaving their current employer. While non-compete clauses were originally intended to protect a healthcare provider's patient base, they are now being used more broadly to restrict mobility and stifle competition. There are many reasons why non-compete clauses are harmful to healthcare workers and the industry as a whole. First and foremost, these clauses limit patients' access to care. If a physician is unable to practice in their area of expertise or in a certain geographic area, patients may be forced to travel long distances or go without care altogether. This can have a devastating impact on patients' health and well-being. In addition, non-compete clauses can stifle innovation and competition in the healthcare industry. By restricting physicians ability to practice medicine in a certain area, these clauses limit the flow of talent and ideas in the industry. This can ultimately hurt patients by reducing competition, raising prices, and limiting access to high-quality care. Furthermore, non-compete clauses can have a particularly negative impact on physician job mobility and career advancement. Many physicians may be discouraged from seeking new job opportunities or starting their own practices due to the restrictions imposed by non-compete clauses. This can limit their ability to advance in their careers and negatively impact their earning potential. It is argued that non-compete clauses are necessary to protect healthcare providers' patient base and trade secrets. However, there are other ways to protect these interests without imposing such severe restrictions on physician mobility. For example, healthcare providers can implement confidentiality and non-disclosure agreements that protect patient information and trade secrets without prohibiting physicians from practicing in their area of expertise. Furthermore, it is argued that non-compete clauses are necessary to incentivize healthcare providers to invest in physician training and development. However, these clauses may actually discourage physicians from pursuing training and development opportunities, as they limit their ability to use their new skills and knowledge in their future careers. In conclusion, I strongly support the FTC's efforts to ban non-compete clauses in healthcare employment contracts, particularly for physicians. By doing so, we can protect patients' access to care, foster innovation and competition in the industry, and ensure a level playing field for all participants in the healthcare industry. Thank you so much for your attention to this important matter.”</p>
Sarah	<p>“I strongly oppose non competes. They are unethical and a way for employers to punish employees. All workers including physicians, should have unenforceable non competes. They should be done away it.”</p>
Geetha	<p>“Why should the doctors be excluded from Non compete protection. This is making sure the doctors are enslaved to die hospital and can't move- what century do we live in”</p>
Doctor	<p>“As a physician (radiologist) in a large city in Texas, I am stuck at my mediocre job due to my non-compete, which prevents me from working in this city for one year after I leave. When I joined fresh out of training, I tried unsuccessfully to negotiate down the non-compete. It was either sign the contract or get another job. The company that I work for owns numerous hospitals and imaging centers all across city and the non-compete is very restrictive. The noncompete radius include the entire county and a distance</p>

	<p>from all hospitals, which effectively excludes the entire city. Despite the city having nearly 7 million people and a large medical center and multiple thriving employers, I cannot get another job here without violating the non-compete. I cannot afford the buy out clause which is about 5x my annual salary. I love this city, own a home and have young children in school here. I am the primary bread winner in my family and cannot afford to not work for one year. It seems very unfair that I would have to sell my house and move my family to another city to get another job, when there are plenty of better employment opportunities right here in my city. My employer suppresses our wages because they know that we are stuck. Non-competes only benefit the employers. They do not help physicians or patients. Non-competes should be illegal. After all of the training that I have done, I feel that I should have the opportunity to stay and work in my city for a different employer. There are plenty of ways to incentivize workers to stay long term (competitive wages, positive culture, respect, retention bonuses, etc) rather than trap them with a non-compete. My employer should not be able to keep me from working and providing high quality medicine to patients in this entire city. On behalf of all physicians stuck in a similar subpar situation, please end the ridiculous non-compete clause. Make employers pay us fair wages and treat us better. Thank you."</p>
Todd	<p>"I am currently under a non-compete that hinders my ability to take a job in my area of expertise for eighteen months after I leave the company. I am a very specialized employee and have become a leader in my field. Unfortunately, the non-compete is so over-arching that I cannot leave the company and work in my field of expertise in any state that my current employer operates or "is thinking about operating ht." Eighteen months of inactivity in my field is a death sentence to my career. The only reason that I signed the non-compete was in exchange for equity in the company that turned out to be worth 12% of what was verbally committed. I have already had one prospective employer remove an offer due to the clause. Even if I feel that I have the grounds to break the clause, I, like so many others do not have the means to fight my current employer in the courtroom. The removal of non-compete clauses would be a huge benefit to people in my position across the United States."</p>
Susan	<p>"The medical field is limited because of this. The pandemic is a perfect example where we could be helpful but because of non compete unable to. For example in i.t. world, top employees can pursue lucrative positions and advance in their career. We want what is fair, and we want to work."</p>
M	<p>"Please universally ban non-competes. They have become abusive and overstretching anything reasonable. They unnecessarily restrict employees from getting jobs even in unrelated occupations. Employers abuse them to limit employees' ability to switch jobs, helping employers keep wages low. The only people for non-competes are lawyers (who make money representing abusive large companies suing employees who can't afford to defend themselves) and abusive companies. Please help the 99.9% of the rest of the population!"</p>
Elizabeth	<p>"I strongly support a ban on non-compete agreements. My husband was laid off by his employer of nearly 15 years, and he is now unable to be employed in his field of expertise for an entire year. They gave us 6 months of severance, and although we hired an employment attorney, they would not give us any more."</p>

	How can this be legal? My husband cannot work for his previous employee, but he also cannot work liar anyone else in this entire industry?! Non competes only harm hard working Americans, and stifle healthy competition between companies. Please ban non competes, and protect Americans!"
Jay	"Non-compete's are used too often to keep physicians in their employed setting to the detriment of not only the physician but the patients. For example, if there are dangerous or illegal practices, the physician won't speak up because if they're fired they can't find work in their city anymore. If they do end up leaving, they often don't work until the noncompete is over, if that period is longer than 6 months then they'll likely have to explain the gap in their application as well as to the medical board. They may not go back to practice at all. In a time of critical workforce shortage this is a disaster. The only entity the noncompete serves is the large corporate health system who is able to treat employees with much more abandon due to this practice. They also have much more legal strength vs the individual physician if it is applied unfairly and so the physician usually does not fight it."
Courtney	"1/00% think this should be pursued. This is a huge thing employers push in the medical field, a field that is already short staffed. By doing away with this we can decrease short staff issues amongst clinics."
Abraham	"There are several reasons why a rule banning non-competes should apply to physicians. Firstly, these agreements can limit patient choice and access to care. If a physician is unable to practice in their specialty or geographic location due to a non-compete agreement, patients may have to travel further or switch to a less experienced provider. Secondly, non-compete agreements can negatively impact physician autonomy and job satisfaction. Physicians may feel trapped in their current job or unable to leave to pursue other opportunities. This can lead to burnout and a shortage of physicians in certain areas. Thirdly, non-compete agreements can stifle innovation and competition in the healthcare industry. Restricting the ability of physicians to start their own practices or work for competitors can limit the availability of new treatments and services and drive up costs for patients. Lastly, the use of non-compete agreements in healthcare may not be necessary or effective in achieving the intended goals. Other forms of protection, such as trade secret laws or confidentiality agreements, may be more appropriate for safeguarding proprietary information or patient relationships. Overall, a rule banning non-compete agreements for physicians could lead to increased competition, innovation, and patient access to care. While healthcare organizations may argue that these agreements are necessary to protect their investments, the negative impacts on physicians and patients outweigh these concerns. Therefore, a rule banning non-competes should be considered the healthcare sector, specifically the physicians
"Darren	"Non competes should be outlawed as they take away die ability to earn and grow in careers. If it takes 5 years of working (10,000 hours) to become an expert at your role and once expert status s achieved the employee may want to make more money but may be limited by a non compete to move to a another company that sees the potential for that employee and has the means to pay. Non competes create a lose scenario for both companies and employees."

D	<p>"I believe the dissolution of non-compete agreements to be a profound change for good. The press page for ftc.gov states, such a change should be to enable change. Employees shouldn't be held to an employer through coercion but through instituting a work environment and compensation package that doesn't encourage them to leave. Businesses should still be permitted non-overly broad non-disclosure agreements. The protection of trade secrets is still vital and enforceable. However an employee's worth should be determined by their general ability to contribute and not a short term market change by disclosing strategic information. While some might view the change to be government overstep, I counter that worker/management relationship should allow for workers in a free market to sell their labor to the bidder that best aligns with their price. This doesn't stifle capitalism, rather it unleashes it by removing more banier and permitting fluidity. Additionally, workers are subjected to layoffs with little to no notice and often with limited to no severance packages. While management knows of these changes and those being let go have an opportunity to plan a departure. Barring more radical changes to the disclosure requirements for layoffs, this will give workers some ability to continue to provide for themselves quickly and reduce government assistance."</p>
Andy	<p>"The best time to do this was long ago. The second best time is now. Long overdue ban on an unjust and unreasonable clause."</p>
K	<p>"Please ban non-compete clauses for all employees, especially physicians. Non competes can have a significant negative impact on doctors and patients in a community. If a physician can't treat patients within a certain geographic area, this limits access to healthcare for those in need. This is especially a problem in small rural areas where there are already not enough doctors for the community. This also reduces competition between systems and would give an unfair advantage to non for profits when their operations are quite similar though tax status is different. Systems want to keep non competes so they don't have to fix the problems physicians bring up. There has to be a balance in competition that means systems won't take advantage of physicians trusting in these non competes that will force doctors to stay in bad situations. It is crucial that we prioritize patient care and ensure that individuals have access. Thank you your time.."</p>
Adriana	<p>"Non-competes affect patient's access to a wider variety of physicians, therefore limiting access to healthcare. In addition, it is not fair for physicians, who sometimes have to uproot their families because of this. This is specially true for those of us in highly specialized fields, working for non- for profit health care systems or hospitals."</p>
Courtney	<p>"I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there</p>

	<p>may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, Courtney Davis, Ph.D., LSSP, NCSP.”</p>
J	<p>My group was taken over by private equity. My position was "eliminated" in their efforts to cut cost, etc. The group went to enforce their overly broad non-compete which would in effect force myself and my family to move from the area. They had a mileage radius from each facility they provided services, given their monopoly in the area, that resulted in the entire metroplex to be included. I could not move my family since I was also caring for my elderly parents. Since my state is a "right to work" state, I hired a lawyer and filed suit against them. I eventually won the suit after being sidelined for 6 months. And ended up with a large legal bill. The cost was tremendous given lost wages and legal fees. The emotional toll on my family was also significant.</p>
Zenus	<p>“Include physicians as a profession that is restricted from having noncompete clauses in their contracts. These noncompetes keep doctors stuck with their employers who do not care about the wellness of their employed physicians, only how much profit they can squeeze out of them. This is a HUGE component of physician burnout (or more recently termed moral injury) and has contributed to physician suicides or simply leaving the profession altogether, further worsening the nationwide healthcare staffing shortages. A mentally healthy physician will be able to better care for the health of their patients. Please support banning noncompetes for physicians.”</p>
Addison	<p>“ I support the banning of non-competes.”</p>
Wara	<p>Physicians should not have a non compete. Some specialties, for example Anesthesiology and emergency medicine are unable to subvert patients.</p>
Deborah	<p>“While there may be extenuating circumstances in some industry regarding "trade secrets", these can be handled with a non-disclosure agreement. I am a physician and my university imposed essentially non-negotiable non-compete agreements of 2 years and 25 miles from their main campus after termination of employment. We were forced to sign a new agreement every year as part of our contract. Frankly, it did not make sense - the university has satellite office all over the metropolitan area, including outside the 25 mile radius. Additionally, the non-compete was not universally applied - physicians who were employed prior to a certain date did not have a non-compete clause. The "buyout" was 2 years of salary which, in my case, would have been more than \$500,000 dollars. Non-compete agreements are unnecessary, manipulative, controlling and violate employees' rights to make a living at the location of their choice. I strongly support this legislation to stop non-compete agreements!”</p>
Mary	<p>It's great to see this law abolished!! When companies are able to take advantage of workers; that's a problem! Not only does it effect the workers</p>

	ability to make a living but it also affects the consumer paying for it. Our Economy is suffering because of this.
Alejandro	I totally agree with the disappearance of non-competition contracts which are very restrictive and deprive you of economic and job stability, they are unfair and you are a slave to your employer
Skyler	"I wholeheartedly support the FTC's proposed ban on non-compete agreements."
Nirav	"I agree with the Federal Trade Commission's proposed rule and specifically disagree with the American Hospital Association's objection to the this on the grounds that non-compete clauses provide power to form a monopsony which harms markets. It also has a additional effect of encouraging some of the most qualified people to avoid an sector of the economy or type of job because they are aware of the power of employers or payors. In the specific instance of healthcare professional markets, non-compete clauses are standard findings toward the middle or end of long employment contracts signed by individuals with student loan debt. This finding itself makes the contract suspect if almost all other contracts available to that person also contain this type of restriction. With regards to monopsony, healthcare markets have consolidated such that for each job type, there is usually only 5 or less different employers a person may work for in a 20 mile radius from their home. Since some of the employers who have different names are actually owned by the same parent company, this number may be even lower in lower cost areas as the last 15 years of low interest rates have allowed for extraordinary levels of debt funded buyouts of existing local providers."
Cody	"I am speaking as a physician . Non-compete clauses are routinely used to limit work options and worker satisfaction, to drive wages down, and to effectively bind workers to jobs they may otherwise wish to leave. There are no legitimate arguments for limiting where a physician can work -- medicine is not subject to "trade secrets". Furthermore, modern hospital and clinic practices are [igned in a way to maximize geographic coverage, meaning that a "10 mile radius" may not sound too constricting, but this is inclusive of all clinical sites including satellite clinics, which are often peppered strategically throughout a metropolis so as to effectively exclude an entire city from a physician who wishes to work elsewhere but is bound by a non-compete. This does not benefit anyone but those systems with the most power and leverage in negotiations! Removing non-competes would allow for fairer agreements and contracts and would place the onus back on the systems to ensure they are providing a work environment that is conducive to well-being of the workers. It is immoral to prevent a worker from practicing their trade. Signing a contract without a non-compete is effectively not an option in most cases - - every major and minor hospital in my area demands a non-compete in their contracts. This is especially egregious in a time of severe physician shortage. Dissatisfaction with working conditions in the context of a non-compete means physicians are either going to leave the medical field entirely or leave the area, disrupting patient care and patient-doctor relations. My comments as written are limited by my experience as a physician, but are built on foundations that are true for any trade or worker. In the end, non- compete clauses as practiced and enforced are beneficial to few and harmful to many. They should be abolished."

Gina	"Non competes are unfair to American workers. They should be banned ASAP."
Dawn	"I agree that Noncompete clauses should be banned. As a hospitalist, I am essentially NOT able to move my practice or practice patient board to a different hospital if I choose to leave my current employment. A noncompete essentially is a burden to me and would force me to move out of the area i reside in to seek for gainful employment elsewhere. Not only is it unduly unfair to me as a physician. It also causes no gain/or loss to the employer except to cause headaches and burdensome financial headaches to the employer for enforcing if they so choose and to me as an individual contractor to have to look for gainful work outside of the clause."
mitesh	"I am a physician . I have worked for a company for several years that grew across the state of Texas. When I joined the company, it only provided services to hospitals in Dallas. However, over the years, it grew to provide services to multiple hospitals in all of the large cities and several smaller cities in the state. When I decided to leave the company, my non-compete clause stated that I could not work for any competing entity within 5 miles radius of any of its hospitals. Essentially, that meant I could no longer work in Texas for 2 years!! I had to leave to Indiana. I am highly in favor of a federal law that bans non-compete clauses. Even as a physician, non-compete clauses create economic havoc for the workers. Please allow the ban on non-compete clauses to be passed in the legislature. Thank you."
S	"Non compete clauses should be illegal they are unethical, place all power in the hands of employers/large corporations and limit the ability for physicians to practice medicine and patients to have access to care"
Majid	"I strongly support removing noncompete rule as it causes a lot of hardship to physicians and contributes to burnout."
Jessica	"I wholeheartedly support banning non-competes. Physicians should have the flexibility and freedom to seek positions elsewhere if their current employers are not providing what they need without having to uproot their lives and move to different parts of die state or country. Creating competition is necessary to maintain appropriate health and wellness standards."
Karen	"Not competes ensure hospital systems maintain and monopolize Physcian labor and are not in line with our country's values of free market labor and capitalism."
Mohammed	"I'm in strong favor for abolishing all non,-compete clauses."
Ashraf	"Freedom of choice of work is an essential worker right. The idea that workers can be forcibly made to chose between continuing to work for an employer they do not want to work for or forcibly leave their home and uproot their families to a different location for years is unamerican and a horrible tool to control labor. In healthcare particularly this is forcing physicians to depart their area and sever their physical closeness to patients they have cared for in the area, depriving patients of valuable continuity of care and forcing physicians to continue to work under forced and unfavorable conditions. Please abolish and ban all non-competes."

Harris	<p>“ I was employed at university of Texas southwestern Dallas from 2010 2015 They treated very poorly there was non compete for 30 miles . I had to move to different city and drive daily almost 2 hrs . I had good opportunities in Dallas, because of the non compete nobody offered me job. They did not want to fight with big universities for non compete. High time this practice should be stopped. Physicians should have the freedom to make their decisions to work they want. Some places physicians are slaves no freedom and stuck in lousy workplaces. Please stop non compete.”</p>
Dylan	<p>“I whole-heartedly agree with this proposal. Mom-profit hospitals should not be exempt from this rule. Individuals should not suffer at the expense of corporate greed and profits, and right to work is paramount.”</p>
Sanjeet	<p>“Non compete clauses should be abolished, it will improve patient care and create healthy strive to retain good health care workers x.”</p>
Kristin	<p>“As a physician, banning non-compete clauses would do miracles for well-being and burnout. Currently, these clauses keep physicians with no other option than to continue working for abusive corporations. If they could no longer force us to work for them, they will then be motivated to actually treat us well and keep us because we WANT to stay. They are allowed to treat us poorly because there is no other option for us. If we work hard for them, they should work hard for us as well.”</p>
Hardworking American	<p>“I personally believe this is the best thing that can be implemented to ensure a fair working culture without big corporation and agencies manipulating and forcing employees to be underpaid and always remain in jeopardy if trying to switch jobs. Companies can use this to keep employees trapped in a horrible work culture, working environments or simply anywhere the employee doesn't want to work. Incorporating this policy would ensure that all the employees are treated equal and they have the ability to maintain their own career path and professional livelihood. why should any company have the ability to control where an employee works as long as he's not violating any major trade secrets which can be kept confidential under an NDA. What does an employer achieve out of incorporating a noncompete other than suppressing its own employees and making them feel suffocated. I've personally been in situations where I was getting 20% to 30% pay increase, but I wasn't able to take that opportunity due to unfair and cruel noncompete clauses. I wasn't going to disclose any information but why couldn't I compete? I have a family that I need take care of, kids that I need to pay for. Why couldn't I get an opportunity that was a better fit for me and my family due to an old illogical policy that has not been removed out of a time in the Age of Technology? We say we promote job competition and fair policies, but is it really fair to anyone other than big businesses and corporations trying to oppress hard- working American citizens. I've been praying for something like this to be introduced into the United States corporate environment and now my prayers are coming true, please don't let me or the millions of Americans who want this down.</p>
Juan	<p>“Absolutely agree with removing non compete clauses from contracts given to employees by their employers. As a physician, I have suffered the consequences of these unfair restrictions-covenants. Freedom to select a job versus restrictions to voluntarily leave a non satisfactory job is the most</p>

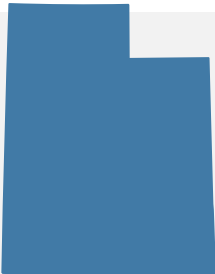
	appropriate way to proceed. I appreciate the immense effort put to remove non compete clauses."
Jessica	"I agree with this proposed ban for all employees. My company wrote this into an award (stock) and was in such legal text and a 10 page document I didn't realize what I signed was not just base on the award but the terms of my employment. Now I can't get a job in my industry at all!!! Not only are companies taking advantage of low paid workers but also leadership and those making over \$150k. I shouldn't be tricked into a non-compete via a stock award. This severely limits my employment opportunities and I'm in a job that has a toxic working environment. I f'eel stuck. Please help the workers who make American great!!"
Josue	"I support the proposed updates. The general populace should not be bound by non-compete clauses."
Frank	"The current non-compete clauses for low-level workers is simply employee abuse. There are no "trade secrets" involved. Such clauses are manifestly intended to bind workers to their employers in perpetuity, making them latter-day versions of indentured servants. The proposed rule change will do away with this massive injustice. Please resist the corporate pressure and approve the new rule."
Lucas	"I support this rule. My consultancy company recently prevented me from converting to the company I actually do work for everyday. So, I'm faced with a choice of leaving a job I love or letting my career stagnate. Meanwhile, they continue to make free money off my paycheck. This is rent seeking behavior that slows economic progress."
David	"No one takes a job thinking it will not work out just as people don't get married with the expectation of divorce. Under current non-competes the employer can get "remarried" the same day but the employee must sit on the sidelines for a restricted amount of time which makes no sense. Employees are coerced into signing non-competes as part of the job offer and are required to put themselves and the financial health of their families at risk in order to be hireable. The idea that employers must work to not only attain but retain talent should not be a novel one. Getting paid what you're worth without the threat of unemployment is about as American as it comes."
S	"I am a new physician (graduated during the pandemic) in a sub-specialized medical field. To attain this level of education, I studied for 10 years of theoretical knowledge (BS + MS + DO) and 5 years of clinical training (residency and fellowship). When I started my first job, I was excited to come back to the city where I did my medical school. It allowed me to mentor students from medical school. However, due to issues with colleagues and hospital administration, they are not renewing my contract. Now I have to move to another city yet again. There are other hospitals in the area who could use my services, but this organization is known to enforce non-compete. Not sure what the hospital is so scared of physicians, but let physicians decide where they want to live, earn and serve - why do hospitals get to play bully?"
Fahad	"Absolutely support to end non compete to enhance public healthcare. By the time physicians start serving community and trying to work in favor of public, they get forced to follow individual organization policies which sometimes are

	against better patient care and if they don't comply, they are forced to move out. Loss of community care at end. I believe it's the public who loses the most here as the doctors who don't compromise their principles in patient care are forced out of community by this non compete clause which is kind of forced on them “
Atif	“I am a physician and I want non-compete clause to be made unlawful as it is hurting employees and private enterprise in die of small businesses. Big corporations are taking advantage of physicians and this is against my right to choose where I work or if I can practice independent from influence of my employer.”
Jackson	“Noncompete clauses, do not help the free market and only seek to harm workers.”
A	“I agree with removing non-compete clauses, especially with regards to essential services such as healthcare. These clauses promote monopolies by shutting out independent practitioners in an area, and lack of competition places patients at risk of serious adverse outcomes as health systems become complacent. Society as a whole has nothing to gain from non-compete clauses as the FTC has so rightly pointed out. Thank you for your efforts to protect Americans from corporate over-reach.”
Nathaniel	“I am sadly familiar with the anti-worker tool that is a noncompete agreement. To that end, I am writing today in support of your effort to ban these anti-competitive contracts. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. like me. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction. even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.”

Constituent Support for the FTC’s Noncompete Rule



Utah | Statewide Impact

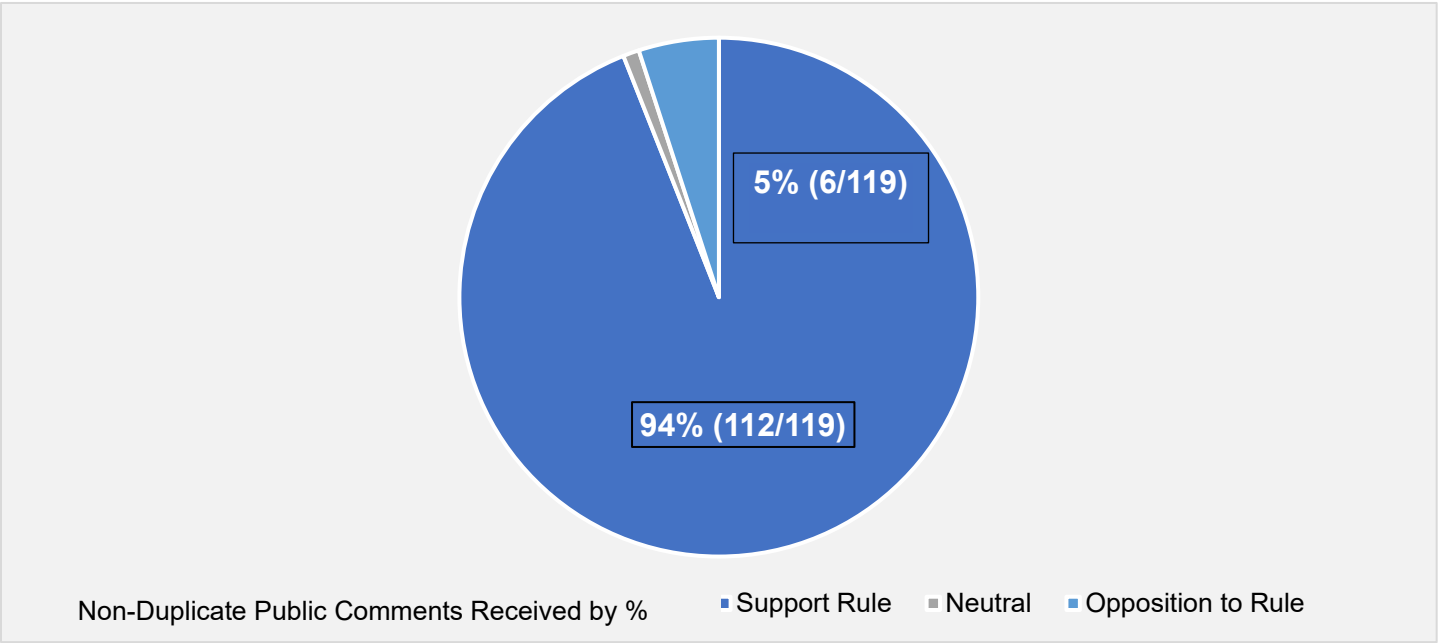


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Utah**:

Utah Covered Workers	Increase in Total Annual UT Worker Earnings	Increase in Average Annual UT Worker Earnings
1,320,994	\$715,807,809	\$542

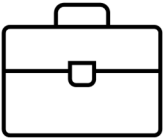

[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)

Notice of Proposed Rulemaking: 112 of 119 UT Commenters Support



Support Across Sectors of the Utah Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am whole-heartedly in favor of getting rid of all non-compete contracts. My husband was "forced" to sign a non-compete after working for a small business 2 years after he started working for the company. It was either sign the contract or lose the job. After he worked for the company for 14 years and facilitated the growth of said company to a multi million dollar company, the owners son took over and fired not only my husband he fired my daughter as well. The reasoning for the firings was questionable at best and he was then held hostage by the non-compete. He didn't work in the industry he had spent his entire career in for 13 months because of the NC and when he got a job 13 months later AND 75 miles away he was served with a cease and desist. We spent almost \$1000 in legal fees fighting the agreement and his former employer ultimately decided to not pursue further legal actions "at this time." He didn't take any proprietary information or recruit employees from his previous employer, he simply wanted to work in the field he knows and loves. NC's are disgusting, they hold people hostage. They stifle fair competition and ultimately hurt the working class. I agree with non disclosure contracts in that an employee can't take trade secrets from one company to another but non-competes are different. If a company has to rely on NC's to retain employees, perhaps they look at the culture of their company and make adjustments so employees want to stay. GET RID OF ALL NON- COMPETES!!!"</p> <p style="text-align: right;">-Rachal</p>
	<p>""I have had an extremely poor experience working for a company that enforces a non compete. I am a BCBA and provide ABA services for children that have autism. My masters degree is very specific and I can only work in my field with my degree. I worked for a company for 2 years and finally decided to leave after months of dealing with a toxic work environment and unrealistic expectations. My non compete required me to not be able to work in my state for one year. I could not move states as my husband works for the state in Utah. There as year + long waitlists for ABA services in Utah and because of the non competes in places so many children are not able to receive services as there are not enough providers for the need. I strongly believe that banning non competes will benefit the mental and behavioral health services in my state and give children access to more services that they currently do not have."</p> <p style="text-align: right;">-Brittany</p>


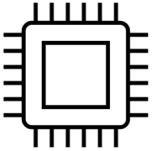


"After a **40-year career with the company I worked for, where I started as an hourly laborer and worked my way into upper management, I was unceremoniously downsized. I was given no warning but asked to leave company premises that day. I was presented with a non-compete document and told that I must sign before I left.** It stated that I would receive severance pay amounting to three months' salary, but I had to agree not to compete in any way with my former company. That requirement prevented me from finding a job with anything close to the compensation I have been earning previously. One might ask why after 40 years I was downsized. I was only told that my job was being eliminated. Subsequently the company hired several people at less than half my wage. This all took place about 6 months after the company flew me to our headquarters in Dallas and presented me with a 40-year pin. After a celebratory luncheon, when I returned to work, I found two envelopes on my desk. I opened the first and it had a letter delineating raises for the coming year. They ranged from 2% to 6%, and the letter advised I would be receiving 6%. I opened the second envelope, and it explained that I would be receiving my full incentive pay of 40% of my base salary for the previous year. My annual review came later and stated that management was happy with the job I was doing managing our nonstandard product lines nationwide at 6 different plants. There was no hint that they would soon be ending my career. I was left to seek work at less than 1/3 of my previous compensation. There were many competitors in our industry with whom I would otherwise have been able to apply. But the non-compete clause precluded that possibility. **When I was dismissed, I was 59 1/2 and too young to retire, but 'too old to hire.'** I was fortunate in that I had been planning to retire at the minimum age for Social Security, and so had put away sufficient funds to carry me through this episode my life, but I will never understand the callousness and contempt with which I was let go and why our government allows corporations to throw people away at will. Further, in my state of Utah I was left with no recourse since Utah is a 'right to work state'. That phrase should be changed to the 'right to fire without cause.' When I consulted with a lawyer specializing in labor issues, he stated, 'BEI you got screwed, but in Utah there's in nothing you can do about it.' **Noncompete clauses add insult to injury, leaving the 'victims' to deal with extreme difficulty caused by greedy corporations; the suffering is unwarranted!"**

-William (Bill)



"I strongly support the proposition put forward by FTC to dissolve current non-compete clauses. **I am a small animal vet in a city of 120,000 population, there is a MASSIVE need for veterinarians in our town as the current pet: veterinarian ratio in our city is 14,000:1 conservatively. We are drowning in cases and need more staff, but the use of non-competes has lead to a veterinary care desert in this state** as well as many others. Because of non-competes, I am explicitly barred from opening a clinic in our city, the city north of us, and 2 cities south. Not because there is a lack of available clientele, but because a multimillion dollar company prefers a monopoly on the city enforced via non-competes. The thought of a single veterinarian having to leave an area already so desperately in need of vets just because some massive corporation says so is wrong, unethical, and directly opposes the American Dream. Non-competes crush the economics in the area, forces monopolies, and in the cause of

	<p>veterinarians, causes preventable death and suffering of fluffy loved ones due to lack of access to medical care."</p> <p style="text-align: right;">-Lauren</p>
	<p>"Dear Chair Lina Khan, I am writing as a Utah Republican precinct chair, biologist (1977 BS Biology, magna cum laude, Phi Beta Kappa, 15-year secondary teaching certificate), lawyer (1979 JD), and member of the Union of Concerned Scientists. I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work. Please issue a final rule that bans noncompete agreements. Sincerely, Virginia."</p> <p style="text-align: right;">-Virginia</p>
	<p>"Dear Chair Lina Khan, As someone working as engineer in the semiconductor industry, it is important for me to be able move between employers within the industry. This is especially important now with the growing of the semiconductor industry and bringing semiconductor manufacturing back to the USA. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Christopher"</p> <p style="text-align: right;">-Christopher</p>
	<p>"As an American worker, I have consciously weighed my employment options and prospects with the potential limitations imposed by noncompete clauses, and I absolutely agree that these clauses affect workers' mobility and employers' talent pools. I work in biotechnology and even then, while it may be appropriate to have a contract outlining intellectual property rights and restrictions for a set period of time, limiting my ability to work at another lab that does research in my area only harms the pace of scientific progress and my ability to use my knowledge and skills to the benefit of my employer _and_ society. Workers aren't idiots. We can keep our proprietary knowledge to ourselves for a year if we need to move to a new employer. We're not out looking to sneakily undermine our previous employers, we just want to better our lives. And lastly, for women and other marginalized persons in the workplace, the protection afforded by employment mobility and freedom is CRITICAL. I have been subject to either direct sexual harassment or toxic workplace misogyny at EVERY SINGLE job I've ever had. I need to know that I can freely seek a safer, healthier work environment without being excluded from my narrow biotech niche."</p> <p style="text-align: right;">-Emily</p>



"My experience with a non-compete led to the painful decision to sell my house to survive. I am a mid-30s Utah native. After high school, I joined the insurance world as a Property and Casualty Intern with a large national insurance brokerage. Following my 4 years (during college) with the insurance broker, I became a Licensed Property & Casualty Producer. I enjoyed a successful career with 2 reputable and large brokerages in Utah selling business insurance. My husband of 5 years joined an insurance recruiting firm, recruiting licensed insurance professionals in Utah (primarily) and a few adjoining states. We were living the dream. During a trip, I sustained a significant TBI that led to 5 years of total disability. Social Security Disability sustained me during that time of many doctors appointments, medications, etc. Following a very long fight, I decided to try to go back to work. After hundreds of rejected applications, I approached my husband about hiring me with his firm. He got me in touch with the owner and she hired me. I began working an entry-level job for the first time in 5 years...**After 2 years of working, the owner pulled my husband and I into a room and decided 'she didn't want to work with us anymore' and that would be our last day. She handed us a small severance packet (2 weeks for me, 7 for him), and our noncompete agreements we had signed at the beginning of employment. She made sure to emphasize she would enforce the agreements.** The noncompete banned us from seeking employment with any clients that we had worked with for 1 year past employment, or with a company that we might have provided services for. It also prohibited us from pursuing any form of recruiting from any type of insurance entity including retail companies, carriers, wholesale companies, or any adjacent insurance business. It prohibited any direct or indirect competition with the firm. It went so far as to forbid us assisting or contacting any company employee, prospect, candidate or other person that we had dealt with or acquired knowledge of (I personally touched over 10,000 records of insurance professionals...) as a result of working for the firm. It also forbid us from working with any competitor for 12 months. The noncompete covered all 50 states geographically. There was a buyout option of a large percentage of the previous years billings (which would have amounted to over \$250k) or a one-time extremely excessive fee... We literally had to sell our dream house because of a noncompete. included all 50 states) but we were expressly forbidden."

-Spencer

Additional Support from Utah

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Ryan	"As a physician I strongly support removing non-compete clauses from contracts. In rural areas patients already have limited access to healthcare, and it can be made worse if a physician leaves. Patients should be able to keep seeing the same doctor, no matter who the doctor is employed by. Non-compete clauses can also be

	detrimental for the physician's family as well, as they may have to move to find employment."
Mohammad	"Please end the non compete rule it hurt so many doctors and much more many patients and kill competition"
R	"Ending non-compete is a no-brainer. Of course we should remove non-compete clauses. The increased peace of mind for employees, and the removal of an unnecessary "safeguard" for firms will result in a stronger U.S. economy. Everyone wins."
Colby	"As an aspiring entrepreneur in the real estate space , I am in a relatively small market where one company dominates. I recently ended my employment with them. They use non-competes to restrict competition and trap employees. The abolition of non-competes is paramount as small towns/cities grow. Please abolish them."
Brian	"I think the proposed rule is a great idea. If an employer wants to retain an employee they should provide good benefits and good working conditions. Employers shouldn't be able to coerce workers to stay in jobs they don't like by threatening to sue."
Harrison	"First and foremost, non-compete agreements can hinder an individual's career growth and mobility. By restricting a person's ability to seek employment within their industry or field of expertise, these agreements can potentially lead to a loss of valuable skills and experience. This not only affects the individual's career trajectory but also limits the talent pool available to companies in the same industry. Secondly, non-compete agreements may stifle innovation. When employees are unable to transfer their knowledge and skills to other organizations, the free flow of ideas and information is restricted. This can result in reduced competition and hinder the overall growth and progress of the industry. Moreover, non-compete agreements can create a sense of mistrust between employers and employees. Employees may feel that their employer is attempting to control their professional lives, which can damage morale and foster a negative work environment. Lastly, enforcing non-compete agreements can be costly and time-consuming for companies. Legal disputes can arise when an employee challenges the validity of a non-compete, which can result in significant legal fees and lost productivity. In conclusion, while non-compete agreements may offer some benefits to employers, such as protecting proprietary information, the potential downsides seem to outweigh these advantages. It's worth considering alternative approaches, such as investing in employee retention and creating a positive work environment, to foster loyalty and maintain a competitive edge."
Russell	"Non compete agreements suck. Get rid of them."
Irene	"My previous employee made me sign a noncompete as condition of employment indicating I cannot work within a five mile radius of my former company. I live in a fairly small city, so five miles is significant. After three years, I left the small company of mental health counselors to form my own solo practice. I have asked my previous employer to release me from the non-compete, to which she requested

	\$30,000 by December 31, 2023. I would like to be released so I can work closer to home, so am really hoping this law goes into effect. Thank you!"
Graham	"I am very much in support of this ban and the research behind it. Thank you"
Kyle	"I support FTC proposal to ban all noncompete clauses in employment contracts."
Hunter	"Non competes are a violation of our pursuit of happiness. No entity should be able to tell me I can't work somewhere I've been selected for and am qualified for."
Dominique	"I support the FTC's ban on non-compete clauses. This policy will make it easier for workers to earn what they're worth! My boyfriend is in an industry in which he had to sign a noncompete and now he is limited in the work he can pursue for the next year."
Joshua	"Simple comment in favor of this action. Please continue all too rare actions like this in favor of protecting the lower and middle class from exploitation."
Marina	"As a physician, I am strongly opposed to any non-compete clause for physicians in any practice setting. I gave up a decade of my life to get the education and training (and went into \$240,000 of debt) to become a physician . I have spent countless unpaid hours charting, troubleshooting, and learning on my own. No practice should be allowed to lay claim to my knowledge or clinical skills. Non-competes are unethical and unreasonably restrict the personal and professional lives of physicians in this country."
Jared	"As someone that works in the technology field as a generalist , a noncompete clause is often too broad, and can be interpreted that I cannot do any other computer work until the noncompete clause expires, which would make me take a job outside of my field of expertise for months or years until the clause expires. I urge the elimination of noncompete clauses for employment."
McKenzie	"If my current company required a noncompete, I would not have taken the job. I spent a decade obtaining a PhD and then 6 more years building on that expertise to be qualified for my current position. I can't just change career fields, and that's essentially what a noncompete would require me to do if I wanted/needed to find a new job. Not being able to take my growing experience to the same field at a different company would require me to stay whether I wanted to or not. What is the goal or motivation a company would have for implementing noncompete clauses? If it's to protect IP and trade secrets, an NDA will serve that purpose. The only other reason I can think of for companies to use noncompetes is to block employees from seeking different or better opportunities for themselves. Companies should have no say in such a significant decision of the working individual. Workers should be free to make employment decisions regardless of their current employer's desires to retain their workforce. If noncompetes are being used for retention purposes, I would suggest

	<p>companies explore other avenues to retention that get at root cause for why an employee is considering leaving (e.g., increased wages or benefits). Noncompetes appear to be a lazy company's way of staff retention. A company should not be able to limit an individual worker's decisions on staying in their current position by essentially making it so the worker could not use their experience to go somewhere else. After all, job applications require applicants to list applicable experience—how are applicants to fill out that portion of the application if they are unable to use their past experience to apply to the new job? I guess employers who require noncompetes only want to take experience gained from the previous employers and then establish the noncompete and pretend to "own" the experience of the experienced worker they hired (?). I am fully in support of this proposed ban on noncompete clauses and for the requirement that companies eliminate, and communicate elimination with employees, all existing noncompetes."</p>
John	<p>"As a journalist, I've spent over a decade honing my skills in product testing and reviews across two employers. Both companies include non-compete clauses in the contract. Fortunately, the first company cancelled my non-compete as the result of a layoff allowing me to continue my work. Unfortunately, the current state of my very specialized career means that retraining for another field would put a significant financial strain on my livelihood as I'm the only adult in my household able to work. It also makes it many times more difficult to transition into a similar industry without a pay cut, as I'd have to start in an entry level position again. This would render my current experience and expertise useless in a job hunt. So I'm forced to stay with an employer that is continually rolling back benefits and locking down the freedom of disabled employees like myself who make reasonable requests for accommodations to perform our jobs most effectively. I am fully in support of the new rule restricting the use of non-compete clauses."</p>
Dustin	<p>"I have been employed by the same firm for the past 19 years. Unknown to me when accepting the position, I was expected to sign a non-compete clause on my first day. The clause placed significant limits preventing me from changing jobs while still working in my chosen profession. The non-compete clause my employer has in place limits my ability to work in the field worldwide (excluding the African continent). The initial non-compete from when I started was for a term of 5 years after I quit. That has been revised to 1 year due to changes in laws in my state. While I have wanted to change companies for years, I am not in a financial position where I could afford to not work for a year before I start another position. Effectively, this agreement has kept me in the position as the employer wanted, it has also limited my wage growth significantly. While I have thought of risking everything to change employer, I have been hesitant to quit as I have also seen my employer take legal action against other former employees. The threat of legal action adds to the fear that I would personally face legal costs that could bankrupt my family. I strongly support the changes to this rule allowing for greater flexibility in employment options for all workers without the risk of legal action."</p>
Dina	<p>"And submitting an anonymous comment. I respectfully submit the attached comment in support of the proposed Non-Compete Clause Rule. This is the corporate equivalent of indentured servitude and is completely unconstitutional. But then again our constitution was built on slavery. End this now."</p>

Kami	<p>"I am an entrepreneur at heart. I have been in several network marketing businesses as well as started several of my own from scratch. In 2015 I started a thaand had great success. I was encouraged to join the company to help my friends and family members. I decided to do that and had so many people interested in it. I build a large business quickly. When I signed up for the company I did so quickly and without much thought. I thought at the time I was not starting a business but simply helping my husband, parents and a few friends. I did not read the contract. Every year we have to pay an additional S 100. Apparently this "renews" the contract with any new rules they add even though they don't tell us and to see the contract you have to search for it. Here I am almost 8 years later. The company has not created any new products, there is 10000xs the competition there used to be in that market, and my business is no longer flourishing. My income is half what it was in 2019. It is also something I have tried to use again without much success, so my personal belief in it is wavering. I thought about joining another network marketing company to have another stream of income. I consider my job a social media influencer. That is what I do for "work". I build relationships, I build followers and I post valuable content about all different things. I have now found out that according to the company, as an independent contractor for (Optavia). They 'Own" my social media. I am not allowed to use it for any other network marketing purposes. Even if I decided to resign they claim to "OWN" my social media for 12 months after that. This INCLUDES if it is not a competing product. They are a weight loss company. According to them I could not even use my social media to sell jewelry. I also can not even sign up fora company if it is competing, which I am learning is EVERYTHING in the health and wellness industry. I found a water filter I really enjoy and wanted to sign up to sell that. It is not competing, if anything it is complementary. You need to drink water when you are losing weight, so good water is important. Because it is considered a health and wellness industry product I would need to GIVE UP my multi-million dollar business I have built to sign up to sell water filters. This is totally limiting my potential, my income and my happiness. I had no idea this is what I was agreeing to (in 2015 it wasn't) I'm not sure when they added all this but it was not something that I even knew until I went to do it. It is not something they enforce until you are successful, so you see so many others doing it you never think it is something you can't do. My social media is mine. I created it. My hard work grew it. I work on it daily and I should he allowed to promote anything I want to promote on it. Them saying they own it is unjust and simply being used as a threat and punishment for !awing the company. Please pass this law. Please allow entrepreneurs to stay free, creative, excited and motivated. Take away the bondage that these companies are threatening against us to keep us promoting their product. My social media is my livelihood. It supports my family. If we let companies control that it is a very slippery slope to what they can control. Thank you,"</p>
Randal	<p>"Non-compete agreements as a technology worker have bound me. To be an employee, I was required to sign one. If I rejected the agreement, I would be denied the job. Having been unemployed, this feels like having to sign under duress. I worked with the firm for three years and eventually decided to move on to advance my own career. However, I could not start my own business doing the same work. The non-compete agreement stated that I was not to perform IT services for businesses and individuals for two years in any geographic area covered by the firm.</p>

	The owner pursued damages against other employees who had signed and tried to do their own business. Essentially our entire state, Utah, was off-limits."
Brianna	"END NON-COMPETES! They have too much of a hand in ruining people's livelihood."
Ellis	"I believe that non-compete clauses should be eliminated. I am most familiar with non-compete clauses in the healthcare industry, specifically for physicians , so that is what I will comment on. Non-competes effectively create regional monopolies that favor the private equity employer. Ultimately this results in decreased access to specialty services especially in rural areas, and is used by the employer to stop physicians from speaking up about patient safety issues. If a physician speaks up about care issues and gets labeled "a problem" physician, this puts their job at risk. When coupled with a non-compete, this puts physicians in a position where speaking up and advocating for patient care could result in that physician having to uproot their lives and their family to move many states away, depending on the language of the non compete and if one employer is the predominant employer for a certain region of states. Employees are often trapped in unsatisfactory positions for decades as they cannot afford to break the contract and move while at the same time paying off exorbitant student loans. This contributes to moral injury and burnout, and thus decreases patient satisfaction and quality of care provided. Non-competes impede the operation of the free market between physician labor supply and available positions. Non-competes disproportionately favor the employer and create hardship for the employees and should be eliminated."
Daniel	"Dear Chair Lina Khan, As a pro worker individual I heavily support this change. Ban non competes Sincerely, Daniel Denison Wellsville, UT"
Eric	"Non-Competes should be eliminated completely. It is unfair a family has to move if one decides to leave their employer or drive 1-2 hrs away from home. This is unfair and costly to families, mine included. Non-Competes are very restrictive and costs us money since we had to relocate to a new state to avoid a non-compete agreement. GET RID OF THESE RESTRICTIVE COVENANTS NOW. Veterinarian and Finance here (both fields have non competes). They are Terrible."
Sean	"Hello. I am a citizen of the United States who works in the financial services industry . I am writing today to show my support for the proposed rule change to disallow non-compete agreements. While I do think there are limited circumstances when such an agreement would be viable, 99% of the time they are not needed and are used as a tool by employers to punish their employees for leaving their position. If we as a country believe in your right to work and your right to pursue your own endeavors, than no person or company should be able to control what you do with your professional life. I strongly urge the FTC to eliminate non-compete agreements altogether. Free market countries do not restrict the movement of workers between employers. I am no academic but from what I've read this change would also lead to an increase in workers' wages; something that is very much needed in this time of great inflation. Please give the power back to the people and make this rule change. Thank you."

Hunter	"I agree that there should be a nationwide ban on non competes due to their anti competitive nature. Too many hardworking Americans have their right to work and provide for their families infringed upon by corporate interests. So I support banning them."
Emily	"I strongly support a ban on noncompete agreements. Employers that want to ensure they retain employees they've trained (and thus their knowledge, skill, and expertise) should focus on offering competitive pay, benefits, growth opportunities, and a great working environment."
Daniel	"The FTC is absolutely right to prohibit noncompete clauses. They area form of employee abuse. I once worked for a medium-sized publishing company in Utah that included a blanket, nationwide noncompete clause as standard in its employment contracts. Even though I was able to negotiate the scope of the clause down to Utah, it still had a negative impact on my career when I was unable to move out of state as I had anticipated. My career would have been very different--and positively so- -had the FTC rule been in effect at that time. The rationale that noncompete clauses protect trade secrets is bogus. The company I worked for claimed this as their primary reason for including them, but they had exactly zero trade secrets worth stealing. It was, rather, a first indication of a workplace culture that was downright abusive to its employees. Finally, the proper role of government regulation is to preserve competition in the marketplace--including the overall labor market. For that reason alone, noncompete clauses should be illegal. But they are also abusive, and therefore the FTC should adopt this rule and enforce it with extreme prejudice."
Michael	"Please implement this. Stop making mega corps feudal lords and slave owners"
E	"Non-Compete Clause Rulemaking, Matter No. P201200. As a trained and boarded physician , I stand behind making this antiquated practice of non- compete clauses a thing of the past."
Stephanie	"Noncompetes have a negative effect on patient care. Hard to recruit specialist have to leave the area to continue to practice if they want to change practices"
Justin	"I have signed 2 NCC, the first one made it hard for me to find a new job in the same industry. I hope to never live to find out on the second. With all the layoffs happening i am scared it would."
Elena	"As a physician and a mother, a non compete clause can cause undue harm to my family if better employment opportunities arise in my community. These are difficult to enforce and takes away my liberty and goes against our free market values."
D	"I support banning the Non Compete Clause in contracts. It takes financial and basic freedom away from the hard working middle class and gives too much power to corporate America"
Chance	"As someone who as signed a non-compete agreement in every single job I have ever had, I think this is a brilliant idea. I have been forced to work in various different industries because of these non-compete agreements, never being able to utilize the non-proprietary or unique skills that I learned in that job into another job. I was

	<p>threatened with a lawsuit by an employer the first time I tried to take a job that vaguely competed with that company and I haven't tried since. I strongly encourage this to go forward and think it's a very clear and obvious rule to pass. It allows greater competition in the industries and allows workers to utilize the skills that they developed into new companies who are willing to pay more for someone with that skillset From my experience, companies absolutely use these agreements to suppress competition in the industry, they take every opportunity presented to exercise the non- compete agreement if they think it is being violated, and they use it to coerce employees into staying with their current company instead of taking a job that would give them a better opportunity and pay for the same or better job. Overall, this idea should be celebrated for increasing competition in industries and help reform predatory businesses from undervaluing, under compensating, and manipulating their employee's with fears of lawsuits and becoming unlikable."</p>
Jonathan	<p>Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final that bans noncompete agreements. For those of us that work for very large tech companies, it's basically impossible to find a company that isn't at least in an adjacent industry. Good luck trying to find any software company that doesn't "compete" with a Microsoft or a Google. This type of contractual obligation should be just be illegal on its face for the way that it limits competition. Sincerely, Jonathan Huff Herriman, UT Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. For those of us that work for very large tech companies, it's basically impossible to find a company that isn't at least in an adjacent industry. Good luck trying to find any software company that doesn't "compete" with a Microsoft or a Google. This type of contractual obligation should be just be illegal on its face for the way that it limits competition. Sincerely, Jonathan Huff Herriman."</p>
Katie	<p>"Hi, I am a registered nurse that has worked in aesthetics for 15 years. I was at the ceiling at my current employer with no growth potential. I chose to abide the year non-compete. To say that it dwindled my savings and caused a lot of heart ache is an understatement. Multiple lawyers and fees still came up with the same answer, you could lose all you earned. I feel non-competes are a detriment to our economy and the capitalist American dream!."</p>
Chelseigh	<p>"I agree! I am currently in a legal battle with a former employer fighting this exact thing. We have won all of our hearings so far, and are the first court case to have a judge accept a claim that noncompetes are violating ADA laws. Non-competes are so unethical, especially in the human services field. When there are wait lists that</p>

	<p>exceed the non-compete window, businesses have no reason to enforce a non-compete, since they would not be able to serve all of the clients on their waitlist regardless. There are other ways to protect business interests, such as non-solicitation and non-disclosure agreements. Non-competes are truly only being utilized as a form of entrapment, to keep employees stuck. Treat your employees well and they will stay."</p>
Ijeoma	<p>"Thank you for bringing this important issue to the table. I am an obstetrician/gynecologist currently in training sub-specializing in infertility. Within the field of infertility, non-compete clauses can last for 1-3 years and there are currently active clauses that would prevent a physician from being able to work in several states if they were to leave their employer. I am in the middle of interviewing for jobs in a city where there are several practices (both academic and private sector)- all with non-competes. After working towards this goal/being in training for 16 years, one of my biggest fears is feeling tethered to a medical practice that may no longer be the right fit for me or my future family due to non-complete clauses that would necessitate that I either 1) have an extended commute (less non-working time), 2) not work, 3) work remotely from family/friends, or 4) I am forced to move and completely leave the area. Removing non-compete clauses will remove shackles from employees and encourage respectful behavior between all parties involved."</p>
Zach	<p>"I am against non compete clauses and think they should be banned."</p>
Nathan	<p>"I chose not to take a job just after I got my master's degree because I wouldn't sign a noncompete. I wanted the option to open my own business but feared I wouldn't be able to. It kept me out of a profession entirely. For the sake of competition. I feel like non-competes are generally bad and could be banned, as long as contracts requiring non-disclosure and other protections of proprietary information are maintained."</p>
Matt	<p>"Non compete agreements are nothing more than modern slavery. Companies use these to scare employees, change their pay, and make them work for less. They also force employees to sign these documents months and years after they are already employed and threaten termination if they don't comply. Please abolish non-compete agreements. If companies took good care of their employees, they would never leave. Instead, they force people to work underpaid and overworked. Non-compete agreements are toxic and unfair to employees that don't have the financial stability to fight them in a court room against billion-dollar companies. It's our evil."</p>
John	<p>"I signed a non-compete without really understanding what I was doing. I feel like it's affected my ability to maximize my earning potential in my career. If I could go back in time, I would have never signed it. If employers want to retain good talent, then they need to take care of the employee."</p>
Spencer	<p>"Non-compete agreements hurt American consumers"</p>
Steve	<p>"Please make non-compete clauses illegal. As a physician, I have been subject to non-compete clauses my entire career. They have interfered with my ability to maintain steady working conditions. In the event I choose to change a job, I have to move. The AMA and American Board of Emergency Medicine strongly oppose</p>

	noncompete clauses and advocate for their physicians not to agree to them in contract negotiations. In many cases we don't have a choice as the large hospital corporations say "agree to the noncompete or you will not be hired". This is an unfair practice and the government should step in. Thank you, Steve King M.D."
SAM	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I do not like the idea of having to move whole industries just to get a better job, simply because a company I may work for has these non-competes that keep me from immediately working in that same industry/line of work for someone else. if I want to change jobs in the same field to earn more and/or to work at a better place, then I and everyone else in this country should be able to do that. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Ken	"NON-COMPETE CLAUSES SHOULD BE ABOLISHED. ALLOW PEOPLE TO WORK AND COMPETE."
Ryan	"Non-compete clauses prevent employees from changing jobs while staying in the communities they have set down roots in. This prevents employees from pursuing better opportunities due to concerns about uprooting their families I think communities are best served by retaining community members long term so they feel a stronger commitment to improve their own community. I believe employees are best served by having the freedom to pursue job opportunities without the constraints of overreaching job contracts.."
Nathaniel	"Please enact and enforce this rule! Job mobility is a cornerstone of the free market and the American way. The free market cannot create ideal conditions for workers unless they have the freedom to move to better jobs."
Elizabeth	"I strongly support a nation-wide ban on non-compete clauses in employment contracts. I am a veterinarian and have been negatively affected, as have my colleagues and clients. They are being used by private equity firms, which are consolidating veterinary practices, to reduce competition for employee veterinarians. This prevents veterinarians from starting their own businesses and from changing jobs. This hurts individuals earning power, and reduces consumer choice for care for their pets. These clauses in employment contracts are banned by some states, and are often overturned by judges, but these kinds of legal battles are financially ruinous for veterinarians. Please ban non-competes, ensuring that those already in force cannot be enforced. Thank you."
Greg	"I fully support the banning of non-competes in employment agreements. Corporations wield far too much power over employees already. It is bad enough that in this country many employees do not go on to start independent businesses for fear of having to pay for expensive health insurance. Getting rid of the non-competes in contracts will at least allow greater mobility for employees to switch employers."
Karl	"I support the proposed FTC rule to ban non-compete clauses. I believe such clauses represent an abuse of power by employers."
Isaac	"Non-compete are a joke and should be banned. Anything you learn is your knowledge and you should be able to use it where ever. We should have freedom to work!!!! Freedom to work!!!"

Benjamin	"This is a ridiculous idea that restricts the rights of citizens for corporate gain."
Faraz Khan	"As a physician , I can attest how the non compete is causing problems with healthcare access. In Utah some healthcare companies have a 30 mile non compete. Basically if they leave their job they have to leave the state. In some specialties which is already short staffed this has detrimental effects on the community. There are various such examples in Utah with one example of the non compete causing shortage of cardiac Electrophysiologist in Saint George Utah as the doctors had to move away from the city to avoid the non compete. There is no reason why a worker or physician should be punished to leave his community / work in search of better job opportunities. If the non compete is removed the companies will have to instead provide better work environment/ pay to incentivize their workers. This will be beneficial for the workers, resulting in better work environment. And in case of physicians, improve health care in the community by allowing physicians to stay in their area of interest/ need."
Stefan	"I believe that banning non-compete agreements would bolster the economy significantly. An employee who is growing his skillset in his domain but wishes to change companies should be allowed to, as their skills have grown to a level where they will be able to make a much larger, positive impact. Being stuck in a company because you can not join an adjacent company leads to resentment and a severe drop in productivity. Non-competes harm the free market and lower efficiency, and they also cause a great deal of stress for the people affected by them."
COURTNEY	"I support banning non-compete clauses. I am a mental health nurse practitioner in Utah. To gain employment, I had to sign a 12- month non-compete clause for the entire state. I would have to be unemployed for a year or move out of state, none of these are viable options. Please help workers be free to seek out new employment. This keeps our jobs and the economy competitive. Non-compete clauses are only helpful for employers who want to trap their employees in bad contracts. They don't lead to better economic outcomes. Non-competes cause wages to stagnate and interfere with free enterprise. Please ban non-compete clauses."
Marcia	"I am strongly in favor of banning companies from utilizing non-compete clauses in employment contracts. These clauses limit the ability of workers to find better opportunities and pay by restricting access to jobs where their specific areas of expertise can be best leveraged."
Jerich	"The Non-Compete clause is unethical and should be illegal as well. Non-compete clauses are inherently anti-competitive, as they prevent employees from leaving a company to work for a competitor in the same industry. People should be free to work for who they want to work for - that should be a fundamental worker's right. It should also be a fundamental right for a company to hire who they wish to hire, without being barred by a candidate's Non- Compete Clause. The only thing that a Non-Compete Clause does is damage the economy by stifling competitors from naturally growing by limiting a key resource for company growth: people. In addition to stifling company growth within the industry by limiting the people a company can hire, it also has a chilling effect on the rights of workers. If an employee is employed by a company that has a Non-Compete clause, that employee is less likely to leave the company for a better alternative, even if the company they work for is a hostile work environment."

	They would have to spend a period of up to several years doing some other job for potentially less pay if they were to leave, before they could return to the industry of their expertise. If Employee A wishes to leave Company A to work at Company B, but Company B is in the same industry (for example, cloud computing), Employee A must then work at other companies for a period of up to several years before they are allowed to work at Company B. While there is an argument to be made about Non-compete clauses preventing the sharing of trade secrets, the sharing of trade secrets is already contractually barred and punishable."
Michael	"I strongly support doing away with this unfair and damaging practice."
Dan	"Please consider doing away with non-compete clauses and restrictive covenants. In my circumstance, I am a 36 year old that has dedicated the last 14 years of my life to college, medical school, residency, then fellowship. I just recently signed a contract to join a medical group in a new city and state, and will take my young family with me. The non-compete clause that I was essentially forced to sign puts undue risk on my family should this position not work out due to unforeseen issues. I would hope that the amount of time, sacrifice, and education to make it this far would allow me the opportunity to work and contribute to a community without the added pressure of feeling like I have no alternatives in my employment."
Spencer	"A non-compete clause from a very large hospital group prevented me from being able to practice in child and adolescent psychiatry in a high-needs rural area. It was a disservice to me, to my family, and to the community."
Jakob	"My name is Jakob. I am a relatively young neurologist who, like so many colleagues from the same generation, have experienced the result of market forces over the last 20 years, and thus been thrust into an employed position, rather than a position with part ownership. The majority of us physicians are now employed, rather than practice owners or partners. Therefore, the rules of what it means to be a physician in a particular community have changed since the initial regulations allowing for non-compete agreements among physicians were allowed to take hold, despite medicine not being the initial target for non-compete agreements. In this context, I wholeheartedly support the FTC's non-compete clause rule (NPRM). The historical justification for non-compete agreements was to protect an employer's intellectual property from appropriation. This could include product information, or - these days - software. Now that physicians are officially more often employed rather than practice owners, these same agreements have become far more commonplace, and have become a tool for large healthcare system to intimidate and artificially restrict job mobility, just as they have been used by large corporations for their skilled workers in the technical industries. Now, in the so-called 'tech world,' research demonstrates that limiting non-compete agreements appears to have fostered competition. By extension, this has improved the capacity of the best workers to be attracted to innovate within the best environments for them - something we all benefit from, now, with everything from ChatGPT to smartphones. Moving back to medicine: a more dynamic professional marketplace benefits patients and their physicians. But how is this possible, one may ask? Employers will have to focus more attention on the value proposition for their physicians not just their salaries but also working conditions, peer collaboration, professional development, career mobility options, and

	<p>how they can make value for their patients. Employers that genuinely empower their clinicians will retain them for the long haul. At the same time, physicians motivated to stay within a system actively attempting to improve patient care will ultimately lead to patients receiving better care. Ultimately, I am but one physician. There are many corporations that believe they stand to lose from this rule, and so I understand the lobbying efforts behind limiting the scope (or outright negating) the NPRM are at a fever pitch. This likely includes hospital systems, their parent companies and, indirectly, large insurers - and that, on its own, should give one pause. This is especially true in the United States, which remains the only major Western nation without a universal healthcare system, and with the most expensive care and medication relative to health outcomes. In this context, if the major groups against a proposed regulation are massively wealthy corporations, while those for it are patients and their physicians, where does the typical arc of history likely bend for the just outcome? With regard to the wider world of non-compete agreements in the US. I invite you to read the following excerpts from a recent interview with Evan Starr, an economist at the University of Maryland, who puts into sharp relief the necessity of the FTC's non-compete clause rule far better than I can...The aforementioned excerpts: "[An] argument is that, without non-compete agreements, companies will share less with their employees, stifling innovation. What do you [think]?' 'Non-compete agreements are such a blunt tool to use when more narrowly tailored tools can suffice. For example, firms have nondisclosure agreements, which can prohibit workers from sharing information. They have trade-secret laws. The non-compete agreement is the most blunt of all of these, because it protects things by prohibiting mobility in the first place...' People will say, 'Well, I need to train my employees, and I need to restrict their ability to leave after I train them so that I can recoup my training expenses.'" This idea has been around for a long time, and some states do recognize special training as a legitimate interest for enforcing a non-compete agreement. But here's the issue: If you take a worker who has been trained and the non-compete has been used to justify that training expense, why does the non-compete agreement apply ten years into their tenure, or twenty years into their tenure, well after they've repaid the training expenses? If the non-compete is really about justifying the training expenses, all you're concerned about are those early years, when the worker hasn't repaid them.' 'You just figure out how much you are going to have to spend on training the worker. If you're going to send them to get an M.B.A., for example, you know exactly what that cost is, and then you just have a training-repayment contract...'"</p>
Taylor	<p>"I strongly support the FTC's proposal to ban non-compete clauses. I am a physician and non-compete clauses are often used to limit areas in which physicians can practice after they part ways with a healthcare company. In the current setting of shortage of physicians of all specialties nationwide, non-compete clauses only further limit access to healthcare for many with already-limited access to healthcare. A physician who is affected by a non-compete clause is left to either uproot their family and move to an entirely different state in most instances, or to work in a different field for a year until their non-compete has expired. This is a poor use of all of the taxpayer dollars used to help train this country's physicians, and a missed opportunity to provide healthcare to many who would otherwise go without."</p>

Mark	<p>"I fully support the prompt implementation of this Non-Compete Clause Rule as proposed by the Federal Trade Commission. Non-compete clauses are an affront to the spirit of American free enterprise and contradictory to the intent of anti-trust regulations. They exaggerate and flagrantly abuse the lopsided power differential between employers and employees to, at the individual level and at their worst outcome, effectively incarcerate employees in professional servitude. Non-compete clauses codify an imbalance of power between employers and employees to the detriment of employees, and are tantamount to extortion. Locked out of geographical areas for prohibitive durations following departure, employees seeking alternative employment (including starting their own business) in their chosen profession may be so discouraged by the punitive obstacles a non-compete clause creates that they may feel trapped in their current arrangement. This prevents individual growth and advancement while rewarding employers who abuse, underpay, or otherwise take advantage of their employees. Employees are effectively forced to forfeit at-will terms and surrender power over their own career destiny to employers, administrators, and owners whose motives do not necessarily align with the individual employee's best interests. At the societal level, non-compete clauses primarily inhibit free-flowing competition and market forces. Secondly, but of more significant consequence and far greater concern, non-compete clauses hurt the American citizenry reliant on the professionals burdened by such contractual stipulations: for example, doctors, dentists, therapists, veterinarians, and the patients they care for; accountants, attorneys, financial advisors, and the clients they counsel; architects, engineers, designers, contractors, estimators, inspectors, and the individuals and communities they design and build for; artists, musicians, chefs, caterers, restaurateurs, beauticians, barbers, cosmetologists, stylists, and all the folks whose lives they enhance. Patients, clients, and communities establish deep, trusting, and even fiduciary relationships with individuals across myriad professions that transcend the specific employer. These relationships must be held in high regard and protected, as are other immutable core values upon which American society is built. Non-compete clauses undermine these hallowed relationships. With the specific exception of business owners in the sale of their business, as noted in the proposed rule language, non-compete clauses should be immediately, retroactively, and universally banned. Violators should be held liable for such devastatingly punitive damages that employers are effectively deterred from any further attempts to nefariously strongarm past, present, and future employees with non-compete clauses."</p>
Mark	<p>"Non complete clauses prevented me from practicing in a city that I love and that has a doctor shortage. I used to be an interventional radiologist in Las Vegas, my radiology practice was sold by the partners when I was an associate to a private equity company called Radiology Partners. The quality of the group quickly declined and I left but had to leave the state to continue to practice in order to avoid a non-compete clause."</p>
Tanner	<p>"I am writing to express my strong support for the proposed rule to ban non-compete clauses in employment contracts. As someone who has witnessed the negative impacts of non-compete clauses firsthand, I believe this rule is critical to protecting the rights and opportunities of workers, promoting fair competition, and fostering innovation. As a delivery driver for medication for hospice patients, I have firsthand experience with the frustrations patients and their families face in navigating the healthcare system. Patients often express to me their difficulties in finding and</p>

	<p>accessing quality care, and I have witnessed how non-compete agreements can exacerbate these challenges. For example, when a healthcare provider is bound by a non-compete agreement, it can limit patients' access to the providers they prefer, causing delays in care and frustration for patients and their families. As someone who is on the front lines of patient care, I strongly support the proposed rule that would prevent hospitals from requiring healthcare workers to sign non-compete agreements. I believe it would help to promote fair competition, enhance patient choice, and ultimately improve the quality of care for hospice patients and their families. Research[1][2] has shown that non-compete clauses can limit workers' ability to find new job opportunities, negotiate higher wages and benefits, and pursue career advancement. These clauses can also stifle innovation and competition, ultimately harming consumers. By banning non-compete clauses outright, this proposed rule would help to level the playing field for workers and promote fair competition across all industries. It would allow workers to move freely between jobs, seek out better opportunities, and negotiate higher wages and benefits. This would ultimately lead to better outcomes for both workers and consumers. Opponents of this proposed rule may argue that non-compete clauses are necessary to protect businesses' investments in their employees and prevent them from losing valuable staff members to competitors. However, I believe that these concerns can be addressed through other means, such as offering more competitive wages and benefits or investing in training and development programs for employees. In conclusion, I strongly support the proposed rule to ban non-compete clauses in employment contracts. This rule would protect the rights and opportunities of workers, promote fair competition, and foster innovation."</p>
Jacob	<p>"As a vet student one of my biggest concerns about beginning to practice is potentially having to sign a non compete just to find work. I 100% am against non competes and they are an archaic and predatory practice."</p>
Sara	<p>"The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families. Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when</p>

	<p>physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Sarah	<p>"I am a physician, trained in pediatrics and fellowship trained in sports medicine. I am applying to and considering offers for my future position at this time. Noncompete clauses are present almost universally in these contracts which is bad for me personally as I may want to find a job which suits my needs better in the same local area without uprooting my family. This is bad for the patients as we all know that increased options leads to better care as choice factors in and the provider which meets the most needs of a patient is the best provider. And it's bad for capitalism as more competition leads to better prices for healthcare consumers. This should not be an issue and should be outlawed. It feels as though non-compete clauses are a</p>

	leftover of bygone times. It allows an employer to have a shameful amount of power over an employee. This needs to change."
Emma	"I am a young adult just entering into the dog grooming industry . Trying to find a job has been harder because everyone wants a non-compete to be signed. I have been offered a 5 year as well as a 2 year, but why would I, someone who needs to build their own clientele to earn money, sign something that would eventually keep me from making that money that I worked for. I don't understand having to not participate in the industry that I went to school for and plan to make a living off of because of non-compete contracts."
Elizabeth B	"I would like to submit comments on the proposed ruling to end non-compete clauses in contracts. My son is currently experiencing the hardship this non-compete clause has created in the pursuit of his career. He has worked for 10 years as a chiropractor . He entered into his contract directly out of his schooling. I believe his employer knowingly used my son's enthusiasm and lack of experience to the employer's advantage when he proposed the contract. This employer has used this clause to impose fear and bind employees without fair compensation; having denied raises as promised etc. Further, the contract stated that if he left his employer he would not be able to work in his field within a 20 mile radius. This is particularly damaging since the geographical area in question lies in the middle of desert area with no communities outside of that 20 mile radius. I believe it is unreasonable to require him to uproot his family. In addition, this clause can be interpreted so broadly skills that vary greatly in the profession are not considered as to whether they actually compete at all. For instance, my son has received specific training for a type of chiropractic not related to his current practice. Further, my son paid for this training on his own and did not use work hours to obtain the certification and training. I believe there is a better way to provide for the needs of employers and the community. it is more than fair for an employer to include protection in contracts for Non-Solicitation. Any proprietary skills, methods, marketing etc. learned in the process of work should certainly be protected by the employer. It is reasonable to expect employees to respect and uphold these boundaries. Certainly the intent of good law is to protect the employer from loss as well as protecting the employee and providing good business practices to benefit all parties of the community. However, this clause can be manipulated to benefit only the employer. I therefore respectfully submit this clause is unreasonable and should be discontinued."
Cade	"I support a ban on non compete agreements"
Tara	"Hello, I am a mental health provider and am currently bound by a non-compete. This non-compete has made it impossible for me to practice within my geographical area. Non-competes are damaging for patients and should be disposed of. They potentially limit the number of patients that are able to be seen by providers within specific meas. This can be very damaging for someone with severe mental health issues and should be considered unethical in my field of practice."

Denia	"Excellent proposed legislation! For too many decades, workers have had to take inferior positions, outside their field, at significantly reduced wages, as non-competes play through. In my opinion, "just compensation" should include the amount of wages that would be lost, during the non-compete timeframe, if employers will still be allowed to use them."
Miles	"I am in agreement with getting rid of the practice of Non-Compete Clauses within employment contracts. I, myself, have been victim to these practices and had to move my entire family after leaving a position. I work in the healthcare industry where these types of non-compete clauses are all over. I have had situations where my employer doesn't want to give me a raise or increase the salary with cost of living so the only way to improve my economic situation is to leave to pursue a different job with another company. I have had to move 4 times in 5 years to be able to make my life better for me and my family. If there was no such non-compete clause within my employment contract I wouldn't have had to move my family to take a better job position. I really hope the FTC will vote to abolish non-compete clauses in order to help the American worker be able to make the best decision for improving their economic position while making life easier to support their families in the areas they desire to live."
Pete	"I support this measure. I am a 1099 worker (non-management, non-white-collar) forced to sign a non-compete in order to keep my job. I am in Utah, which is a right to work state -- meaning that I can be terminated for no reason at any time and am legally unable to find another job in my industry. Thank you for doing this."
Cheri	"I am currently bogged down by a non-compete that is stifling my ability to grow my business. Having a rule like this is vital to business growth and the ability to open up the free market. In my situation, I was an independent contractor with a real estate brokerage. I have since obtained my brokers license and opened up my own brokerage. My previous broker forced a non-compete on all who worked there, stating that we are not allowed to work with any client we had while with them for one year. The problem I am running into, is my clients joined me, not the brokerage. They are loyal to me, and are extremely frustrated and unhappy about the fact that they cannot continue their work with me. When an independent contractor recruits, retains, and builds a relationship with their clients, they should be able to keep those clients when the current company no longer fits their needs or makes changes that stifle their ability to grow. This law would prevent unfair practices being enforced on people by organizations who use non-competes to control and bully their employees and independent contractors, without any accountability on their part to provide the best services and environment for the workers and the clients. I am in full support of this rule and encourage you to pass it quickly. Thank you for your time."
Sarah	"Banning or limiting non-competes is extremely important to protect the freedom of American workers to work where they choose, without having to leave their industry or give up their career. Everything that a business would want to accomplish with a non-compete can be done through non-solicitation, non-disclosure, and confidentiality agreements. There's no excuse for trapping employees in a particular company."
Bethany	"I am working for a company that is going under and is being bought out by another. I have personally seen the non-compete clause being wielded as a weapon to hurt people and keep them from seeking employment at other companies. They are trying

	to bully those with them into signing into the new company using the noncompete they signed with the first. The new company has an even worse (longer and farther distance) than the one before. These do not help the economy either because a lot of the people are just choosing not to work for the 6 to 18 (18!!!! Unreasonably long.) months and they are just not going to be able to buy anything extra or vacation or anything. Some moved in with family til it is done. These need to go!"
Robert	"I am a physician and work for a large, multistate Health Care System, Intermountain Health. They hold us all hostage with our noncompete clauses that they force us to sign. I was able to negotiate mine to 15 miles, normally they require 30. But it still would significantly impact my work location, and it does hold me back from work options I wish to pursue. If the noncompete didn't exist, Intermountain Health Care would have to become significantly more interested in my happiness, and would have to be much more competitive in their compensation and retention efforts. They employ 3000+ physicians in their physician division, and we are all held hostage by this agreement. I look forward to your repealing this legal tactic for them, as do most of the physicians and practitioners in this group. The ability to move competitively would be a godsend to us. thanks again."
Christopher	"Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners , and people like me all across the country. I am building a business that I will definitely face the challenge of finding help with non competes who I am not able to lift up with better opportunities for their future. This will empower business owners and workers like myself to build a better economy that works for the people and the businesses. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Colin	"Get rid of non-compete clauses for ALL healthcare professionals , including doctors, nurses, physician assistants, nurse practitioners, etc... They are unethical and compromise competition in the labor market. This favors corporations (ones that make billions each year) and keeps skilled laborers down. Let workers work!"
Lance	"My most recent experience with non-competes and how companies treat employees is along these lines: I was hired remotely at a well known manufacturing company , and about 2 years into me being there we were in hyper-growth mode and got acquired by another company that was PE owned. Within the areas we operate, we have brands that are 100 years old, market share leaders, and legacy product lines that are owned and used regularly by 99% of American households. Within one year of the merger, my company had started letting some employees go that I had worked with, and a select few individuals decided to leave because of the changes. They ultimately landed at companies considered competitors, but a more accurate description would be they now worked in "adjacent" categories (the new companies were in the larger overall category, but their product offerings played in categories where at the time had no presence - only potential future concepts we were looking to explore). After these few individuals left, it was discovered that all of us who were hired on at the original company pre-merger did not have a non compete agreement in place, and immediately we were given ultimatums that we had to sign one or consider working elsewhere (my boss told me if I didn't sign it I would likely be let go). In the non compete agreement the verbiage called out that any eligibility for merit increases, bonuses, etc. would also withheld if I did not sign the agreement, which was simultaneously incredibly broad and covered the entire overall category

	<p>spanning any product type that I had sold during my career. I.e. - it would limit my ability to work PERIOD for 18 months within the area that my expertise and relationships have fostered essentially my whole working career. There was also no explicit difference called out between me electing to leave the company myself and being let go, so I scheduled a call with our head of HR (who also happens to be the head of our Legal department). I raised my concern to this individual that this document raised alarm bells for me, as there is nothing in there that protects me in the event that the company decides to let me go. The Non Compete would still be in force, and I would not be able to work in my area of specialty for almost a year and a half, which was alarming. I was told that Non Competes are extremely hard to enforce, and the only way to realistically "keep" me from going to work for a competitor would be to pay me the new salary the competitor was offering just so I didn't work there. Essentially confirming to me what everyone else needs to know about non-competes - they're smoke and scare tactics to limit employees from opportunities they may have at other companies to ensure let church and turnover. Period. If the concerns regarding non competes really center around intellectual property, information leaks, etc. then my recommendation would be to firm up the other agreements that companies require employees to abide by. But freedom for individuals to elect where they work is necessary to ensure it's a fair market where the value an individual provides is not limited by enforced fear or legal intimidation because of non compete clauses that are one sided. Attachments Screen Shot 2023-02-02 at 5.22.58 PM"</p>
Conner	<p>"This is a rule that should definitely be implemented. Non compete clauses serve only to hamper working people throughout the country, allowing the wealth gap to grow even larger."</p>
Shaida	<p>"Agree that non competes should be banned. I am a doctor who had to fight against a non compete to care for patients and to work in the city I live in."</p>
McKay	<p>"Non-Compete clauses only protect the employer and do nothing to protect the employee. I work in a very specific line of security and I cannot work for any of our competition so I'm limited to applying to jobs where my expertise cannot be fully applied. In this manner I am forced into lower compensation with potential future employers. This only harms me and makes it difficult to leave current employment without changing to a completely different market where my knowledge and skills would not gain me much of anything. I hope my opinion will be considered. Thank you!"</p>
Domini	<p>"Noncompete clauses make it extremely challenging to earn a living in your field of expertise after a voluntary or involuntary termination of employment. A company should not be able to prohibit someone from choosing to work at a different company that may be offering better compensation, culture or benefits. Including a non solicitation clause and keeping company information safe is a completely different subject and should be enforced. As someone who also hires at my firm, I have had to not consider hiring a skilled candidate because they have a noncompete. So biased and unfair to the candidates."</p>

John	"As I retired engineer with a long career in multiple industries I am writing to express my strong support for the Non-Complete Clause rule. There are many ways that an employer can protect legitimate intellectual property interests without restricting the ability of technical staff to seek other employment. In the rare instances where a non-compete agreement is considered consistent with the public interest and enforceable it is essential to protect the worker by requiring the former employer to pay substantial economic compensation during the non- compete period."
STEVEN	"We need to get rid of non-compete clauses now and in the future. Currently, my wife is dealing with a non-compete as a health care worker making it so she can't leave and get better work to suit her needs in the same industry where she lives. It holds workers hostage and should be illegal. Workers are already hound to not share trade secrets and other confidential information but making it so they can't get better work in the same area makes it a hostage situation that leads to worse pay and worse working conditions."
Jay	"I strongly support the proposal to eliminate non-competes. I work in an industry that is hard to get your foot in the door, and relies more on work experience than education. My employer has made it a habit to hire younger individuals such as myself. They assured us that the non-compete agreement was standard practice, and they had never seen it enforced. Over time though, the company offers far less than competitive raises, resulting in pay that is substantially lower than market standard, with poorer working conditions. The non-compete prevents us from working in the entire state for a year in any related field. But it's okay, because at this company "they are never enforced", and we are afforded great experience (true). Fast forward a few years, my coworker finally got the courage to start looking for other jobs, and received an offer from a nearby company at almost 100% more compensation, plus other perks. He brought it up to our management, who immediately called the other company, threatened to sue, and completely burned the bridge for my coworker. My coworker is now stuck perpetually working for a company that doesn't want him anymore, but my employer will retain him for as long as he wants due to the blow to his pride that would occur of one of his employees left for another company. All of the other coworkers, including myself, will either be forced to relocate our families and explore job options out of state, or endure a company that has us trapped into below market compensation, resulting in a lower quality of life for ourselves and our families, reduced ambition and thus productivity, and reduced morale. Non-competes should be banned if we truly believe in a free labor market where employees are rewarded for their efforts, with high- performing companies being able to attract high-performers. As the old Soviet workers used to say...."We pretend to work, and they pretend to pay"."
Shaleen	"I worked for a behavioral health company for 9 years from 2014 to 2021. In 2020 I was given a non-compete agreement. I authorized behavioral health services for this company and I was 100% self taught. I was never trained for my position, I just had to learn it as I went along. I was paid \$16.50 an hour and almost everyone that worked there was underpaid. I ended up leaving this company to work in the same line of business and now I am being sued because they claim that they had provided me with hours of specialized training for my position. This company put non-compete agreements on every single employee no matter what their position was. I am very grateful for my new employer as they have covered the cost of attorney fees because

	otherwise, I would be screwed. Please put a stop to non-competes especially for low wage workers."
Mahika	"Non-competes stifle growth. Companies only need to safeguard their Intellectual property. Ban non-compete agreements that serve no purpose."
Michael	"Non-Compete clauses serve only employers, not employees. They're used as a means of control over employees, effectively chaining them to overbearing employers. Please do away with these ridiculous clauses!"
Scott	"Dear FTC Commissioners, I'm writing with regards to Non-Compete Clause Rulemaking, Matter No.P201200. I strongly encourage you to adopt the rule, with minor modifications as necessary to address any narrow and specific requirements to address the protection of major proprietary information. This rule will protect and enhance the earning potential of American workers, stimulate the economy, incentivize innovation, and level the playing field between employers and employees. Thank you for your service to our country."
JJ	"I am a career technology/software sales rep who continues to get taken advantage of by my employers who force me to sign a non-compete and then continue to lower my earnings year after year because they know I can't progress in the same industry outside our company cause the non compete. Please look out for workers and end non- competes. This is only helping the rich and hurting workers"
Milton	"This rule change would affect so many people working in a positive way. Anyone that has had to sign one of these "non compete" contracts knows how limiting it can be after working for a potentially harmful company. This will protect people working quickly and effectively if implemented properly."
James	"As a podiatrist the non compete agreement I have signed is needlessly restrictive and harmful in finding appropriate employment. I made almost \$400,000 less than what I brought to our practice after taking out business expenses and 10% to build up the practice. If the non compete agreement were outlawed then I would be able to negotiate a fair percentage or create a new practice in my desired location. Instead of paying for the practice owners house remodel I could pay off my student loan debt. On behalf of podiatrists nation wide please remove non competes!"
Rachel	"I am a general pediatrician . My ability to change jobs is severely restricted by my current non-compete clause. I support elimination of non-compete clauses"
David	"I would like to see non compete clause done away with"
Michael	"Non competes stifle innovation and freedom About one in five American workers—approximately 30 million people—are bound by a non-compete clause and are thus restricted from pursuing better employment opportunities. I have seen managers do terrible things to employees, threaten them , barade them - lock them out of working for a YEAR a entry level person making 45k a year being locked out of work for a YEAR legally over going to another company in the same space is so unfair and

	<p>unjust The tech market as a whole was literally built on the foundation of people leaving big companies to seek innovation This is the one of the worst business practices in america and only hurts the economic development of the country"</p>
Pro	<p>"I don't think a company should be able to dictate where a former employee works after they are terminated, voluntary or involuntary. Employees dedicated their time to a company, but those companies don't own them nor should they decide how they earn a living after they are no longer employed for them. I completely understand a sales rep or any other role not stealing or taking clients of that former company, but you should not be banned from working for a competitor or business in the industry you've worked. I've been with my current employer 18 years, but if I decide to leave the company or they let me go, I should be able to use my skill set, knowledge, experience, and expertise to gain employment and bring value to another business. I wouldn't and shouldn't go after my old clients, but I should be able to find new business without the fear of not being able to earn equal, comparable, or better wages elsewhere."</p>

Constituent Support for the FTC's Noncompete Rule



Vermont | Statewide Impact

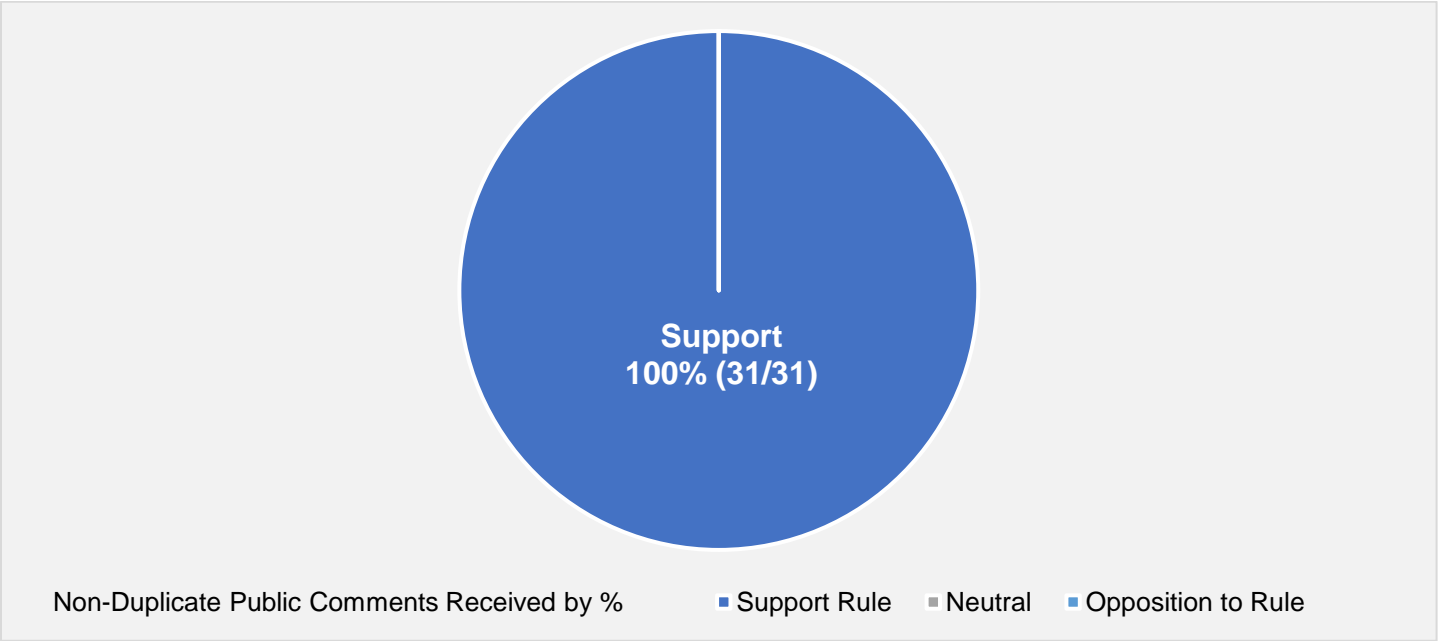


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Vermont**:

Vermont Covered Workers	Increase in Total Annual VT Worker Earnings	Increase in Average Annual VT Worker Earnings
241,017	\$127.2 million	\$528



[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

Notice of Proposed Rulemaking: 31 of 31 VT Commenters Support



Support Across Sectors of Vermont's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"As a licensed veterinary technician who has been in the field for over 10yrs I have seen the toll non-competes take on veterinarians. They are forced to stay in bad clinics or forced to move or commute several hours to another clinic. They force doctors to choose between practicing a quality of medicine they can feel pride in or leaving the area where their family lives and their children go to school. Corporations and businesses also have more room to mistreat staff when they know their staff is trapped. I hope the FTC will support this ban. Very few individuals benefit from non-compete contracts, they are especially hard on new doctors just starting out."</p> <p>- Siobhan</p>
	<p>"I am a physician in a rural area. I have seen physicians lives impacted badly by non compete clauses that essentially make it impossible to make choices that are best for themselves, their families and often patients by moving on from positions, even after serving years or decades, due to non compete clauses that have remained in their contract, forcing them to, in many cases sell their homes, change their children's schools etc to seek employment. Non compete clauses cause undue suffering for physicians who might be mistreated by their employer or asked to provide patient care in ways that is unsafe, or doesn't protect patients. As physicians we have lost so much of the ability to advocate strongly for our patients and safe patient care in corporate medicine. One of the last tools we have is our ability to vote with our choice of employer and to leave when we have exhausted all ability to negotiate safe patient terms and seek alternative employment. "</p> <p>- Therese</p>

Additional Support from Vermont

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
John	<p>"My former company had me sign a non-compete and after three years of working hard and selling over a million dollars in annual revenue, they not only never gave me a raise, they fired me. I have extremely close relationships with all my clients and they have threatened lawsuit several times to me for writing these clients over to my new organization or even talking to them. Please ban all non-competes as it allows companies to take advantage of their employees. Since I have a very small niche', it has been difficult to find new contacts and I have been forced to get a nighttime job to feed my children."</p>

William	"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year. Worse yet, when you get laid off (I have been laid off five times in my career), you are limited in moving on to another similar position. These were all in Information Tech and one of my layoffs ended up taking a huge pay cut to work in retail because of a non-compete clause."
DIANA	"Ban exploitative non-compete agreements - they destroy lives!"
Lisa	"Please enact the Non-Compete-Clause Rule. Non-compete clauses prevent competition and result in higher prices as well as personal suffering. They also cause considerable personal torment: If people want to leave a bad work environment, or seek higher pay, they have to either leave their chosen work or move out of the area. People should not have to leave the area to continue in their chosen line of work. One example: Our local hospital system uses a non-compete clause with its doctors. This prevents doctors from working at other sites in our area. If they want to leave they have to move far away. This reduces competition and is one of the causes of our rising health costs. ****charges much more for simple procedures than do the few independent practices in our area."
Glenda	"I support the FTC ban on non-compete clauses. Such clauses are an unnecessary restriction on a worker's freedom of employment. I haven't noticed that executives are banned from employment in competitive situations."
Whit	"Absolutely ban these clauses. Competition is always good. No exceptions. Stop coddling billionaire owners."
Anne	"As a physician who values my relationship with my patients, non-compete restrictions can sever my relationships if I'm in an untenable work situation and need to leave. The only exception should be employees in a field that has proprietary information. This is not the case in medicine"
Kate	"Non-Compete Clauses are punitive without purpose for the vast majority of workers."
Elizabeth	"Regarding the proposed law eliminating non-compete agreements between an employer and an employee, I recommend that the law be adopted within 3 months of the adoption and publishing in the Register, and enforced within 6 months of same. Employers are unnecessarily hindering the ability of workers to change jobs within their chosen field and industry, in an effort to hold them hostage to said employer. It is a burdensome and unfair labor practice."
Bruce	"I support the non-compete clause rule, because it unfairly hurts workers and suppresses healthy competition. I am not anti-business. I worked for the same company for 25 years, and left only after an acquisition that was somewhat

	<p>mismanaged. I had a non- compete clause in my work agreement at the time, and the irony is that as a professional (an engineer) the human resources director specifically told me at my termination that I need not worry about the non-compete clause as the company would definitely not try to enforce it in my case. I can only surmise that the primary reason is they did not think my skills and background would put me in a position to seriously compete in their core business, and that was reasonably correct; for the last seven years I've been doing very well as an independent consultant but not in direct competition with that company in any tangible way. The reason my history is relevant is that it demonstrates the selective, discretionary aspect of the non-compete clause for my relatively privileged, professional situation. A similar informal waiver would almost certainly rarely if ever be offered for the vast majority of skilled and unskilled, hourly jobs - the very jobs that stand to benefit the most from healthy competition and marketplace portability. Arguments that such a rule would hurt business interests are likely to be spurious, especially in the long term and in the big picture; while inability to implement or enforce non-compete clauses in work contracts may lead to increased wages, those increase wages over time lead to increased buying power and healthier businesses. They are also likely to result in higher worker satisfaction and thus to increased productivity and lower turnover, all of which help businesses. As a small business person I strongly support implementation of this rule."</p>
<p>Ben</p>	<p>"I strongly support a ban on non-compete clauses, and I have experience with these clauses negatively affecting my family and quality of healthcare in the region in which I live. A number of years ago, my father worked as a pediatric trauma surgeon in a large US city with two "level one trauma" hospitals, the only such hospitals in the region with this highest level of accreditation. Due to the economic standing of many of the people my father treated (his unit cared for many underinsured/uninsured patients), the hospital he worked at actively deprioritized and understaffed his unit to try to minimize their cost of care, resulting in deteriorating working conditions for him. For a long time, my father was the only surgeon in his unit, and I remember one summer he was seemingly on-call every day, working what felt like 80 hours every single week. Despite being unsatisfied with these conditions, my father did not want to leave his job as he had a no-compete clause that would prevent him from working for any nearby hospital for months. In this way, the no-compete clause encouraged both the exploitation of my father and the bad, profit-seeking behavior of the hospital by locking him in to a suboptimal contract where the hospital could get away with minimally staffing their trauma unit. In turn, this also significantly degraded the quality of care the trauma unit was able to provide, and with this being one of the only two level one centers in the region, this is a significant public health issue. These trauma centers often deal with very important issues such as treating children with gunshot wounds or lifesaving operations on babies in the neonatal intensive care unit. After a couple years my father grew tired enough of this situation to quit, and as a result of his no-compete clause, had to take an extended hiatus from working before being able to find another job. This further reduced the quality of care available to all in the region, as pediatric trauma specialists are not very common, and every one not working is one Chats could be saving lives on a daily basis. But, because the hospital decided to prioritize</p>

	worker retention through a non-compete clause, they took (in my opinion) active steps toward degrading the quality of medical care in the region."
Rafael	"I support banning non-compete clauses."
Herb	"I strongly support eliminating non-compete clauses from employment contracts. There is no justification for limiting labor mobility, especially for low wage workers. These anti-freedom clauses should be the exception in labor contracts and only pertain to high wage workers with proprietary knowledge that could cause substantial damage to a company. The purpose of the FTC commission is to promote competitive markets; no-compete clauses are a clear violation of your charter. I just watched a video at today's New York Times about non-compete clauses which shows how harmful and unjustified these cotracts are and which has motivated me to write."
Susan	"I support this rule to ban non-compete contracts. I currently work for a financial institution and signed a non-compete almost six years ago when my job title, pay, and life circumstances were much different than they are now. Effectively my company is preventing me from earning a wage commensurate with my experience and skills. Thank you for proposing this change!"
Gunter	"Physicians regularly are required to sign non-compete clauses in nearly all clinical and academic employment contexts. This stifles clinical research and adds to already difficult staffing challenges. The notion that physicians should be beholden to non compete clauses in the midst of a healthcare crisis driven largely by understaffing is counterintuitive. There exists a wealth of writing and data on the adverse effects of non compete on physicians and on patient care. Get rid of non-compete"
Kim	"Non-Compete agreements should be banned. Everyone deserves the chance to increase their wages and or better their work environment. The argument that a company will train a worker who then leaves in a ridiculous argument that only serves the employer. Once trained a worker is indeed more valuable and should be compensated as such. The so called protections for employers is at the expense of the labor of the employee who many times would have to leave their home to find the same employment due to a non-compete. There is no incentive for the employer to financially take care of and reward employees who would readily be snapped up by another local employer. How is that fair? The employee's worth should be based on their ability and the market. For example take an argument that a specialized medical doctor hires a PA and assists their training in that particular specialty should be able to keep that PA solely working in their practice or be forced to move to another location far away (in areas like where I live it would require a physical move of home or several hours of driving per day). The argument that the PA could easily learn another specialty is a disservice to the hard work and tremendous effort as well as profits earned from that PA for the doctor. A good PA who is earning financial rewards thr the doctor's office can be paid far less than their value under the guise of "I trained her/him." The ban would include training repayment if it "is not reasonably related to the

	costs the employer incurred for training the worker." That is fair. Let that doctor pay fair market for the services or let the PA move to another office who will so. We hear fair market value and capitalism used as a defense for business, well it should also be a defense of the worker. No worker should be shackled to an employer and geography should not force continued employment long after it is helpful to the employee. No worker should have to uproot their family and move in order to change jobs. It is indeed time to foster innovation and preserve competition. End the non-compete clauses now!"
Jared	"It is critically important that the federal government enacts this measure to protects its citizens. There are no good faith companies or employers. They will enact lifetime non-competes if allowed to. The government protected the public good against robber barons, and it needs to find the guts to do the same thing in the 21st century. America has been completely taken over by a small number of plutocrats and this type of labor law is a crucial tool to unwinding the capture of the state by the ultra rich."
Tony	"As a contract employee for government and private sector contractors, and as a private sector employee, I've been required as a condition of employment to sign various non-competes. The effect of these was to lock me into particular employers and reduce my power to negotiate my rate. The cherry on top was being laid off during COVID and as a condition of my severance package, I had to agree not to work in the finance industry for a year, effectively forcing me to leave that specialty in order to seek a new position. This was unreasonable and unfair, but rejecting the severance wasn't an affordable option, and there was unemployment insurance to fall back on. I'd rather have looked for work, but my former employer made that the least acceptable option."
GEORGIA	"Non-compete clauses are bad for workers, and bad for the economy, and consequently bad for society as a whole. The FTC estimates that 30 million US workers, many of them in low-wage jobs, would have better career opportunities with this rule in effect, and wages would rise by \$300 billion a year. This would be good for everyone, as more money would be collected in income taxes to fund essential services."
GEORGIA	"I strongly support the proposed rule. 30 million U.S. workers, many of them in low-wage jobs, would have better career opportunities with this rule in effect, and wages would rise by \$300 billion a year."
Sue and John	"We support the FTC's ban on non-compete clauses."
Dee	"Non-competes harm employees. They keep people trapped and financially ruin the vulnerable populations. How does the "free" country accept that its citizens' freedoms are restricted by corporate greed? Non-competes also stifle competition and innovation. There is no benefit to our citizens in the long run!"
Carter Joseph	"I wholeheartedly support this change and think it will be good for the economy"

David	"The only valid purpose of a non-compete agreement is to protect intellectual property. There are already laws sufficient enough for that purpose outside of a non-compete agreement. Non-compete clauses are most commonly used to retain and underpay talented people by denying them the ability to work for another company if they should leave. The states that have banned or severely limited this practice have it right and it's time for the federal government to get it right too."
Whitney	"Do not allow the American Hospital Association to successfully exclude physicians from the new FTC non compete rule. Why should physicians be treated any differently? Non competes ruin lives, keep workers in toxic environments or make them move their families and entire lives. Don't you want your doctor to be happy to show up to work and not disgruntled because he or she can't leave?"
Suzanne	"I am employed by a corporate veterinary organization as an associate veterinarian. I currently work in the state of NY. I have held 3 other associate positions in the 17 years I have been a veterinarian. In all cases, I have been subjected to a non-compete clause in my contract. While I have been fortunate that these clauses never caused me undue harm, they certainly could have based upon circumstances. I have always felt that non-compete clauses are illegal, immoral and quite reprehensible. Yet, what choice does one have when the dream job comes with one AND all the subsequent clinics in the area have them as well? I have always held the notion that should it come down it, I would go to court to fight for my right to have agency over my life. It is unconscionable that an employer could terminate my contract and I would not be "allowed" to find a job near my home. If an employer was not providing me with a healthy, vibrant and lucrative work experience, I should have the right to leave the practice and become gainfully employed, anywhere I choose. I support the FTC in its Non-Compete Clause Rule and I deeply hope that there is resolve to bring it forth. Thank you for the opportunity to comment."
Thomas	"Until this proposed rule was publicized, I was unaware that Non-Compete clauses existed for employees other than corporate officers or director-level employees and above. This is absurd. The notion that a sandwich maker or counter worker can materially affect the performance of a corporation by leaving and accepting employment at a competitor beggars the imagination. This Non-Compete Clause Rule should be accepted."
Heather R	"I was subject to a noncompete when I left a corporate position leading the retail company's diversity efforts. It included a long list of other retailers that could conceivably been competitors. The list was over-broad in my view and included companies all over the US. The non-compete was time limited to one year so that was good but it definitely constrained my ability to enter into future employment or to do consulting. I strongly support this rule. The legal nondisclosure

	agreements that people holding trade secrets have to sign and that continue after leaving a job should suffice to protect companies. Noncompetes hurt workers."
Susan	"Hello, I am a pelvic floor specialist in the state of Vermont. I have certifications, trainings, and a doctorate education. I am currently being held at a place of employment due to a non compete that I signed, regrettably so. I would love to be able to offer and extend my services to more rural areas of Vermont, but unfortunately my hands are tied. For me, this issue is not about pay, but more so about occupational justice and healthcare accessibility. I appreciate you taking comments and considers a ban to non compete agreements in the United States."

Constituent Support for the FTC's Noncompete Rule



Virginia | Statewide Impact

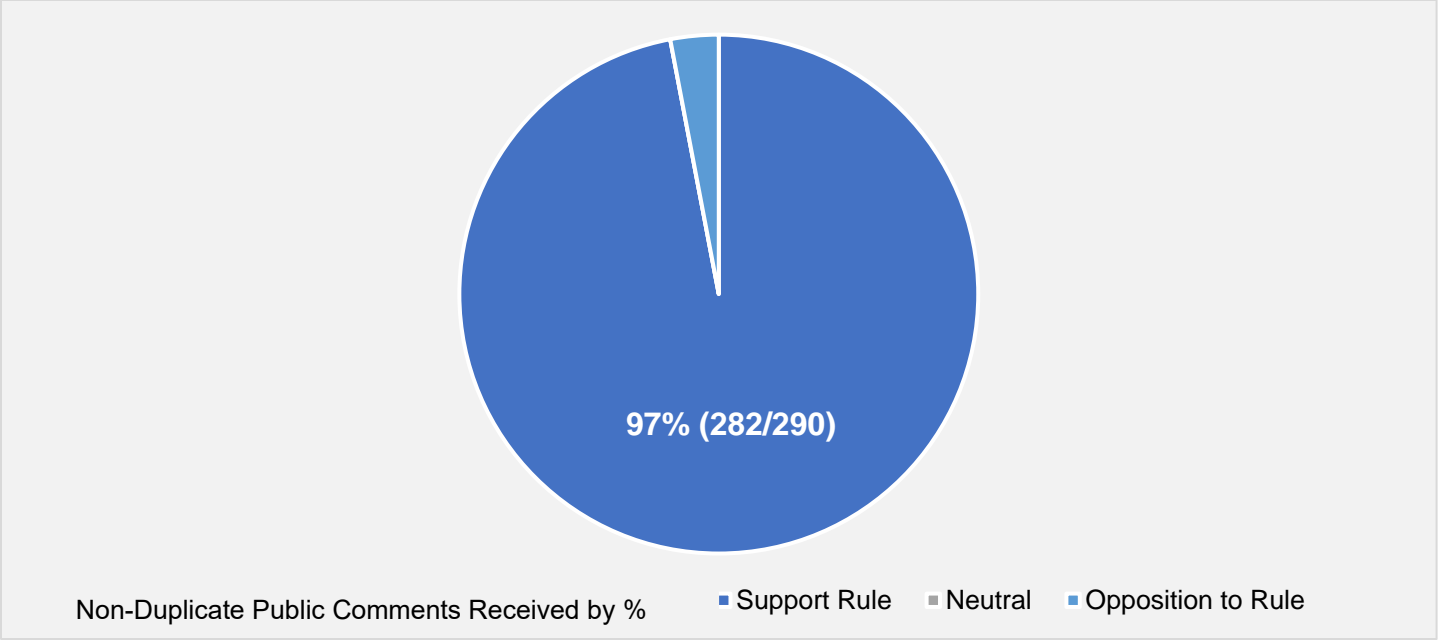


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Virginia Covered Workers	Increase in Total Annual VA Worker Earnings	Increase in Average Annual VA Worker Earnings
3,166,902	\$1,995,480,948	\$630


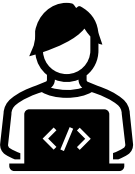
Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))




Notice of Proposed Rulemaking: 282 of 290 VA Commenters Support



Support Across Sectors of the Virginia Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I have been in the Asphalt business since I was 16 I do sales now and am 53 a non complete basically gives the employer any reason they want to cut pay or other compensation without having to think about recourse from the employee. If I had to stay out of my field for a year I would (lose) everything. How is this fair especially in a blue collar industry"</p> <p style="text-align: right;">-Tom</p>
	<p>"I am as software engineer currently subject to a non-compete clause. This discourages me from seeking new jobs with better wages or with better employers. I was wary about accepting a job with a non-compete clause, but it was non-negotiable and I lacked legal counsel to help propose or advocate for changes. I still lack such legal counsel, and have no idea where I might find them. The software industry has every incentive to make these clauses standard; they cost employers nothing, and make it so employees face legal repercussions if they leave seeking better employment. The description of what constitutes a competitor is vague, and seems to contradict the idea of being an at-will employee - a moderately broad interpretation is that you are "free to leave" so long as you do not take another job in your profession for a couple years, a financial burden almost no employees can or should be expected to afford. As such, I am wary to leave my job, despite knowing there are companies offering better financial compensation and intangibles (e.g. work/life balance), for fear of legal retribution. In short, non-compete clauses are unethical and interfere with the functioning of free-market economics, shackling employees to companies and thus dramatically decreasing the pressure those companies feel to improve their employees' experience. In my time at this company, I have not gotten a pay raise despite high inflation and good performance; there hasn't even been a discussion. It would be incorrect to assume had policies would become public knowledge and keep employers at bay, thus providing pressure to change. Employees who feel shackled to the company would not want to sabotage it by spreading ugly truths, thereby hurting profits and increasing the risk of their own salary being cut. So the cycle is self-perpetuating; companies can make more profits by limiting employee freedoms even after their term of employment."</p> <p style="text-align: right;">-Christopher</p>

	<p>"I almost cried tears of happiness when I saw this potential ban. Non-competes area way to avoid the responsibility employers have of making the work place a desirable place to make a living. A non-compete is dismissal of those obligations. By making me sign a non-compete, it tells me that my employer owns my immediate future. It means they can ignore the issues surrounding why someone would want to work for a competitive company (competitive pay, declining culture, benefits, involuntary change in responsibilities, etc). It's lazy. There a variety of reasons why one would want to leave their employer. These non-competes only address one or two reason why and ignore the other reason rooted in basic humanity. Maybe the boss that hired me left and my new boss is horrible. As a result, my mental health deteriorates due to lack of good leadership and clear expectations for example. I get an offer to work for a competitor for a 30% increase in pay (currently getting barely 2% cost of living raise every year which is not nearly enough to keep up with inflation). So because I signed a non-compete, I'm stuck getting low wages indefinitely unless I take a year break to work in a different industry...The sad thing is, if my company decided they didn't want me anymore, they could just fire me. AND, I STILL can't work for a competitor, even if I'm fired. Until one year has passed from date of firing. So, what is a person to do? Switch industries in the middle of a budding career? Take a pay cut? Spend a bunch of money training in a new industry? I have two kids and (am) kinda in love with what I do, I just do not enjoy my company. Imagine millions of Americans out there who are being jailed by their employers. That's a million people who could develop depression. Will some of these one million people react differently to this work-related depression depending on their chemical makeup? Can it compound with the already dire situations millions of Americans face every day? Do a majority of these millions of people have children? Are children's development and mental well-being heavily reliant on mental well-being of parents?"</p> <p style="text-align: right;">-Taylor</p>
	<p>"I strongly support the plan to invalidate all employee non-compete contract clauses. My husband and I are physicians and we have had to move our family four times since leaving medical school in order to fmd adequate and fair employment. Many health care employers are private companies and their priority is profit instead of patient well being. Trying to find a job in which we can fix:us on outcomes instead of profit has taken many years. We have three children and we had to move to new towns, new houses and new schools due to these non compete clauses. We are not trying to steal trade secrets or patients. We simply want to work in a stable environment in which we can focus on caring for our patients. I believe that non compete clauses are very unfair."</p> <p style="text-align: right;">-Mary</p>
	<p>"As a True American who loves this country, and believes in the Free Market, I hope and wish the FTC will do the right thing and end non-compete clauses. They are antithetical to the Free Market and as such have no place in the American workforce."</p> <p style="text-align: right;">-Taylor</p>



"As a yoga instructor who is both self-employed and employed by various studios and clubs, I write in opposition to non-compete clauses in employer-employee contracts. If enforced, non-compete clauses could prevent me from earning an income in my community outside the limited opportunities with one employer. This would place an intolerable burden upon me and other instructors working under the non-compete clauses of our contracts. Non-compete clauses in my field of fitness instruction give employers unwarranted control over their employee's ability to earn income in our field of training, especially in smaller communities like mine where there may only be one or two studios or clubs where fitness classes are offered. The effects of the sudden shut down of fitness clubs and yoga studios during the pandemic revealed the vulnerability of those in my field when we are held back by non-compete clauses. In order to continue to earn an income during the shutdown, we had to create our own online classes and reach out to find new students unaffiliated with die clubs and studios who had employed us. Many of my friends were unable to meet the challenge, and they turned to the community for financial and survival support during the pandemic As the pandemic conditions revealed, non-compete clauses can put a burden on local communities when those subject to the non-compete clause find themselves unable to earn a living. **Non-compete clauses create an inequitable power dynamic between employee and employer, and they should have no place in our field of fitness instruction which is notoriously underpaid."**

-Elizabeth



"The ability for an employee to ensure they are optimizing their career and earnings potential has been greatly hampered by non-compete clauses especially related to the Defense industrial complex and its largest employers...These employers take advantage of the opportunity to reduce competition within contracted positions. The federal government is the one who pays the price when a prime or a sub on a contract could afford to pay more to a Subject Matter Expert level employee but because of the non-compete rules between contract competitors they cannot be retained in support of the contract at the wage level that would entice them to stay. This leads to reduced productivity as the support team has to train new employees more often. Ultimately, it is the Tax Payers who fund this chum in contracted positions when one company underbids to win a contract. I have been witness to this repeatedly throughout my career supporting the military as a federal contractor. Talent leaves because they cannot be retained by company A at their wages (most notably when salary increases are not given in line with inflation skill level increases) and company B on the same contract could hire them for retaining their knowledge and skill but the non-compete doesn't allow that. The employee is left to find an alternative employer who treats them in line with their perceived compensation value."

-Clarissa



"I am entirely against non-compete clauses. **My son was undergoing testing for food allergies with the goal of desensitizing. There is one allergy clinic in a 25-30 mile radius, as well as it being the only one on our side of bridges, tunnels, and heavy traffic. Our preferred doctor had been required to sign a 12 month non-compete clause. When she left the practice, our whole desensitizing came to a halt** because the owner of the practice is not proficient with food allergies. When the 12 months ended, the pandemic had created horrible circumstances for the doctor to set up her new practice. It's now over 3 years since she left that practice, and the desensitizing will not happen for various reasons. Instead of being able to open her own practice she now works for another, larger clinic for one day a week. If the non-compete clause had not been signed, my son would be finished and on his maintenance dose. The owner of the practice who made her sign was well over 75 years old, but was so petty that he didn't want competition. Get rid of non-compete clauses."

-Kathie

Additional Support from Virginia

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
M	"This comment is regarding the Non-Compete Clause Rulemaking, Matter No. P201200. As a single mother who has returned to the workforce after years of caring for my child with a disability , I am at a serious disadvantage due to my employer's noncompete clause. That clause prevents me from improving my economic situation and advancing my career, by prohibiting me from seeking employment with clients who experience my work and are willing to hire me. I have had to refuse offer of employment because of this clause. My clients are my only chance to advance my career. Yet, these are exactly the same people I am prohibited from seeking employment with, by the non-compete clause. That clause has kept me stuck with my employer for years, and counting. I strongly support the elimination of the non-compete clause. Thank you for the opportunity to comment on this critical rule."
Chirine	"Please eliminate the nine compete clause. It is impacting patients health."
Sara	"I think Non-compete clauses are quite inhibiting to employees. My non-compete is a 10 mile radius for one year to work in any like physical therapy clinic , referring physician or create a business of my own that would be in competition of my current physical therapy clinic. This is super inhibiting to the employee where my company does not fully value or support my interests and instead I am stuck in a job that is not supporting me. I think they limit an employee from growth opportunities that exist. By taking a year off this would hurt my family but it would also hurt the patients I see as I work as a specialist and there are only 5 other therapists in the northern VA region that treat die patients I do. It is quite a

	<p>disservice to the public when health care professionals can not switch to work for companies that would support specialists."</p>
Syed	<p>"Considering the shortage of physicians particularly in rural areas it is important for a willing physician to continue providing health care to the community irrespective of the employer. The reality is, patients will seek treatment from a clinician he or she feels comfortable. Preventing a physician to serve a community due to non compete clause is unfair for the patients and families. I strongly oppose non-compete clause in the contract."</p>
Emily	<p>"I would fully and entirely support this. It does not even seem legal for non-compete agreements to exist. What happened to the free market? I'm a doctor and it was hard for me to find a job without a non-compete clause in the city. It was important for me to avoid these, because in a city everything is close and the clause typically describes a radius. These exist SOLELY to favor the organization rather than the worker. They allow organizations to undervalue their workers."</p>
Yamin	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I feel that noncomplete agreements for standard level workers are examples of corporate overreach and an attempt to take have excess control over their employees. I strongly believe that banning these noncompete agreements will help ordinary Americans.. Thank You."</p>
Almotasembellah	<p>"It is modern day slavery for clinicians where health care system blackmail to stay unhappy in a job or leave the whole area where your family has all their relations, schools and activities and were you belt a life for yourself and your family. It defies the basics of American principles of free market and competition and encourages monopoly. Most health care system in US are not for profit with CEO's earning millions of dollars and all of them should be included."</p>
Ashely	<p>"I am an emergency medicine physician. Non-competes are a danger to patient care. While this is great for a company trying to make money this is terrible for patient healthcare. An example in Florida: A friend and fellow emergency physician saw that a company was under staffing an emergency department and people were dying in the waiting room. When the doctor tried to bring this up and have the staffing fixed the medical staffing company fired her. These medical staffing companies have one goal: money. Their only responsibility is a fiduciary responsibility to shareholders. They do not care about patients. Because of the common corporate requirement to sign away due process in physician contracts there were no repercussions for her firing. The physician was fired and was forced to leave an area where she's been living in serving the community for over 30 years due to the non-compete in her contract. When physicians see dangerous practices being performed by companies they need to be able to speak out against these issues without fear of repercussions. They cannot do that if they do not have due process and if they have a noncompete for the area that they live, especially in a time where corporate medicine is taking over the hiring and firing positions and other medical practitioners. The sole purpose of a noncompete agreement is to be able to</p>

	control medical providers. There's no other purpose to it. This does not serve our communities and should be disallowed."
Cindy	"I am a physician , and there are absolutely NO good reasons to have non-compete clauses apply to physicians. In the medical field non-compete clauses are used in the same way as in other industries: to prevent physicians from leaving bad jobs. I currently have a physician friend with four children who now has to drive 50 miles to her clinic job because she left a poorly managed private-equity owned hospital-based clinic. Without the non-compete clause she would be able to spend time with her family because she could have worked as a physician closer to home. There should be no physician "carve out" in this rule to exempt physicians from the non-compete clause rule."
Sherry	"Banning noncompetes is essential for those employees who are only experienced in one type of field of work. My husband has worked in the asphalt industry for over 35 years and is very educated in that field. For him to have a noncompete which bans him from all asphalt companies creates a heavy burden to try to find another job in another trade making the salary he needs to support his family for the duration of the non compete. IT's understandable to have some type of legal contract for ex-employees to not give away company "secrets" or details on how a company bids and gets work or sells products. Forcing an employee to stop working in a certain trade that they have done for many years for the terms of a noncompete can be financially devastating."
Arham	"This is an incredibly important rule and I strongly support it as a college student seeking tech internships. Many companies have extensive non competes that are unreasonable and unfair."
Julie	"Please adopt this proposed ban on non-competes as a final regulation. Non-competes are harmful to employees, employers, and the economy. No worker should ever be forced to move or give up his or her livelihood for any amount of time in order to take or leave a job. While an employer may argue that this is "voluntary" and "contractual," the imbalance of power between employer and employee often makes it a contract of adhesion. Employers are also harmed by non-competes as non-competes limit healthy chum in the workforce that brings new ideas into a company. The economy suffers as worker pay is limited by these agreements. This is a long overdue regulatory action that aligns with the spirit of liberty for all Americans. Thank you."
Rebecca	"Iain a small animal veterinarian that works full-time. I am also the mother of three small children and my financial contribution to my family is significantly more than my husband's due to the nature of my profession and additional schooling. My current non-compete clause prevents me from easily finding a more suitable place of employment as it consists of a 18 month, 10 mile radius if I were to terminate my contract. In a middle sized town this negatively impacts my ability to leave the currently toxic work environment, as well as to find a financial situation that would be better as it would require me to drive an extra 30 minutes each way. My husband is a high school teacher- he leaves for work at 6:30am so I get all 3 kids ready for school prior to leaving for work. Adding 30 minutes to my already 20 minute commute if I were to leave my current job and

	<p>have to work outside of my noncompete would therefore mean we would need to hire someone to get children off to school in the mornings. Noncompete clauses prohibit employees to find jobs that either could provide a higher salary or better benefits or a better fit. A noncompete clause preventing an employee from easily providing for their family puts them in a situation where they are not happy with their work place and contributes to mental health concerns. Veterinarians have one of the highest suicide rates of professionals and part of this is lack of job satisfaction and limiting a person from finding a more satisfactory position due to noncompete clauses is part of that. I believe preventing someone from providing for their family financially by limiting where they can work and contribute to society is unconstitutional."</p>
Glenn	<p>"Thank you for this proposed rule. It is long overdue."</p>
Sam	<p>"I support the proposed ban on the use of noncompete clauses. As a veterinarian who has both owned a private practice and worked at private and corporate practices, I have seen these issues from both sides. I believe that these clauses are often strong-armed from applicants at the time of negotiation or signing and most do not contemplate that not all jobs will pan out as planned. Some work environments become abusive or toxic. Some employers fail to provide benefits and salary that is well deserved. Some employers refuse to invest in modern equipment or upgrade the work practices as information and technology evolve which handcuffs employees who want to advance in their careers. Having these noncompetes gives the employer an unfair advantage with respect to future contract negotiations and may by their very nature force an employee to work at a job that is either not suited to their style of medicine or personality. Some employees may be forced to submit to a very negative work environment because they can not afford to move the entire family and have their children change schools etc.. I have always believed that an employer that pays a fair wage and treats employees well will always be able to find and keep employees."</p>
Joseph	<p>"I whole heartily agree with dissolving the non-compete basis. It restricts the employee from having the freedom to choose. It reduces accountability and competition in the market. How can companies be accountable to their employees if they at the same time restrict the ability of the employee to earn a higher income at a protentional competitive company. People have talents, skills and abilities, these should be able to be marketed freely in the marketplace. Employers should compete to offer the best compensation package and the best workplace environment to keep and retain employees. I am impacted and my income has been limited. I am not able to be promoted and I have reached my highest income bracket. My performance is exceptional. I am under a non-compete. Should I just stay with my employer and put my head down and work hard with the hope that I can achieve more and support not just my family, but my community and this country? Or should I risk leaving, take my skills and abilities on my own or to a competitor and risk litigation because of a non-compete? I am also a person who is protected by the American with disabilities act. I am stuck, I support dissolution of enforceability of the non-compete. Free</p>

	market capitalism is the way to grow our county and also allow higher earnings for employees."
Connor	"This is great! Thank you for pushing this change, you will be helping workers like me all around the US find better jobs, be able to move more freely between jobs, and increase pay. Thank you!"
Ronald	"I am a physician . Non-competes have no place in medicine - especially for specialties such as Anesthesia, ER etc where the patients don't choose their own physician. Non-competes are used solely to control physicians, to decrease their employment options and to depress their wages. Physicians don't have trade secrets. Non-competes should be completely banned for physicians - and for all professions for that matter. They serve only as a method of control. Nothing more. They are extremely harmful and totally unjustified. I'm very glad that the FTC is looking into them. They should have been banned long ago."
Dylan	"Please ban non-competes. Workers should be able to work whomever they want whenever they want."
Thomas	"As a physician that has needed to transplant my family multiple times because of a non-compete clause in Virginia, I support 100% any legislation to reform this practice as it not only puts a inappropriate burden on the individual (and their family if applicable) but also stifles competition."
Brian	"Physicians need to be included, they are already forced to work because of crippling student debt they should at least be able to leave their place of work without having to move their family"
Clifford	"Dear Chair Lina Khan, Non-competes are a toxic barrier that companies use to stifle future competition. Startups need protection; established companies do not - their market presence is already an advantage. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Clifford Berg Reston, VA 20191"
Cynthia	"Please ban non compete clauses in medical contracts. These lock physicians into situations that can be abusive or hostile, and force physicians to move hours away to change jobs. This is disruptive to their patient population as well as to the doctor and their family. Particularly egregious are non competes that include all entities owned by the corporation, and that last any longer than a few months. The only reason for this is to trap physicians in poor situations, and to ensure revenue flow that should belong to the physician remains with the corporation"
Jeremy	"I have been a physician in practice for 10 years. Non-compete clauses make health care workers live in constant fear of what would happen if we lost our jobs. For example, if for some reason, I no longer worked for my current hospital, my non-compete clause would force me to relocate my entire family including school-aged children, just so I could continue to practice medicine. After all the years I put into school and training and the debt I incurred and the hours that I keep taking care of patients, the inability for me to change jobs without packing up and leaving the area is very unfair."

Brendan	"As a veterinarian , I have been severely distressed by the restriction placed on my family by non compete contracts. These are so rampant in veterinary businesses now due to corporate buyouts of practices, that simply refusing to sign one is not an option. They serve only to further the profits of these corporations. I felt trapped in a job that was very stressful and combative. In order to leave the non compete radius I've had to drive 45 minutes further away from my home everyday. These non competes harm veterinarians, and practices who are unable to recruit and continue to work with disgruntled trapped employees. Businesses should work to retain employees like us through training, pay, work environment, growth and gratitude. Non competes are simply traps. Importantly, this severely stifles competition for workers and drives up costs to pet owners. My understanding is there is no historical legal precedent for non competes the way they're applied today. They should be eliminated retroactively. Thank you for taking the time to consider this important issue and our opinions."
Ahmed	"I strongly support this proposal. As an experienced specialist in human language technology , there are only so many companies that can afford or make use of my talents. Since I am also an entrepreneur and I am always building something, I find non-competes detrimental not only on my ability to contract with companies that insist on a non-compete, foreclosing my ability to contract with someone in my field after I have completed my work with a contractor, but also my ability to create and innovate. We already have NDAs and Patent laws to protect companies from unfair disclosure of proprietary information or the infringement on intellectual property. Noncompetes serve not purpose and only result in unnecessary worker hardship."
Justin	"I am in favor of banning none-compete. This would benefit the working class greatly."
Rachel	"I strongly support the ban on non-compete clauses. I am an OBGYN in private practice in Virginia and my employer would not remove or modify the non-compete clause of the contract, which states I cannot function as an OBGYN in the area for 2 years. Without threats of litigation I cannot work as an OBGYN hospitalist in a city 30 minutes away, which is not competing with the practice. The next closest hospital system or private practice location is over an hour away. I have spent nearly half a million dollars to become educated to practice as an OBGYN. Based on the noncompete I must either spend countless hours on the road away from my family while spending more money on gas, new tires, etc., or uproot my family (and lose their jobs) & move away from friends and relatives to a new city. Please consider passing this ban to allow workers to change employers without having to sacrifice either their homes, their occupation, or their wellbeing."
Michael	"Onerous non-compete clauses are common in my field (veterinary medicine), with little ability to negotiate for fair terms especially as hospitals are purchased by large corporations. Rather than protect businesses, these clauses restrict licensed professionals from seeking employment within what is usually a large radius. In states that ban non-compete clauses, there is little evidence that the free movement of employees produces a burden on employers that is any different from what is seen in states that allow these clauses. I believe that a ban

	of non-complete clauses is the only ethical way forward for our labor force because the restriction on our freedom to work only hurts workers and consumers."
Suneetha	"Please include physicians as a trade that will benefit from removal of noncompete clause. The individual physician is often at the rim and Mercy of heavily lobbied corporate healthcare institutions that enforce punitive practices that virtually make it impossible for physicians to earn livelihood and forced to endure employment in sub optimal and disadvantage of conditions"
Michael	"I fully support the proposed rule to ban non-compete clauses. I am a pediatric hospital medicine physician. Non-compete clauses are extremely common in my profession. Some limit working for another provider in die same city, other limit any outside work anywhere. I pose no risk to any employer by working for another employer in my spare time. My patients do not come to the hospital because I work there, they come because they prefer that hospital for various reasons. The non-compete only serves the purpose of limiting where I can work and therefore makes me obligated to only work for one hospital system. This leads to limited availability of physicians, mid-level providers, and other staff. It also has forced myself and many of my colleagues to avoid working full time. We are better off working per diem for several different employers to avoid non-compete clauses. This means we don't get benefits and must purchase our own insurance, fund our own retirement, etc. This also means we must travel to other cities away from our family to work. This rule is long overdue and should be implemented as soon as possible."
Pat	"I firmly believe that getting rid of the non-complete clause would benefit the work force and the individuals capacity for earning I'm a DoD contractor , working part- time, who feels limited in my employment opportunities, because I have to sign a non-compete clause saying I won't work for another government or state agency until at least one year after I terminate my employment in my current position."
James	"I am a physician and these clauses take advantage of us. I have worked >13 years in training where I have been subjected to countless being taken advantage of with low pay and paying for basic amenities. These clauses allow hospitals to low ball physicians and treat them poorly since are committed by these ridiculous non competes. I want to be able to live in the city my family is in and work somewhere I am valued for my commitment to patients. By not allowing non competes, it will force administration to pay fair wages, treat the work force as not expendable, and allow physicians the freedom to find the best job for them. Physicians are taken advantage of for years and the most trained people in the hospital. They sacrifice decades and should not be punished or taken advantage of."
Heather	"Non-compete agreements should be completely abolished. Not only does it effect specialty trained/skilled medical providers to earn a living, but it negatively hinders the patient-provider relationship."
Heather Callahan	"non competes are unfair, especially for medical providers. it infringes on the provider-patient relationship, as well as goes against public interest, in addition to negatively impacting a professional's right to earn a living."

Jeremy	"Please end do not compete rules. I am a physician and if I left my position I would have to move out of my area to get another job. It is not a fair situation for employed physicians."
D	"Non-compete clauses are cruel and predatory, they benefit nobody and harm everyone. If you believe in a free and fair market you should be opposed to a non-compete clause, and if you believe in worker's rights or regulations you should be opposed to non-compete clauses. They hurt businesses by restricting the workers they can hire, they hurt workers by restricting their negotiating power, and they hurt innocent bystanders when people are forced to move for their jobs. Banning Non-compete clauses should have happened decades ago, but better late than never."
Mary	"Noncompete clauses preclude me from assisting in helping to alleviate the severe staffing shortage in my area of anesthesia care providers. As a result my fellow citizens, neighbors and community members often suffer prolonged scheduling times or cancellations due to the lack of resources to provide for their care. My noncompete limits me to working ONLY in my facility and not locally to assist my community. Noncompetes are deleterious not just to the providers but also to the community at large."
Jay	"I have two perspectives on non-competes. I worked for a company that did not require non-competes for any of our positions. Very often when trying to hire for skilled positions candidates that we were hiring were subjected to non-competes. This limited their ability to move to companies that paid better wages, offered better benefits and retirement opportunities. If you treat your associates well, pay them well and provide them with upward mobility, then they have no need to look elsewhere, which is why we never chose the route of non-competes. Now, where I am currently in my career, I was let go by said company after a 31 year career. Simply, a new manager had a difference of opinion and wanted to bring in his own team. In order for me to receive my 2022 bonus and severance package, the company forced me into signing a 1 year non-compete. This greatly limits my potential at finding a job and supporting my family. They walked away from me, I didn't walk from them, so holding me hostage for 1 year without being able to work in the industry is unfair, unjustified and overreaching, so I am carefully watching how this plays out and would greatly support eliminating this old policy."
Daniel	"As a routine rule, the use of noncompete clauses in the practice of medicine should be banned. Physicians and other providers should want to stay at practices for positive reasons such as the positive experience of treating patients with any practice and/or the reimbursement received by employment in a practice or hospital. If at any time the physician or provider wishes to leave that practice and continue to practice in that same area that should be their right. It is very difficult, if not impossible to start private practices in the current era with electronic medical records, and the burden of human capital management. I personally have had a negative experience as a result of noncompete clauses, where I was influenced by the promise of a partnership in a practice, only to not be offered a partnership when employed. I was forced to leave the area and the patients that I was treated. Unfortunately, I was not the first and may not be the last to encounter this dilemma. Please ban non competes. Let healthy

	competition be the norm. This will hopefully end un fair employment practices within the practice of medicine"
Caroline	<p>"Non-compete restrictions area form of indenture. They MUST be made against the law as a matter of public policy. In historic usage, an indenture was an agreement to bind someone as a laborer. Those agreements usually included a benefit such as training which are typically absent from modern employment agreements. Those subject to an indenture had little control over employment. Adequate employment is essential to survival in the contemporary United States, and I hope that is not the type of arrangement we want as the basis for our employment arrangements. In the old days, non-compete agreements were enforceable only against uniquely situated senior executives. When I first heard about widespread non- compete agreements, I dismissed such suggestions as unenforceable. Now it seems that some court and or politician has made the extremely imprudent decision that these provisions are enforceable. How does an individual employee harm an employer by working for a competitor? I can think of only two ways: by receiving improved compensation, thereby potentially increasing the going cost of labor in the marketplace and/or by going to a competitor that takes advantage of the employee's unique skills and abilities to make the marketplace more competitive. It would seem that both are desirable outcomes, not undesirable ones.... for any but the former employer. When further considering non-compete agreements, we must think about the possible conditions which precipitate a desire for an employee to change jobs: an employee may be under-compensated. They may be subject to poor treatment in the workplace, including being subject to conditions that are unsafe. They may be subject to discrimination or harassment. Is it public policy that such employees should not be allowed to leave without being sued? Additionally, it is critical that employees be allowed to find work within a reasonable distance of their homes. Moving is not a realistic choice for many individuals or families for a variety of reasons. Perhaps work does not provide sufficient income to fund a move to a new region and new living quarters. Perhaps the employee has family members with special needs who cannot reasonably relocate. Maybe family members are dependent upon the employee for care. The unfortunate reality is that many if not most Americans live excruciatingly close to the poverty line. The necessity of moving or taking a job at a lower rate of pay may be enough to push them into that abyss with potentially dire implications for entire families We cannot permit private employers to ransom the right to work because they do not wish to pay competitive wages or maintain a workplace that attracts workers. This is anti-competitive, anti "free market" and not the sort of society any of us wishes to inhabit."</p>
Jill	<p>"Due to an enforceable noncompete in Virginia, Carilion hospital systems successfully dismantled a large neurology practice then enforced its noncompete until the majority of neurologists left the Roanoke valley. Today, we have approximately 1/2 of the neurologists we need and Carilion will still not relax its noncompete clause. The new neurologists coming in were trained by Carilion so that we are not bringing in new thoughts or outside training and wisdom. This recycled local training deprived patients of valuable resources all in the name of</p>

	protecting a multi-million dollar a year profit giant. Please outlaw noncompetes so that we can return to a healthy medical system in our underserved area. Thank you!"
Dereck	"Good afternoon, To whom this may concern. I was recently subject to a cease and desist from a prior employer regarding insurance sales . I left on good terms and at one point looked to come back to the organization when I was advised that they could not afford to bring me back onboard due to the change in housing industry and the impact it had on insurance sales. I worked closely with the vice president in which they advised once they could do so, they would reach out. It was at that time, that I realized my options were limited, and having been in the industry 10 years, had the knowledge to do so on my own. I was vetted by a big name company and asked to join as an Agency Owner at which point I successfully onboarded. Because my "business" operates within 50 miles of their location, I have been told that I must stop all business and prove that I am not doing something that impacts their bottom line. 1, one man, against a company of 60-100 employees. In a market that is not saturated in the available Loan Officers, Real Estate Agents, Title companies and more to have access to in the entire state, I...one man, am supposedly going to cause harm to their financial stability. I write this comment to you to say that I was left demoralized, left with a feeling of being insufficient, and have done something wrong even though I did nothing of the sort. I write to say that this is an unfair practice, and in a world of constant evolution and the hope of change, this form of engagement for employees should be removed entirely. 1 am simply trying to provide for myself and wife and have no ill intentions on taking business away from anyone. My only goal is to provide a service that is sought out by everyone and to try to legally enforce that I must move 50 miles away, or to not engage in something that is similar to what someone else does is imposturous and takes away from anyone who is looking at entrepreneurship or simply working for another organization who may have their best interest."
Laurel	"I am writing to support getting rid of non competes/ restrictive covenants. I am a physician , currently very happily employed by the department of veterans affairs taking care of our nation's veterans. At my current job as a federal employee I do not have a non compete but also have no plans on leaving. However prior to my current position, I was employed in private practice and the restrictive covenants I had at my previous employer and the non competes I was presented with when I was interviewing (as high as 60 miles for 2 years from a major state academic hospital) were prohibitive. I would have to move my entire family/husband/child to an entirely new city in order to be gainfully employed. I am a doctor- I don't carry trade secrets only the training my undergraduate, medical school, and residency provided. It is unreasonable for employers to prevent employees from leaving (by preventing the ability to obtain a similar position elsewhere). I am in full support of removing non competes. Respectfully, Laurel Cununings, MD FAAD"
M	"Non-competes stifle competition in the economy and must be done away with."

Matt	"Please ban non compete agreements! They can make it so hard to find another job. Even if there are places where you can work, finding out what positions and companies are ok can be a huge burden on job seekers. it's already hard enough finding a job that fits my skills, provides the benefits I need and is in a suitable location. I don't need more restrictions, especially when they only benefit the employers while I'm out of work."
Clayton	"As a business owner , and often an prospective employee (with partner companies) I've seen non-competes proliferate from the C-suite down to workers at Jimmy Johns (sandwich workers)! They are unfair, hurtful, and punitive. I often see companies punitively enforce these from some 'lack of loyalty' litmus test. But if you believe in the freedom of the market then noncompetes are nonsensical. Furthermore, IF you were insist someone not work in a given industry for a period of time... then pay them at their market value to sit out (like a college coach). Non-solicitation agreements are fine. And trade secrets must be respected. However noncompetes do nothing to on those ends. Did you even know that lawyers, most major firms, don't have non-competes because they know it's just an invitation to incur expensive litigation. Do what is right after all these decades of being anti-worker. End non-competes and you know what? You'll find it's actually pro-business. The only businesses that truly want non-competes can't ... compete."
Jennifer	"Any congressional leader in support of the abolishment of non compete clauses stands firm for individual rights and freedoms. We are not slaves. We are professionals and rather than imposing harsh rules against competent individuals companies should seek patents rights for their scientific advancement."
Anand	"See attached file(s) Attachments Anand Desai comment supporting FTC anti noncompete rule and discussing career deterrence disengagement bankruptcy term contracts acquires and federal employment criteria"
Luis	"I fully support removal of non-competes clauses. This sometimes causes individuals to have to move great distances in order to continue working within their own profession. That should be illegal!"
Marsha	"Noncompete clauses benefit no one except for People at the top of big corporations. My son has been greatly mistreated by his employer, who at the last minute decided to use a non-compete agreement to punish him for trying to leave to make a better life for his family. But it seems according to the law we have little to no recourse. There needs to be a rule to protect employees."
Nicole	"Non-Compete Clause Rulemaking, Matter No. P201200" I am a physician who has been placed in the uncomfortable position of dealing with a noncompete clause when I left my last employer. I should have the freedom to work where I want to. After all, I am not a piece of property. The better question is why I left in the first place. Profits are always priority which is precisely the problem. I am in entire agreement with their removal."
Jean	"Non-compete should be eliminated. All physicians agree! California is great in this regard. Thank you for doing this."

Laura	"I support the banning of non-compete clauses. If companies wish to maintain competent workers, they should do so by offering the best wages and benefits rather than by the coercive use of a non-compete. Competition is key to innovation. If a company cannot compete with those that offer the possibility of better living conditions for workers (without whom the company would not survive), then that company should either make itself competitive or dissolve."
Melinda	"Please do this! I have lost thousands in income due to non competes. This would change my families lives in so many ways. My job is client based so all my clients are going to my boss and she has made comments to drive business away and my hands are tied. I truly need this to help my family."
Kim	"Posted in another Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."
Jim	"I strongly support the proposed rule. Given the other protections available to employers, non-compete clauses are an unreasonable restraint on workers' ability to pursue alternate employment."
David	Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I have personally been impacted and know many colleagues who have been personally impacted, despite being line-level employees with no sensitive knowledge or any meaningful business impact. Employment power is still heavily skewed to the employer, and there is no meaningful mechanism to negotiate non-competes, or even to be aware of them prior to accepting an offer of employment. I have tried multiple times to request a full copy of employment agreement before accepting an offer, and most companies are unwilling to do this. Further, even though most non-competes are overly broad and likely not enforceable, the average citizen does not have the legal fund to tither determine this or defend themselves. All an employer needs to do is send a cease and desist letter to the new employer, and the new employer can simply rescind an offer just to play it safe. The employee has no meaningful recourse. Non competes continue to enforce the skewed power

	dynamic between employer and employee--limiting or banning this practice would help to even the playing field between corporation and individual."
Victor	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Freddy	"I work in the insurance industry and have a very niche client base. During 5 years, I had single handily sold over a million dollars in revenue to my company. They never gave me a raise, they never gave me an annual commissions, and when I asked for this - their response was to fire me. I was able to get a job with a much more reputable organization- but due to my non-compete/non-solicit agreement - they have threatened both me and my clients that can no longer work with me. They have since ceased providing any service for these clients and they all want to leave- but unfortunately to the agreement that they made me sign - they can not come to me for 2 years. My client base is very limited and now I am either forced to learn a new trade or be without having these clients. I took a large pay cut without these clients and have 3 children, one with special needs."
Victoria	"In the fullest pursuit of fostering a competition between businesses to promote financial growth, labor rights, and innovation, the FTC should go forward with die removal non-compete clause. The FTC should continue its legacy and purpose of striking down unfair labor practices and allow laborers die flexibility and peace of mind that they can leave a company to find better pay and business standards without fear of retribution from former employers that would stifle an individuals financial and personal prosperity."
Christopher	"As an anesthesiologist , I have been contractually bound by non-compete contract clauses which would force me to move to a different area if I ever wanted to change jobs. Yet, I have no private patients. I have no proprietary knowledge of my corporate employer's business secrets, and my corporate employer has no knowledge of practicing medicine. The only purpose of my non-compete clause is to create a local monopoly and keep wages down and working conditions poor. Non-compete clauses are generally contrary to free-Arlen forces, but especially for those of us in medicine who are not stealing customers. In addition, while there is a nationwide shortage of anesthesiologists, non-competes are against the public interest."
Elizabeth	"They should be banned and illegal."
Grace	"Please ban non-competes. Sincerely a pediatrician"

Jeffrey	"Non-compete clauses in physician contracts place profits ahead of patient care and provider wellness and should be ended."
James	"I am a physician working for Medstar health. They standardized my contract and introduced a non compete clause after I had been working for them for 10 years. I had little choice but to except the change in contract. Five years later when they decreased my salary by 16%, I left. I could not leave the area for personal reasons. The only option I could find is 1.25 hours away. This impacts my patients as well. They now have to travel further to get the care they need. Please abolish the non compete"
Janelle	"Would help the medical community with its staffing shortages due to locums and travelers, and equalize pay within geographic areas over time."
Jenny	"Non-Compete clauses area detriment to both healthcare workers and those in their care. If a healthcare worker sees an unmet need in their own community they are often hampered from innovating by starting something new because if they leave their employment they often cannot work in their own community. This causes some healthcare workers to feel trapped because they do not wish to move nor can they remain in their community without employment Eliminating these clauses also encourages a spirit of cooperation between healthcare offices and institutions and collaboration leads to better patient care. When healthcare workers are free to innovate in communities they know and love, the patients' needs are better met and patient satisfaction is higher."
Kathleen	" I appreciate the opportunity to comment on the Federal Trade Commission's Proposed Rule regarding non-compete clauses. Non-compete clauses keep workers stuck in jobs they wish to leave; this Rule is immensely important to those workers Training repayment agreements (known as TRAPs) also keep workers stuck in jobs they wish to leave, and should be banned along with non-compete clauses. I am writing to share my experience with a TRAP. I am an airline pilot, and I was forced to sign a TRAP with Ameriflight, one of the largest cargo companies in the US. The company flies outdated, retro-fitted-for-cargo, multiengine turboprop airplanes to final "outstations" for UPS, FedEx, and DHL. Outstations are remote cities near the larger hubs where the larger jets fly in. I flew cargo from San Juan, PR to many of the islands along the archipelago of islands stretching to the SE, including St. Croix, St. Thomas, St. Marten, Dominica, Guadeloupe, Martinique, Antigua, St. Kitt's, and more. I worked long days, flying alone (all operations were single pilot), and had to wait for hours on tarmac ramps, waiting for personnel to load and unload. It was grueling work, and as the Pandemic eased and travel re-opened, a major opportunity for career advancement into flying passenger jets came along. I decided to take it, knowing I'd be forced to pay back \$20,000 to Ameriflight. I have been making monthly payments on my debt to Ameriflight since I departed in Nov. 2021. I have several more years to go. I am the class representative for a lawsuit against Ameriflight challenging the legality of their TRAP, and I spoke out against Ameriflight and was featured in an article written by Dave Jamison of the Buffington Post (https://www.hufThost.comientry/ameriflight-pilot- training-repayment- provisions_n_63a2214ee4b04414304bc464). I received an

	<p>incredible amount of support from labor advocates, but also a shocking amount of "retributive justice" from the aviation community in the form of online "doxxing," and threats of blacklisting at aviation companies. I had one person comment to me that I "will never have another job in aviation again." Thankfully, at my current airline, I am a union member, and my airline and union supports my efforts to defend pilots' rights and represent my numerous colleagues that Ameriflight has bound into debt. As the aviation industry rapidly shifted to a "pilot's market," Ameriflight ended its use of TRAPs for new hire pilots. The truth was that pilots have many options when it comes to career progression now. However, they are keeping those of us who left before they made that choice trapped in our debts. They want to punish us for seeking better lives, better pay, better working conditions, and thus leaving their employ. I hope my efforts are able to right this wrong against me and my colleagues, but you are in a position to stop this forever. I have put myself out on the line to stand up for what is right, and I hope the FTC is willing to take the same kind of stand against labor injustice as I am. Thank you for considering my experience, Kate Fredericks"</p>
RL	<p>"As a worker at a senior level this practice is horrible for workers. Companies have employees sign it even in right to work states. They require the signature or won't hire a potential employee. It is exploitation. Their argument is that no is forced to sign it, they can work elsewhere. Not really true. It is one of the last pieces of paper a new/potential employee is asked to sign prior to employment. It isn't discussed prior to that. They know it isn't legal in right to work states and say their lawyers will just litigate employees into the dirt if they try to 'violate' the truly illegal document. It is abhorrent. Many agreements are for two or more years after leaving a company! It is so harmful to workers ability to make a living. Make. Ore many. My current employer won't pay money after a lay-off unless we re-sign the agreement! Horrible unfair labor practice."</p>
George	<p>"My current job as an employed physician has a one year noncompete that has a radius that includes all major hospitals within a 1 hour drive from my home. I arrived at this job a mid-career surgeon. The practice did nothing to develop my career; they provided no training nor advertising. They pay me a salary that is significantly lower than what I earn for them. What right do they have to restrict my ability to work? If I wish to leave, they should not be able to force me to choose between a 1.5 hour commute and moving my family. These laws restrict competition and seek to entrench power in the hands of already extremely powerful hospitals."</p>
Donna	<p>"Please ban companies from using these non compete clauses for rank and file workers. It is tremendously unreasonable for a company to prohibit a middle manager or line worker from bettering their salary and working life by getting hired at a competitor. It's a form of price fixing. In the past, at least companies were promising some levels of job security and pension benefit for loyalty and restrictive employment rules. Now, there is no reward for staying with a company; only punishment and legal action if you try to improve your salary and benefits. It is time to give regular people a little power and control and stop giving all the power to companies."</p>

Shannon	<p>"PLEASE ban non competes! As a nurse anesthetist, I have been threatened with enforcement of a non compete in 50 mile radius for 2 years. It has forced me to travel to a job in a different city over an hour away and has put a huge burden on myself and my family. These non competes make no sense in my industry and have no place in it. They are used a bully tactic by big business to threaten and force employees to stay despite poor working conditions. I am extremely pleased that the FTC has recognized die huge imposition that these unnecessary clauses place on working Americans, especially in healthcare. Thank you."</p>
Paul	<p>"Dear Federal Trade Commission, I am writing to express my concerns regarding franchisor/franchisee non-compete clauses, which have the potential to stifle new business formation, reduce earnings of franchisees, and have other negative effects on competitive conditions. As a I tome Instead franchisee owning two franchises and employing 150 individuals in Virginia, I have experienced firsthand how these clauses can be exploitative and coercive. I bought an existing I income Instead franchise around two years ago. This business has been in existence for 25+ years and has employed 1000's of people during that time. I purchased the business with the use of a \$4M SBA loan. As part of purchasing this business, I was forced to sign a non-compete with the Franchisor. A week after purchasing the business, the Franchisor was purchased by a venture capital backed company, Honor. Since then, the Franchisor has been making considerable changes to our business model, franchise agreements, and franchise standards. Some of these include shortening the franchise tens to only 5 years, introducing performance standards which will increase royalties for most people by 40%, introducing a technology fee without supplying new technology, and are requiring monthly financial statements. They are also pushing franchises to change business models where they would shift employment of my current employees to the franchisor, would contract with my clients directly, and relegate me to new business development. They have created an uproar within the Franchise network in addition to a tremendous amount of uncertainty. Because of the non-competition in my Franchise agreement, I have no choice but to accept the changes, sell my business or close my doors. Because of the uncertainty they have created it is extremely hard to sell my business. I cannot close my door, or I would face financial ruin by defaulting on my SBA loan. I cannot operate my business independent of the Franchise and I cannot open a competing business anywhere in the United States. The Franchisor knows they have this leverage and are using it to force change that hurts me and benefits them. What makes matters worse is that when I signed my franchise agreement, it was a "take it or leave it" situation, and the same will be true when I renew. I However, if I walk away, I will lose a significant portion of my net worth, which is tied up in my business. Additionally, the non-compete provisions restrict my ability to continue my business or start a similar one at the end of my franchise term. These terms are drafted by my franchisor's attorneys and are completely non-negotiable. I would like to purchase additional Home Instead franchises. I have capital ready to deploy and potential acquisitions identified. However, because of the uncertainty associated with the actions of the franchisor and the hook up the non-compete, I have decided not to pursue the acquisitions until the situation resolves itself. I</p>

	strongly believe that these non-compete clauses are exploitative and coercive, and that franchisees lack bargaining power in the context of their relationship with franchisors. I urge the FTC to take action to protect franchisees from the negative effects of these clauses, which can stifle innovation, reduce earnings, and harm competitive conditions. Thank you for your attention to this matter."
Stephanie	" Medical non-competes are unfair and unjust. Jobs change, leadership within organizations change, and physicians just have the ability to seek employment in the same area that they have set up their lives. I stayed in a challenging work situation longer than I should have because of a non-compete. I have seen families torn apart from one parents having to move away for two years due to job issues. There are enough patients to go around such that competition should not be a main driver to keep non-compete clauses. Please eliminate them!"
Ceresa	Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I don't think there is anything wrong with businesses wanting to protect themselves, but not when it's at the expense of employees can pursue their own careers. Instead, what I propose is the enforcement of non solicitation agreements to protect both employers and employees. I recently moved from a state that does not enforce noncompete agreements (NY) to one that does (VA). As a licensed psychotherapist , I have not been able to continue seeing my long time private clients remotely from New York and establish myself in Virginia because all employers here forbid it, even though there is no competition. So I have to choose between giving up my clients or not working in Virginia, despite moving here with the hopes of planting roots and starting my practice. I had hoped to both keep my clients and find a place to work while I prepare my practice. Noncompetes are forcing me to choose between businesses in different states that have no bearing on another. I truly appreciate the work you are doing with this and ask that you please issue a final rule that bans noncompete agreements so we are all working on a fair playing field. Sincerely, Ceres/
Mary	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people"
Brenna	"I wholeheartedly support prohibiting companies from requiring or enforcing non-compete clauses in their contracts. While I understand businesses' desire to protect intellectual property (in other words, profits), non-competes have extremely detrimental impacts on workers across the country. These contracts trap workers in low-paying, abusive, or otherwise unfulfilling jobs by preventing them from freely seeking employment elsewhere, which is a basic tenet of our economic system and necessary for capitalism to function. Further, employers (in essence) rent the talent and labor of their employees—they do not own it in perpetuity. That is, non-compete contracts not only harm our economy, but they should not be allowed on principle, as they give employers ownership over deciding where individuals apply their own personal labor. This is morally wrong and should not be permitted."

Mary	"I support the removal of non-compete clause rules."
Keith	"I have been in the same industry since 1983. My previous employer was acquired by a private equity firm, and I was asked to sign a noncompete agreement in order to stay employed. I did not agree to this and was let go. A previous competitor heard about this and offered a position in their firm without a noncompete by phone. When I walked in to meet them for the first time, they said before I got in to their office, that I needed to sign a noncompete agreement. Luckily I had other offers without that agreement. The comment from the first offering company was that it was not enforceable so I should just sign it. I said that I would only sign it if I knew that this was a great company and that it was an ideal workplace. A former colleague of mine was told to sign a noncompete before she could get her paycheck. Our government needs to regulate this. I understand that many employees jump ship for more money. I look for ethics and good morale. I was with my previous employer for over 10 years before they were acquired. It was a giant red flag to me that they wanted such an agreement in place as part of my job offer."
Eric	"Non compete restrictions represent a critical infringement of an individual's right to earn a living. They should be fully banned. Adequate protection of proprietary information is provided for under current law and potential civil penalties."
Joseph	"I am a strong supporter of the abolishment of non-compete provisions. It is an obsolete provision that serves only vindictive employers. Many control- hungry employers use this clause to keep their finger on previous employees and limit their options as a form of spite. This provision was never intended to limit one's ability to work and provide services to their community. It was intended to prevent the direct and intentional use of trade secrets to the advantage of others and to prevent "stealing" clients. Instead, it is being used as a revengeful and inappropriate disciplinary tool against those that leave hostile work environments. Please pass this rule and remove this form of punishment against hard-working, honest people."
Yaoming	"I am supporting elimination of noncompete clause in physician contracts."
Darren	"I am a subspecialty physician employed by a large academic center that requires ALL its physicians to sign non compete agreements . My non compete agreement happens to extend to a neighboring rural community where my subspecialty services are (badly) needed. I have tried for years to convince the administration to allow me to offer services to these patients under the academic institutions umbrella. These pleas have fallen on deaf ears. I would love to start a clinic to offer quality sub specialty services to these patients in a rural community but cannot because it falls within the zone of my NCA. Thus, in my case, a NCA is directly reducing patients timely access to quality healthcare that my employer refuses to provide OR allow me to provide. This is an example of how the consumer (in this case patients) suffers as a result of these

	agreements. Please move forward with the rule change. You will see access to healthcare increase across the board."
Laura	"Individuals should be allowed to work wherever they choose. Having non-competes in place hinders autonomy and creativity, not to mention innovation. There are those who are working in hostile environments and cannot leave to transition to a better environment due to a non-compete. The notion of non-compete laws are outdated and non democratic. Please reverse this and remove non-compete rules."
David	"I support the non-compete clause change."
Saul	"I strongly advocate for banning non-compete clauses. The US Chamber of Commerce argues that "Attempting to ban noncompete clauses ... ignores the fact that, when appropriately used, noncompete agreements are an important tool in fostering innovation and preserving competition." That's the point. The Chamber ignores the fact that they are rarely used "appropriately." Instead, they are used widely to stifle innovation and competition in completely inappropriate contexts - they have become a defacto expectation for most jobs. Businesses have clearly demonstrated that they cannot be trusted to apply noncompete clauses "appropriately." Please ban them and help American workers compete for jobs they are qualified for."
Rumaisa	"There should be no noncompete for physicians"
Steve	"I'm a veterinarian newly leaving residency from an academic institution, and every place I looked to find a job carried a non-compete clause with it. I'm preferentially making the move to the NYC metro area to be around family, and there aren't a ton of open options for me to exist in that area (maybe 3-4 hospitals that have the capacity to support a veterinary ophthalmologist). I ended up signing a contract that has a 2-year non-compete clause that prevents me from working in the entirety of NYC if I leave the practice, which kind of locks me out from being able to have a job around my family if my new job doesn't work out. After going through residency and all of this schooling, it's unfortunate that my skills and expertise is limited by someone trying to predatorily protect their business interests rather than consider the life events that surround picking a particular practice or geographic region of the country."
Linda	"Non compete clauses are management's way of keeping workers from being able to change jobs. Workplaces do not have national secrets - most employees especially frontline employees have very little knowledge that would benefit a rival company. These non compete clauses should be illegal in almost all cases."
Yolanda	"As a physician and constituent, I would like to support the Federal Trade Commission's (FTC) proposed rule to ban noncompete agreements in physician employment contracts. Noncompete agreements in health care impede patient access to care and disrupt care continuity, deter clinicians from advocating for

	<p>patient and workplace safety, limit clinicians' ability to choose their employer, and stifle competition. Noncompete agreements also contribute to burnout and can worsen mental health by forcing clinicians to remain in unsustainable work environments. Despite well-documented clinician shortages, many health care employers still intentionally restrict physician mobility and workforce participation via noncompete agreements. Now more than ever, our nation's health care workers need Congress' support. I therefore wholeheartedly support the FTC's proposed rule to protect patients' access to their physicians and ensure physicians can freely practice medicine in their communities. Warmest regards, Dr. Yolanda Harold"</p>
Raafiah	"INCLUDE PHYSICIANS."
James	"Non-compete clauses are inherently anti-competitive business practices and serve to limit practice options and harm local communities. When my last hospital practice shut down, the non-compete would not permit me to work in any county that had a hospital belonging to the health system that formerly employed me. As a result I had to move my family out of state, depriving the local community of a subspecialist physician."
Robert	"The ability for workers to find employment must be without ANY restrictions. Period."
Erin	"Non compete clauses are such a burden to people in industries such as groomers and hair stylists. They hold you hostage to your employer even if the work environment is abusive/dangerous. These industries should be able to further their careers and protect themselves by not being held prisoner to their current employer by a non compete clause. It creates toxic work environments when an employee is forced to continue working at a location they no longer wish to or risk not being able to find employment within a drivable distance of their home due to a non compete"
Betsy	"It's hard to put roots down and become a part of a community when you know that if you change jobs, you'll have to leave the area. It's especially hard when you have a family, a house, community involvement such as in church. Non-compete agreements really limit where you can work, and unfortunately there are lots of reasons you might want to change employers but stay in your local area. Sometimes you take a job as an associate vet and find it's not as good a fit as you thought. I think non-compete agreements should not be allowed. One person shouldn't be able to "own" the business in a 5 mile or whatever mile radius around them to prevent competition. It's up to them to offer top quality service so they don't lose business when an employee leaves. Employees have a right to work where they want and where it best suits their livelihood."
Jason	"As a veterinarian , I've signed seven non-compete agreements over my career. Unfortunately, it is difficult to obtain employment without one. Twice, I've had to move my family long distances when no longer agreeing with management strategies of previous offices (rural areas often have a larger radius for non-competes). While the goal of the non-compete may be to protect a business'

	market share, I'm not sure that should outweigh the damage the forced agreements have on stifling competition and limiting mobility. It's my belief that labor markets would be better off without them."
Joshua	"This is fantastic and should have been enacted years ago. The IT industry is riddled with horrifically broad noncompete clauses and needs to be regulated, as they are clearly incapable of self regulating."
Kimberly	"I support this proposal."
Zachary	"Non-competes in the healthcare world area tragedy for both patients and healthcare providers. As a physician, I already see the burden of an overworked and understaffed system, which will only worsen in the coming years. Non-competes lead to dissatisfaction, burnout, and ultimate exodus from the healthcare industry. I find them unethical and I strongly support ending all non-compete clauses."
Matthew	"Restrictive covenants for physicians lock physicians into employment models, particularly with hospitals and large corporate entities that raise the cost of care and as a result the cost of health insurance for everyone in the country. These increased insurance costs are passed down to consumers. Thus removing the ability for physicians to leave hospital employment would indirectly serve to decrease the costs of goods and services across the United States. The hospital lobby has moved to block physicians from being included in this non-compete rule, which would serve their interests at the costs of consumers through out the country. Thank you for your time. Matthew D. Holland MD"
Dirk	"I strongly support the proposed rule to ban non-compete agreements. Non-compete agreements lower job mobility and decrease market competition while virtually never serving legitimate business interests."
Cecil	"As a physician and constituent , I am writing to ask you to support the Federal Trade Commission's (FTC) proposed rule to ban noncompete agreements in physician employment contracts. Noncompete agreements in health care impede patient access to care and disrupt care continuity, deter clinicians from advocating for patient and workplace safety, limit clinicians' ability to choose their employer, and stifle competition. Noncompete agreements also contribute to burnout and can worsen mental health by forcing clinicians to remain in unsustainable work environments. Despite well-documented clinician shortages, many health care employers still intentionally restrict physician mobility and workforce participation via noncompete agreements. Now more than ever, our nation's health care workers need Congress' support. Please support the FTC's proposed rule to protect patients' access to their physicians and ensure physicians can freely practice medicine in their communities."
James	"See attached file(s) Attachments Eliminate non- competes"

Timothy	"As a party to a non-compete agreement with my employer, I fully support a ban on them. They are completely one-sided and hurt employees who are merely trying to make a living."
Nadia	"As a physician , I strongly support the removal of non compete clauses and strongly oppose the AHA's assertions on this topic. Physicians should absolutely not be exempt from this legislation and removing them would only be a further slap in the face to doctors in the interests of corporate medicine and hospital administrators who continue to harm our healthcare system and drive burnout, depression, and suicide in healthcare workers."
Sa	"The issue is non-compete is the most restrictive tool to suffocate employees by essentially taking them hostage. If a place of work provides a reasonable amount of good will that benefits both parties, then there should be no need to force a non-compete. That only happens when an employer knows the work conditions that will be implemented are as such to stifle the employee. The U.S. federal government should protect employees by breaking the chain on non-compete."
John	"I strongly support this proposed rule. Working in a technical field, I have been subjected to non-compete agreements my entire thirty-year professional career. This has served to slow both my career progression and salary growth. As I work in a very small niche of the tech sector, there are only a small handful of companies that do what I do. Because of this, the effect of a non-compete agreement is absolutely stifling I have very little freedom of movement, and if I do try to move, I have to leave the general confines of my field which is very difficult to find another position before I can then move back into my normal career path. This is unacceptable in 2023 when tech companies have merged once, twice, or more, leaving very few employers with an outsized amount of control over my personal career and life—especially when in America those companies control my access to healthcare for my family and me. There is a fallacy that employers won't want to contribute training to employees without non-compete agreements. In my thirty years of working for government contractors and computer security companies, I've found that there is often little to no training available regardless. They make the claim removal of non-competes will affect training, but in reality, it really doesn't exist anyway because it is an "overhead expense" that they don't want to incur. Often the ONLY way to get some kind of training or education is in the act of changing companies, wherein you might have the opportunity to go through their onboarding internal training programs should they have them. In practice, the companies who truly provide training but worry that the employee will leave with their newfound skills simply institute a payback program on a sliding scale. If the employee leaves within a year of the training taking place, they pay a prorated amount of the training back to the employer upon departure. To suggest that a non-compete is needed to prevent employees leaving after training is not only heavy-handed but also obtuse. Often these non-competes go hand in hand with non-disclosure and non-solicitation agreements. Employers purposely conflate these topics to make employees believe that the non-compete is there to protect the company along with the other two. This is simply not the case. While the latter two do, in fact, protect the company, the first is strictly to suppress competition for recruiting and to drive down salaries, benefits, ownership options, and more. I firmly believe that if non-competes were removed

	from our society, we would have tremendous career growth in the technical sector and others that artificially stifle competition for human resources."
Jane	"I completely support banning non compete clauses. Workers have to sign them to be employed and companies can then keep working conditions poor and pay low because workers can not leave. It is a form of feudalism and has no place in our country. It hurts tax revenue by keeping wages low. It hurts families with the stress of a lack of options for higher pay or better working conditions. It gives the labor of a person to the control of a corporation indefinitely. Now can this be legal?"
Jessica	"I support ending non-compete agreements. As a physician assistant , I am limited from working within a five mile radius of my current practice if I leave. I would have to commute further daily if I wanted to leave my current job, or move somewhere else. This non-compete clause restricts me from providing patient care. Patient access to providers is an issue which causes some patients to go without healthcare. Please support this bill."
Edward	"Support the FTC ban on "non-compete" agreements. They had some legitimacy in the past, but have grown into a kind of modern slavery. Freedom to change employers should be a fundamental right."
Amber	"I think implementing a non-compete clause is allowing businesses to hold a monopoly on a person's ability to work. It should be banned. Everyone has a right to work and if a competitor is willing to pay more for a person's abilities and skills than the person should be able to better themselves and their families."
Claudia	" Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."
Richard	"How does allowing non compete agreements benefit the consumer/ average citizen in any way, shape or form? Ensuring consumer options are limited by agreeing not to compete with one another serves only to open an avenue for price gouging and nothing more."
Scott	"I signed a non-compete in the auto wholesale industry - the Auto Auction World. I started the Riclund Auto Auctions digital section which allowed dealers to sell vehicles to other dealers. I begin this in 2019 and we named it CAR-RAC. I grew CAR-RAC to the number one seller on two of three platforms (OVE and SmartAuction) in the United States. I made over \$200,000 per year. The owner believed I was making too much money and hired someone to do it for much less. This is someone I trained. I hired over 12 sales reps throughout the country, trained them and managed them. All of this was done according to

	<p>our business plan. They called me in and told me I was making too much money and offered me about \$140,000 per year. I declined and asked to be released from my non-compete. They refused and now I am doing outside sales for a construction company. My non compete is for 24 months. There are companies in the auto auction industry that want to hire me but can not because of die amount of money it would take to tight the non compete. I am in Virginia. So in short, my non compete is keeping me from obtaining a job I am an expert in because I had a non compete and they fired me for making too much money on the pay plan they offered me in this same non compete. it is WRONG by any judgement. I can be reached at. I am retired law enforcement and would be MORE then happy to testify in court in this FTC court case. I have never been arrested used drugs or anything else and believe I would be an expert would be an expert witness. Let me know how I can help. Thank you - Scott Johnson - "</p>
John	<p>"As an emergency physician and a member of the leadership team for a small democratic physician group, we have found that non-competes are used by large corporate medicine groups (CMG's) to maintain contracts with health systems and decrease competition by groups such as ours. We have approached health systems about obtaining new opportunities for our physician group but learned that the health systems are concerned that the CMG's will enforce the non-competes over their employed physicians making it impossible to transition to another group. We do not use non-competes for our group as we don't believe in them and do not want to restrict our physicians. We believe that happy physicians provide the best care for patients, so encumbering a physician with a non-compete and requiring them to stay at a hospital they don't want to work at will create a worse outcome for patients. Please consider removing non-competes which decreases competition and, ultimately the quality of patient care."</p>
Steven	<p>"My name is Steve... and I live in Harrisonburg, VA. Please strike down noncompete clauses from businesses. Here is a personal reason why this is so important. The church I am afflicted with has been supporting an undocumented refugee from Nicaragua for almost two years now. She has a 6th grade education and a very disabled daughter. They both walked many miles and paid coyotes to drive them to safety. She would like to cook for a restaurant once she gets a green card, SS# and work permit. Even then she does not have a driver's license and no car so transportation will be an issue also. If and when she is employed as a cook in this area, is it very possible that at some point, for different reasons, she will decide to seek a different restaurant to cook for. If that new restaurant charges her with violating the competition agreement, she could be out on the streets again. Any rules that would permit charges like this to be filed against her must be struck down now. Thank you in advance for your help. Oh, I forgot to mention that she has two strikes against her because of racism: different original language and country of origin."</p>
John	<p>"Non-compete agreements are banning my family and I think they should be removed, or at least enforced on a industry by industry basis. I side with the SDPA in that removing non-compete agreements for medical providers is appropriate and should be enacted to improve the livelihoods of physician assistants and their families now."</p>

Carmen

" Families that can't afford children will not have them. Noncompetes keep wages artificially low and stifle competition. They make it difficult for skilled workers to change careers if they are written in an overly broad manner. Ultimately in my experience bosses have used non competes to keep their skilled work's pay shamefully low and to prevent them from doing side work or starting new businesses in the same way those businesses owner were able to in their own careers. Most business owners are not even realistically compelled to follow or read local law on these issues and impose whatever they like on those desperate for work. Non competes enable tyrannical employers the power to destroy work's livelihoods through threats of job loss, lost hrs., loss of health insurance, loss of future career prospects, loss of potential lifetime earnings, loss of freedom and agency in their work and in their lives. They enable employers to literally plagiarize a worker's work products and erase their existence in the eyes of clients for shit compensation. None competes function like being jumped into a gang the only means of escape from a bad job situation is to be jumped out. Leaving or being fired with a non compete sometimes leaves workers unable to work locally in their field through no fault of their own. Some people are prematurely forced out of the workforce all together because they cannot re-enter their industry after a profit motivated layoff A worker under a 1-5 year non compete after leaving is forced into an employment gap that other potential employers will view as a scarlet letter. If a worker resists signing these agreements even when they are banned in their resident state a worker risks injuring their small business tyrant's small baby ego and getting on his list and being cut lose because you dared point out to him he is doing something at best unethical and at worst illegal. That business owner may even throw a tantrum and accuse you of trying to steal his clientele and beg you not to talk to an employment lawyer while simultaneously threatening you with the prospect of speaking to a lawyer himself. Non competes enable this toxic work culture of disrespect power imbalance between older owners and younger workers. They fuel environments of fear, anxiety, hopelessness, verbal and financial abuses, trauma and suicide. Workers do kill themselves when laid off see the research. Laying off a low wage worker subject to a non compete is a public health threat. FTC give some power and profits back to the workers and we might just consider producing a future generation to keep buying products and doing work otherwise good luck with developing those citizens consumer robots. Really I don't know how else you will keep this economy going if you continue to allow profiteers and sociopaths to exploit humanity as if we were machines pushing us into burnout levels of inhuman efficiency for a cheaply as possible often before our brains haven even matured. The purpose of good governance is to keep the people from starvation and serfdom. The people must be free to maneuver a fast paced job market to evolve a leisure economy of rest , health and collective struggle. Don't give the greedy means to enslave your children in cancerous profit drive growth and auto exploitation. Nobody is hired by a company for life these days. Nobody is offered honest loyalty by their employer and so no loyalty should be coerced from workers! Do a little to dismantle wage slavery holding the whole of humanity in a cycle of boom and bust flushing more cash to those already shamefully fat and greedily feasts on this Anthropocene extinction. Original Comment In my career and industry noncompetes are used to intimidate skilled

	workers from leaving low paying jobs or accepting work in their field outside their full time jobs, which often do not pay wages that match increases in worker productivity or meet the rising standard of living. Anything like non competes that suppress wage growth directly contributes to the decline in population and dissolution of America's social fabric. Families that can't afford children will not have them. Noncompetes keep wages artificially low and stifle competition. They make it difficult for skilled workers to change careers if they are written in an overly broad manner... Don't give the greedy means to enslave your children in cancerous profit drive growth and auto exploitation. Nobody is hired by a company for life these days. Nobody is offered honest loyalty by their employer and so no loyalty should be coerced from workers! Do a little to dismantle wage slavery holding the whole of humanity in a cycle of boom and bust flushing more cash to those already shamefully fat and greedily feasts on this Anthropocene extinction."
J	"Thank you for pursuing the elimination of Non-compete Clauses from business. These clauses prevent employees from leaving their company and force them to accept conditions that are often less than desirable. These clauses also prevent employees from achieving their full career advancement and corresponding financial benefits. They also reduce the growth curve of the industry as a whole. These clauses are only beneficial to the elite few who control businesses. Please eliminate Non-compete Clauses from business."
Page	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers , future new business owners, and people like me all across the country. Noncompete clauses are self-harm, please stop making American workers bleed. Thank you for your work, and please issue a final rule that bans noncompete agreements."
BARBARA	"As an individual citizen, I heartily approve of removing non-compete clauses. These clauses logically go against innovation by preventing many startups and go against workers freedom of choice. Kudos to the FTC for tackling this issue."
Amanda	"To whom it may concern I am a clinically active physician. In the course of my 25 year career, I have spent all of that time subject to noncompete clauses. These noncompetes have been as much as a year, and have encompassed as little as a 10 mile radius and as much as an entire state and the counties nearest to that state. In each and every contract, the radius and duration of the noncompete was explicitly chosen to prevent me working for a competitor healthcare company. The organizations that I have worked for have included a major university, community health clinics and large hospice organizations owned by private equity across four different states. I feel that rather than serve my interests in forwarding my career and my salary, these noncompetes have reduced my opportunities and restricted my ability to earn a better wage. I recently had an employer hand me a new contract with a noncompete of two years rather than a year in the middle of tense negotiations over the salary. The intent was to clearly punish me for asking for additional pay and on call compensation. While health care organizations may say that they put resources into the development of a physician's practice, I can say that the value they derive from my work is far greater than any career development I have ever been

	<p>offered. There may be some health care organizations that say that physicians are a valued workforce and therefore restricting their ability to work for a competing organization helps to protect their business. As a physician I was laid off from my job in 2018 and told that I could be replaced by a nurse practitioner. Clearly I could be and was replaced by a lesser trained clinician. In summation, noncompetes are one of the tools that restrict physicians from finding better paying and more humane positions."</p>
David	<p>"Noncompetes, restrict employees, ability to grow in profession, Forcing them to stay in a job where they're not growing or not fitting in is inefficient and counterproductive to our economy. Companies effectively trap the employees, and do not have to treat them well or respond to any of their concerns. Noncompetes should not be allowed in America ."</p>
Kevin	<p>"Non compete clauses are anti-worker. Ban them."</p>
Shiv	<p>"If I owned a healthcare business my two favorite laws would be the ones that say I cannot have any nearby competitors (certificate of need) and that my employees cannot leave to go work for the competition without incurring significant pain by having to sit out of the workforce for an extended period or relocate somewhere else entirely and thus not compete with me (restrictive covenant or non-compete clause). I am close to the end of my career so these laws are not going to materially impact me going forward but they have throughout the 30 years I have been practicing medicine. The coupling of a noncompete clause with CONs that exist in many states, allows healthcare companies to be mediocre and to take advantage of their employees. Both should go away. Not only do I 100% support NPRM, but I highly recommend the FTC take a long hard look at CON laws as well and consider outlawing them. CON laws in particular, by freeing healthcare companies from competition, allows them to perennially underperforming and underinvest in the healthcare of their patients while lining the pockets of their executives. The quality of healthcare would improve if both went away. I live in Virginia that has a very restrictive COPN (in Virginia it is titled "Certificate of Public Need" rather than Certificate of Need) regulation. Sadly, if an outstanding healthcare organization, such as Mayo Clinic, wished to open a hospital in Virginia and thereby improve the quality of healthcare and improve choices for the citizens of Virginia, it is unlikely that Mayo could successfully get approval to do so due to COPN. The public is largely unaware that these regulations exist but would almost certainly want them to go away if they became aware."</p>
Arsalan	<p>"I am a primary care physician who has provided care in urban, suburban and rural arms. I would like to highlight the negative impact to patients because of noncompetes limiting primary and specialty care. Hospitals leverage noncompetes to lock physicians out of a geographic locations which adversely impacts patient care and continuity of care. Noncompetes traditionally are used where an employee could steal trade secrets. In medicine the physician brings the IP in the form of their medical training not the other way around. Noncompetes also allow hospitals to force conformity to hospital protocols which do not always align with what physicians think is best for the patient. When these</p>

discrepancies occur hospitals can fire a physician and still prevent them from practicing in that community again removing an important patient advocate from the system. Physician noncompetes adversely impact not just earning potential but also cost CMS money on a macro and micro scale. Hospitals and PE backed entities aggregate to limit systems in a geography then salary bands for physician roles quickly become narrower adversely impacting physicians. But as these systems grow larger they also negotiate higher rates and push billing practices that can be adverse to consumers and payors such as Medicaid and CMS. When physicians dissent they are often reprimanded and can be threatened with termination if they persist. They also allow hospitals to push volume based expectations that limit quality of care in order to drive FFS revenue. (More visits to deal with the same number of problems). The presence of noncompetes gives hospitals leverage to underpay physicians while driving up costs for Medicare and CMS. (One may look at the expanded use of trauma codes which are not susceptible to PA/UM review rules and the rate of trauma code utilization by HCA hospitals over the last 15-20 years. Once you segregate by either or both admitting and/or driving diagnosis the use of this code has gone up based upon hospital protocols of when to call a trauma code driving up costs to both CMS and patients). I strongly believe noncompetes should be eliminated as they are negatively impacting our patients and communities. Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play. and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than

	work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."
Michael	"Non-compete clauses are modern-day indentured servitude. Ban them."
Morgan	"I would really love for non-competes to go away. I have had to pass up many jobs due to being limited by contracts my jobs have imposed upon me. Then that meant I either had to move far away or look in other cities for a new job and have a longer commute."
Shannon	"I support banning non compete clauses. It absolutely hinders my ability as a physician to find a higher paying opportunity in the jobs I'm looking at since I have used a recruiting firm in the past."
Sven	"Non-competes actively (harm) industries and employees by preventing competition and depriving employees from being able to sell their most valuable commodity, their labor. In the vast majority of cases non-competes are unenforceable and serve only to have a chilling effect on employee movement and depressing wages. After 10 years as a software engineer I've never personally seen them used legally. And only used to threaten employees."
Frances	"Get rid of the non-competes!!"
Ingrid	"I work in a niche scientific field that requires years of training Because of the non compete agreement that was a mandatory part of my contract, I will have to move to a different field to get a job even though there are other companies hiring in my field. Without experience outside of this small field it is very difficult for me to get a job that uses my current skill set. It creates a massive barrier that keeps me from being able to change jobs."
Rohit	"Non-compete clauses for physicians and health care professionals do not make sense. The practice of medicine is based on publicly available data and standards of care, not industry secrets. They are used by hospitals to control physician autonomy and ultimately lead to worsening patient access to care. Highly recommend doing away with non- compete clauses."
Wyatt	"I've signed Non-Competes for 60% of the jobs I've had simply because of my skillset. No employer has the right to chain their employees to a non- compete in a free market ."
Mudit	"Not fair to families especially kids. The whole is forced to move far away from their friends, loved ones. Businesses have too much power, and employees have to continue working even though they are miserable-low output, could lead to mental health issues. Moreover, this goes against the liberal values and freedom of choice that our nation is built upon."

Karthic	"I believe non compete clause is used in a hostile manner to control the movement of employees and hold corporations hostage thereby increasing die expense particularly in healthcare. The private equity companies use their employed physicians as slaves and hold their contracted hospitals hostage. The working conditions are dismal and when physicians question the unsafe conditions for their patients the private equity companies tire them. So we also create unsafe conditions for our patients."
Joe	"I work in the corrugated box business for DS Smith. They have moved into the box market 6 to 8 years ago and had everyone in sales and lower management sign a non-compete. This document is so restrictive that you can't say anything negative about the copy and if I shared it with you I would have a problem with DS Smith. This is slavery and keeping me hostage, if I walk away from the company I have to leave the industry for 12 months before I can Perdue another position with a mother corrugated box company."
Robert	"I am all for the ban on non-competes. I have been the victim of one for 3 years now, waiting out a 5-year non-compete. The employer is continually threatening me by claiming that every client on earth is his, and everything I do is competitive. I'm in the field of decision-making and human reasoning so you can see how broad that is, and applicable anywhere, anytime and with anyone. Such employers bank on the fact they have more money to fund lawyers, and know the unemployed individual will only be able to finance so much lawyer time before they have to throw in the towel. That is unfair because it makes justice based on who has more money, rather than who is in the right. This is an unfair practice that is prevalent in today's society. As the notice for opposition statement read, it absolutely restricts creativity and innovation when those experts cannot continue their craft for others, under threat of legal action. Employers should treat their people better if they don't want them to compete against them. Their disservice to their employees should not prevent a more progressive employer from reading the talents of those mistreated by former employers. Because of this constant oversight by my previous employer I keep copious notes, maintain email/text paper trails and transcribe conversations in order to justify the facts. Because there is a wide gap between what the employer says versus what they do. There is also a wide gap between what they say and what they write, as they have selective memory when it comes to evidence. So the burden falls on the unemployed employee to keep such records in the event legal action is taken against them. Ifs hard enough looking for work under these conditions, but having to spend valuable time building a legal case as you go, is another unnecessary burden for the employee. More people than ever are leaving their workplaces today as they feel they are not psychologically safe. They work in toxic work environments, as described above. They should have the freedom to find work environments where their talents are appreciated and not tolerated."
Jennifer	"I strongly support the ban on noncompete clauses. It is OUTRAGEOUS that companies want to control our lives even after we no longer work for them (especially when they already pay so badly). How can we be free if companies can dictate what we do and where we work for years?? We don't belong to them -- we just work for them at low pay."

dereje	"Thank you so very much for finally realizing the harms of this wicked and stifling non compete provision. It is a prison both with and without walls and has been a source of agony to workers and their families unfairly. I believe it is a remnant of the slave days and truly appreciate the proposal to do away with it. Many many will breath a huge sigh of relief, the labour market will be more competitive and as a result will benefit the economy at large. Thank You"
dave	"The very notion of a non-compete clause is antithetical to free market capitalism. Trade secrets are one thing, hobbled former employees are another. Block non-compete."
Malcolm	"Long overdue! Excellent for labor."
Nikola	"As a physician I strongly support banning all noncompetes in the medical field. It will allow physicians to freely move about the marketplace and will encourage systems to improve their environments for employee wellness and patient safety"
Catherine	"Noncompete clauses are a grossly unfair way that physicians are regulated after dedicating their lives and substantial amount of money to training These are illegal and should've been banned years ago."
dwight	"I support the Federal government by the FTC to end non-compete clauses in any contract as this will restore the free exercise to work ,create and thrive in a country which professes to give equal opportunity for all its citizens. This non-compete rule should be abolished .Law still will be on the books to prevent or allow for litigation for stealing patent or other intellectual or real property. Although now in retirement, I suffered under this yoke while employed by medical groups or hospital systems. The only relief was to get fired. Eventually, after that-one is free to serve people more personally and with more enthusiasm even though one will often work longer and harder but the rewards are more than monetary. I believe this is so for many professions and businesses. The intended consequences of lapsing this yoke on employees is it will unleash more creativity, more innovation, more efficiency, more satisfaction, more competition for Americans. There is also the possibility of lower costs in some sectors. The struggle for independent owners who are not wealthy will be securing adequate capital to get started and survive the first year. This is one reason regulatory burdens which are not essential should be reduced or eliminated in conjunction with follow up or monitoring of the effects of abolishing the non-compete rule."
Erin	"I wholeheartedly agree that something needs to be done about the rampant use of non competes and how they affect employees. It's one thing to have an agreement not to poach employees or trade secrets but another to basically say "you can't use your expertise anywhere that is remotely close to this company's line of business." It's especially unfair to employees who may have been laid off who do not have another job lined up or end up taking pay cuts so they aren't in violation of a non compete. I'm so glad the FTC is taking this seriously and looking to make changes on the federal level."

Lisa	<p>"Please do not place limits on which categories of workers are covered by this rule. I am sure business is lobbying to carve out top executives from the ban on non-competes but this would be unfair. ALL employees should be free to make a living in their chosen field - from top executives to lower-level salaried workers. If companies are concerned about trade secrets, there are NDAs which protect them. All non-compete provisions do is harm workers and stifle competition. This is a chance for the government to address inequities and unfair behavior posed by unfettered capitalist enterprises."</p>
Marilyn	<p>"Non-compete clauses are preventing delivery of good medical care and access to care. For example, mental health services are desperately needed in my city. The wait time for an appointment can be 6 weeks to 6 months, which is dangerous. However, if an employed psychiatrist leaves their current job, many will have to practice 25 to 50 employees away! This abandons their current patients and leaves a huge gap in needed medical services. Removal of non compete clauses will help small doctors offices/ or individual doctors tremendously. In many cities they are shut out because of big business corporate medicine. We need good doctors to have autonomy over their personal lives (like where they live) and their practice of medicine. Non-competes are stifling this and our medical system is deteriorating. Think of your own experiences with doctors and hospitals. It seems everyone has a story to share about subpar care and burnt out callous physicians or extenders. Non competes are contributing to this. Most importantly removing noncompetes will increase access to care! Currently if a doctor does not like the office structure or the way care is delivered at their practice they have to uproot their entire lives and move to a new city or state. This is unreasonable and malicious on a personal level. If noncompetes were void and a doctor wanted to offer care in a different way (home care/more telehealth/ alternative therapies) they could continue to care liar the current patient burden in their current city and offer and alternative to the large dominant medical system. Competition drives down cost and often increases innovation."</p>
Doug	<p>"I strongly support the proposed rule eliminating non-compete clauses in contracts. Iain a retired engineer but my comments apply to all employment. I believe such clauses harm the labor market by restricting freedom to change jobs, which both reduces pay and can prevent people from striking out to form new enterprises that would otherwise bring improvements which benefit society. I see no benefit to these clauses except for the rare situation where proprietary information essential to the business would be jeopardized, and these situations can be dealt with by other means.0"</p>
William	<p>"I would very strongly support in favor the FTC proposal to ban noncompete clauses. It is a burden for both low-wage earners and also for professionals. Myself I am a physician and about 12 years ago our independent practice affiliated with a community hospital system. Our referral network was and still is exclusively based upon the work of myself and the other employees at our offices. We kept our previous organizational name and the name and brand of the community hospital system we affiliated with does not add a single thing to our quality, efficiency, or level of business activity. Our initial contract did not include a noncompete clause, that after two years it was added to our contracts and we therefore currently are told that if we wish to work for a competitor, or</p>

	even if we chose to work fully independent from any other organization or hospital system that we cannot work within a 25 mile radius of the affiliated hospital system, which itself has locations over a 70 mile radius. Therefore effectively I would have to leave this area or stop working for two years before I could continue to practice as a physician in our current location. Noncompete clauses almost completely benefit employers who already have a strong power advantage over workers due to their greater size, legal team, and monetary power. I very strongly favor a ban on noncompete clauses across all types of business and across all Categories of workers. I applaud the proposal by the FTC' to enact such a ban. I hope you will soon proceed with doing so and I hope you have great success in the endeavor."
Brian	"I fully support banning non competes, they only help large companies and hurt employees especially during layoffs. Many are very unreasonable as well, such as preventing an employee working in an entire industry, even if fired and not quitting."
Padma	""Non-Compete Clause Rulemaking, Matter No. P201200". Like to see non compete clause go away"
Chinmaya	"Please get rid of Non- compete in medical field for physicians and surgeons!! Help to support themselves and the families in the long run to prevent burn out."
Diana	"I've read the proposed Non-Compete rule change and I support the changes. My husband too young to retire yet has 30+ years with the company has a non-compete clause to which is bound. He desires to leave the company where all his years of experience were gained due to mis-management. His company was once a leader in his industry but has been bought and sold several times to the point the job is unrecognizable and accounts are leaving in droves not to mention the experienced workers. He feels he could strike out on his own with the contacts he has nurtured over the years. His non-compete prevents that from being realized so the clause prevent workers from seeking better opportunities."
Monica	"I support the rule. A person should not be bound by the Employers contracts who try to exploit the employees while on the job and after they leave too. Freedom of choice for the hard working American should be the way!!!!"
Olivia	"I am a physical therapist by profession that lives in a small city. I have a 10mile radius non-compete if I leave or get laid off for any reason. A 10 mile radius for the city I live in is the majority of the area, making it so I will have to move if I want to change jobs. I am a young professional (31) and this fear of the non-compete prevents me from speaking up against practices with my workplace that I find unethical. This is especially because I want to start a family in the near future and do not want to be forced to move if I want to change jobs. I feel trapped and in healthcare I find non-competes to be ridiculous. We are trying to provide healthcare services to the population in the best manner possible, and are being prevented from doing so effectively by our employer due to fear of retaliation that comes from the non-compete uprooting our lives. It makes me wonder if going into healthcare was a good idea at all, which breaks my heart because I love what I do."

Daniel	<p>"Each time a non-compete is enforced against a practicing physician, it likely disrupts sacred Doctor- Patient relationships. Which likely also leads to unnecessary additional visits and costs for the patient and the system. If organizations are truly patient centered , why would they do this? Furthermore, burnout is a huge problem in all of healthcare Banning non-competes will ultimately force organizations to compete on better treatment of their workforce, whether that be medical leaders, physicians, nurses, or maintenance staff. Finally, healthcare is on fire in the US consuming 20% of the GDP each year. Inflation on Medicare alone is \$200 million dollars a day. If capitalism is the best way to fix healthcare then don't we need to encourage innovation with cross-pollination? One good way to do this is to end non-competes for everyone except perhaps at the very highest levels — President and CEO. There is so much money floating around healthcare I would not make a cut off at a particular salary level. If we believe that competition is good, then barriers to increased competition should be removed wherever and whenever possible."</p>
Jonathan	<p>"I completely support the Non-Compete Clause Rule. I have been subjected to NCCs on multiple occasions, and always on the first day of work at a new job as part of a series of papers I must sign as a condition of employment. Neither employer gave me advance notice of the NCCs, so I had little choice but to sign the NCC or resign from the new job on Day One. This is grossly unfair to workers."</p>
Jane	<p>"Non-compete clauses limit physicians from getting new jobs without moving and limit patients from staying with die physicians they want to see. They are bad for business."</p>
Elyse	<p>"As a senior-level employee in a Fortune 50 company, I fully support making non-compete agreements illegal. Allowing non-compete agreements to occur is anti-capitalistic, in addition to stifling job opportunities. Non-competes prohibit Americans from being able to make the best employment decisions for themselves and their family--including not taking a job due to its non-compete terms, staying in a job they'd like to leave due to the non-compete they're under, or having to pivot industries/roles to a lower-paying position (or even remaining unemployed!) just to ensure that they aren't in violation of their non- compete. This lack of competition hurts individuals, but it also hurts the companies themselves when they can't find enough talent available in the US. Allowing non-competes promotes outsourcing and insourcing over the individual American, and therefore the American economy."</p>
Lee	<p>"Non-compete contracts are harmful across the board. Iain a veterinarian who does not have a non-compete written into my contract, and an employer that believes everyone has the right to work where they are most content. I have seen so many young veterinarians forced from a geographic area they love because of unfair non-compete distances and rules written into their contracts. Yes, we need to be better educating our veterinary students about what to look for in their contracts, but in the meantime, let's just get rid of the non-competes and take that burden off of their shoulders."</p>

Nikita	"BAN non compete clause for employed physicians nationally. Non compete clauses disrupt physician well-being and lead to burnout apart from disrupting patient care and poor outcomes for patients due to fragmentation of patient care/reducing access for patients due to physician need to relocate due to NON-COMPETE CLAUSES."
Laura	"Non competes end up causing hostile working arrangements. People sign them because they are told that there's no other option (if you area physician this is probably true) . The beneficiary of the noncompete basically can hold in to an employee outside of the rights of the employee . They can make the physician stay in a situation under duress - unless that MD can move out of the area . There are plenty of situations where moving is not possible. Now it's unsafe for patients - the situation is untenable . All because the owner wants to protect his/her money . Free enterprise doesn't apply when noncompetes are legal"
Garrett	"I strongly support banning non-competes. I am deeply concerned about my loved ones stuck with abusive employees and are underpaid due to non-competes."
Karen	"I urge the adoption of a rule to address the problem of non-compete clauses on a national level, since interstate commerce is so important to the United States. In our family, we have experienced a tragedy that resulted from the devastating effects of one of these clauses on a young man who should have had his productive professional life ahead of him, and now he is in the grave. It's time to put an end to this unnecessary stricture on individual employees."
Cass	"As a writer and theatre professional, I strongly support the ban on non-compete clauses. Too many in these industries are kept at low incomes because they cannot pursue multiple contracts simultaneously."
Salman	"Please please ban the non compete clause. I am a highly specialized vascular specialist who worked in the DC metropolitan area. Because of my specialization, I have to work and provide medical services in a metro area where tertiary care centers are present. When I was forced to leave my practice in the DC area, I had to travel to another city almost two hours away. These non competes are unfair and monopolistic. They provide advantages to large corporations and are anticompetitive. As specialist, I was also unable to provide highly specialized services to patients who relied on me and depended on me."
Karen	"I support making non- compete clauses illegal and unenforceable. I am a nurse and have lived most of life in an rural and underserved area. I have seen corporations place non-compete restrictions upon nurses which in essence binds them to that one employer without incurring a very burdensome drive to escape the area of exclusion. I have seen doctors likewise restricted and forced to leave the area, face litigation, or suffer years of unemployment. It is an effort to simply control employees and restrict competition."
Patty	"Please overturn these restrictive covenants that empower companies and handcuff employees."

Abhijeet	"As a doctor , I believe that removing non-compete clauses for physicians is a necessary step to ensure that patients have access to the best medical care possible. These clauses can limit a physician's ability to practice medicine in their chosen field and geographic location, often causing a strain on patients' access to care and leaving physicians with few options. Removing these clauses will allow physicians to practice where they feel they can best serve their patients, which is essential to improving overall healthcare outcomes. It will also foster competition in the medical industry, which can lead to better care, more innovation, and ultimately, better patient outcomes. Additionally, removing non-compete clauses will provide more freedom and flexibility for physicians to pursue their professional and personal goals, which can contribute to a healthier work-life balance and a better quality of life overall. Overall, I strongly support the removal of non-compete clauses for physicians, as it is a step towards creating a more patient-centered healthcare system that prioritizes access to care and quality outcomes for all."
Lori	"Non-competes have always been detrimental for patient care/access, especially in underserved communities. Competition generally provides better product for consumers, at the very least it provides options. Forcing doctors to uproot and leave a community they have already established a relationship with creates unneeded obstacles for patients."
BAOCHAN	"I am writing to express strong support for this proposed rule with two small modifications: 1) no exemption for tax-exempt hospitals and 2) no salary caps. Healthcare in the US has changed drastically in the last few decades and has been taken over by corporations. Physicians routinely graduate with over 8250k in loans. Non-compete clauses for physicians are now rampant. It takes more than 6 months to license and credential a physician. Having non-compete clauses apply to physicians essentially requires the physician to move his or her entire family in order to earn a living if the original job does not work out. Healthcare workers are retiring early in droves due to pandemic related and increased regulatory stresses. There is projected to be a massive shortage of physicians. The ones that are graduating are retiring early. Outlawing non-competes is one way to restore free market conditions to the physician employment market and to relieve one stress on the dwindling number of practicing physicians."
Dai	"The non compete is so onerous and extensive geographically that after the company leaves the locality the providers are locked out of the local market and has to either leave his or her family to get work or up root their lives to restart in another areas out side the non compete geographic radius despite the company longer having a physical presence at the practice location. Why are providers being punished when a company loses its contract with the client hospital or clinic or surgery center? This is inhumane and immoral. This infringes on basic human rights and freedom."
Logan	"Full support to remove the ability for companies to enforce non compete clauses."

Michelle	"I strongly support banning con-compete agreements and oppose the proposition from the AHA that physicians should be excluded from this. While physicians are higher income earners, that does not mean they should be exempt from having rights as workers. Physicians should still have the ability to leave a job where they are treated poorly without having to uproot their families, and current non compete agreements make that impossible. Non compete agreements give hospital corporations an excessive advantage over employees, including employed physicians."
A.	"Large corporations frequently buy out privately-owned small business in the optometry . During the acquisition process they acquire employees, particularly doctors and include overly broad non-compete agreements as part of the new contract. As they do so, they will not specify which practice location that agreement is specific to and they will have multiple practice locations around a multi-state region. That makes it almost impossible to take a job anywhere in the region without relocating home and your children. They do it not only full-time doctors but also part-time doctors who do not have an established patient base. Also, 10 miles of non-compete in an urban city that is densely populated means something very different than 10 miles in a sparsely populated rural area, but that is not considered by the corporate entity, nor do they negotiate the mileage. In addition, they have deep pockets and will not hesitate to prosecute even minor contract violation of this nature. Meanwhile the employee is stuck with high legal fees that they cannot cover and no job because of the non-compete clause. I fully support ending the non-compete clause rule that has gotten out of hand and is totally abused by large corporations. Non-Compete Clause Rulemaking, Matter No. P201200"
Douglas	"Non-competes are anti-competitive and should be made invalid."
s	"This ban would help me and my family out in a major way. The agreement I was required to sign in order to obtain employment prevents me from moving to a competing firm. While I understand the basic principal of retaining employees, this rule has created an avenue for greed and does not hold the employer responsible to provide cost of living increases or other promotions. I'm being forced to work for them because I want to stay with the Customer. The greatest stress of my work life is dealing with my so called employer. They do not contact me nor return phone calls or emails. This firm is horrible and I want a way out. Adding a ban on the Non Compete would allow me to improve my work life, reduce stress, have a raise not seen in years, and countless other advantages. I am in talks with a lawyer in hopes of finding a way out."
Pranav	"Comment: I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations and hospitals. The opposition to this ban is motivated by the greed and need of the hospital groups to dominate the market and control the physicians. Non-profit hospitals should not be exempt from this ban. Sincerely, Pranav Parikh, MD"

Rosalind	"Non-compete clause rule should be banded. People should have the right to leave one job and go to another in the same field."
amber	"Noncompete agreements have prevented me from freely switching jobs, depriving me of higher wages and better working conditions. Noncompete agreements should be illegal."
Arjun	"I fully support the FTC proposed new rule against the non-compete contracts. This practice is pervasive in the medical industry. Hospital administration wants to create silos with non-compete clause so that physicians have to keep working at the same place or move out of the area if they are to quit the job. It increases the cost eventually when there is no independent physician left in the area once all the practices are bought by the single healthcare institution in the small towns."
William	"I believe the FTC should ban all non compete causes. California is a prime example of a state with a non compete law on the books for decades. That law has not stop the growth of Silicon Valley."
solmaz	"Non-compete clauses cause undue harm to both patients and physicians. Often times, physicians are forced to relocate if they leave their current place of practice due to a non-compete. This leaves patients struggling to find new providers. As there is a shortage in healthcare overall, many patients will then have to wait weeks to months to establish care with a new physician. This is especially bad for patient's who need close follow-up or who have complicated medical history. Please do away with non-competes so that physicians can do what they are trained to do and love to do--provide quality care to patient's long term."
Cesar	"Dear FTC, I am writing to express my strong support for the proposed rule to ban non-compete clauses. As a practicing physician , I have seen firsthand the negative effects these clauses can have on the healthcare industry. Non-compete clauses are detrimental to healthy competition. By preventing physicians from practicing in certain geographic areas or with certain competitors, these clauses limit the ability of physicians to choose the best possible work environment for themselves and their patients. This stifles competition, resulting in a less competitive healthcare market that is less able to innovate and provide the best possible care for patients. Non-compete clauses also give employers unfair leverage in contract negotiations. Employers can use the threat of a non-compete clause to force physicians into accepting unfavorable terms, such as low salaries or poor working conditions. This can result in physicians feeling trapped in their current positions, unable to seek better opportunities elsewhere. Non-compete clauses can also result in physicians being forced to relocate their families, disrupting their children's education and their own personal lives. This can have a negative impact on physician morale and wellbeing, leading to decreased job satisfaction and higher turnover. Non-compete clauses can also disrupt continuity of care by preventing physicians from providing care to the same patients over time. This can be especially detrimental in specialty care, where continuity of care is essential for maintaining the best possible outcomes. Additionally, non-compete clauses can

	limit patient access to specialty care by preventing physicians from practicing in certain areas. For all these reasons, I strongly urge the FTC to enact a ban on non-compete clauses. This ban would ensure that physicians can freely compete in the healthcare market and that patients have access to the best possible care. Sincerely, Cesar Plazas-Guzman, MID."
Orion	"I definitely support the FTC's ban on non-compete clauses. The concept of a non-compete clause was unsettling when I first came across it and the more I've conic to learn the more it sounds like a gross abuse of power. The simplest way I've found to put it in perspective is to imagine the opposite, a non-compete for an employer that requires them not to hire anyone of your qualifications for a specified period after you no longer work there. It's ridiculous, and should be treated as such."
Susan	"Non- compete clauses create real problems in my industry, where I may work through any number of agencies with the same final client, and in which a new agency might seek to prohibit me from working with someone with whom I already have an established working relationship! In short, they are not helpful to anyone and should be disallowed."
Shivaani	" Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."
Jason	"As a physician who has been subject to geography based employment non-compete clauses, I strongly agree with the proposed Non-Compete Clause Rule. My experience is that the non-compete clauses do suppress wages, decrease competition and limit the free movement of employees. In my personal experience, they're used the just that purpose to limit competition and restrict employee options."
M.	"End Noncompete AND Nondisclosure Both of these legal handcuffs need to be declared illegal and unenforceable, including any preexisting ones. Freedom to work and freedom of speech are the essence of America."
James	"Non compete contracts are anti-capitalism and anti worker. They are too close to indentured servitude, company stores and scrip for the modern age and should be abolished."
Qwist	"The non compete rule is unfair especially for physicians in healthcare. It gives employers unfettered power in controlling employees. I knew a colleague who when he changed hospitals had to fir 2 years stop practicing pulmonary medicine because of the non compete unnecessarily depriving patients of his much needed skill! and potentially leading to harm as patients who could have benefited from him could not . During covid when non competes were not

	enforced we saw how the medical establishment was able to help patient care and in a sense reduce the burden on each other with a free flow between hospitals. And in a sense having a federal standard fir contracts but banning non competes in the name of equity helps us all"
Prithviraj	"Non compete should be abolished."
Satheesh	"I support the rule for removing die noncompete clause"
Brandon	"Dear Chair Lina Khan, Banning non-competes helps lubricate the facilitation of trading labor for money. As a young electrical engineer , it is important that I have the ability to take my skills elsewhere that could be potentially offering me more money for more innovative work. As someone vying for a role in the nuclear fusion space, it is clear to see how not being restricted by a non-compete could really allow me to both get a better / higher paying job but also a job that has the potential to improve the lives of many here in the US and elsewhere. Thank you for reading my comment. Sincerely, Brandon Reasoner Fairfax, VA"
Lowell	"I was very excited to see this Ryle come from the FTC, thank you. My brother is a signals engineer in Nebraska he worked for a company in Omaha but married a woman in Lincoln. He constantly had to drive 40 mins everyday to Omaha and wanted to switch jobs. He found one for more pay and closer to home he let his employer know he was leaving and they stopped him with the noncompete clause. He was forced to drop the offer and he ended up working for the state in in an engineering position. I'm liberal but I think even a conservative wouldn't like this outcome. He was lucky to find another Job that would allow him to work close to his expertise."
Heather	"I am a solo gynecologist in rural Virginia and am witnessing the withdrawal of physicians from my area. Most physicians are closed to new patients and bringing in new physicians can be daunting when no competes inhibit physician movement. Please remove ALL noncompetes (including those of hospitals as NO ONE in medicine is nonprofit-- JUST LOOK at the CEO salaries and bonus structures). The lives in my community depend on physician mobility. Please vote to stop non compete clauses and let the patients have choice and access to great healthcare again! Sincerely Dr Heather Reese"
Heather	"Non compete clauses are restraint of trade amongst our medical communities giving patients long waiting periods to reach the most crucial specialists. Our local 'nonprofit hospital' pays its Executives more than 90% of its physicians and those of us in private practice make less than \$200000 a year working 60-120 hours a week with ER call...These are only "nonprofit" in the eyes of the IRS and their restraint of trade of those independent community physicians must be stopped. Please abolish the "non compete clause" for physicians and allow us to take care of our patients without having to be forced into employment by a hospital system or abandon our patients in this restraint of trade. Sincerely Dr Heather Reese Independent solo OBGYN"

Lori	<p>"I am writing to express my strongest support for the proposed ban against non-compete clauses for employees. I am sure that a well-organized group of employers will rally to try to dissuade the FTC from imposing this ban. They will be well funded, articulate and flood the FTC with reasons why this will be bad for businesses. I am writing as an affected employee and hope to be a voice to help advocate for all of us adversely affected by non compete clauses. The bottom line is that non-compete clauses are devastating for workers and allow employers the right to hold employees hostage in their jobs with little recourse to advocate for fair working conditions. I am a veterinarian, where noncompete clauses are the norm. The justification for this is that as a veterinarian, you are so valuable to the practice that if you leave and clients follow you, your employer will be irrevocably harmed. The non competes are often in place for 1-3 years post departure from the job, and typically are enforced within a 30-mile radius of the veterinary hospital. For me and many of my colleagues, this has had devastating life consequences. My first job as a veterinarian was in a practice that was extremely poor managed. Bottom line, it was not a good job for many reasons. Unfortunately, my spouse and I had bought a new home when I took die job and he managed to find a great job for himself in the area. Therefore, moving out of the area was not an option for us. I ended up spending 5 years at this practice until the situation became untenable. Despite my length of service to this company, they would not release me from my noncompete. To keep my husband in his position, I took a job 120 miles away and lived away from home during the week for 3 years as this was die length of my non-compete. I only came home on weekends and the amount of life I lost during this time is unretrievable. I finally moved back home and have since taken jobs as a veterinarian only in a "relief" position as I am extremely reluctant to sign another non-compete with any other practice. I never want to be in a position where I cannot leave my job, no matter how bad it may be. There are many downsides, however, to only working as a relief veterinarian. I no longer have any benefits (fortunately have health insurance from my spouse). I pay for my own disability, and must set up my own retirement fund, without the benefit of any employer match. There is no paid vacation or sick time. Despite that, I am willing to sacrifice all of this to not be bound to another employer. I have long worried why certain fields of business have been able to "get away" with binding employees to their jobs. This is America, where competition and free enterprise have made this country. If an employer treats their employee well, then the employee would be very reluctant to leave. A non-compete gives an employer little motivation to focus on a mutually satisfactory relationship with die employee. This proposal would revolutionize my life and the life of so many bound employees. I sincerely hope this is not another proposal from the government that ends up going nowhere or takes decades to finally come to fruition. Many of us cannot afford to give away decades more of our work life. Attachments NON COMPETE"</p>
Marla	<p>"Non-compete clauses strike at the heart of what it means to be an American. We value freedom, innovation, and independence. Non-compete clauses are a form of corporate bullying that crushes creativity, innovation, and free and growing markets. Ossified, monopolistic economies that crush worker innovation do not last. Growing, creative economies with plenty of healthy competition are what we need in America. How can we continue to shine and maintain our place</p>

	<p>in the world without unimpeded creativity and new business growth? Non-competes are the most un-American aspect of the modern American economy and we need to ditch them now!"</p>
Jeanne	<p>"I am an optometrist who had been working my entire career in a small city in Virginia. My practice demographic was primarily older patients that required management of chronic conditions treated with medications and regular follow-up. I established wonderful relationships with my patients and had planned to never leave this area. After I sold my practice, I began work for an ophthalmology group one mile away which allowed me to continue to care for my patients at the new location. My employment agreement included a non-compete of 25 miles, which was non-negotiable. I accepted the position so I could continue to practice in my small city and had no intention of ever leaving the area. This allowed me to continue to care for my existing patients. Then, without warning, my new employer informed me that I would be transferred to another office 70 miles away!! This transfer was not negotiable; I was required to accept working at the new location or resign and comply with the 25 mile non-compete. The sole reason I accepted that position was so that I could maintain my presence in the community with which I had long established as a primary eye care provider. To say I almost begged not to be transferred was an understatement. My commute to work went from 10 miles to 70 miles each way, 2.5 hours and I began to experience back and knee pain from the drive. My employer refused to negotiate and again, my only option was to resign and be forced to seek employment outside of my non-compete. I asked if they would waive the non-compete, but they refused and stated they would enforce it to the fullest extent of the law. As a result, I had no option but to resign and accept employment with another practice outside of my non-compete in another city at a reduced salary. Enforcement of the non-compete was unfair and unreasonable because I'm not a surgeon and would have posed no legitimate competition with this employer, but they would not acquiesce. This forced non-compete was NOT in the best interest of the health of my patients. I had no intention of changing employment, but the 70 mile commute one way to work was unreasonable. My patients were left without their longtime doctor and had to search for care with another provider, ultimately interrupting their established care. Additionally, I was prohibited from contacting my patients to provide them with my new location. I hope that the FTC is successful in banning non-competes for the well-being of patients and their dedicated health care providers."</p>
Tim	<p>"Thank you for taking on this issue. As you develop the rule, I strongly encourage you to consider variable compensated employees (bonus, commissions, etc.) if the final rule includes a minimum salary to be excluded from non-competes. For example, a worker selling cell phones who makes a base salary of 535,000 but has an uncapped bonus potential could be argued that they are a "high income earner" even though the earnings are not realized. Situations like this are common for sales professionals. I can easily imagine business arguing this fact as a potential loophole to the rule. Non-compete clauses are an unfair anti-competitive practice which stifles worker choices, development, and income. I'm currently under a non-compete and cannot get another job in my industry in a similar job duty for two years after I separate</p>

	<p>employment. This has hurt my family because after starting my job the offered benefits are not competitive. The health insurance for example, for my family of 4 would cost half of my monthly salary. Moreover, the retirement match benefits are well below industry standard. With my experience I can easily find another job that offers better benefits, but I cannot out of fear of being sued. The non-compete is an opportunity killer. In order to avoid potential litigation, I have to stay out of the industry for two years. I have worked in insurance as a sales agent for the past 10 years. This has been my only professional job and my career of choice. Staying out of the industry for two years would bankrupt my family. The only reason the business uses this non-compete it to stifle competition and prevent workers from finding better paying jobs and telling their former co-workers about it. Thanks again for looking out for the right of workers."</p>
James	<p>"I am in COMPELTE FAVOR of a ban on non-competes. The family owned business I had worked at for 15 years was purchased by a large corporation. While working for the family, no employee was ever required to sign a non-compete or non-solicitation agreement. Many of the employees had been there as long or longer than me. The company enjoyed great success in the market and had its best year in its 30 year history immediately prior to the sale. I was presented with a non-compete/non-solicitation agreement by the new corporation and given one week to sign it or lose my job. I have a family of four that is dependent on my income and health insurance, which is purchased through the company. We have two competitors in our market. One is owned by the same corporation that we are now owned by and the other by another large corporation that requires signing a non-compete as a condition of employment. After 15 years of experience in my industry, I was left with the choice of signing a non-compete, moving my family 70 miles away from our location to not be affected by the non-compete. immediately starting my own business with virtually no time to prepare, or starting over at a job in a new industry. I signed the non-compete begrudgingly. I am now the manager of our location for this corporation. My pay has stagnated over the past three years in spite of extreme inflation and continued growth of both the top and bottom line for the corporation. When we were a family owned business, my pay increased every single year I was there as the performance of the company improved. I am compensated enough that it is very difficult to leave my current job to start over in a new industry but extremely disappointed that the corporation has virtually no incentive to increase my pay given my inability to look for work in my industry in our market. I would likely have started my own business in the same industry had I been given more than a week to contemplate my future without losing my entire income. Unfortunately, that option is off the table without relocating. Iam now living the unfortunate outcome of two large corporations controlling an entire industry in a geographic area. Customers are not aware, but we arc not allowed to compete with our "sister" company for work in our market. The customer suffers from this. Both competing corporations are incentivized to keep prices high because there is an abundance of work and only two corporations now servicing it. Gaining experience at the company will only benefit you so much because the corporation only seeks to keep you just happy enough that you won't leave for another industry. It is ALMOST impossible to hire someone with industry experience because you would have to hire from out of your geographic area to</p>

	<p>find someone not bound by a non-compete. I'd like to further clarify the ALMOST comment from above based on a particularly disturbing experience I recently had. For whatever reason, our competing corporation had to redo one of their employee's non-compete due an error in it. He did not want to sign it. He approached me looking for a new job. We agreed on a compensation package and it was approved by my direct manager. Then a high level manager heard about it and shut it down, not wanting to start a "hiring war" in other markets. I'm not sure how they would start a hiring war with this corporation given the degree to which everyone is bound by non-competes, but it gave a true sense of how friendly everyone is with the competition at the top of the corporate ladder while those at the bottom bear the brunt of it. We were presented with an opportunity to better our branch location while in turn getting a key employee from our main competitor. He had an opportunity to better his compensation package but ended up being turned away at the last minute and staying with the current company. It had all the characteristics of collusion. The corporation I work for was even smart enough to keep all the conversations about it to phone calls, even after I would email. They have no problem communicating via email about everything else, but it was very obvious they wanted none of this in writing. A ban on non-competes should not be a partisan issue. It should not have income limits beyond perhaps the most extreme cases of say C-suite employees. Low wage earners may represent the extreme abuse of non-compete practices, but employees at all levels of various industries are being trapped in their jobs while top level managers with huge compensation packages and shareholders reap the benefits. In a era of corporate buyouts and mergers, these practices will only get worse. Make employers work to keep their employees. Income disparity is extreme despite record corporate profits. It is time to give SOME power back to the people."</p>
M	<p>"This rule is a gift! I was talking to someone today that I'm trying to start a business with and one of our major concern was our contracts with our current employer. If this change is not implemented we'll have to limit our plans to go with our ideas for at least TWO YEARS!! It will also take a good number of targeted clients off our plates because our clause in our contracts were too vague.. PLEASE PLEASE PLEASE MAKE THIS HAPPEN ASAP"</p>
Angela	<p>"This practice should be illegal already."</p>
IRFAN	<p>"Non compete law is a modern day slavery, keep professionals under control make them dependent on plantation or companies, so individuals will not be able to thrive despite all the qualifications."</p>
Ahmed	<p>"Non-compete clauses for physicians only harm the patients they serve. Physicians hold no trade secrets and they should have the right to work and continue serving their patients without the unreasonable non-compete restrictions"</p>
merell	<p>"Physicians should be (able) to work where they want and be able to change jobs should a better opportunity presents itself. This is one of the tenants of the American Dream. We as a nation grew and continue to thrive due to small</p>

	<p>businesses. Small physician practices are also small business that should be supported . As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. independent practices area valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable."</p>
Kurt	<p>"Please do not exclude physicians from the non-compete rules. Hospital systems use those to handcuff physicians and ultimately harm patients. The corporate hospital groups are lobbying very hard to have physicians excluded because they know non-competes allow the hospital systems to treat us worse and pay us less. I've been a physician for more than 10 years and the only people who have benefitted from a non-compete are the hospital systems. They're harmful to patients and they're harmful to physicians."</p>
Jane	<p>"I fully support the NPRM on the non-compete clause rule. The FTC study reveals how damaging non-compete clauses are to all workers, not just those bound by a non-compete clause. Non- compete clauses are antithetical to the principles of a free market and capitalism. The only way a non-compete clause could ever be fair to a worker, and society, is if the employer is required to pay the employee full salary and benefits after a worker has left employment, for the entire duration of non-compete time required by any non-compete clause."</p>
Aaron	<p>"Non compete clauses ultimately hurt the community and the physicians and their families. Doctors move on average 2-3 times during training, then move to take their first job. If the job is not the right fit, the physician and their family should be able to stay in the geographic area and serve the community at need. instead, bigger hospitals require up to two years of a non complete which is not sustainable to travel towards of 25 miles each way for that long. This hurts young doctors, their families and ultimately the patients."</p>

Linda	"I'm a retired senior citizen , and I'm writing to support the proposed ban and limit on non-compete clauses. As discussed below, I support the FTC's proposed ban on these non-compete clauses. We have too much inflation and price pressures to allow these clauses to encourage excess profits and high prices that hurt consumers. These clauses hold workers' wages down, stifle innovation, and harm working people Banning or limiting these clauses will contribute to making it easier for workers to earn what they're worth! It also will encourage innovation and the promotion of more efficient ways of doing business. I do recognize that prohibiting these clauses has to be circumscribed by employers' rights to protect legitimate trade secrets, but those protections usually don't require an overall prohibition on competition. It also no longer makes sense to have geographic non-compete zones, because so much business now is done online and through the internet. Next,"
Lisa	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Owen	"I support this."
Virginia	"Physicians and advanced practice providers and other healthcare professionals should not have to be subject to noncompete agreements it drives down competition."
Meenu	"Many of are currently suffering because of non-competes! I and my colleagues are paid \$70/hr working nights/ weekends, harassed.. non-compete is 25 Miles covering 3 states!!! We work for a renowned not for profit hospital! The CEO and C-suit make high 7 figures! I made 90k last year.. Please, please let non-competes for physicians go away.. ESPECIALLY hospitals.. not for profit hospitals are only on paper.. They make millions and pay their execs millions.. Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to

	healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities."
Anshu	"Competition is a vital part of our economy. Just as monopolies of producers hurt consumers, monopolies of employers hurt employees. Employers need to be able to compete to secure the best talent."
Alan	"I was a student-teacher in 2014. I took a job as a delivery driver at Jimmy John's to make ends meet. After I was hired, I was handed a stack of paperwork that had to be completed prior to my first shift. In addition to the W-4, the stack contained a non-compete agreement that prohibited me from working at any establishment that made more than 10% of their revenue selling sandwiches for two years after I left Jimmy John's. I asked the franchise owner about it. He said that he personally thought it was "stupid" but that "corporate" was requiring all new employees to sign the agreement as a condition of employment. In other words, I could either sign or walk. I didn't have much of a choice at the time. I needed the money and I signed it. It was a bit of a gamble though. Had I not found a teaching job for the following fall, I would either have to work at the one and only Jimmy John's in my hometown or risk violating the NCA if I took nearly any job in the food service industry. Luckily I was hired by one of our local school districts. Later I heard that this particular NCA earned Jimmy John's a couple of class action lawsuits and they dropped the requirement. But I often wonder how many smaller companies (or even bigger ones when times are tough) get away with exactly this sort of thing. I sincerely hope that this regulation passes. It's hard enough to find a job without having to worry about a team of lawyers coming after you in the event you find one."
Ameet	"I am largely in support of this rule. Non-competes have been draconian with no checks & balances on large employers"
James	"I ask the FTC to please follow the lead of many states in prohibiting noncompete clauses. Noncompete clauses empower businesses to suppress wages. There is no measure of wealth distribution in the US that could be construed to suggest businesses have insufficient economic power and workers have too much. To the contrary, in this epoch of wealth inequality not seen since the robber barons, empowering all American workers to seek the highest value for their skills, unfettered, is a straightforward if small step towards rebalancing the power of businesses and labor. It would make good a fundamental assumption in capitalist theory that parties will act in their rational self-interest, which currently many workers cannot. And its value and practicality have already been demonstrated in many states. I worked in a business supplying technology and materiel considered critical for national defense. I was labeled an expert in the field by my DoD customers and commended multiple times for solving logistical and technical problems with protective equipment during the previous two wars. I lead development contracts from the DoD to advance the state-of-the-art in warfighter protection, which set multiple records for figures of merit within my business, and which our program manager volunteered was the most exciting technology she had ever managed. When my business decided to

	<p>discontinue that technology and transfer me, my noncompete agreement prevented me from continuing to support the DoD. I was removed from consideration at another firm in the third round of interviews because of my noncompete agreement - - again, for a technology my business had decided to not pursue and had transferred me out of. So, instead of having the opportunity to advance my career into management in the service of protecting warfighters, I had to exit that industry and move laterally, into a different industry that cannot value 20 years of my expertise, and which will not further the defense of my country. If the FTC had nationalized a prohibition on noncompete clauses two years ago, this would not have happened, and I would have had the opportunity to advance my career, improve my family's economic fortune, and continue to contribute to our nation's defense."</p>
Amy	<p>"I am a medical oncologist. I strongly feel that non-compete clauses hurt patients as it limits access to care. Myself, and numerous physician friends, experience the same trap- our employers beholden us to non-compete clauses which restrict us from joining or creating new physician groups which we feel would better focus on patient care. We are thus forced to move our families (and often our physician spouses) to new areas just to have a more favorable physician led practice. In addition, by staying in our current employment situation, our salaries are limited. The employer knows that it is difficult to uproot a family and are thus able to keep physician salaries lower than they would be otherwise in the market."</p>
George	<p>"I am writing in favor of a no-compete clause ban. It is an anti-competitive and more dangerous to our patients and workers than a monopoly. In my industry (health care) - no compete clauses are the rule instead of the exception. These are typically used to prevent employees from leaving jobs by basically making them leave town for 1-3y after leaving an employer. As a doctor that had to do this due to poor working conditions. I am well versed to offer advice. First, I made money for the health system that employed me year one on. They never invested in training me or any other activity. I knew no intellectual property and they still require the document. I was paid below market value from day 1, but working for a safety net hospital was worth the 30% pay cut. When the hospital started putting patients at risk and delayed their care with me, I tried to fix it internally. After hitting leadership roadblocks, I realized I couldn't responsibly work there any more and made plans to leave. I feel an duty to not support a system not focused on patients. My wife and kids loved our city, but due to the no-compete and threats of suits if I left and worked within the same city, the no-compete made me leave town for a year. Fortunately, I was able to find a job 1.25h away for the year, but to say it is not a hardship for me and my family would be a lie. The only reason for the no compete is to keep the profit i generate in a specific system. Please make this illegal. It is worse than monopolies of old because of the distribution more are affected and with smaller numbers at each employer there are rarely organized labor to fight had employers for working conditions, pay, benefits and in healthcare - patient safety"</p>

Abby	"In a capitalist economy, based on the notion that a free market will elevate superior corporations through fair competition, non-compete clauses by definition disallow the competition that is the bedrock of the economy and essential for the continued success of the nation. The result is that inferior companies may reduce competition artificially, forcing the hand of consumers and employees alike, violating the principles of the free market and ensuring that the less qualified company wins, by cheating. This reinforces a landscape of monopolies who increasingly control entire markets, plunging the United States ever deeper into corporatism. That non-compete clauses ever were tolerated within a free market system is the real marvel. Get rid of them!"
Donna	"I currently work as an independent contractor (consultant) and my employer has put a noncompete clause in my contract. I cannot work for any facility directly; if I hear of a new facility that would like to contract for my skills, my contract states I must take that information to my employer. It's shocking that this can be imposed on an "independent" contractor and limits my opportunities and income."
John	"Non compete clauses adversely affect salespeople in tech field. We possess no secrets but we are forbidden from working with about 40 competitors at my workplace which keeps me from growing beyond where my company sees me at."
Kelly	"I am writing in support of the proposed action to ban non-compete clauses. These clauses prevent a fair employment market and impose an undue burden on workers by making them unable to seek alternative employment. If a small business cannot afford to pay workers the same wage as a nearby competitor, and therefore cannot retain employees, that is a problem with the business and its revenue model, not a problem to be solved by preventing employees from leaving by threatening their livelihoods. I encourage the Commission to enact this proposed rule."
Raymond	"I strongly support the banning of non-compete agreements. These agreements are akin to slavery in that they prohibit workers from leaving their current employer and then find work with another employer in their area of expertise."
Raymond	"I strongly support the banning of non-compete agreements. These agreements are akin to slavery in that they prohibit workers from leaving their current employer and then find work with another employer in their area of expertise."
J	"Completely agree with ban of non-competes between franchisors and franchisees. Unless the person wasn't integral part of the development, formula or something significant, there is no need for a non-compete. You cannot ban general practices or techniques learned on the job unless they are proprietary and are specific to that one task. Please get rid of it!"
Darlene	"I fully support the FTC's proposal to eliminate non-complete clauses. As a physician, I have heard and seen the damage these clauses can have on patient care. I have known physicians who have been forced to practice elsewhere for 1-2 years before returning to their home town to continue practicing. As an example, a dermatologist who had practiced in our city for over a decade year had to go to another city the a year before returning to our city to work— yet there was already a 6-month wait for patients to see ANY dermatologist in town. I

	<p>perform complex breast reconstruction surgeries and worked at the largest non-profit health care system in Texas. I and was not allowed to perform these surgeries at the competing hospital in town, which forced patients with "the wrong" insurance to drive 1.5 hours away to receive their breast cancer reconstruction. Yet, I was not allowed to leave and open up a private practice in town to allow me to operate at both places as that would break my non-compete clause. I know plenty of physicians who are completely burned out because they have no option but to comply with the nearly unobtainable demands from whatever organization they are employed. A myriad of studies have demonstrated the ever increasing level of physician burnout. While this is obviously a concern fur physicians, it's a much larger one for patients! Patient care is compromised when a physician is burned out or too distracted to focus solely on the patient before them. I know large corporations will fight this and try to make arguments about the need for this. Yet, I question how a corporation's control of employee talent does not resemble a monopoly. Plus pass this proposal for the sake of patients and citizens everywhere in the US! Thank you."</p>
JC	<p>"Non-competes are bad for healthcare for everyone"</p>
marie	<p>"Please get rid of non compute. As a physician, these are terrible for physicians especially now when small practices are dying and physicians are employed by big hospital systems or venture capital companies. It was different when it was all small practices. No Non Compete!!!"</p>
Keith	<p>"The proposed rule to eliminate the non-compete clause is long overdue. This clause, in the form of a restrictive covenant, has perverted the landscape in contract negotiations for healthcare professionals for generations, hurting not only the providers themselves but also the communities that they serve. This is especially true in rural are-as, where patients may have limited options in selecting or even locating a healthcare provider. In my area of Southwest Virginia, most healthcare professionals are employed by one of two corporate entities. Because of the non-compete clause in nearly every one of our contracts, if one of us has a dispute with our employer which cannot be resolved and leads us to sever our ties with the organization, we are obligated to leave the area for a year or more, because the non-compete clause prohibits us from either joining the competitor or opening our own practice. Not only does this uproot the provider and his/her family, it leaves all of the provider's patients scrambling to find a new doctor. In a medically underserved area, that limits access to care and places patients' health and lives at risk, when they can't get their blood pressure or blood sugar levels monitored or get their prescriptions refilled. I myself am overdue for routine dental care, because my dentist was forced to leave his practice after he was unable to resolve a disagreement with the private equity firm that had purchased a majority stake in his dental practice. The non-compete clause should be directed to the dustbin of history - all the more so as U.S. life expectancy has started to decline, because it impedes access to healthcare, especially in underserved populations.'</p>

Mary Jean	"Please eliminate (ban) non-compete clauses from the workplace. They are being abused by employers and harming American workers. The New York Times Opinion video about how NCCs have negatively impacted Americans was heartbreaking to watch. Please help the little guy".
Barry	"Non-compete clauses are not right. Because of them, workers who would want to leave their job and enter the job market are restrained from doing so. This is a gross disservice and needs to be changed immediately!"
David	"I haven't been directly affected by this issue, but I can't even imagine the plight of a poor worker who must leave their occupation entirely ,just for the sake of a corporation's monopoly."
Maeve	"The current environment of non-compete clauses in employment contracts places undue restraint on employees. It allows employers to use threatening language to scare employees from continuing in the fields and careers they have trained in for years. As a medical healthcare professional, with a doctoral level degree, it seems absurd that my current employer can prohibit me from working in the geographic area of 'the United States' for a term of 2 years after fulfilling my contract. This limits my ability to financially provide for myself. Beyond the crippling restrictions, it limits the progress that can be made in my specific field of study, all because my employer sees any former employee as a threat. Our economy would only benefit by freeing the workforce from restricting clauses and encourage employers to keep up with market demand in order to maintain their employees."
Jennifer	"This proposed rule prohibiting non-compete clauses is a very positive step to improve economic conditions for workers and to foster a competitive marketplace. I fully support this rule."
Nick	"Non-Compete Clause Rulemaking, Matter No. P201200 This proposed rule would benefit workers nationwide and is an excellent way to level the playing field for skilled employees looking to take those skills and improve their pay, as well as open the possibilities of new small businesses. I wholly support and endorse this proposed rule."
Benjamin	"My name is Benjamin...and (I) reside in tappahannock, va. I am currently in a lawsuit being sued by my former employer because i quit after 13 years of employment in the marine construction field because i was a salary employee and i was being used and mistreated and talked to in an unfit way. I was being made to work 70 plus hours a week, late evenings and weekends and some holidays. The more i did the more they threw on my shoulders. I did not recieve any overtime compensation and i had zero benefits. All i got was a paycheck. Very little at that because i supposedly was just over the low wage employee threshhold by \$2000. Pathetic. Currently i am being forced to shell out THOUSANDS of dollars in attorneys fees to protect myself so i can move on with my life and earn an honest legal living. ABSOLUTELY RIDICULOUS. The selfish neglect of my former employer and the mere fact that he has to actually earn his own money now is the reason he is after me. I was forced to use my own cell phone for business purposes as well as my own email. Now i am crouching and hiding to perform jobs under the radar so i can earn a living and provide for my family. Non competes are unjust and unfair. its absolutely ridiculous i have to pay

	<p>an attorney so i can better myself and my career to be happy. I was absolutely miserable working there and overwhelmed and exhausted. On top of all that to be talked to and treated like a slave and to have the non compete always thrown in my face was absolutely humiliating and depressing Thinking i could not ever leave a company because i couldn't work for someone else in a field that i have worked in for 20 years and the only thing i have ever done was entirely ridiculous. Please pass this law so i can move on with my life and earn an honest living doing what i know and what i love and pay my taxes without the bourdon of a selfish narcissistic animal suing me because he cannot use me any longer and has to actually work for once. PLEASE PASS THIS LAW ASAP. FOR CHRIST SAKE THIS IS AMERICA where is the FREEDOM?"</p>
Adrian	<p>"This allows employers to treat their employees like because they can't leave! If they leave it is a burden on them and their family to drive a ridiculous commute to find other employment! Please do away with non competes!! Original Comment This allows employers to treat their employees like shit because they can't leave! If they leave it is a burden on them and their family to drive a ridiculous conunute to find other employment! Please do away with non competes!!"</p>
Adrian	<p>"PASS THIS NOW!!! Ban non-compete clauses!!"</p>
James Blair	<p>"I will say that this non-compete rule has affected not only me but my family. having relocated several times to be able to work. Please get rid of this rule. I am 64 years old now and I am tired of moving around."</p>
Kurian	<p>"I feel that the ability for physicians to not be bound by non-competes will enable better access for patients to getting the health care they deserve. Physician non-compete clauses create an undue burden on physicians and favor their employers in way that prevents free market enterprise of all stakeholders. Large private equity and hospital chains will use onerous non-compete clauses to create a one sided scale that in the short term may benefit physicians financially but ultimately create a situation wherein physicians will be disenfranchised and will leave areas in search of better opportunities which will leave patients without access to healthcare. Physicians are already burdened with large medical school debt and expenses and non-competes create a serfdom which those without means are stuck and ultimately lead to a physicians' burnout. The opposite argument is that employers spend money to recruit and give doctors an opportunity to practice medicine. True in the short term but in the long term this only restricts a patient's ability to seek care with the physicians of their choice. And with the conglomeration of medicine as a whole patients are left with less choice. As a practicing physician and surgeon and one who have staled 2 practices in my career, I feel the free market should dictate how physicians practice not restrictive non-competes. If large corporations want to retain physicians who are the lynchpin of medicine then they would all agree non-competes clauses are not necessary. However their argument against abolishing it, is a testament to the fact that without physicians linked to non-competes their business model fails, and one in which physicians are truly at the top of the medical profession."</p>

Nicola	"Non-compete clauses are a drag on workers' mobility and therefore harm the economy. They need to be banned."
Robert	"I fully support the FTC actions to prohibit any and all non-compete clauses or provisions by employers. They harm employees because the vast majority of employees have no leverage or bargaining power over these clauses at the time you are a new hire and, in many cases for new entrants to the workforce who need a job. In many cases, these clauses indirectly force you to stay in a job you really don't like but your talents and skills are most valuable salary- wise to work for another entity that may, would, could fall within the non-compete clause. Most employees do not have the financial resources to risk their employer seeking judicial monetary action against the employee for an alleged breach by the employee no matter however unfounded the employer's allegation of a breach. Not only is the specific employee harmed but other companies across the U.S. might benefit from hiring this employee and that hurts the economy of the community, state, and nation. In some ways it seems that a non-compete clause enables employers to monopolize talented employees by locking them in their current job upon pain of financial harm if they leave but staying working in that line or field of business. Employers have other appropriate remedies where they believe that a former employee is misusing proprietary information or trade secrets of a former employer. Yes, it is harder and more expensive for the former employee to pursue this alternate approach but it is not unconscionable like the non- compete clause forced upon a new employee with no leverage, bargaining power, or perhaps even a realization of what the non-compete clause really means. I am a 70 year old executive who, in my long, has mentored many young graduates about the ways of interviewing and joining the work force. They are vulnerable to buried terms in an employment contract, especially if they are excited about getting their first real job. This is true even if they have multiple college degrees and you would think they would know better. I am sorry but they don't in so many cases. (As an aside, I have never asked anyone to sign a non-compete clause for another reason---you really do not want to supervise an unhappy employee.) Thank you all on the Commission to tackling this seriously harmful business practice. Good luck with this effort"
Paul	"I am an emergency physician and Chief Financial Officer of a small physician owned group . Personally, restrictions on my ability to practice my trade infringe upon my freedoms of work. Such restrictions are physical gag orders to prevent me from benefiting from my years of training and experience. Particularly for hospital cases physicians, there are already mechanisms for control of practice based on hospital privileging processes. As a CFO, non-competes are blatantly anti- competitive. We deal with hospitals who would like to hire our group to provide services as the larger national groups with whom they contract provide substandard care. My product is superior and the hospitals want to hire us. Non-competes restrict the ability to transition these contracts as the hospitals fear the existing contract holder will attempt to enforce a non-compete and not allow good physicians already working at a hospital. Replacing a good physician is a difficult task and preventing good physicians from practicing their trade at a particular hospital raises a significant barrier to change

	and competition. The larger group should simply provide a superior product and compete on a level playing field with me. The threat alone of preventing a current physician at a current hospital from working for my group vs the existing group creates a stranglehold which decreases competition, decrease quality of service, and holds hospitals hostage to changing contracts within their own hospital. The question has to be asked for those who advocate for non-competes, "why can you not provide a service that is superior to the core such that physician non-competes should be unnecessary?" The only legitimate answer is to stifle competition and obviate the need to innovate or treat employed physicians fairly."
Kate	"Non compete clauses limit the ability of workers to have freedom to leave their job. Non competes standard in the medical field often say a company can terminate your position for no reason and leave you unable to work for 2 years within 20 to 25 miles of a facility. I would have to sell my home and leave my city. This is often applied to multiple locations if an employer has multiple sites of employment. Workers should have the freedom to leave a position without violating their ability to provide for themselves and their families This forces people to stay in positions for lower salaries and less benefits. The medical field is already devoid of benefits. It is standard to have no PTO and salaries have not increased for years Eliminating non competes will allow people to have the same advantages that other people enjoy. Please give us the freedom we deserve so we can have the basic decision of where we want to work. We are people, not commodities hospitals or corporations should be able to control and bully."
Venu	"As a practicing subspecialty physician , I have faced direct issues and loss of compensation and employment opportunities due to contractual non-compete language/clause. This specifically impacted patient care as I am a stroke and vascular disease specialist and could not practice where I live (Virginia) and have had to seek employment opportunities out of state which are onerous to my family and challenging to establish a new clinical practice. It seems quite unreasonable to limit my ability to provide subspecialized and needed care directly where I live and for my community in order to facilitate anti- competitive practices of an employer especially when there is no demonstrable impact to their business. The FTC's proposal to eliminate non-compete clauses will directly empower physicians to practice freely to improve working conditions, decrease burnout, and expand services to more patients in many markets."
Gavin	"I agree with doing away with non competes. I think they unnecessarily restrictive and frequently leave workers stuck in a bad situation because they cannot afford to leave their job."
Aarthi	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people. Noncompete clauses often force physicians to leave long term patients Our patients deserve better continuity of care."

Srikrishna	" Hospital and private equity based noncompetes are detrimental to patients and healthcare access. This is a serious issue and may help with the growing shortage of providers nationwide"
Steven	"I wholeheartedly support the FTC's ban on non-compete clauses. In exchange for some alleged, ephemeral benefit to the company they work for, these clauses hold workers' wages down, stifle innovation and productivity, and harm working people economically, intellectually, and psychologically. With my son being self-employed, and his older sister in Spirit, several of my cousins, nieces, and nephews work for technology companies, that I strongly suspect forced them to sign Non-Compete Clauses. This new FTC policy will make it much easier for workers to earn what they're worth, and at jobs that are just perfect for them!"
M	"I strongly support this rule. Non competes are used inappropriately in medicine where they keep wages low and decrease mobility."
Robert	"It's obvious that large corporations are starting to conic into the medical market and change it even further. Those changes may be for the better or the worse however, complete control over a physician is unacceptable. The corporations are apparently setting themselves up to and trap us and prevent us from having a livelihood outside of their control. Eliminating the noncompete clause or minimizing its impact is critical to allow a physician, the freedom to actually work and maintain a livelihood. The corporations are trying to drive us out of markets that often encompass millions of patients. They literally have pushed positions out of the entire state in which these corporations dominate. That's unacceptable from anyone's standard. Freedom to make a living within a reasonable distance of their own home is necessary."
Pierre	"Been in industrial sales and sales management for 36 years. Previous company 30 years, current company 5.5 years. Current company came to me last year and forced me to sign a non-compete. If you don't sign you can be released. Non-competed are a way for employers to "control" you, impede your ability to have the ability to move to a better position, better opportunity, better working conditions. Non competes are basically extortion and a tool employers use to box you in - kill non-competes. They are unfair!"
Pierre	"Non-compete agreements should be ILLEGAL! Only protects employers and not the employee. If a company wants to guarantee an employee a financial security package upon exit then the employee has some financial relief. Otherwise, the employer is in full control. And, don't give me the answer your severance will equal one-week for every year. I left a company after 30 years for a better opportunity for me and my family. My new employer after being here 5 years now made me sign a non compete guarantee one week for each year - that's called GREED! Non competes should be made illegal."
John	"It is an onerous burden on an employee to move from an area to earn a living in their field of practice if they terminate employment and in many cases if they are terminated or contract not renewed. In the field of medicine, an argument in favor of a non-compete clause could be that the move into an area as well as die cost of setting up the practice and becoming recognized in a region is sustained by

	the practice or system. However, these clauses continue despite the a prolonged duration of employment or upon acquisition of a practice by a third party despite the employee having been well established in the community and region. It is my opinion that the application of non-compete clauses should be assiduously curtailed. This practice is anti-competitive. Moreover, it provides undue and unfair control over employees in all manner of professions."
Curtis	"Non compete clauses benefit companies only and restrict the employee from better pay and benefits. Companies should compete for good employees instead of holding them hostage."
Bruce	"Non-compete clauses can depress earnings. They also discourage entrepreneurship."
Lauren	"Physician noncompetes harm patients and doctors alike. They decrease access to care and keep doctors stuck in bad jobs without the opportunity to leave. This increases burnout and forced doctors to retire/reduce work which is a problem for patients. If you want the best care from the best physicians for you and your family, eliminate noncompetes."
Zachary	"I fully support getting rid of non compete clauses. I am a physician "
Carl	"As a physician , I have been dealing with and observing the effects of restrictive covenants all of my professional life (now about 30 years). I have watched as physicians have become employed en masse by hospitals, and watched those hospitals essentially force their employed physicians to sign covenants that would actually force them to leave town should they want to leave their employment with the hospital system. These physicians have built up a practice with their own hard work, and have kids and families that have put down roots in the community. They have essentially been made prisoners to their positions with the given hospital. As stated, this obviously stifles wages for the physicians, as the covenant essentially erases competition from other local hospitals. This form of enslavement needs to be curtailed or stopped. On the other hand, private practices also have restrictive covenants that inhibit physicians from leaving their group, and indeed some are written so that even if the physician is "asked" to resign, they cannot open a practice in a nearby area, usually for a period of 2 years. I have witnessed people taking temporary jobs for two years then moving back to the area, and have also witnessed lawsuits and court battles when physicians tried to ignore the restrictive covenant and go into practice nearby. I believe that restrictive covenants should be illegal, null, and void. I think that non- solicitation agreements could be allowed for short periods of time (one year?) to give the affected business/practice time to hire a replacement for the lost employee or make other arrangements, but after that, free competition should be allowed. So, free physicians to practice where and when they want to!! Patients will benefit. Physicians will be happier. Hospitals, who control a vast majority of the dollars now, will be a little less powerful. It will be a better competitive marketplace, as your many studies point out. Sincerely, C. Wei, M.D."

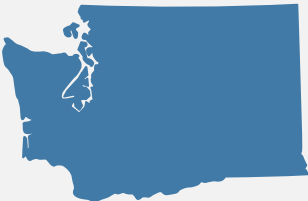
Deanna	"This is an absolutely wonderful law change. I was astounded to learn that Sheetz gas station has a non compete clause for employees. These causes, which people sign thankful they are getting a job, limits their ability to increase their income potential. Corporation executives make outrageous salaries while workers have to work extra hours if allowed or have multiple jobs and no life. No wonder we have a mental health and substance use crisis and so much homelessness. Thank you for finding a root cause for lack of prosperity for the entire country, a fundamental right in the constitution. The market will balance out earnings as competitors will be forced to treat employees with respect or lose staff. Terrible employers should go out of business IMHO"
Kermit	"Outlaw non-competes!"
Veronica	"Held me back from employment although my position of 5.7 years ended through no fault of my own. These are unfair to the worker!!"
Justin	"I am writing to express my strong belief that non-compete clauses should be abolished in employment contracts. These clauses are detrimental to both employees and the economy as a whole. First, non-compete clauses limit the mobility and career advancement opportunities of employees. They prevent individuals from seeking better job opportunities and earning potential, and can even discourage them from leaving a job they are unhappy with. This can lead to employees feeling trapped in their current roles, resulting in lower job satisfaction and productivity. Furthermore, non-compete clauses can stifle innovation and competition by preventing employees from bringing their skills and knowledge to new companies and industries. This can slow down the pace of technological and economic progress, and can even lead to a stagnation of ideas and practices. In light of these negative effects, it is clear that non-compete clauses should be abolished. They limit the freedom and opportunities of employees and hinder economic growth. I urge you to consider the impact of non-compete clauses and take action to end their use in employment contracts."
Jessica	"Please get rid of non-compete clauses, these have kept me from practicing primary care in my underserved hometown (Harrisonburg, VA) because of corporate greed."
Emma	"Today those who are early in their career stay at their jobs for roughly 2.75 years prior to switching companies Changing jobs allows those who are early in their career to seek higher paying jobs and role promotions more easily. As a young physician at 30 years old I am now searching for my first job after residency alongside thousands of my peers graduating from residency or fellowship this year. At this point in our lives, many of us are looking to buy a house, start a family and look forward to positively contributing to our community's health. However, when reviewing job contracts every single one includes a non-compete clause. This creates an exceptionally daunting task of finding a job that I am happy with immediately following graduation, that pays a competitive salary and offers benefits that are supportive for myself and family. If this first job turns out to not be a great fit, I will face either a long commute to a

	different site that is outside of the bounds of my non-compete clause or worse moving altogether. Additional commuting means less time with family, worse work-life balance and additional negative environmental impacts on the community. If we are forced to move, I will be uprooting myself and family from our community, forced to sell our home after a shorter than ideal amount of time and stripped of any additional work or volunteer opportunities I have been able to engage in within this community. With burnout at an all time high among physicians, elimination of non-compete clauses will give physicians the opportunity to seek other roles in their current communities instead of being faced with the hard choice of moving or leaving clinical care altogether. Elimination of the non-compete clause will empower physicians at any point in their career to find roles that better align with their desired role, negotiate for improved wages and safe working conditions."
Bruce	"I am in favor of the ban for non-executive employees and for blue collar industries. My son was coerced into a ten year employment agreement that was totally worded in favor of the Company. Six years into the agreement he left die company and is being sued by the Company for violating die agreement. This is a Company that installs docks and seawalls. There is a dispute as to whether he is considered a low wage employee or not. The Company has deep pockets and is trying to punish my son by making him incur large legal fees to fight the suit. Totally ridiculous."
robert	"I feel non-profits should NOT be excluded from this. most non-profit companies are using this title in order not to pay taxes. their executives are highly compensated and profits are a real goal in these companies. non-profit is a title that needs to be eliminated. thank you"

Constituent Support for the FTC's Noncompete Rule



Washington | Statewide Impact

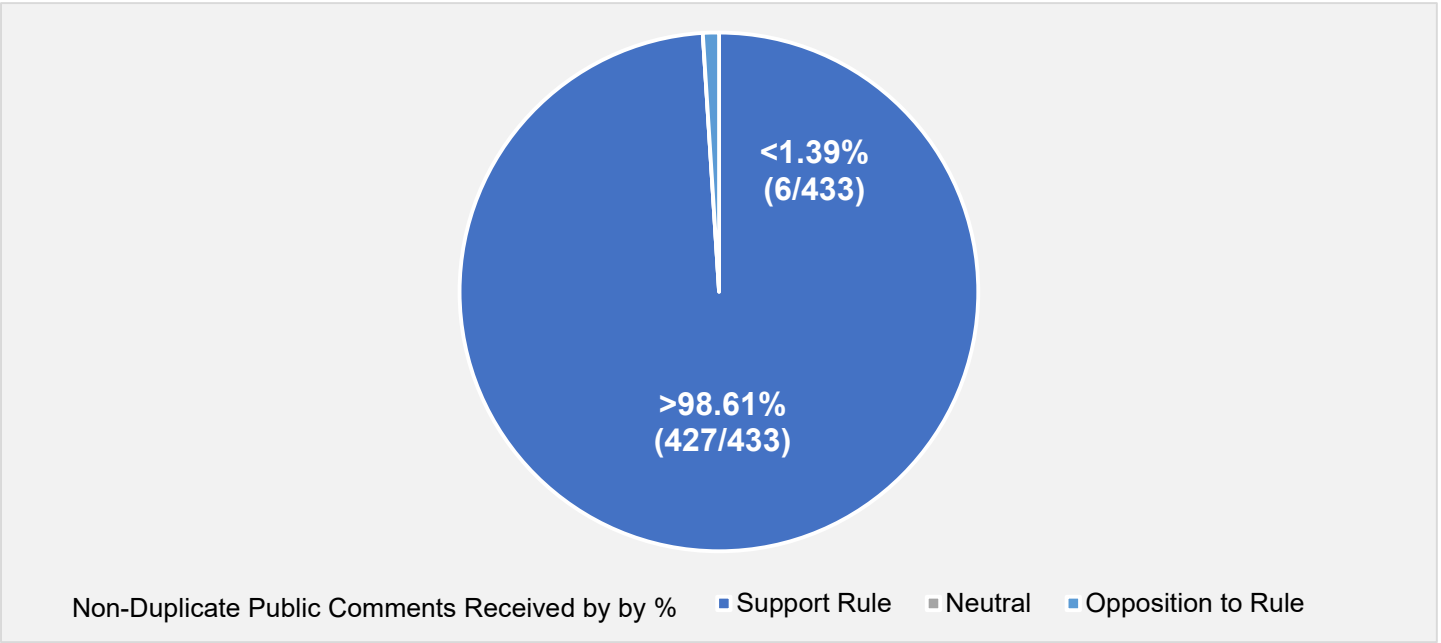


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Washington**:

Washington Covered Workers	Increase in Total Annual WA Worker Earnings	Increase in WA Average Annual Worker Earnings
2,809,814	\$2,090,953,114	\$744




[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)



Notice of Proposed Rulemaking: 427 of 433 WA Commenters Support



Support Across Sectors of the Washington Economy

*Some comments condensed due to length.

Profession	Comment
	<p>“I am a gastroenterologist in Seattle, WA. Unfortunately, I had to contend with a non-compete clause from my [former] employer. As a result, I had to spend 18 months at a satellite hospital where I wasn't able to provide medical care according to my skills and qualifications (I sub-specialize in Crohn's disease and ulcerative colitis). I believe the non-compete clause is antiquated and unfair for both patients and providers. Essentially it prevents patients' access to a provider with whom they established sometimes long- term relationships and instead it forces them to choose a new provider from the old institution. In many cases this leads to lower patient satisfaction and quite often lower quality of care given the difficulty on the new provider to getting familiarized with a new and sometimes very complex patient. I think patients' interest should supersede petty financial interests from healthcare institutions and therefore, I am strongly in favor of repealing the non-complete clause nationally.”</p> <p style="text-align: right;">-Michael C.</p>
	<p>"This is an amazing initiative. I am in retail where I have hit the upper limit due to my title as diem are never higher level openings. My non compete essentially prevents me from going to any other retailer that has more than 100 stores or 100 million dollars in revenue. In other words, I see many qualifying jobs but I cannot be hired into those because of my non-compete. In other words , I am now slave to my current company as my experience is not directly transferable to non-retailer companies in the senior level positions."</p> <p style="text-align: right;">-Jar C.</p>
	<p>"I am a veterinarian in the Pacific Northwest, and I've personally seen the [harm] non-compete clauses have caused the veterinary field, as well as pet owners and their pets... At the hospital I worked in, a couple of veterinary neurologists felt that due to staffing, their patients and clients would be better served if they moved to a different clinic... the non-compete clauses are contributing to the shortage of veterinarians - not only restricting the movements of veterinarians who are seeking better working conditions, but subjecting pets and pet owners to egregious wait times or long drives to seek the care they need...This is egregious and heavily impinges workers' rights...To summarize, non compete clauses in the veterinary field have become an undue burden and hamper workers' ability to leave a workplace when their needs are no longer being met. It has consequences not just on veterinarians but also has a hugely negative impact on pet owners and pets. These are just a few specific examples."</p> <p style="text-align: right;">-Hannah C.</p>

	<p>"I am writing because non-compete clauses have negatively impacted my family. My son signed a non-compete clause when he went to work as an Optometrist in a small town. After several months the owner of the business/Optometrist decided to retire and sell his business...Because of the non-compete clauses he was forced to commute 2 hours a day in Seattle traffic and can't spend that time with his girls. It has resulted in loss of family time that is huge in the growth of children. He has a good job but die commuting is very stressful and has impacted his health and relationships with family. Without a non-compete clause he would have been able to maintain his Optometry practice in die local community with less stress and more family time. Please end this unfair archaic practice...My husband was also subject to a non-compete clause when we lived in Oregon. He lost his job as a printing press technician and repairman. He had worked for the employer for many years but suddenly at about 50 years old he was jobless and could not get a job locally because this Company was all over Oregon. He had to move out of state or start over in a new career...It is not only costing employees a great amount of money, it is putting undue stress on the family unit. "</p> <p style="text-align: right;">-Debra L.</p>
	<p>"I was forced to sign a non-compete agreement that limited my ability to work even with the other employees, Of course I couldn't work in my profession (CPA) when I made 60,000 a year from the company. It gave access by my employer to my bank records, and forced me to pay all attorney fees if I ever disputed the agreement. This is a horrible business tool and should be prohibited."</p> <p style="text-align: right;">-Carol J.</p>

Additional Support from Washington

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
G D	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Michael	"We absolutely must ban non-compete agreements. They are cynical and unfair, quashing competition and workers' ability to get a fair value for their labor. It is the workers who need protection from vastly more powerful corporations, not the other way around."
Sarah	"I support this rule. NDAs already cover proprietary information. If employers don't want to waste time and resources on training employees, they should

	compensate them satisfactorily so they don't want to leave. No one wants to innovate for a company that has them locked down against their will."
Rajiv	"I completely agree with making non-compete illegal. I have seen many employees get stuck with their current employer and fall victim when they are not treated well/fairly and the employee has no choice. Often, even when there is some doubt about the mat church of duties with the new employer, employees do not risk against their big company thinking they will lose to the big company. This also has an impact on their lifetime compensation. Non-compete has been misused by employer's."
Hasan	"Non competes are terrible for employees and should be banned for all professions including physicians. Hospitals have gained too much power in employees having to stick with them due to non competes. They only have the employer's best interest but not the employee. It would serve the American public to get rid of non-competes."
Iram	"As a physician, these non competes are terrible. They have become an excuse to keep salaries low, our hours long and does not motivate our employers to seek the best and brightest. Often times they get extended to not just one hospital or system, but to ANY location associated with that system (way more common know with healthcare becoming corporatized), so to change jobs we are forced to uproot our lives and move out of town to seek better opportunities, and many of us have kids in school, spouses with jobs so the only option is either to leave the field entirely or stay and be miserable. Lawyers don't sign non competes, why are we held to different standards?"
Glen	"HERE IS MY COMMENT: I STRONGLY SUPPORT the FTC's ban on non-compete clauses!!! Non-compete clauses DISEMPOWER EMPLOYEES and put them at a serious disadvantage in their careers!!! Those clauses SUPPRESS WAGES!!! The FTC must ALLOW WORKERS TO MOVE FROM JOB TO JOB -- and to EARN WHAT THEY ARE WORTH!!!"
Kirsten	"I'm a family physician, and I have a non compete clause. I wish I had never signed it, but I felt my hands were tied when this was "required" at every position I looked at after residency. I did not realize the implications for my future family at the time, but I feel stuck in my current job while wanting to stay in the community that my family is deeply embedded in. Please do away with non competes for every one in this country, including physicians."
michael	"20 years ago I was doing frequent consulting work in manufacturing and ERP System implementations. The organization I worked for didn't require a non- compete agreement and we never had issues with consultants jumping ship to compete with us since the company we worked for was ethical and provided fair compensation as well as treating us appropriately. Some of us

	<p>even became 'independent consultants' rather than employees and then worked for the same organization as subcontractors giving them a large percentage of the billings....Companies argue these are needed to protect themselves from hostile actors - but the only thing they protect is profit margins by preventing competition and keeping wages low. If a person can get a higher salary from a competitor (and that competitor still makes a profit so is OK with that) then the current employer can also make sufficient profit paying that same higher wage. Non-Compete agreements are a restraint of trade, block employment opportunities and limit worker mobility. In a "free market" employees need to be able to move from bad employers to better employers without artificial constraints else an effective "employee monopoly" is created. I fully support the action of the FTC to block all past and future non-compete agreements."</p>
anonymous	<p>"Please act to limit the use of non-compete clauses. As a Director at a publicly traded company, I have been required to sign a non-compete clause at every job I've taken in the advertising/marketing industry since the early 2000's - even when I was operating in entry level and junior positions. My exposure to risk from an employer pursuing me for violation of the contract has been a career limiting factor for me. There is a substantial lack of clarity around whether the non-compete will be enforced, and at what level companies start to "care" about violations. As an employee, it feels like an imbalance of power for my employer to apply these handcuffs as a condition of employment. I've also struggled with the fact that the industry I'm in is broadly defined, so it is often hard to know what would be considered competitive."</p>
Anonymous	<p>"The multi-specialty clinic with whom I am employed has all providers (I am a pediatrician) sign a non-compete clause at time of hire. The stated purpose of this non-compete is to keep administrative affairs secret from local competitors. This could be achieved by a non-disclosure agreement. The non-compete makes seeking new employment in the area very difficult. We have not seen a raise since 2019. They have also recently rescinded a dividend from our building ownership. Taking inflation into account, this has resulted in a 20% decrease in real pay. There is little leverage an individual physician has to affect this, as finding new employment means uprooting one's family and basically starting over. As a lower paid physician, I feel trapped in my current employment situation. Basically the non-compete is anti-competitive, and does little to achieve the stated purpose of keeping "trade secrets". I prefer not to include personally identifiable information for fear of retribution from my employer."</p>
Anonymous	<p>"I appreciate the FTC reviewing Non-compete policies. This only supports organizations and negatively impacts employees in many ways. My company was part of an acquisition and the new company upholds non-compete clauses. The new company also laid off many workers and these former colleagues are unable to look for work in their area of expertise due</p>

	to non-competes in place. This also holds employees hostage from looking to other roles which can preclude them from furthering their career and opportunity to earn more money. Employees can't use trade secrets if they transfer to new companies because that would still be illegal. The only beneficiary of non-competes are the corporations who already pay their CEO's extremely large packages while holding pay scales in check and not in line with inflation. I urge you to remove non-compete clauses for the benefit of the millions of employees affected."
Oscar	"The non compete clause is problematic at least. It prevents us from looking for a better set of working conditions on our area of expertise."
Sandra	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. This is especially egregious in the health care industry where medical providers are unable to leave a group practice or emergency room. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes ultimately building a stronger economy for everyone."
Danielle	"I feel that this law is completely unjust. I had to tip toe around changing jobs a few years ago due to this. My husband works in a very specialized field and these non competes would require our family to relocate out of state if ever he needed to change jobs. Please do all that you can to eliminate this law."
Glenn	"I support the rule change as proposed, to ban non-compete clauses. I am an IT professional working in Seattle, and non-compete clauses are standard and pervasive across my industry. I find them insulting and coercive, and a clear attempt to suppress wages and prevent workers from advancing to other companies without having to pay them a market wage or good benefits to persuade them to stay. Tech employers will argue (falsely) that such clauses are necessary to protect their intellectual property, but that is utter nonsense. Companies own their IP regardless of whether their employees are free to go work somewhere else, and if they believe an employee has taken their work product to another company, they can sue or criminally prosecute that employee for doing so. Simply preventing them from taking a job with another company is unjustifiable. Further, because non-competes are ubiquitous, their enforcement is also highly selective and capricious, meaning that in practice, they create an imbalance of power and force every worker to contend with the idea that their company might try to prevent them from finding work elsewhere in their chosen field, subjecting them to legal costs and potentially denying them a job opportunity that they have earned. These clauses are not reasonable, they're not fair, and they serve no

	purpose besides allowing employers to systematically collude to suppress worker wages."
Jacob	"As a University student upcoming into the job market, non compete clauses are one of the most scary parts about the labor market. They can chain you to a company fully and completely and in my opinion take away personal rights and freedom. I don't think being forced to move cities in order to change employers is ever a good thing for workers or the economy. Even if corporations lobby against real people and workers, I hope the futures and freedom of the younger generation persuade you to make the right decision and protect workers freedoms and my future."
B.L.	"I have worked in information technology for over 33 years. Many was the time I turned down work for fear of this rule. As a single parent, I could not afford to take the risk that some vindictive business would ruin me rather than see me work for a competitor. I cannot emphasize enough the difficulty and suffering that threat of non-compliance with no compete clauses caused myself and many others. Relieving our future of this burden cannot possibly happen soon enough."
David	"It is a shame that hard-working people and any level of business should be kept from pursuing there professional and job needs. Non-compete clauses are a corporate crime."
Brianna	"I am very pleased to see this as a consideration. The use of non competes is unfair to the individual. I have had corporations try to "sneak" in non compete verbiage into a contract that was explicitly to NOT have a non compete. It is manipulative and truly only protects the corporation."
Stephen	"Noncompete requirements are simply one more tool the corporate world uses to keep expenses for labor at an absolute minimum. These agreements force potential employees to "voluntarily" give up their constitutional right to choose their employers. BAN THESE UNCONSTITUTIONAL TACTICS!"
Stephen	"NONCOMPETES- MANDATORY ARBITRATION- UNION BUSTING- RIGHT-TO-WORK LAWS- STRIKE BUSTING- ENOUGH! WORKERS' RIGHTS ARE BEING ASSAULTED BY BOTH CORPORATE AND GOVERNMENTAL ACTIONS, AND THIS MUST S T O P ! OUR WORKING-CLASS IS RAPIDLY BEING TURNED INTO THE WORKING- P O O R CLASS, AND OUR NATIONAL SECURITY IS BEING ERODED BY THIS EGREGIOUS DESTRUCTION, CREATING A TWO-CLASS (RICH AND POOR) SOCIETY, WHICH IS DESTROYING OUR ECONOMY JUST AS RAPIDLY. ENOUGH!"

AnGee	"Please remove noncompete clauses. It is contributing to wage suppression at all levels including myself, a physician. This is in the best interest of everyone."
Susan	"I am a physician in Seattle and am working for a private group that required me to sign a noncomplete clause in order to continue with the group as a partner. In die event that I may not want to continue service with this group I would be required to drive a long distance in order to obtain employment. This is not practical. There are plenty of opportunities in Seattle and my family lives in Seattle. I am not sure what reason for the noncompete clause is my field as an anesthesiologist. I am not a threat to the group that I would take patients away from their practice. Anesthesia doesn't work that way. If anything, it would force the group to provide an acceptable salary and benefits package if they felt they had to invest in retaining providers."
stu	"Please continue this work and listen to the workers, not the employers! My wife is currently under a non-compete that is making it impossible for her to continue her work as a civil engineer. We would love to see these abolished!"
Erin	"I am one of only 50 Rheumatologists in my state but 75% live/work in the only major city in the State. It is unfair to force me out of the city where my family has made a home just because 1 want a new job. Non competes should not exist for physicians, it prevents needed rare specialists from coming to my state as no one can ever change jobs- we just have to leave the State Attachments ACR-Workforce-Study-2015 The attachment is restricted to restrict all because it contains copyrighted data"
travis	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Ben	"Non competes limit employee's' options to earn a living. Many companies require them to get a job. Those same jobs often require similar work experience. Meaning I'm either trapped at that job or when I look to leave i often need to move to a new space. Being trapped often means lower wages or staying in a job that may no longer work for an employee."

Reilly	"I am firmly against non-compete clauses for physicians in private or non-profit entities. Non-compete clauses are predatory, banning the physician and the patient populations that they care for. This is particularly evident in rural areas where when non-compete clauses are embedded in the contract, often forces the physician to leave their community if they want to leave a toxic/harmful workplace, as there are often no other reasonably nearby facilities that they can provide services to. I strongly urge the FTC to act on this and restrict the use of non-compete clauses. Right now, we are in a physician shortage crisis. We can not afford to authorize another barrier to healthcare access."
Helena	"Please remove the exception of a business sale. No business, just as employees, should be limited by a large corporation to open another business. I am a healthcare provider. The only way on can work is by having a practice. By selling a practice to a large corporation, they are restricting me from working within 20 miles or to open another practice in the state. I would have to uproot my family to be able to provide for my family. There is a shortage of healthcare providers in my state already. Restricting to work within such a large area of 20 miles after the sale of the business or to open another practice really affects access to care. Please consider to remove the business sale exception."
Helena	"What about non-solicitation of customers and other employees. Would that fall into the non-compete law? I am a healthcare provider and in addition to the restricted miles within which I cannot provide care, my contract also states that I cannot solicit any patients, referrals or employees. There is a financial penalty per occurrence. That means, if a patient of my previous employer walks in, should I refuse to provide care to that patient? Or if the patient was referred to me from the same referrer who also refers patients to my previous employer, should I still refuse to see the patient? Please consider to include the ban on such non-solicitation."
Tatyana	"As a future nurse practitioner and current nurse, non compete clauses have the potential to affect my employment opportunities. Many of my peers and coworkers have been forced to work in poor and dangerous conditions due to these clauses. If they choose to seek employment elsewhere they have to uproot their entire life and move unreasonable distances to seek new employment opportunities. These policies are unethical and only benefit corporations."
Stephen	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility,

	<p>and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Stephen Bernstein Ravensdale, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Stephen Bernstein Ravensdale, WA 98051"</p>
Thea	<p>"Hello. I started a job with a noncompete in a small community on the Olympic Peninsula of Washington state where there are not a lot of options for employment. The job turned toxic the second day I was there. I was so stressed out and it only got worse. I didn't know what to do since there was a noncompete and I'd just moved to the area from out of state and bought a house. I became very depressed and actually had an outbreak of shingles three months after starting because of the daily stress and wondering what I could do for employment if I quit. The only thing I could figure out was to try to get an online job in my field to hopefully get around the noncompete clause. I was thinking if I didn't get an online position I'd have to drive 1 hour each way to an open position that was out of my noncompete 10 mile radius. There just aren't a lot of options available in rural, more remote areas like where I live. Fortunately I cold called a business that was just outside of the 10 mile radius in my noncompete who said they could use me and I was able to quit and move to the other position. Noncompete clauses should not be legal. They keep people in bad situations and allow employers to continue abusive practices because the employees maybe can't find another position outside the noncompete radius that they can practically and economically commute to. It also very much decreases personal power for the employee. It can be like indentured servitude in some circumstances that 100% benefits the employer and harms the employee. Had I not found the nearby job, I was considering selling my house 6 months after buying it and moving to a location where I could find a job that didn't require an hour or more commute through small rural roads that can be icy in the winter and have a lot of wildlife at dusk/dawn that area hazard. Thank you for considering my comments. I strongly urge that noncompete clauses become 100% illegal. Thank you."</p>
Elena	<p>"Iain in favor of banning non- compete clauses. These may make sense for CEOs or other highly-paid individuals, but they are being used against everyday workers and making it impossible for them to find other work. These clauses are a drag on the economy and only benefit big corporations.</p>

	So much for everyone having the right to "life, liberty, and the pursuit of happiness." Please vote to ban these undemocratic clauses."
Barbara	"I'm just a citizen with no personal investment one way or the other in non-competes, but to this I say: Praise die lord. Finally! YES to the non-compete clause."
john	"Having been and currently working under a non-compete clause, I support banning non-compete clauses. They hurt employees and prevent career advancement. I work at a toxic company and cannot leave to a lateral position with another company because they are a direct competitor and / or client to my current employer."
Frances	"Non-compete contracts are tools of oppression. Ban them immediately!"
Dawn	"Thank you for considering a rule to make illegal non-compete clauses. I was astonished to hear how many Americans have to sign them and I think it protects workers to not allow companies to require non-compete clauses. Thank you."
Tammy	"I disagree with the forcible limitation of talent and skills by an entity on the individual who possesses those hard won and needed resources noncompetes force people to abandon and uproot from communities who often times needs them. Please, do away with the noncompete clauses."
Matthew	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Matthew	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone."
Anna	"Having a non compete clause in the physician contract limits treatment options for patients and deprives them of the choice they might have otherwise, including finding someone to see them in low- served areas. This limits physicians' choices on where to reside and work. It is extortionist and benefits large hospitals and healthcare systems rather than encourage the growth of small businesses. Please eliminate this unfair business practice."

KM	"It is time to remove the Non-Compete Clause from employment including workers who are no longer employed by the holder of the non-compete. People must be able to pursue work without boundaries and without fear from employers."
Cheryl	"As an executive with nearly 30 years of experience who has battled with employer offers and their attendant non-competes, I can't imagine I'm adding anything new to this comment section. I want to raise my voice as one woman who represents a total of six people who are among the most brilliant I've ever met. All of us have had to go to the legal mat -- often several times -- trying to get a succubus company off of us so we can continue our lives. Corporations can drop me with no explanation, and STILL ENFORCE A NON-COMPETE. Two of these individuals I know took massive hits, unable to take jobs for which they were highly qualified over decades of learning and development, for a YEAR. It destroyed their peace of mind and decimated their finances. How can this possibly be permitted in a free market? The best and brightest are handcuffed. (And I can't even begin to discuss more junior- level employees who fall to this, because it simply enrages me.) I am not a serf. I'm an American in a capitalist economy. I urge you to develop protective policy on this matter even if only to save the mental health and financial stability of those nailed to these things. It matters -- enormously."
Stephanie	"Noncompete clauses are contractual provisions that restrict employees from working for a competitor or starting their own business in the same industry for a certain period of time after leaving their current employer. While these clauses are often used by employers to protect their intellectual property and confidential information, they are aberrant for several reasons. Firstly, noncompete clauses restrict employee mobility and limit job opportunities. By preventing employees from working in their field of expertise, they are effectively restricting the employee's ability to earn a living. This can be especially harmful for low-wage workers who may not have the financial resources to relocate or retrain for a new career. In some cases, noncompete clauses can even lead to unemployment or underemployment, as employees may be hesitant to accept a job offer in a different field for fear of violating their agreement. Secondly, noncompete clauses stifle innovation and competition in the marketplace. When employees are restricted from working for a competitor or starting their own business, they are prevented from bringing their skills, knowledge, and experience to a new venture. This can limit the growth and development of new companies and ideas, leading to a less dynamic and competitive marketplace. Thirdly, noncompete clauses can be used as a tool for employers to intimidate and control their employees. By including these clauses in employment contracts, employers are effectively asserting their power and control over the employee. This can create an atmosphere of fear and intimidation in the workplace, leading to a loss of morale and productivity. Additionally, noncompete clauses can be used as a retaliatory measure against employees who may be considering

	<p>leaving the company or who have expressed dissatisfaction with their current rule. Fourthly, noncompete clauses are often used in industries with low wage workers, where employees may not have the bargaining power to negotiate their terms of employment. This means that these workers are forced to sign agreements that restrict their future job opportunities, often without fully understanding the implications of the agreement. This can perpetuate a cycle of low wages and limited job opportunities, as workers are effectively prevented from pursuing higher-paying jobs in their field. Finally, noncompete clauses are often overly broad and restrictive, going beyond what is necessary to protect an employer's legitimate business interests. This can include restricting employees from working in any capacity within their industry, regardless of whether the new employer or business is actually in competition with the former employer. These overly broad clauses can prevent employees from finding work at all, effectively holding them captive to their former employer. In conclusion, noncompete clauses are aberrant for several reasons. They restrict employee mobility and limit job opportunities, stifle innovation and competition in the marketplace, can be used as a tool for employer control, are often used in industries with low wage workers, and are often overly broad and restrictive. While employers do have legitimate interests in protecting their intellectual property and confidential information, there are better ways to achieve this than through noncompete clauses. By focusing on building a positive and collaborative workplace culture, employers can create an environment where employees are motivated to stay with the company and contribute to its growth and success, without the need for restrictive employment agreements."</p>
B.L.	"Single best idea I've seen in recent history; boon to the highly skilled and technical worker. You cannot do this fast enough. We needed it 20 years ago."
Logan	"Please stop non-compete clauses to help better our economy etc."
Greer	"This is a win for the people, and may help combat the wage stagnation we're seeing relative to corporate profits. Please pass this legislation."
Holden	"I am completely in favor of banning non-compete agreements, as they are inherently biased against both the free market and employees in general."
Pamela	"Please support prohibiting non-compete clauses. I appreciate your efforts."
Robert	"I believe that non-compete clauses are not acceptable. They only help the corporation, and never the individual. We need an open arena in employment law, such that people are free to work for whomever they desire."

Brooks	"I am a physician. For as long as I've known, noncompete clauses have been in place for most physician contracts. Nearly all of my colleagues are subject to one, as am I. These predatory clauses are the source of much tension for a lot of physicians. How is it fair that an employee be married to a single employer, sometimes for the life of the contract? Don't like your job? Too bad, now you're moving to a new city because most of these covenants cover large geographic areas. This disrupts personal and family freedom to choose where you live and work, and places undue stress on employees to perform. I would be very much in favor of the FTC ridding the nation of these ridiculous clauses and return freedom and fair competition to workers of all kinds, not just physicians."
Greg	"As a worker who has been subject to non-compete clauses, I welcome this rule. Employers are protected by confidentiality and non-disclosure agreements. Non-compete agreements provide the company the opportunity to coerce a departing or former employee into not accepting employment with a competitor or forcing the competitor to employ them in a different capacity due to the unsubstantiated belief the employee would be induced to violate those other agreements. Furthermore, having the definition of non-competes include "no-poach" agreements should be upheld as it prevents employees of a departing manager from seeking employment with the competitor in a similar capacity. If the comparative work conditions were sufficient to induce a manager to leave, restricting their reports or sub-reports from following them on the pretext of poaching should be banned as well. Most importantly, in the face of the massive layoffs sweeping the tech industry, to terminate someone's employment and then constrict their ability to seek new employment should not be legal."
Mohsin	"Non compete should be removed. It has great difficulty for physicians who practice on independent license in any organization. With physician shortage, if they resign, they should be allowed to continue practice in same area where they so many patients have established care with them"
Jim	"My daughter was working as a veterinarian in Eastern Wa. She signed a non-compete clause. In the recession of 2008 she was laid off by the veterinarian. She applied for other jobs in the area and was told the vet would enact the non-complete clause. I don't see how this can be since he violated her work contract by laying her off. I believe this is not fair. She was advised not to fight it."
Tom	"Strongly support the ban on non-compete clauses."
Anneka	" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle

	<p>entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I work in an industry where it can be hard to find work due to these agreements causing a rift in my life to accommodate large corporations. These noncompete clauses are unfair and ultimately create illegal monopolies of talent/skill. Thank you for your work, and please issue a final rule that bans noncompete agreements. Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I work in an industry where it can be hard to find work due to these agreements causing a rift in my life to accommodate large corporations. These noncompete clauses are unfair and ultimately create illegal monopolies of talent/skill. Thank you for your work, and please issue a final rule that bans noncompete agreements. "</p>
Ashley	<p>"I support banning non-compete clauses and contracts. For too long these devices have been a way to keep workers from taking advantage of better opportunities. It has allowed the employer to benefit at the expense of the employee. I support banning non-compete clauses because it will help level the field between the workers and the employers. For the last 50 years, employers have enjoyed an increasing amount of power and I believe we need to bring that back into balance. This is one way (along with anti-trust legislation) to do so and I applaud it."</p>
Maura	<p>"It is appalling that hard working middle class employees get trapped by employers who use such tactics as noncompete clauses to their employment contracts. This should DEFINITELY be struck down and free these workers to what is really an abuse of the system. Please do away with the noncompete rule and give the workers a chance at a better life."</p>
Derrick	<p>"Non-compete clauses are antidemocratic, pure and simple. They have no place in a free country. Freedom to work for whomever you choose is vitality important for human flourishing. Those in power - not just in government, but in business where they may make decisions that affect the lives of thousands of people - don't need this tool to control employees. If a company cannot retain employees without coercion, they do not deserve to keep them. For these reasons I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead</p>

	to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone."
Earl Jay	"This is a great idea. Non-compete clauses should be banned. They operate under the pretense of protecting company secrets, but do you know how you prevent secrets from being leaked? Pay your employees well and don't treat them poorly. They maybe employees won't leave to competitors. This should achieve bipartisan support since it's both a left wing and a right wing idea."
David	" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help trillions of workers, future new business owners, and people like me all across the country. As you know, noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompete suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. They're cudgels against unsuspecting well intentioned skilled workers who deserve a living wage, not whatever wage they were locked in at to start with, and the right to where they place their labor. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, David Carney Forks, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. They're cudgels against unsuspecting well intentioned skilled workers who deserve a living wage. not whatever wage they were locked in at to start with, and the right to where they place their labor. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, David Carney Forks, WA 98331"
Linda	"It is vitally important to workers that they be free to seek new employment without being hobbled by non-compete agreements that have been imposed by an employer. I strongly support the banning of non-compete policies, contracts, agreements."
Margaret	"I strongly am pro this new rule. Non-compete clauses prevent many former employees the ability to work within their industry for a set amount of time. And that seems very anti-capitalistic and if America is only one thing it's a capitalist hell scape for the anything else than the 1%. These non-compete clauses prevent anyone not in the 1% from being able to go to a better work

	environment that can utilize their skills. Let's eat the rich and get rid of these clauses and let the people move and make some money."
Samuel	"The FTC has proposed a rule to ban non-competes, and retroactively invalidate old ones. For those not familiar, many tech companies outside of California force employees to sign horrible non-competes that prevent you from getting other jobs related to that. These are downright evil. 'Why? They can be super broad, capturing massive industries or technologies They can include "lists of competitors that we can add to at any time" They apply to nearly everyone, not just those with sensitive information They are absolute *****. These contracts essentially would prevent you from working at companies with the exact skillset you grew. Original Comment The FTC has proposed a rule to ban non-competes, and retroactively invalidate old ones. For those not familiar, many tech companies outside of California force employees to sign horrible non-competes that prevent you from getting other jobs related to that. These are downright evil. Why? They can be super broad, capturing massive industries or technologies They can include "lists of competitors that we can add to at any time" They apply to nearly everyone, not just those with sensitive information They are absolute bullshit. These contracts essentially would prevent you from working at companies with the exact skillset you grew."
Paul	"It's past time to end this practice. Please ensure that this rule goes through."
MLou	"This antiquated corporate bullying must be stopped."
Henry	"This rule change would be very welcomed by all stripes of workers and promote greater competition and higher wages for workers. Please move forward with the rule change!"
Brenden	"Commenting in favor of removing the ability to give non-compete clauses. Am a software engineer and believe it is toxic and bad for our industry as well as locks people into unfavorable working conditions in fear of seeking employment at a similar company in the same industry."
Tinsley	"I support a federal ban on noncompetes. I have personally been impacted by a noncompete clause and it led to my decision to leave my job as a physician at an academic medical center."
Matthew	"I strongly support the new rules regarding non compete clauses. I believe employer control of employees must end on the last day of employment. American workers currently lose their ability to get health insurance, buy a car, buy a house, get any loan, even if they have money saved to buy food. Employers should not have the power to control future employment unless they are also willing to support universal healthcare, low income loans,

	affordable housing and other policies that will soften the blow of unemployment or underemployment"
Sue	"I know attorneys who were retained to both enforce and defend against alleged violations of noncompete clauses. They enjoyed their job when they defended the employee. The employees could not believe that American law allowed such clauses to be imposed on them. Employers routinely used the burden of litigation to intimidate employees, or seek revenge for the employee's perceived personal disloyalty, rather than to protect any legitimate employer interest. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."
David	"Having worked in the digital health field for 10+ years, I can say without a doubt that this is stifling innovation. In the healthcare field alone, we are seeing doctors and clinicians are already facing extortionate NDAs that are intended to lock them into toxic work environments - as a direct fear of hospitals being forced to compete with other business or from their own internal cultures. Adding this to tech, where the same use of NDAs for "locking up" workforces, only compounds the issue, and severely impacting medical professional's ability to choose positions at healthy companies looking to actually make a difference instead of leaving toxic, predatory ones. And while I can only speak for my own experience, I see and hear this pattern running rampant in other fields as well. For the sake of a competitive market, innovation and worker's rights - please do away with all non-compete agreements."
Amy	"The harms non-compete clauses cause veterinarians cannot be overstated we can be trapped from the financial burden of our student loans into staying working at a toxic to physically dangerous clinic/hospital to the point that it causes irreparable harm, even driving colleagues to suicide who see no other way out. We deserve the same freedom to leave an unsafe or otherwise unhealthy work situation as much as anyone does."
Dean	"As a now solo Family Medicine Doctor, when it came time to leave my last employer for whom I had worked 8 years, they had a non-complete agreement in the original contract. I had spoken with administration prior to separation and they were unwavering about letting me out of the agreement which at the time was for a 20 mile radius from any site the employer had a clinical location. This was absolutely unconscionable as since signing the original agreement my employer was purchased by another entity and now had clinical locations all across the entire state of Washington. So I had to either leave Washington State completely or not be a primary care physician. This despite the fact that there is a great legal basis to suggest that health care companies do not "own" their patients. I went ahead and opened my small practice which employed a different model of care eschewing insurance care completely. My employer then took me to court which created an enormous sum of money for me during startup to even try to fight (30k) so

	I ended up setting with them and work in urgent care (with their permission) inside the zone of competition for 1.5 years more despite the fact that they had unilaterally changed their non-compete agreement to 1 year after I left their employ. This despite the fact that the waiting time to see a new doctor at their clinic is routinely 4-5 months out so they imposed on the community further limitation of access to care while showing no actual harm done to them (as they were seeing the maximum number of patients they could at the time anyhow. These non-compete arrangements have very real and striking ramifications on local communities causing professionals to have to leave the area instead of competing for services as is fair and equitable."
Michael	"I completely disagree with non-competes. They don't look out for the employee at all. I was a full time yoga teacher in Texas and remember not being able to teach at a studio I was supposed to start at because they found out I was teaching at another studio within 5 miles of them. That studio didn't even offer any special incentives or perks for me to even want to stay with them and honor the non-compete. Let yoga teachers teach where they want to!"
Marsha	"Please pass this; US workers deserve the right to be able to compete freely for wages."
Sierra	"I strongly urge the FTC to ban noncompete clauses. For many employees in a specialized trade, noncompetes make it nearly impossible to change employers and stay within their field. This causes an artificial scarcity of skilled work. It has affected me as a jeweler - I was unable to work in my home city for two years as a jeweler after leaving my employer for a better work environment. Noncompetes have been abused by predatory employers and at minimum should be re-examined."
Rio	"This is a great idea"
Cynthia	"Non compete clauses in employment contracts should be eliminated. Industries have other legal means to secure any proprietary information such as nondisclosure clauses, patents negotiated settlements at termination of employment. Routine training that is required for jobs should be at the employer's expense and the employees should not be held responsible for any repayment. Please remember that your agency was created to ensure fair treatment of all parties, not just the employers."
Wayne	"I have been harmed twice by unreasonable non-compete employment contracts. I work in a highly specialized field and quit one job when forced to quit or sign a non-compete. The other time I was able to get my boss to modify the terms to not make me unemployable. I have seen cases when even if the contract is not enforceable it was used to harass and unfairly limit employment. This type of contract should not be allowed since it often

	unfairly limits employment options and creates unreasonable working conditions. Please limit or eliminate this practice. Thank you."
Mark	"Although I am retired, so it would not affect me, I wanted to comment and urge the FTC to end the use of non-compete clauses. A company should not be allowed to limit anyone's free ability to switch jobs using whatever skills they learned. If there is a proprietary process of manufacturing that a company has developed, then it is reasonable that the employee should not be able to use that process at another company, but they should not be restricted from working in the same field/area at any other firm. Non-compete clauses are akin to slavery. Thank you for your attention, Mark Daniels"
John	"Noncompete clauses should be illegal under the 13th Amendment."
Virginia	"I support the FTC's ban on non-compete clauses. This is the right thing to do since these clauses hold workers' wages down, stifle innovation, and harm working people."
Eric	"A three-legged table does not rock but it is the most stable when the legs are spaced equally from each other. We have three interests here; short term business wants ("Business", dividends), ongoing societal needs ("Government") and medium-term human wants ("Workers" or.. individual lifetimes) It is vital that government place itself sufficiently apart from short term business wants and from the wants of the singular individual, that is the only way to effectively govern. What may be good in the short term for a few shareholders is rarely good for the ongoing prosperity of a whole society and a legislator who forgets or ignores this fact is not doing their job. In other words the three legs of this table produce the greatest stability - and the greatest long term prosperity - if they don't get too close to each other. I urge legislators to consider the real world implications of this allegoric table, in the context of this non-compete clause rule. When individual workers can resume working in the field they understand, they can bring the greatest benefit to society. When the individual worker can negotiate for their own value and be paid more, they are able to not only live a more robust lifestyle for themselves but also put their skills to best use, improve outcomes for whatever industry they serve, earn more money and therefore spend more money as well which enriches every business they patronize. Remember that money is a circulatory resource whose value is in its movement. Like blood, not like firewood. We do not stack blood like firewood when we are in good health - we circulate it faster. Thank you for your consideration."
Nicolas	"Non-competes stifle innovation and productivity. These agreements can also often serve to trap employees in lower-than-living-wage working agreements and are antithetical to a free market economy. If they employee can be terminated at (almost) any time for (almost) any reason, then then

	employee should also be allowed to leave their employer at (almost) any time for (almost) any reason."
Debbie	"This is against everything America stands for life , liberty & freedom !!! No one should be forced to change what they do for a living for anyone one or Company !!!"
don	"i am retired now but twice i had to find different work because of non compete clauses. and would have done again had i not refused to sign another. these non competes need to go away for 99% of the times they are used. they are used to control employees rather than to protect company secrets. from time to time government does the right think for workers, now is a good time to do that."
Cosmo	"The presence of noncompete agreements in the tech industry is a predatory practice utilized by employers as a cudgel against staff. The original limited intents and use cases for the agreements have been poisoned by corporations looking to abuse staff and then retain them under fear of litigation. There is no salvaging these agreements, as their simple existence allows companies with deep pockets to create legally abusive (and often legally unenforceable) agreements, knowing that even the most well-compensated individual employee can never muster the legal resources of a corporation. The proper course of action for the FTC is to fully prohibit the existence of these agreements under any name and to clearly and unequivocally end all existing and historic non-compete agreements."
John - anonymous	"Non compete clause has held my wage down and held competitive rates for my clients. I work as a project manager in the construction industry. I ban on this would keep a true free market open and competitive. I couldn't agree more with having a federal ban on non-compete clauses."
Andronetta	"Thank you for passing this non-compete rule. It is more fair to workers."
Sage	"I am a salaried employee in the electrical and electronics engineering field. As a young person who wants to achieve career success. I wholeheartedly agree with the FTC's proposed rule banning most non-compete clauses. Non-compete clauses are used to suppress wages in my industry and prevent innovation from many colleagues and peers in my industry. It would be a boon for the American worker and the American economy to ban non-competes. Thank you."
Jeremy	"I support the FTC in its proposal to ban noncompete agreements. These agreements are unfair to workers and the salaries they could command in a truly free market. I urge the FTC to eliminate noncompetes so that

	corporations don't unjustly benefit from arbitrarily limited competition. Support the free market and ban noncompetes!"
Julien	"Non-compete clauses are an unfair distortion of a free labor market and extend past the at-will employment period. Employees have no choice but to sign them to gain employment in states that do not restrict or forbid non-compete clauses. If a non-compete clause is desired, the employer should have to pay the employee full wages and benefits for the desired period. Alternatively, non-compete clauses should be abolished or be made non-enforceable."
Linda	"I support a ban on non-compete clauses. Non-compete clauses are unfair to workers."
Scott	"The non-compete rule is garbage. How can a fellow employee in the same job that lives in California be allowed to disregard a non-compete, while an employee in Oregon would have to follow the rules from the same company. The non-compete is an outdated policy setup to block employees from finding new employment opportunities. It is interesting how the companies who ask for a non-compete are the same ones that are grateful a prospective employee did not have one in the past."
Cecile	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits."
Lee	"As a medical trainee preparing for a career in cardiology, I support this proposed rule to empower doctors to move freely to the best work environment that can sustain them in a long career of service to others."
Michael	"I am writing in response to my support to ban noncompetes. I am currently working for an employer who has imposed a noncompete upon me. This is my first experience with noncompete. It was delivered to me at the end of my recruitment process and after I had accepted the job. It is a two-year noncompete. I work in the hops industry which has had a long history of antitrust violations. Hops are one of the major crops in my area which is a remote rural area with few technical opportunities in plant breeding. My role is a Director of hop breeding. My employer is a private family business which is also a global multinational company. I am not an executive, I have no profit share, no royalty deal, and no ownership stake in any regard. Therefore, the noncompete would ban me from working in the hops industry for two years and would provide me no stake of anything for my work. I am an inventor of hop varieties where the trade secret is my talent and ability to manipulate their hop genetics. I sign the rights of my inventions to

	<p>the company, as policy. Therefore it is my effort and knowledge that is the trade secret. Me, a person with unique talents they control during employment and two years after separation. I do not own their genetics. They however own me and my talent. Lastly, They're hop breeding company is a joint venture with their largest business competitor. These combined companies have 2/3 of the market share in hops. Therefore I am essentially blocked out of 2/3 of the job opportunities in hops from these two combined companies as they share hop breeding jointly."</p>
Mary	<p>"I am an optometrist in Washington state and enjoyed working at a private practice (Olympia Vision Clinic) for nearly 13 years. I explicitly interviewed and joined the group with the intention to work in an independently-owned business and NOT a corporate retail setting. Unbeknownst to the employees for months, the owner sold the practice to EssilorLuxottica under a new program called "Team Vision" that buys private practices to continue inning them in this facade model rather than the overt retail businesses LensCrafters, PearleVision, Sears Optical, Target Optical, etc. Even after the announcement of the sale and implementation of EssilorLuxottica's processes, there was no disclosure to patients about the true ownership and the business continues to run under the facade of the previous ownership (signage, documents, marketing, etc.) However, since a corporation cannot directly employ the doctors in Washington State, a new PC was created by the former owner and he is now employed by EssilorLuxottica to employ the doctors. (I still question if this is legal.) As the changes in care delivery, product offerings, and infrastructure became corporatized and I was no longer satisfied with my work environment, I resigned. As I never signed an employment agreement with the corporate ownership nor the new PC created to employ the doctors under the corporation, I feel that I should be released from the constricts of the noncompete clause. However, despite approximately 52,000 in legal counseling fees and my negotiation attempts, I'm told that they will not drop the non-compete. This causes me to drive an extra 40 minutes to seek employment elsewhere. In trying to start my own private practice, I found banks would not lend for a new business or purchase within the non-compete radius. This means that my existing patient base of thousands cannot seek care in the area in which they're accustomed- and as I serve the visually impaired and geriatric community- creates a barrier to their continuity of care. Starting a new business in a more remote community creates an economic challenge for me and my business partner personally- as we have to rebuild a patient base and invest a larger amount in marketing and travel. I strongly oppose noncompete clauses as they limit employment and ownership opportunities which harm our local economy and create an unnecessary barrier to healthcare access. Please feel free to contact me for additional details regarding this case."</p>
Melissa	<p>"Please support the ban on non-compete clauses. These clauses benefit only the employer, giving them substantial power over their employees. While a non-compete may possibly make sense in an R&D workplace that involves intense intellectual property, many non-competes include workers in</p>

	<p>lower, non-management, and middle-management positions. To strengthen our workforce and give people the option to better their lives should be the priority, not forcing people to stay in a less than ideal work situation because they will not be able to move forward in a new position."</p>
Brett	<p>"Hello, My name is Brett and I am writing in support of the proposed rule against non-compete clauses. I work in tech, and given that a many large tech employers conceivably "compete" in huge segments of the US economy, I've always been concerned about entering into non-compete agreements. When I was most recently job searching I intended to avoid signing a non-compete agreement, but that turned out to be nearly impossible as companies did not tell me if they were going to require one. The company I signed with eventually sent me one to sign only after I had signed my offer letter and told my other opportunities I was no longer interested, effectively taking away my chance to avoid it. Without the proposed rule I am now faced with either reduced employment opportunities, fear of potential legal action, or an extended period without work when I am next searching for a job. For these reasons, I support the proposed rule."</p>
Gary	<p>"Get rid of non compete clauses.. Please do the right thing and allow people the free movement of their labor. I first heard of this being imposed on a young man at a sandwich shop. I thought surely this is a joke. Then I realized the power it gives over an employee to confine employee to them and restrict wages, a mini monopoly on one's labor."</p>
Judith	<p>"IN 1972 my husband was forced to leave a Pediatric Clinic in Salem, Oregon and a non compete was in force. WE had to sell out house and move out of town with our 3 young children. The medical societies in both Marion-Polk County and Clackamas County went to the AMA and the OMA to lobby for a ban on Non compete agreements . The AMA was not interested and the OMA was not interested either. A member of the Legislature Norma Paulus entered a bill in the Oregon Legislature that did eventually pass. My Husband was asked to testify and was met on die steps of the Capital by a lobbyist for the OMA who had been instructed to head him off. He did not because he was working as a lobbyist after leaving a job as a disc jockey where a non compete had been enforced. I fully support your efforts to ban non compete clauses entirely."</p>
Dean	<p>"The Proposed Non-Compete Clause Rule should provide that even non-compete clauses in effect prior to the effective date of the proposed rule are null and void as of that date. Section 5 of the FTC Act is over a century old, providing a substantial basis for recognizing (and acting upon) the inherent anticompetitive nature of such clauses from their very inception."</p>
Brooke	<p>"Please help. As an ER dr get forced to work for contract groups. Again I lost job because hospital hired different contract group (plus old one wasn't</p>

	<p>paying us in time). I am now banned for 2 years from working at same hospital unless they pay 20,000 to the contract group that didn't even do the job well. How is this okay? When there is a shortage of us in a very difficult career we are in terrible working situations. We are leaving emergency medicine in droves."</p>
Paul	<p>"This just wrecks of a fixed system. People don't sign up for work and an opportunity to have their lives restricted."</p>
Lindsay	<p>"Non competes should be outlawed. It is a cheap way to retain and trap employees at their current job instead of encouraging a competitive marketplace. If companies are worried about retaining employees, they can create incentive structures to do so. This should extend to physicians and medical practitioners. Medical practices and hospitals are notorious for stringent non competes. With a growing physician shortage, it is time we do away with non competes so physicians can expand their practice and skill set as appropriate to provide care to larger populations. With additional flexibility, physicians can see patients in multiple settings as they see fit and will likely be able to close significant gaps in patient care. The current system of a hospital 'owning' the physician and thus the patient under the physicians care is antiquated and wrong. Please consider the needs of the American people and outlaw non competes across the board."</p>
Paul	<p>"Absolutely a great Idea. It will really help rural America the most. It is truly difficult to leave a job when there are only 2 in a Smaller town and they want to force you to sign a noncompete clause in order to get hired. You have no choice but to deal with that company however they treat you or completely uproot your life. Many of us have families near where we work and none of us want to leave them to a new city just because of noncompete clauses. Please make this rule change!"</p>
Cheryl	<p>"This is much needed reform. As an IT Project and Program Manager, I was told many times I was not able to move to a different company due to a non-compete agreement. My job skills are highly transferrable and can be used in many industries. For example. I worked for die local telephone company for 20 years. I decided to move on and take a job at Boeing. Two companies that couldn't be more different. I was told there was a non-compete agreement and that I wasn't allowed to take the job. They stated my non-compete was for 2 years. As stated above, my skills are highly transferable to almost any industry and would require me to be unemployed for those 2 years unless I moved to a completely different field. Fortunately for me, the company couldn't produce the document. Had they been able to, I'd have had to hire an attorney to resolve the issue. At die end of the day, people are leaving your company for a reason. In my example, I left due to lack of opportunity. Others leave due to wages, work environment, commute, etc. If</p>

	you want people to stay with your company, be a good employer and they'll be with you for the duration of their career."
Paul	"As a physician in a small rural community I strongly support eliminating non compete clauses as any employment change would require me to leave my community. Non compete clauses reduces employees to serf like conditions and should be banned."
L	"Noncompete agreements area restriction on the right of American workers - it flies in the face of labor rights AND the idea of the "free marketplace." The Federal government needs to unhook itself from corporate ownership and ban such agreements for the good of the people, not just the shareholders."
Jack	"Non-compete clauses are everywhere in my industry (tech). On top of non-compete agreements being incredibly broad and essentially non-negotiable, there is also the threat of arbitrary enforcement. Because of the broadness of the agreement, essentially any person who take any job at a competing tech company (even a low level, entry level employee) is at the mercy of their employer's legal team. Even if proven to not be in violation of the non-compete agreement, the funds require to mount a legal defense against the richest companies in the world can easily financially ruin someone. Banning non-complete clauses will prevent arbitrary and frivolous legal actions and further spur innovation in America's tech sector as current employees no longer feel threatened to compete with former employers."
David	"I strongly favor any rule banning non-compete clauses for physicians. Non-compete clauses go against every principle of a free-market economy. Physicians spend many years gaining the skills and knowledge necessary to practice medicine. This difficult-to-obtain asset can lose tremendous value when non-compete clauses are in force. A non-compete clause may prompt a physician (who would otherwise want to remain in an area) to leave the region, thereby leaving the area's patients with fewer health care options. It is in the best interests of patients, society, and physicians themselves to eliminate non-compete clauses. There is no rational to support them."
Laura	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Richard	"I urge the Commissioners to BAN NON-COMPETE CLAUSES NATION-WIDE. We are supposed to be capitalists in the USA, and "mobility of labor" is one of the key tenants of the capitalist system. It's one of the requirements of personal liberty. It's not right that only businessmen get to be capitalists, while their employees are peons who aren't allowed to find honest work elsewhere. No wonder Americans are so angry and voting for crazy demagogues like Donald Trump! Please help us."

Daniel	"I am not in favor of non-compete clauses that companies have that rule out employees leaving one company and immediately going to work at a similar company. I can see the legality of clauses of not allowing employees to take along customers from one company to another. The first clause hampers the freedom of the employee; the latter hampers the company."
Leslie	"I support this!! The proposed rule would provide it is an unfair method of competition and therefore a violation of Section 5 for an employer to enter into or attempt to enter into a non-compete clause with a worker; maintain with a worker a noncompete clause; or, under certain circumstances, represent to a worker that the worker is subject to a non-compete clause."
Caroline	"I feel we should eliminate Non-Compete Clauses because they are unfair to the employee. They make life unnecessarily difficult for those who do not have the resources to abide by the clause rules."
TREVOR	"Non-Compete Clause Rulemaking, Matter No. P201200 I wholeheartedly support a ban on non-compete clauses. I consider them to be a wholly unconscionable clause, except in exceedingly narrow circumstances -- such as a specific employee's likeness being an integral part of a company's brand or offerings. Even then, regulation is required to protect the interests of said employee and to prevent the clause from being anti-competitive. I consider the anti-competitive nature of non-compete clauses to be patently obvious, both from the actual concept and from the data presented in this proposal, leaving ample legal justification for this rule. Additionally, I find the data presented on the effect of these clauses on the wages of workers to be very compelling evidence that this rule will increase public welfare, and I firmly believe that the welfare of real people should always be the ultimate goal of regulation."
Melissa	"I support the suggested non-compete clause rule and agree it would protect workers from being exploited by companies."
Marian	"Amen,Amen, AMEN"
Matthew	"As an engineer working in the software industry, I've seen the huge cost and anticompetitive impact of non-compete agreements in the technology sector. I strongly support the proposed rule, and believe it will have a very positive impact both on workers and the health of the industry as a whole."
eric	"As a software engineer, I am in favor of this. Non-competes are, by and large, used in a perfunctory manner that only make life more difficult for the workers who have to sign them if they wish to be employed. Outlawing them outright is not something that I feel would harm my industry. At the very least there needs to be consideration for the post-employment phase of the non-

	compete. Some sort of regulatory minimum wage for such consideration. Either way, kill them."
Thomas	"See attached file(s) Attachments Comment (005)"
Ivana	"In our busy, growing, population-diverse neighborhood in a city that is rapidly growing, the only grocery store, (Albertson's) centrally located, decided to close while it expanded its corporate 'empire' by merging with Safeway and a local chain, Ilaggens—But it also left behind a no-compete clause, cruelly affecting all the local inhabitants including many elderly/limited mobility, low-income families without transportation..! This has also affected the whole economic state of our neighborhood, as it also deprived many people of their jobs and affected access to a variety of foods for everyone who was able to shop there! Recently we were shocked to learn that Albertson's has now merged with the nation's largest food conglomerate, the 'Kroger' brand, which has a large store in this vicinity, but NOT near enough to offer local accessibility to our neighborhood as their prices have risen exceedingly in the past year, so we are still greatly affected by that non-compete clause—!!! Our local politicians seem to be helpless in bringing about a change in this status, so I'm appealing/hopeful for a positive ruling, as this would to restore the health/hope for our struggling/suffering neighborhood—! Thank you for advocating for us in this--!!!"
Aaron	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone. As a designer for technology, this issue is very important. It is essential for this profession to be able to move between businesses and often the domain experience is the only benefit of the gig economy."
Randy	"Non-compete clauses are an egregious use of market dominance to further limit options a resource - workers - might have. They are anti-competitive, anti-free market and in all ways designed to increase the market advantage of the employer. The idea that 'the employee leaves with valuable trade secrets' is ludicrous. They have skills and knowledge that make them valuable that are inherent in performing the work. Attempting to declare ownership of those infringes on the very idea of knowledge and denies basic principals of both humanity and the concept of skilled labor. Workers arrive at a new job BECAUSE of skills and knowledge and provide those without reservation to the employer's uses, but corporate greed truly knows no bounds as some now seek to hold our careers hostage because of of what we know. I urge you to end this odious rule."

Michael	"I agree with getting rid of non-competes. I nearly spent a few thousand dollars this summer because I wanted a lawyer to review my current job contract to look for non-competes (in case I wanted to start my own business). Companies should focus on their customers and innovation, not former employees would could become competitors."
Andrew	"Banning non-compete agreements in my State would definitely improve working conditions and wages, based on my own experience. I was forced to sign a non-compete agreement for my first salary job out of college. I didn't have much working experience or industry knowledge, but my employer was eager to have me at the time, and as a young employee I did not fully understand how the contract could be used against me in the future (and it was a requirement of getting the job, so I had NO option between getting the job and being subject to the non-compete requirements). Fast forward 6 years and I have gained a lot of experience by my company has not made working conditions or pay better to match the growth. Per the noncompete I was technically barred from working in ANY business RELATED to construction. That means if I followed the letter of the contract I would not be allowed to transfer literally any skills from my previous job to the new one. But here's the thing, they are MY skills. If my last employer wanted them so badly they could have paid more or made things better. My last employer does not have a monopoly on construction knowledge. I have kept my current job a secret and I cannot use my previous company or co-workers as a professional reference for fear of retaliation. If a piece of knowledge is SO confidential and important then that can be explicitly written in the contract, but you can't reasonably put whole blanket bans on peoples ability to work-also because every business has some kind of special knowledge that others don't, that's how most businesses stay open, by having some advantage over another. If companies are given blanket monopolies over their 'knowledge' then there is no incentive to improve or change for the better."
Shana	"This is absolutely amazing! So many people are trapped at awful jobs, and cannot leave due to time constraints on new employment in the same sector. People should not be bound to a corporation and unable to seek new work, for years. It is everything America is supposed to be against."
Mariam	"I am strongly in support of a ban on non-compete clauses in all employment contracts. NCCs constrain the freedom of working Americans to freely seek and accept employment. They are bad for workers and bad for the economy, because they unfairly and unreasonably prevent talented people in all lines of work from accepting positions for which they are qualified. Employers should not have the right to control their employees' future prospects in this way. Please pass this ban on non-compete clauses, with no loopholes, and no exceptions."

Braydon	<p>"Hi, I'm writing to advocate for reigning in non-compete clauses. They are use far too broadly too suppress workers' opportunities externally and for frivolous reasons."</p>
Peter	<p>"I am a retired engineer and have also worked for about a year and a half for a large chain store near my home to fill gaps between engineering jobs. Based on my experiences I oppose ALL non-compete clauses in employment agreements, regardless of the salary of the person involved. The general rationale for this is that in the USA an employer has the right to hire and terminate employees at will. The advantage of this is that the labor cost of an enterprise is a variable, which the employer can change as its business circumstances change. This contributes to the efficiency of the US economy. In contrast, when I visited communist Hungary in about 1979, I went in the winter into a book store and asked them why they had about ten clerks on the sales floor when there were hardly any customers. The answer was that they were staffed for the peak season (the summer due to tourism) and apparently their economic regulations did not allow them to release employees for seasonal fluctuations, presumably to provide job security, one of the communist ideals. Allowing employers to adjust employment helps the efficiency of the economy, but people released must have the unrestricted right to find other employment using all the skills they acquired during their previous employment. This should apply regardless of the salary level of the employee. If a terminated employee has performed creative work or other proprietary work for an employer, the employer can protect it through the copyright and patent rights it has, as well as by requiring that employees properly document their activities and contacts. (The latter in particular for sales personnel.) A few examples of situations that occur. I have seen and experienced myself several situations where upon retirement, or ending of employment for other reasons, of people in supervisory positions, the wrong person was promoted to fill the position of the leaving person, causing the bypassed person, who should have been promoted to that position, to leave the company. That person should be able to find other employment, without any restrictions. In the retail area I have seen other situations of unfair termination. For instance, where the store management emphasized to employees to try to prevent theft by customers, a very capable and diligent employee got into a shuffle with a customer he suspected of being in the process of stealing product. He was terminated for that, instead of just receiving a reprimand and guidance on handling such circumstances better. Again, finding a new job, using all the skills one has accumulated, is a basic human right that should not be infringed upon by a non-compete agreement. These non-compete agreements are usually the result of senior management paranoia, combined with overzealous attorneys' efforts to protect their customers and increase their own billable hours at the same time."</p>
Jeremy	<p>"I support this rule. Non-compete clauses give way too much power to die employer and limit employees that specialize in an area from pursuing other</p>

	positions. I work at a corporation that uses non-compete agreements even though the corporation has millions of employees. No matter how valuable any one of those employees are, they should not be restricted from taking positions with competitors or starting their own business."
Erik	"In my opinion, non-compete clause rules need to be banned. They're overwhelmingly used to disadvantage lower level employees, not to protect trade secrets."
Teri	"All employees should be able to freely market their skills and readily move between employment opportunities without restrictions imposed by a no compete agreement. Specialized education, experience and expertise are acquired as the result of individual effort and every person should be able to maximize their potential and professional goals without restrictions from an employer. No one should be tied to a position they no longer desire due to an agreement that theoretically benefits only to the employer and which they were essentially forced to sign to obtain the job. The reality is that people move between employers for all sorts of reasons and they should be able to readily do."
William	"The corrupt, Ponzi, casino, corporations of the just us of the U.S, Keep advancing towards citizens right to exist. More corporate greed that only benefits them. Paying off Politicians to weaken safety laws in the railroad industry, eliminating train crews, environmental regulations and the list goes on and on, there is no stopping this conduct. They want it all. They do not care how many die or go homeless, or get sick. This is exactly what's heading towards Palestine Ohio citizens. This non compete, is just more corporate greed B.S. bought to you by thousands of bought and paid for politicians, safety regulators. Hay , there should be a manual on how to own you own crowd of mafia politicians of the U.S. government."
James	"I strongly support the elimination of non-compete clauses. However. PLEASE ensure that the elimination of non-competes applies equally to ALL employers/entities. Physicians should NOT be excluded! Non-profit/tax-exempt hospitals should also NOT be excluded. Thank you!!"
Jonathan	"I am a Republican self-made millionaire, not a Communist. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Johanna	"Please end non-compete clauses for physicians! The only reason I currently do not have one is because I work as a per diem physician, the only way to allow some flexibility and allow me to change employers in my city (Seattle) if I want to. I have so many good friends and relatives who are stuck in clinics and hospitals where they are unhappy because of non-competes they

	signed (which are typically also non-negotiable), and instead of having the right to change employment, they must consider leaving the city or leaving the profession entirely."
Karla	"I support eliminating Non competes. As a new Nurse Practitioner, I declined to apply to a local healthcare company due to their non compete policy. I believe limiting healthcare provider's options to leave a job leads to abuse of the workers and negatively affects patient care. They limit the ability of providers to effectively serve their community."
Elizaveta	"I am in favor of ELIMINATING non-compete clauses from employees' contracts due to its productivity limitations and freedom to seek better fitting employment, and more globally impact on healthy competition of a free market. I currently practice in a medical specialty with a restrictive non-compete that excludes me from seeking other employment in the greater metro area. Changing employers would mean commuting over an hour away. With small children of daycare and elementary, school ages, such a commute would present unnecessary hardship on our family. Not working at all to wait out the non-compete time frame and then re-enter the local market means lost income and prosperity to the family and upward of EIGHT THOUSAND patients without specialty care access in an already underserved healthcare community where new patients may wait months to get an appointment. For the healthcare industry, I believe free movement of healthcare providers is critical. We need our providers on the frontlines working rather than being burdened by non-compete limitations. Thank you for reviewing this important matter and considering policy changes."
Tim	"I strongly support the FTCs proposal to limit noncompete agreements. These agreements stifle innovation and competition and are harmful to both employees, die market, and employers."
Jack	"Non competes should be banned. They're an unjust prohibition on employees, imposed by employers who leverage their disproportionate power in employment decisions to prevent their workers from working elsewhere. Non-competes reduce wages. More importantly, they limit employees' freedom. At 23 years old, I have just recently entered the full time workforce in Seattle. When I graduated college, I knew I wouldn't accept a job with a non- compete clause. I came to that individual decision after learning about non-competes in school. People shouldn't need to have the educational privilege of a college education — or the economic privilege to restrict a job search — to avoid being subject to a non-compete. No one should have their future labor controlled by their current employer."
Mary	"I support adopting the rule. I agree with the Chair's January 5, 2023 statement, and would add the following perspective. In 1982 my employer responded to the loss of client business in our region by terminating

	employees in order of salary expectations. During my termination interview I was asked to sign a noncompete agreement. I refused. It is a good thing I did. My employer subsequently dissolved its partnership, and the clients I had served turned to me to do their work. If I'd signed a non-compete agreement and thus couldn't accept the work, I would have had to go on welfare. That is because the downturn was region-wide where I lived, and no other regional employer like mine was hiring in my professional field."
Scott	"I agree with this new proposal, as I am under a non-compete with my former company, which I had no idea I signed when the company provided stock options, the verbiage was hidden deep into the contract. I recently joined a new company and worry about how vulnerable I may be to any legal action by my former company. The non-compete language was highly vague and generalized, but in my state of Washington it may be upheld."
Eric	"As a veterinarian restrictive covenants have been extremely deleterious to my career and my family. As the profession has become corporatized, the large multi-national corporations have essentially become a monopoly and in doing so failed to provide care to communities while simultaneously prohibiting private professionals from filling the void they have created. I am a practice owner and full heartedly support this initiative for the benefit of the veterinary profession and consumers alike."
John	"This rule is long past due, and I applaud die FTC in proposing this rule. Noncompete clauses are, as the name implies, anti-competitive and work against a free market for employees."
melissa	"Eliminating non competes would be fantastic. It is such a burden moving if you leave a job and have large noncompetes"
Diane	"I strongly support a government ban on non-compete clauses in order to strengthen die power of middle class workers and others to move to more competitive jobs with fewer restraints on them. Please consider this carefully and uphold the rights of workers."
Monica	"Non-compete clauses limit the ability of workers to negotiate for appropriate compensation by limiting competition when finding a new job, and employers have less incentive to increase wages for their current employees because they know they have limited options, if any, for example if they live in a small area, to move to a new job that may compensate them appropriately. It takes away power from the workers and binds them to terms and a contract that should no longer apply once employment is terminated."
Kelsey	"I am in such support of this newly proposed rule! I know several people that have had to turn down jobs due to non-competes."

Majd	"As a nephrologist practicing for almost 20 years, I have seen how these noncompete clause were used to block out competition in various markets. This kept these markets under control of certain medical groups and dialysis companies. It decreased the quality care that could be provided by competitors at lesser expense. I urge you to finalize this rule and end these frivolous noncompete clauses for everyone including physicians. Please do not listen to various organizations that claims that they represent doctors, when in reality they represent various sponsors, companies and healthcare systems."
E	"As an employee who has recently been laid off, but still have a non-compete in place- I fully support die ban on non-competes. It only hampers employees who want to work to find their next role in an area where they excel, have experience and can have immediate impact due to their experience. There are enough non-disclosure and no sharing of proprietary information rules in place to avoid trade-secret sharing. Let capitalism work and let the free-will of employee/employers work!"
Steven	"Non-Compete clauses are inherently anti-American. Letting a corporation tell you who you can and can't work for is outrageous. Why do we have to sacrifice so much just to work? Pay me a fair wage, and when I leave or get fired let me continue to eek out an existence for myself without having to change career paths or working as a waiter until my non-compete expired."
Michael	"Just wanted to add my voice to those supporting this proposed rule. I work in a profession commonly governed by them (software engineering), and can attest that it's had a distortive effect on the hiring and compensation market for engineers, by far in the favor of employers. The rationale that it protects employer intellectual property is belied by the size and health of the engineering market in state jurisdictions functionally without them like California. Far too often these are not used for legitimate business concerns (hairdressers in Massachusetts!?) but purely to suppress open competition for employee's talents."
Carol	"I strongly support die ban on non-compete clauses. Thank you for taking on this very important issue."
Christopher	"The proposed rule to limit or outright ban noncompetes is a very good idea, and I adamantly support it. I think there's no better evidence to support this rule than all of the innovation that comes out of California, where noncompetes are already unenforceable. Labor mobility unlocks potential and lets people invent and contribute to their fullest ability, ifs as simple as that. We as a nation are stronger when our people, be we typical or exceptional, are free to do what we do best and go where we are needed most. I can't for the life of me comprehend why noncompetes are legal. They are the most explicitly anticompetitive thing I can think of, and that they exist

	at all is evidence of the insanely asymmetric relationship labor has with its employers. Phrased in a more "capitalist" way, noncompetes allow employers to entrench inefficiency and get by while being less competitive. Great businesses will benefit from banning noncompetes, mediocre ones will lament it. I think we all can agree on the kinds of businesses we'd like to see more of in this nation."
Scott	"Re: the proposed Non-Compete Clause Rule The use of non-compete clauses in employment is unfair to workers and has been exploited by business in order to control labor. The proposed rule needs to be implemented in order to equalize die playing field between business and labor. There might be a few hi-tech businesses which have a bonafide interest protecting intellectual property and manufacturing processes. However, even in these areas the technological pace of change and invention is quick and a non-compete clause of a year might be justified. For all other lines of business though, non-compete clauses limit die ability of labor to seek an improved working condition or salary and thus unduly benefits the business community to the detriment of employees and to the national economy."
Matthew	"As a physician and surgeon, I fully support implementation of this proposed rule. This rule will allow fee exercise of healthcare employees to work where they are needed and improve patient's and community's access to necessary healthcare. For too long, large hospitals and corporations have abused the non-compete clauses to prevent mobility of healthcare workers which has exacerbated staffing shortages and unfairly impaired physicians and nurses from changing jobs within a geographic area to continue to care for their patients when terms of their employment are unfair or substandard"
Elizabeth	"Hello, I support this action to abolish noncompete clauses. I have several close friends in Healthcare who own small business. They struggle in growing in practice due to a noncompete clause. It hinders work stream and personal expansion. Please move forward with this action and restore the uninhibited entrepreneur spirit to facilitate positive change and growth in healthcare, Along with wage equity. Sincerely, Elizabeth Johnson RN BSN Retired"
John	"Non-compete clauses are inherently monopolistic and undemocratic! They fly in the face of the face of equal opportunity, and are truly emblematic of the remnants of laissez-faire capitalism, a system that has been time and time again proven unsustainable. Do right by Roosevelt and busy the trusts!"
Cyndy	"I support ending noon complete agreements. I was prevented from getting a job in my field, a very small employment sector, because of an NCA. NDA should also be banned. No employer should be able to hide sexual harassment this way."

Bradley	"Please make non-compete clauses an option in only the most needed situations. Making them completely illegal would be better than what we have today. They are detrimental to workers and businesses."
Steven	"Please eliminate the non-compete regulations. They are unfair, hurtful & immoral."
Brandon	"Support the FTC's ban on non-compete clauses!"
Kerry	"I am a physician and I support ENDING Non-competes. I do NOT support the comment made by the American Hospital Association that would like non-competes to remain for physicians. Non-competes lead to the net loss of physician from small rural communities. Non-competes allow new physicians with significant loan debt to agree to unreasonable terms in order for them to pay off their crushing debt. In turn hospital and clinic administrators can then abuse physicians because physicians cannot either move to a different clinic or start their own practice. Rather than stay under such abuse, most physicians will leave and move to another city. This causes massive upheaval and loss to communities that rely on these physicians. As a physician I advocate to END non-compete arrangements and agree with this recommendation. Please do not make a carve out for physicians to be exempt from this rule. No entity whether it is a non-profit, government, private, large business or small business should be allowed to enforce a non-compete agreement."
Samuel	"I work as a software engineer. In my industry, non-compete clauses are not used for their ostensible purpose (preventing trade secrets or information gained at your current employer from being used at another employer), and are more frequently used as a tool to limit the labor pool available to a competitor. Software Engineering uses a tool set that is generally applicable enough that there generally aren't reasons that non-competes are necessary to protect sensitive information or techniques. I don't believe that separating the extremely niche, but arguably positive, uses of non-compete agreements from the negative, purely anti-competitive, ones is possible through regulation. The best results are likely to come from prohibiting them as a matter of course."
Adam	"I support the FTC ban on non-compete clauses. I think that it would be wonderful if for once the government did something in support of workers instead of listening to powerful corporate lobbyists. Ban Non-compete clauses!"
Jesse	"Non Compete clauses should absolutely be banned. I almost signed one several years ago. It was with a 3rd rate robotics manufacturing company in Kansas and the clause would have prevented me from working in "any

	related field." I talked with a lawyer and decided I didn't want to be bound by the agreement. Since then I have found work in Washington, Wisconsin, and California. Moving between jobs has allowed me to learn more and transition faster from an artist into an aerospace engineer. Non-compete clauses stifles personal development and the economy: ban them!"
Steven	"Ban non-compete requirements"
Stacee	"Noncompete agreements are specifically harmful to patients in closed, suburban/rural communities. Specifically, where I live in the Pacific Northwest, we have a single hospital system that is nonprofit. This hospital system essentially has a monopoly on orthopedic care in the community. We are all under a noncompete agreement. This agreements spans 15 miles which means that in order to change jobs, we would have to move to Tacoma or Seattle and uproot our families. This can cost tendons of thousand dollars. Therefore, we are essentially "forced" to work in the system. This system has dramatically increased the cost of patient care. As practitioners we are not allowed to treat patients in lower cost outpatient surgical centers, but are forced to bring the patient's to the hospitals' OR. This substantially drives up the cost of care for simple, minor outpatient, elective orthopedic surgeries. While consistently increasing the cost of patient care, the company consistently pays physicians less and less. Over the course of the past 6 years, our pay has been decreased by approximately 15%. Despite this, administrator pay has consistently increased with inflation, and we remain trapped by our non- competes. Please consider the ramifications of ending non-competes, yes physicians might actually get paid a fair wage for the 60+ hour work weeks; but die primary benefit will be improved access to care for patients. These companies would be unable prevent good physicians from leaving their community."
Heide	"I am a physician at a children's hospital. My group, like others around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."
Ann	"I strongly oppose noncompetes and was the victim of being unable to work in the same town when I quit my anesthesia job because I needed to go to part time when I couldn't find reliable childcare for my four kids. My husband is also an established physician in the community, and it would have been devastating to uproot our family and move so that I could find a different job. I was unable to work within the system for three years until my noncompete was over. I was forced to travel to work part-time and it was very hard on our family. Physicians work extremely hard and sacrifice a lot for their career and

	deserve to have the same options that other non-physicians have when choosing their jobs."
Drea	"YES YES YES!!!! My employer forced me to sign a non-compete that is overly broad in scope and geography. I am a program manager in govt contracting, and according to my non-compete, I cannot work in government contracting anywhere in the US for 2 years after I leave my company. I feel stuck in a toxic environment that I've been doing the same contract for 8 years, with no pay raise. I am literally stuck. I cannot expand my skills, work on different types of contracts to leant different types of govt contracts. The federal govt pays my company \$10,300/ino for my salary. Of that, I make 83,000. The company is making their money off of my contracted salary with the DOD. I work remotely from WA state, but my companies headquarters is in VA. PLEASE MAKE THIS GO THROUGH SO I CAN EVOLVE AS A PROFESSIONAL! !+<<"
Odette	"I think that this is a great idea. I have been at a company where I had to sign a non compete to receive a small amount of shares as a pay increase. Tunis out the shares are not producing products yet. I have had to turn down 4 jobs in the last year due to this. Those jobs paid more for my skills. The only way out of this agreement is that I have Ti resign and work out of industry taking less pay for a year. I've generated millions for this company and think this should be illegal as a requirement for employment or any fonn of salary increase."
Pavel	"I strongly believe that non-compete clauses in employment and severance contracts are detrimental to individual freedom, innovation, and healthy competition. Firstly, non-compete clauses directly harm individual freedom by limiting people's right to choose where they work and how they utilize their skills. These agreements often prohibit individuals from taking on work that may be beneficial to their career growth or better suited to their skills, even if it's not directly competitive to their former employer. This lack of freedom not only limits individuals' job opportunities but also impedes their ability to fully develop and utilize their skills and expertise. The long-term cost of such restrictions is substantial, and workers bear all of it. Secondly, non-compete clauses area way for large companies to stifle competition and hinder innovation. When companies use non-compete agreements, they are essentially attempting to maintain a monopoly on the market by restricting their employees' ability to work for their competitors, even after those employees are gone. This practice not only limits competition but also hinders innovation since individuals who could be contributing to advancements in the field are restricted from doing so. Finally, non-compete clauses in employment and severance contracts limit growth and innovation by preventing skilled individuals from seeking out new opportunities. Innovation comes from talented individuals moving between companies, bring their skills and knowledge to new projects and teams, and in turn helping those people reach new heights. Non-compete clauses make it very

	difficult for individuals to find new opportunities, making the job market less efficient and less effective at matching skills with the best opportunities. In some cases, the experience and skillset of such individuals may be lost entirely when they are forced to switch to a different occupation. In conclusion, non-compete clauses are a significant barrier to individual freedom, innovation, and healthy competition in the tech industry. Banning such clauses would allow for more freedom and flexibility for employees, foster greater competition in the marketplace, and greatly improve the life of workers everywhere."
Edward	"I am subject to a non compete that is overly broad and indult burdensome where the employer offered nothing to compensate me for not competing with them in what amounts to a universal territory and universal technology for 24 months. I find the entire concept odious as they've essentially limited my ability to earn for my family in any market worldwide. I am in favor of eliminating or greatly reducing the term and scope of non Competes."
John	"Eliminate non-compete clauses. This is economic slavery and has no place in this country."
Praveen	"Non compete clause hurts physicians and patient care."
Olivia	"Non-competes are bad for workers and for business competition. If we truly want a free market then workers should be able to take their skills and labor to whoever will pay them the most of it. Also, such rules particularly harm low-income workers that have no choice in the matter but to sign a non-compete. There is no excuse to keep such a practice that is predatory towards workers. Get rid of all non-competes."
Besir	"I support this new rule."
Cynthia	"Back in the '90s, I was forced to fmd work in a different industry because there was a non-compete clause. This caused me great anxiety, as it took me 3 months to fmd another job and I was trying to pay my mortgage."
Randy	"As a working class citizen I believe eliminating Non-Competes will help create a more competitive market that would benefit our economy and our workers."
Steve	"Non-compete clause in contracts with medical personnel (ie Physicians and Surgeons) through University of Washington Medical Center has no term limit. A doctor employed there is therefore an indentured servant. Non-compete clause should be eliminated"

Maura	<p>"I wholeheartedly support the FTC's proposed ban on non-compete agreements. These agreements are pervasive within the veterinary community and are often used to intimidate workers from leaving positions, asking for better wages or improved working conditions . Often communities are left with limited veterinary care because an associate veterinarian has been forced to relocate rather than work at another hospital or start their own business. Large corporations now own a majority stake of the veterinary market and can now employ fleets of lawyers to intimidate and pursue veterinarians that attempt to work within a non-compete radius. Non-compete agreements are often written that extend well beyond a reasonable scope in both distance and duration or over-reach into job descriptions that were beyond the employees role within the hospital. As a specialist veterinarian under my current non- compete I am not allowed to work in any scope of veterinary medicine within a 25 mile radius for 2 years. I am facing commuting 1.5 hours (one way) or completely uprooting my family to find a position at a hospital that is not within my non-compete agreement. I do not posses trade secrets. I am not privy to management meetings or corporate leadership discussions. The sole purpose of the non-compete is to intimidate me from leaving a corporation for a better opportunity or daring to start my own business ."</p>
Andrew	<p>"Perhaps an unappreciated benefit of eliminating non-compete agreements is that it will allow me as a primary care provider to better advocate for my patients to my employer, and to be taken seriously. Patients will benefit by empowering their advocates, which we as primary care doctors are privileged to be"</p>
Cedar	<p>"Please ban non-compete clauses! It will do healthcare workers and patients so much good! Less disrupted care by people who are treated better and paid better is what I want out of my health care system!"</p>
DONNA	<p>"We support abolition of the non-compete rule. It is only fair that competition can exist. Monopolies result if not and newer younger people get fewer chances. My beautician had to suffer from this rule so it hits the small-time entrepreneurs hard."</p>
Annie	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. Noncompete agreements are often used by corporations to restrict the movement of employees, making it difficult for workers to leave dangerous or abusive work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of workers. It would allow these corporations to maintain a stranglehold on their employees and limit</p>

	<p>competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Sincerely, A concerned physician"</p>
Jerry	<p>"I strongly support a ban on non-compete clauses. As a mid-career primacy care physician & as someone who strongly considered this when switching jobs recently. It is an outdated tool that unfairly provides advantages to the healthcare administrators & only hurts physicians & patients. If we mean free market, let's practice it!"</p>
Devin	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Devin Leyba- Brown Auburn, WA"</p>
Dalon	<p>"100% agree with this. Especially in healthcare"</p>
Xiao	<p>"I am a hospitalist physician (MD) working in WA state and I fully support the move to ban non competes for healthcare workers. Many hospitals and staffing agencies use this as a means to cripple doctors and other medical staff from finding work (even in such areas that have labor shortage) when they try to leave their current place of work. We are also crippled in advocating for better working conditions (for the safety of our patients and our practice) and bargaining for higher wages because these companies know that we are locked into a contract for x number of years and leaving would cause significant financial hardship, or give cause for the former employer to sue us and our new employer. This is exactly why AHA is against this proposed ban, to protect their financial interests rather than the</p>

	interests of their hardworking employees. If you think about it, noncompetes for doctors and other health workers, at least in the hospital setting, are truly unethical. It suppresses the free labor market and our wages. It also forces us to uproot our lives and either commute long distances or move far away when there are patients right on our doorstep who we can help and serve but are not able to due to a non compete clause from a company/employer that values profits over people. This is the first step to take in fixing a broken healthcare system and stop doctors from leaving the field, a field for which a drowning ship would be a perfectly apt metaphor. Please ban the non compete ASAP."
William	"I support FTC's proposal to ban non-compete agreements. These agreements hurt the working class and labor market by giving employers control over employees, even after terminating employment."
Chelsea	"Noncompete clauses should be outlawed. Employers will look for any reason to pay workers less and will often whine to get their way. But the US government should stand with workers, not corporations that just posted record profits. Help die people get out of wage stagnation. The evidence is clear."
Virgene	"I support the FTC's ban on non-compete clauses which hold worker's wages down, stifle innovation and harm working people. This policy will make it easier for workers to earn what they're worth by moving to other employers with better benefits and treatment."
Jordann	"As a single mother with a negligent and destructive co-parent, non-compete clauses render me choosing between my career and my children. Enforcing a non-compete clause requires me to re-enter the court system to re-establish a parenting plan with a pathological and destructive human. A career in healthcare is entirely for the benefit of the people in the community. As a single parent with no other source of income, either I choose to leave my children for periodic remote work - leaving my children vulnerable to the abuse of others who would know that I am away or causing the children to miss necessary time at school if they come with me, lose my capacity to support my family by remaining unemployed for the duration of the non-compete, or re- entering the court system to re-negotiate a parenting plan - one that took four years to establish in the first place."
Mitchell	"Please pass this rule! The economic philosophy of quasi Trickle Down that the USA has been operating under for the past 40 years DOES NOT WORK FOR THE LARGER POPULATION. It works only for the select few at the top. Non-Compete Clauses also take power away from workers for no other reason than corporate executives don't want to actually have to pay people a fair wage for their work. Executives seem to forget that their salary, bonuses

	and die business itself would not exist without the regular employees working on the good/service that the company provides."
William	"Competition is the Listerine of Life and essential to Equal Opportunity and the Creative Genius of America. The Competition kicks your butt out of bed in the morning and gives you Great Ideas for Free!!! END TI-IE NON-COMPETE CLAUSE NOW!"
Jena	"As a former employment specialist who works with people with mental illness (to a current mental health intern at a behavioral health agency), I can attest that these noncompete clauses hinder our society's most vulnerable because they limit people with limited skills to staying in often abusive conditions. Not to mention that the noncompetes harms the economy overall - if someone leaves a coffee shop for another coffee shop, we are all better off as a society if a person is able to use that skill set in another location."
Alex	"I've never understood why it should be possible to sign a broad exclusivity agreement as a term of employment. As I've changed jobs the set of locations that I'm contractually allowed to work at is a narrower and narrower field. This mainly feels like a method of wage suppression then an actual act of protection from competition."
Lorie	"I think non-compete clauses are ridiculous, and a way to choke back an individual's use of their own skills. Ban them NOW!"
Wendy	"Non-compete clauses hurt workers. People can't move to better opportunities within a related sphere of work. A worker's lack of job mobility allows employers excessive power over an individual's right to optimize their own choices. Employers have the right to protect trade secrets, but this can be accomplished through other means. Please go forward with this proposed rule change as soon as possible."
Jennifer	"Non compete agreements only benefit companies and not workers or the community. I am a physician with a non compete agreement, and would have to move my family across two counties or out of state to change jobs. My patients would lose their long term primary care physician. This is an unfair burden to place on the individual physician and it does not benefit the community as a whole. Healthcare systems argue they are protecting their investment in recruiting and hiring. They have the money and resources to fight this change. I hope they don't succeed."
K	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities

	either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
T	"The non compete in Seattle has made my life exhausting and challenging. My entire extended family lives in the surrounding area. My job is abusive and awful, and as the sole breadwinner, my options are to uproot our family and young kids to pursue a career in a new city without any family support or give up my job temporarily and wait years for the non compete to end (not an option, we have no other source of income). This is unjust."
Amber	"Non-compete clauses significantly hamper competition especially in the tech industry. It makes it difficult for employees to find new jobs especially for big tech companies which have products in almost all consumer facing tech. Also it makes it difficult for smaller companies trying to break into an existing space since they can't hire employees because of non compete clauses. They should most certainly be banned unilaterally."
Andrew	"The use of non-compete agreements has become outrageous. There is no place for them, especially when applied to lower level workers. The use of these contracts violates the spirit of capitalism. Make employers compete for workers. Ignore the Chamber of Commerce. In fact, these agreements are Un- American. This ruling will not affect me personally one way or another. But it does affect those around me. I urge you to make non-compete agreements invalid, and make employers trying to apply them subject to attorney fees and costs if they try to enforce them."
KEVIN	"I applied for a position at a clinic in a small Washington State town. I had to verbally accept the job before they would show me the full employment agreement including the non-compete clause. When I received the agreement the non- compete clause was ominous. It would have restricted me from treating any prior patient of any of their clinics; from receiving referrals from any physicians that referred to their clinics. The prohibition extended to their partner companies as well. With a little research I found they had partner companies in 26 states. I would also have to agree to not work in my specialty for two years after leaving their employment. In summary if I had taken that job I would effectively be prohibited from working in my profession for at least two years. These non-compete clauses have become oppressive and need to be abolished."
Ezekiel	"I am a physician at a children's hospital. My group, like others around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."

Jose	"Non- compete clauses stifle competition and limit the career growth of professionals, including those of us in healthcare. Eliminating these unfair contract clauses is necessary for improving work conditions, particularly in the current setting of physician burnout. Please do not succumb to lobbying by hospital groups. Eliminating non-compete clauses is an important step in helping recover this badly damaged healthcare system."
Deborah	"I write in emphatic support of the FTC's proposed rule that would ban non-compete clauses. Around two decades ago, the law school clinic that I supervised represented a client who was denied unemployment benefits. Why? Because she had lost her job for refusing to sign a non-compete agreement. As I recall, her job was transcribing medical records -- certainly not a high level position with access to trade secrets. I was appalled that she was asked to sign such an agreement, given the type of work, her modest earnings, and the lack of any justification based on access to trade secrets. And I was even more appalled that one of the leading law firms in Seattle had drafted the non-compete and was defending it in an unemployment compensation hearing. Talk about unequal bargaining power and employers abusing their power. The economic arguments put forth by the FTC in support of this rule -- non-compete clauses' negative effects on workers' wages, stifling of innovation and new ideas, and impacts on economic liberty -- are all valid. The example I encountered is a reminder that the abuse and proliferation of non-compete clauses have been increasing for decades, one of the many factors that have contributed to the growing income and wealth inequality that afflict our nation. Thank you for proposing this rule. And please stand up against the onslaught of opposition and requests for more time to comment that you will undoubtedly receive from big business. Deborah Maranville, Prof. Emeritus, University of Washington Law School (for identification purposes only)"
annamaria	"As a physician I highly oppose non compete clauses. It is my constitutional right to work wherever I want and leave a job for another one without having to move my life, home and family. Thank You, Dr. AnnaMaria Marchionne"
Daniel	"Time to end this practice. I am tied to my health care institution for 2 years and for 10 miles. It has substantially damaged my ability to negotiate with my employer and held my salary down that I cannot get competing offers from die many institutions within my community."
Michael	"This rule is very, very important to implement, and I support it. Non-compete agreements are, and have always been, unethical: they rob employees of the ability to pursue more lucrative opportunities, barring them from using their most marketable skills to escape worker exploitation. By definition, they eliminate competition, which is bad for the economy, bad for employees, and bad for small businesses."

Edmond	"I agree with the FTC moving to bar non-compete clauses. There is strong data that non-compete clauses serve to depress wages and impact competition. Non-compete clauses represent a legal mechanism that supports industry over the individual. I see it as the role of government to protect the individual. In the field of medicine, they handicap contract negotiations on the part of the physician and can negatively impact a service area. Given that there is already a dramatic shortage of physicians that will only worsen over the next decade, this can have huge ramifications within a catchment area. Please move to bar non-compete clauses."
Ryan	"I'm a physician in the Northwest and I want say I completely agree with ridding the US of noncompete clauses. It is an awful tactic by businesses to lower wages and corner employees into making difficult decisions. From a physician perspective, I did not go into medicine to be a business. I did this to help my fellow human being. If my company doesn't provide me an environment to do this I shouldn't be forced to move out of the area to seek other employment for sometimes two years before returning Not only does this significantly affect my family but it also affects my patients and the community as a whole. Everyone loses except the healthcare company that employed me because they are more concerned about the bottom line and not the community at hand."
Josiah	"As a technology industry worker, non-compete clauses in contracts force high risks on me and my coworkers as individuals, while granting sweeping power to corporations. I personally know several people who have declined jobs on the basis of overly restrictive non-compete clauses, and a few others who have had to pivot their careers or industries to avoid penalties for non-compete. Intellectual property theft is already illegal; non-compete clauses place additional, unnecessary, and unjustified burdens on individuals while providing very little benefit to the corporations who issue them. Oftentimes, non-compete clauses are legally unenforceable anyway, or so burdensome to enforce that many contract holders decline to enforce them. I can't speak for other industries outside of Information Technology, but I imagine the same problems exist there as well. US corporations should not complicate employment contracts and negatively impact the lives of individuals for even a great payoff; much less a nebulous and often minimal one. Please put an end to non-compete clauses."
Micah	"Non-compete Clauses are anti-competitive and unnecessary in most, if not all settings. In the current world where geographic boundaries start to matter less, it can be argued by a corporate minority that noncompete clauses are appropriate. However, in the world of healthcare non-compete clauses harm more than just licensed practitioners. They provide significant harm and reduced access to care for thousands of patients on the panels of healthcare providers. For reference, one physician can have a patient panel of up to 3,500 depending on specialty. The use of noncompete clauses also encourages unethical, and sometimes illegal behavior on the part of

	healthcare employers, due to their influence and fear inducing terms when it comes to an employee standing up to or reporting an owner or management team that are breaking rules or laws or operating in grey areas. The proposed rule, getting rid of noncompete clause is generally, is a definite advancement in potential for retaining and maintaining access to care for patients, and allowing more innovation and competition in healthcare. Please ignore the corporate interests and their extreme minority arguments and pass this rule, eliminating non-compete causes in almost every instance."
Jean	"I support the proposed Non-Compete Clause Rule. There is strong evidence that it could have a benefit for employees, held to companies that do not pay a livable wage, and denied the right to seek better employment in the same line of work. Wages for many people have been stagnant while many businesses have accumulated great wealth for owners and people who have stock in those businesses. We need better conditions and fair employment opportunities for workers. Thank you."
Debbie	"Pass the ban on Non-Compete clauses!"
Jacob	"As a physician, this rule would significantly improve my quality of life. Non-compete clauses essentially trap highly skilled professions who have ties to a specific location, forcing them to stay with an employer which may treat them unfairly."
Kathy	"I am the CEO of a small medical company providing critical services to women. The health systems in Indiana have onerous non-completes for providers that create a monopoly in the state. They are afraid of competition, and even threaten to sue providers for talking to us. These women deserve to make the best career choice for themselves and their families. As a smaller company, we do not have funds to legally fight these large systems. We support elimination of the non-compete."
Alexander Duncan	"Hello and thank you for taking this up, I am an Emergency Physician and I support ending non-competes. In my position, I am bound by a non-compete dictated by TeamHealth, a large for profit enterprise. There is ZERO intellectual property of TeamHealth that I could take to a new job. I am restricted for a year and by distance, meaning I would have to find a job and move my family if TeamHealth loses it's contract with the hospital where I work. There is only one hospital in our community, giving me no other option. If they lose the contract, why would I be restricted from working with the next company to hold that contract? I can understand the idea of non-competes for positions where people are creating new products, but non-disclosures seem to address most of those issues. In providing Emergency Medical care, there is absolutely no reason for a non-compete other than to protect a large, for-profit company."

Jason	<p>"I would like to state my support for a regulation prohibiting non-compete clauses in employment contracts. It is a disadvantage to employees who no longer wish to work for a particular employer and a way to stifle commerce. The employee would need to move or change professions and appears to enforce a form of open-ended indentured servitude. It is heavily used in healthcare and not only effects the employee but more importantly the patient. My family has lost two providers to non-compete contracts where these providers (a surgeon and gastroenterologist) had to leave the area after separation from their employers. We lost good people unnecessarily. I believe a regulation prohibiting employment non-compete contracts is both a boon to commerce and a social good."</p>
Leslie	<p>"No employer should be able to have control over our choice of where and how to work in the future! Their business is only to control our work when with diem and it's anti-democratic to allow them anything more!"</p>
Joshua	<p>"The restrictions on movement of labor that non-compete clauses represent don't make sense for the US, regardless of where you sit on the political spectrum. A functioning labor market where Americans can have the opportunity to be paid market rates for their labor is crucial to ensuring Americans are properly compensated and have opportunities to grow their careers and provide for their families. All of the above is true universally, but particularly so for lower-income workers, who pose little threat to their former employers' trade secrets and who would benefit more from wage increases. I strongly urge you to ban these clauses as un-American"</p>
Matthew	<p>"I support rulemaking that limits employers' ability to enter into contracts with workers that contain non-compete clauses. I and my past coworkers, software engineers, have been required to sign non-compete clauses as a condition of employment. These clauses suppress our participation in the job market. Some of us will job hunt clandestinely. Some of us have simply felt locked into our current employer indefinitely. Each of us has worried that we might be sued for breach of contract if we leave our job for another company that might be considered a competitor, even though each of us is employed "at will". At the same time, it is widely accepted that no employer will enforce these clauses against lower-level employees, reserving them only for important, highly compensated people. These clauses have a chilling effect, regardless. Even though the norm in our industry is to change companies from time to time in order to gain new experience that would be otherwise unavailable at our current company, these clauses reduce employees' willingness to look outside—or even discuss looking outside—their current company. The threat of enforcement is real, too. A former manager of mine decided he wanted to pursue whatever legal action was possible against one of my reports, who announced she was leaving the company. Her prior manager had gone to another company, then recruited her to follow, lle claimed. Neither the legal department nor his vice president had any interest in pursuing the matter, because they knew it wouldn't help us: my report</p>

	would still leave (maybe to go somewhere different instead), and the enforcement would simply ruin whatever goodwill she felt for the company. Invoking the noncompete clause simply had the effect of terrifying a young engineer whose career was just getting started. From my perspective, then, these contract clauses provide companies with little value beyond the ability to, in the worst case, score a pyrrhic court victory, and in the rest of the cases, brandish before less sophisticated workers an instrument of psychological terror. Save our employers from themselves: drastically restrict the scope and enforceability of these non-compete clauses."
Nancy	"It's outrageous to support non-compete bans. This checks a worker's most basic right, i.e., to choose to take a job wherever he might wish. Surely no thinking person can accept the idea that going on unemployment benefits is preferable to finding work with a competing company."
Siri	"I am writing to support the FTC's proposal to ban noncompete agreements. Noncompete agreements prevent workers from switching jobs and pursuing better opportunities in the industry in which they have developed expertise, which stifles wages and limits career advancement. Banning noncompete agreements will lead to better opportunities for US workers. This is a critical step toward strengthening the middle and working classes."
Charles	"I whole heartedly support die proposed rule by die FTC eliminating Non-Compete Clauses"
Deborah	"I am anesthesiologist trapped by an extreme non-compete (15 miles from any current practice that contracts with my practice, for 18 months). Unless I drive 2 hours each way or leave the state (which would require me to leave my minor children, and I am a single mom), I cannot leave my practice. We have no trade secrets, and the non-compete is simply punitive. I am trapped. I have to choose between leaving medicine and a specialty to which I have devoted my entire adult life, and staying in a practice where I am overworked, underpaid, and completely burned out. Please, out law non-competes."
John	"Hello- I view non-competes as misused, abused employer tools to squelch competition and provide unfair contractual, including wage, employer leverage. I chaired the compensation committee of a large Northwest medical group of over 1000 providers with collective compensation of several hundreds of millions. We did not impose non-competes. Financial incentives such as moving costs, loan forgiveness can be clawed back w/o non-competes. Do not cave to business interests on this."
Leah	"I support putting a stop to Noncompete Agreements in order to support our economy and working population"

carla	<p>"As I read this I find it hard to believe anyone would ever want to harm the workers and die businesses To ban non -compete clauses would take away another fonn of rights we have. How can any one with a good conscience want to even consider this okay ever. To support us the people to be able to compete for a better future is I believe the American way . Do not be the one to take this away. Reading stories on how these signing a non compete has hurt the worker who is not realizing how harmful that signature can be to their future. Do not allow non competes to continue to be in the work force. It is not helping us it is hurting us people. Trust is a major strength for us to live by daily. Don't you agree ? I can say if you vote to take away our right to compete for a greater job which brings a better life for families and future . I would not trust what you are doing in office for the people. I would reach every person I could to say do you know what your Government is doing now Be our voice for a greater America . Be a great leader for die people . It is never to late to show us you care and wants what is best fur us the people. Carla"</p>
Mary	<p>"Please ban the Non-Compete Clause for all workers(Matter No. P201200) in the United States. Trade secrets can be protected in other ways. Non compete clauses fundamentally abrogate the civil rights of America workers and create a class of employers that literally enslaves its workers by keeping their wages artificially low and prevents them from working by restricting their ability to work with a humane distance from their homes. This practice should stopped NOW."</p>
Gregory	<p>"It is time to end non-compete clauses. Non-compete clauses act as a distributed monopoly, proportional to their prevalence within the sector of employment. Employers experience competition more and more only at the points where workers enter employment and not during the time workers are employed. Depending on the length of the average career, the fraction of workers who are retained by competition approach single digits. Mobility is an expensive proposition that is primarily born by the employees, since only a few workers receive relocation costs."</p>
Justin	<p>"s of: March 21, 2024 Received: January 25, 2023 Status: Posted PUBLIC SUBMISSION Posted: March 19, 2024 racking No. ldb-xjp9-8k9b Comments Due: April 19, 2023 Submission Type: API Docket: FTC-2023-0007 Non-compete Clause Rule (NPRM) Comment On: FTC-2023-0007-0001 Non-Compete Clause Rule (NPRM) Document: FTC-2023-0007-21178 Comment from Miller, Justin Submitter Information Name: Justin Miller Address: Kennewick, WA, Redacted Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Free market is about having the free trade of Labor to provide innovation. Businesses should be able to stand on their own feet rather than loopholes to keep them afloat. That is what a Free market is. Non competes are directly opposed to this. As</p>

	<p>you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements Sincerely, Justin Miller Kennewick, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Free market is about having the free trade of Labor to provide innovation. Businesses should be able to stand on their own feet rather than loopholes to keep them afloat. That is what a Free market is. Non competes are directly opposed to this. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Justin Miller Kennewick, WA 99338"</p>
Mark	"The right to work is fundamental. Non-compete need to be abolished."
Bradley	"Non compete clauses hurt workers who are already struggling to make ends meet against high inflation and an economy headed for recession. Every individual deserves the right to employ their skills to secure the best possible opportunity to make a living. By limiting the pool of those opportunities, non compete clauses force workers to concede to choices they would other not make, and they deprive the market of the full range of skilled workers available. End non compete clauses at all levels, and give power back to industrious Americans who deserve the freedom and autonomy to seek a career path of their own choosing."
Arash	""Non-Compete Clause Rulemaking, Matter No. P201200" I support this rule as a geriatric psychiatrist who serves in underserved communities. Private companies and public health entities should not be allowed to dictate where physicians practice. Forbidding, or worse punishing, medical providers from practicing where they want creates an unfair advantage for employers and ultimately hurts patients. The shortage of medical doctors in underserved specialties is particularly affected by the practice of non-compete clauses. Thank you for championing this effort."
VENKATACHALA	"I support the abolition of non competes for physicians. If I do not like the employment of a physician , physician group or a large hospital corporation.then I should be allowed to leave and join another job in same city across the street . This actually helps patient care as I am not leaving town and patients can still get care. As far as estimating cost of my leaving to the employer - it should be spelt out as a line item in contract and be

	reasonable. Since it would be laid out to me prior to moving - it will be upto me to plan ahead before signing on . As time progresses the ridiculous levy on a bad leaver will standardize ."
Dawn	"The industry in my previous employ had a noncompete clause. It held back myself and others from seeking a higher wage, better position at other companies. I disagree with the statement of closing wage gaps. Said employer now owns the competition, the workers lose in the end"
Robin	"There is no reasonable argument that I've heard for non competes at any level of industry. Not disclosing trade secrets is more than enough restriction for any level of employee, and anything beyond that is purely punitive."
Carl	"I am an electrical engineer with a very specialized skill set that is marketable to perhaps a dozen companies world-wide. In that respect, my skills are very valuable to these companies but to other companies I would have only average value. My current employer forced me to sign a non-compete contract; at the time I tried to decline but was told unless I signed it, there was no job offer. Also at the time, the company I worked for was in serious decline (they closed down soon after) and I did not have the time to consider other jobs. So I reluctantly signed. As it turns out, my employer grossly oversold his business acumen; this company is dysfunctional and mismanaged. Furthermore, I have not had a raise in 15 years (including the previous employer) and inflation has risen 40%, effectively resulting in a 30% pay cut. My ability to consider any other job that would pay anywhere close to what I make is severely restricted. The owner of the company has a reputation as a litigious sort so I have no doubt he would take legal action against me. Ironically, Thave brought far more expertise to this company than I have gained from working here. My skills were in an area in which the company had no other experts, and I have given them several new product designs. The areas in which the company did have expertise were also areas in which I was already very knowledgeable, so I have gained little from that. In the end, the non-compete contract has been one-sided: the company has benefited greatly from my work, and I would be taking nothing from the company even if I left and worked for a direct competitor. I also signed a non-disclosure agreement which I consider to be perfectly fair. When I left my old job for this one I fully honored my previous NDA, and I would honor the current NDA as well. But the non-compete contract has essentially chained me to a job that I no longer enjoy or want. As such, I enthusiastically support 16 CFR Part 910J."
Osh	"The Non-compete clause rule needs to be eliminated to make way for workforce development and innovation, a more open labor market."
Osh	"We need to ban the non compete clause rule because competition is actually cooperation when done for die purposes of customer service"

	satisfaction and fair wages for employees. it's a win for the people the business exists for."
Dan	"I urge you to support this. Non compete clauses are a travesty and need to be eliminated"
Zachary	"Long past due to have non-compete clauses banned. It's wrong for so many reasons: - They're largely unenforceable and exist solely to intimidate workers from seeking valid opportunities. - Companies are protected from trade secrets leaking through a number of enforceable mechanisms: patents, copyright, etc. - Blanket applied to almost all workers, regardless of role. - Nominally overly broad industries named, and ban huge swaths of employment opportunities."
Lucas	"I support the non-compete clause rule. The success of Silicon Valley in California where non-competes are unenforceable demonstrates that non-competes actually hold back innovation."
Erin	"Non compete clauses benefit only corporations, and only devastate individual medical doctors. Physicians want to work. We are here to help. Corporations devalue and nickel and dime every moment, every decision. If noncompete clauses continue to be another plague on medicine, our best and brightest will choose another path. Avoid medicine as a calling because the environment is too toxic to be rewarding and financially viable. They will take their talents to WHERE THEY ARE VALUED. NONCOMPETES ONLY BENEFIT TI-IE BUSINESS OF MEDICINE.....not the PEOPLE who need care"
Emily	"I support the FTC's new rules which would make non-compete clauses invalid / illegal. I am a veterinarian, and in our industry non-compete clauses are common and make it difficult for vets to move between practices without moving out of the area completely. There are a variety of reasons someone might choose to change employers, which could include earning potential, better hours/shifts, work more in line with their values and how they practice medicine, a higher or lower caseload, a closer commute, etc. It also makes it more challenging for veterinarians to start their own business, and since practice ownership allows higher earning potential than working as an associate, non-compete clauses indirectly limit and lower the income of veterinarians. In addition, I do not think income limits should be part of the new ruling and believe that non-compete clauses should be illegal no matter someone's income level. For veterinarians, while we earn a good upper-middle class income, most of us have a significant student loan debt burden so limiting our ability to change jobs without moving is an additional financial hurdle."

Angela	"I support the newly proposed rule that would make new Non-Compete Clause restrictions illegal and existing clauses unenforceable. I look forward to the positive effect this rule will have on America's workforce on all levels of skill and on the positive effect it will have on our economy."
Anh	"I am a physician at a children's hospital. My group, like others around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."
Adam	"I am a software engineer fortunate enough to avoid the layoffs at die large tech company I work for. My former colleagues who were not so fortunate are, in states where they are still legal, forbidden by a non-compete from seeking any work they have skills for because being laid off does not cancel their non- compete agreement and the sprawling behemoth we work for considers itself in competition with everyone who has ever thought about a computer. I support the proposed rule in the strongest possible terms. A company has no right to insulate itself from competition by hiring, then firing, the people it believes are most qualified but it does not wish to pay, excluding them from the workforce for one to three years in a notoriously fast-moving industry. I see no need for exceptions. If a company fears an employee leaving on their own and taking their skills with them, that company had better pay that person what they are worth. We discourage children from licking cookies to claim them for later. We must not permit corporations to do the same at immensely higher stakes. If I was laid off, I would have no health insurance for myself or my partner. Asthma, arthritis, ADHD, autism spectrum disorder, and schizophrenia are difficult to manage whether insured or not; being kicked off my insurance and forbidden from getting a job that would provide it, or provide enough income for me to pay the ransom myself, would bankrupt us. Non-competes multiply the effect of the price of health care in the USA in preventing people living with chronic health conditions from equitable access to economic opportunity. I may not be able to function like a normal person in society, but I'm doing just fine as long as I stay employed by one of the tiny, tiny fraction of potential employers prepared to use die strange but occasionally-remarkable skills and tolerate the occasionally-remarkable dysfunctions of deeply weird people. I do know what my options would be without a non-compete but with one, I am very aware that I do not have any options."
Erin	"Hello, my name is Erin M. Nulf and Iain a physician assistant. In my position in medical practice, we have to practice under the supervision of a physician. We practice with our supervising physician in a collaborative fashion. As PAs, we are not able to open and operate our own practice. Despite this, many medical practices, regardless if they are owned by private equity,

	<p>corporations, or privately held, routinely require non-compete agreements. This often stipulate that one is not able to practice within a certain mile radius, most commonly is 35-50 miles. Often these agreements include that mile radius to include ALL SATELLITE CLINICS of the practice, which then prevents one from essentially practicing anywhere within the geographical area they live in. As a PA, this is difficult---you can't open your own practice and a non-compete clause doesn't allow you to work under someone else unless you relocate a great distance from your current residence. This has been a hardship that I have negotiate everytime I have had to change practices (physician retiring & closing practice, relocating across country). We also sign employment contracts that, along with a non-compete clause, severely restrict our ability to work part-time, increase our income, or move outside of our specialty. These are a few good reasons providers are leaving medicine, at a time when provider shortages are growing while demographically need is increasing Banning non-compete clauses would allow more flexibility for physician assistants, and would most likely result in fewer providers leaving medicine."</p>
Shellee	<p>"I'm urging you to ban the noncompete clauses as proposed by the FTC. I'm recently retired, so I have nothing to gain professionally from this. But I must speak out for workers who have the right to a livelihood. It's so basic. The noncompete clauses are egregiously unfair, placing far too much power in the hands of employers. In these days of minimal job security, workers should at the very least have the freedom to pursue the best job possible with the best pay."</p>
Registered	<p>"I completely support the proposed ruling on non-compete agreements. As someone who has had my own employment options limited by such clauses, I would like to see these erased from the fabric of our workplace save for rare circumstances in which national security or public safety is concerned. As a Registered Nurse, these non-compete agreements limit my ability to work in certain locales and further the already fragile health care system, adversely affecting our communities. Lastly, although these are referred to as non-compete agreements, the times in which I encountered them prior to starting employment; I was not given an option to begin employment but not agree to a non compete clause. Rather it was a condition of employment, take it or leave it. Word choice matters and these clauses should be called out for what they are: non-compete labor restrictions. We need a transformation in our work lives in which employers compete to attract, employ and retain the best employees."</p>
Brendan	<p>"I am an attorney and information security engineer based in Seattle, WA. Non-competes of one sort or another are extremely common when Iain offered employment. Often, the non-compete clauses are extraordinarily broad, due either to a requirement that one not compete with any existing or proposed business of any part of a company (which, for large conglomerates like Amazon or Microsoft, is effectively "any pursuit on this planet or any</p>

	<p>other known to science"), or due to requirements that expressly forbid ever being employed again. The latter case is more rare, but more concerning: one Seattle-based financial services company offered me a noncompete clause (as part of an offer for an individual contributor position) that forbade me from performing any work in information security for several years after leaving their employment; when I pushed back, I received a note from their counsel that this clause was meant to ensure that I would never leave their company. (I assume the note had not been intended for my eyes.) Non-compete offers protect nothing in technological progress, harm individual workers, and only serve as a barely-veiled threat to employees: "do what we want, or since your health insurance is tied to us, we will ensure that your family dies of disease; you'll never be allowed to work for anyone else." I strongly support any action that the Commission takes to end their use in the United States."</p>
Matthew	<p>"I 100% support this non-compete clause rule. Please put it into action and help struggling working Americans. Thank you!"</p>
Debra	<p>"I'm writing to express my support for a rule banning noncompete agreements. They are particularly offensive when applied to lower-wage jobs and seem like a mild form of bondage to me. Anything that reduces competition between companies is an unfair advantage to larger, established companies. They use these to bind employees to their job. If they want employees to stay they should treat them right and pay them well. Thank you for moving to bar noncompete agreements."</p>
Bryan	<p>" Hello, I've been in die construction supply business for 33 years, I had my own business when the Great Recession hit in 2008, I survived in business until 2010, but then had to close my doors. At this time, I had to go to work for a similar business and was made to sign a non-compete/non-solicitation agreement. With 23 years of experience, I felt like I was signing my life away! Now, the company that I have worked for at for 10 years has sold to a national company and I am being told that my NC/SA agreement transfers to the new company. This seems so ridiculous to me!! Is there something I can do about this situation? Thanks! Bryan Oleachea Original Comment Hello, I've been in die construction supply business for 33 years, I had my own business when the Great Recession hit in 2008, I survived in business until 2010, but then had to close my doors. At this time, I had to go to work for a similar business and was made to sign a non-compete/non-solicitation agreement. With 23 years of experience, I felt like I was signing my life away! Now, the company that I have worked for at for 10 years has sold to a national company and I am being told that my NC/SA agreement transfers to the new company. This seems so ridiculous to me!! Is there something I can do about this situation?"</p>
Sarah	<p>"As a physician, I was subject to a non-compete clause for the first 5 years of employment after I finished training, which involved 4 years of university,</p>

	<p>4years of medical school, 4 years of residency and 1 year of fellowship all undertaken at my personal expense. My employer did nothing to contribute to my knowledge and skills but was able to threaten me with legal action if I wished to use my skills and education in the location I preferred. It is offensive and un-American to allow employers to "own" the skillsets of their employees and to stifle competition and economic growth by trapping people in job circumstances they wish to improve. I applaud die FTC for moving to block these anti-competitive, labor market-manipulating contract provisions and believe that this type of rule that supports the democratic power of the people over die oligarchic power of corporations and the employer-class is exactly what our public institutions should be focused on. Please move forward with banning non-compete clauses in all employment contracts."</p>
MaryBeth	<p>"YES! DEFINITELY establish the non-compete rule. I know so many people who have had to deal with this. It's time to release people from being tethered to a former employer."</p>
Heather	<p>"Thank you for taking this into consideration. I highly recommend the removal of non compete clauses. They have a negative effect on physicians as we are limited in our abilities to negotiate for better wages and benefits for ourselves. I am a primary breadwinner in my family and my ability to seek die best compensation for my work directly affects my children and family Patient care is also negatively affected by this. There is an unprecedented corporate takeover of healthcare. Removing the few employee rights (ie voting with our feet) affects our ability to advocate. Corporations have even less incentive to focus on care of the patients and more focus on profits for management and shareholders Thank you for your time"</p>
Jeffrey	<p>"I am a physician at a children's hospital. My group, like many around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."</p>
Jeremy	<p>"As a physician I am intimately familiar with the severe limitations of these rules and how they impact individuals, families, and communities. I am in full support of this FTC rule and I support action to ban the practice of non-complete clauses in employment agreements and contracts among other items. Thank you or the opportunity to comment."</p>
Margaret	<p>"As an author, every book contract conies with a non-compete clause that varies between publishers, with lower-paid authors frequently getting more restrictive terms. I have seen everything from non-competes that bar authors from even working on projects that could sell elsewhere before the end of</p>

	<p>their contract, to ones that forbid authors from releasing a book with another publisher, even under a pen name, for half a year after the contracted book is published. Even the narrowest clauses still forbid authors from working on other projects in the same genre, which is typically where they've invested time building a readership. Most books take upwards of two years to hit the market after being acquired by a publisher. And most authors are paid advances of 550,000 or less... for the only thing they're contractually allowed to work on for those two years. That's less than you'd make in two years of a \$15/hr minimum wage. This is designed to keep the author chained to the publisher that holds their most popular work, regardless of unfavorable terms, and stretch payments out so far that they'll accept the same bad terms just to make it to the next paycheck. Eliminating these clauses would force publishers to compete harder to keep their authors, and it would allow authors to publish more work in the genres they're already thriving in. It's 2023, folks. "Starving artist" is not a romantic ideal, it's a policy failure. This is one step towards fixing that."</p>
Sean	<p>"Non-competes are very much against the spirit of the open market economy. Companies should not be able to force employees to sign non-competes in order to be employed."</p>
Stacey	<p>"Re: Non-Compete Clause Rulemaking, Matter No. P201200 Non-compete contracts are un-American on a fundamental level, at least when it comes to what we as a nation profess to be. If we actually hold "life, liberty, and the pursuit of happiness" as an inherent right of the American people, then it is beyond absurd to allow an employer to have any say over how a worker conducts themselves when no longer working for them. Frankly, it's unacceptable to allow an employer any say over how a worker conducts themselves off the clock, too. The onus of maintaining healthy competition should not be placed on the worker."</p>
S	<p>"I am in favor of dissolution of the non compete law. It is a hindrance to physicians and clearly not the right thing to do."</p>
Donald	<p>"Prohibit non compete clauses, but Recognize need to prevent transfer of significant proprietary information."</p>
Marilyn	<p>"I support this proposed rule. There are many reasons that a person may want to change employers, some of them could be addressed by the employer (e.g., salary) and some perhaps not (scheduling around care of family members). Sometimes a person may be let go and it is not even their choice to leave the company. Employees should be able to control basic aspects of their own life without being forced to move or commute hours to obtain employment not affected by non-compete clauses."</p>

Chaitanya	"I am a cardiologist who works in Washington State; I have a non-compete clause in my contract and it is a malicious clause that prevents me from continuing to care for my patients if the hospital system I work for created and environment for me to be terminated for cause and enforced the non compete clause. It is only detrimental to patient care and beneficial to the finances of large corporate hospital systems It should be abolished for the sake of patient care"
Norm	"Non-compete agreements only work if you have the financial resources to either tight or defend the agreement. As a CPA, I have been required to sign an agreement presented by my employer. And, now that I own my own practice, I have required my key employees to agree to non-competes. When I left my former employer (a "Big 4" accounting firm) to start my own business, before I even left employment I was threatened with "severe" litigation efforts if I attempted to solicit any clients. I had no chance of mounting a defense against an international business with deep pockets. So, when former clients searched me out, I had to turn them away even though I needed the business because I didn't want to be pounded into bankruptcy by my former employer. Fast forward 20 years and I'm parting ways with a former partner. We had both signed non-compete agreements. When she left to start her own practice, she willfully violated that agreement by soliciting all clients of our business and not just hers. During the preliminary process of filing suit against her, I was told by the mediator that these agreements are unenforceable because they restrict a professional's right to free trade. So, I essentially got shafted from both sides of the non-compete issue. Now, as a matter of course, I no longer require these agreements from my key employees. I take other measures to ensure that they would not be able to rob my business of its customers if they decided to strike out on their own. These documents should just go away. They're only a benefit to large businesses that can afford prolonged legal actions, even if there's no hope of them being enforced."
Martina	"Noncompete clauses are damaging to worker mobility. Virtually every job requires specific skills and domain specific knowledge. Those skills are enhanced and deepened through work and should be freely transferable to new positions. These clauses should not be permitted in employment contracts."
Robert	"I strongly support the proposed rule. With so few people protected by collective bargaining workers are at a serious disadvantage. This can be used to suppress wages. Also when used over and extended time prevents persons from leaving a low paying job. For doctors it interferes with the doctor patient relationship. Communities suffering from doctor shortages cannot have doctors laid off treating patients for periods of time or forced out of a community due these clauses."

Susan	"I believe noncompete clauses should be illegal and discontinued. Businesses and universities who use such clauses try to control their employees lives unfairly. The employees do not have the opportunity to search for a job with better working conditions, higher wages, or better opportunities. Under these clauses employees do not have the freedom to change jobs. This controls people's lives unfairly and causes them to have to move. It uproots people's lives. Doctors should under no circumstances have to sign a noncompete clause. It controls the life of the doctor and also the patients. I am very strongly opposed to noncompete clauses. Thank you, Susan J. Peck"
Laura M	"Physicians should not be subject to non- compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have suffered under) as well as limit physician autonomy and career opportunities."
Tom	"I support the proposed ban. Non-competes have been used far beyond the originally intended high level executives and harm ordinary workers, ability to earn a fair wage for their labor. This is bad for businesses willing to pay qualified workers for their labor, and bad for our nation as it increases the wealth gap and income inequality."
annah	"I strongly support a policy to eliminate non-compete employment clauses, esp for employees making under \$100k/year. It is ridiculous that fast food workers are unable to move between employers to take advantage of their skills."
anonymous	"I agree we should get rid of non-compete agreements. As a teacher, fitness clubs often have employers sign non competes so they are unable to work at

	<p>local clubs. That means we have to travel to different districts area codes for a few hours of work to try and get a full time schedule. It hurts the industry."</p>
Angie	<p>"As a physician, I believe we must eliminate non-compete clauses in physician contracts. As hospital systems and/or private equity physician groups grow and merge to control larger areas of the country, these noncompete clauses become more and more onerous. Families and communities are disrupted because physicians will have to move out of state. The availability of specialized care may be limited if physicians are forced to move away due restrictive non complete causes. Communities deserve to retain their physicians that they know and from which they receive excellent care. Health care systems are now so large and powerful with preferred networks that single physicians leaving to other practices will have essentially no negative impact on the "business" that these gigantic hospital networks have become."</p>
Jenna	<p>"To whom it may concern. I am a veterinarian and while I can speak for the entirety of my profession and I know I represent a fair portion of my profession's support of this bill moving forward to remove non-competes. I personally can attest to the hardship that non-competes can create. When I needed to leave my first job out of vet school I had a 20 mile radius non-compete and in order to continue progressing my growth as a general practitioner veterinarian I had to completely move to another area of my state in order to find a good fit job and be outside this radius. I had to relocate to an area where I had not support system and less opportunities for my spouse to work in his field. Not everyone is fortunate enough to have the means to be able to afford to relocate or not have responsibilities that prevent them from being able to leave the area. The veterinary industry is in a shortage crisis due to many factors but non-competes are a contribution. Right now in the Veterinary Career Network job search engine there are 4,817 open positions for veterinary professionals (https://jobs.avma.org/). Some of these positions could be filled by vets who live within these areas but are unable to do so due to non-competes put in place by corporate and private practices alike. Employers must then advertise to vets outside of their area and focus financial means on relocation packages that they could be putting into retention packages or raises of the veterinary team to encourage members to stay, this leads to improved workplace morale and helps contribute to the other arms of the veterinary crisis which many vets are leaving the field entirely. Large animal veterinarians and specialist veterinarians are often the ones faced with the largest areas of non-competes. With the restrictions on specialists, this causes areas to be potentially deprived of important specialist services for the pet and livestock populations and leads to decreased quality care that can be offered which means certain conditions that could have been treated may be left untreated decreasing animal welfare and wellbeing and potentially leading to increased euthanasia in situations that otherwise may not need to have happened. The increased radius and increased likelihood of a large animal veterinarian having a non-compete is detrimental to the food animal and livestock</p>

	<p>veterinarian crisis. There is an estimated shortage in over 500 counties in 46 states of large animal veterinarians. (https://www.nifa.usda.gov/vmlrp-map). This shortage not only leads to compromised care of these species, leaving farmers to resort to taking care of their animals' medical needs to the best of their abilities but also affects human well-being and food safety. These vets are crucial to our safe animal protein food chain. When some of these individuals cannot practice large animal medicine within 50 miles of their previous employer for sometimes several years and relocation is not an option they often move into small animal medicine or leave the field. This then leaves the area they were serving now undeserved for large animals or even more underserved than what it was. I am very hopeful this legislation will be passed and the positive change that it will bring to my profession and therefore the positive impact it will have on pets and animals and the people who love and care for them. Best, Dr. Jenna Post, BVM&S, Medical Director"</p>
Lis	"This is extremely important legislation to protect all industries and fair wages across all jobs and professions"
Denise	"Non-compete agreements have been abused for too long in order to prevent employees from accepting better offers from competitors. When I first read that fast food companies were using these clauses to prevent employees from moving to another "store" for a higher wage, I realized how abusive the use of this clause was being used. I agree that it is time to eliminate this practice and support the FTC in protecting workers rights and stopping this practice."
Eric	"Removing non-compete clauses will increase worker freedoms and improve the competitive incentives and quality of all businesses. This proposed rule must be implemented."
Hugo	"Hello as someone coming out of graduate school and training into a healthcare field with plenty of non compete clauses and fear this would be a game changer. Bad jobs keep people trapped in non competes due to fear and lack of mobilization within a county or city. I am all in favor of returning some of this ability back to the people and less on overwhelming and hard to deal with corporations. It's time this changed it'll create competition drive down prices."
Badeea	"This is important especially in a free market economy and when demand for healthcare is so high. Remove non compete clauses. Thank you for working in this!"
Toniann	"Don't forget the message: Support the FTC's ban on non-compete clauses! Sample comment: I fully support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm

	working people. This policy will make it easier for workers to earn what they're worth!"
Kirsten	"Non compete clauses hurt workers ability to leave bad jobs and encourage employers to under pay/over work because they know the employee is trapped. It's un-American. Employees should compete with each other to retain the best talent by creating good jobs. Please give workers the ability to leave toxic places and still remain in their homes/cities/towns."
Miho	"Broad Non Solicits are commonly die work around for non competes in states that already ban non competes. Please include a ban on employers imposing non solicit as well as non compete agreements. Otherwise a ban on non compete is meaningless Thank you."
Keenan	"I agree with the banning of non compete agreements. These agreements are always against the best interests of the workers. They stifle competition, dissuade innovation and entrepreneurial, and handcuff employees."
Laura	"I strongly support this federal regulation and know it is needed. In my career, I worked for at least 3 firms that routinely used outrageous non-compete clauses to lock in workers, both professional and non-professional. The effect was stunning, closing doors for any opportunity to take a promotion with another firm because I carried the stigma of potential legal action, which at least one of these fmns routinely pursued, to keep the rest of their employees "in line." In my case, there was only one way to avoid die non-compete clause, and that was to leave without employment, and become an independent contractor, which professionals with families found very risky. If your ideas were unwelcome or unheard, you had no avenue to explore pursuit of those innovations. Folks were routinely told to shut up and go back to the assigned work. How much innovation has already been squandered? Time to change this situation."
Alexander	"BAN NONCOMPETE AGREEMENTS! great work! Ignore chamber of commerce"
Brett	"I've been subject to such non-competes. I wasn't an executive with vast inside knowledge, I was just a worker like any other, trying to get paid so I can afford food, shelter, and healthcare. These agreements put the onus on workers, often have illegal restrictions that the worker would have to hire a lawyer to be aware of and fight, and generally end up protecting the businesses from the common requirement of keeping their workers willing to work for them by removing alternative. I later moved to state (WA) where non-competes are limited. And I see no vast problems - in fact, those states that ban, limit, or restrict non-competes are often viewed as innovative with healthier markets."

Vanessa	"I strongly support the proposal to ban non competes. I am a veterinary medical oncologist and non-competes have restricted me from helping patients and their families even in areas where there was no other veterinary oncologist. The corporations veterinarians work for do not own a veterinarians education, bedside manner or medical expertise. To restrict them from using their skills to help patients is absolutely unfair. Non competes make it extremely difficult and often impossible to leave a bad work situation without having to also uproot your family and move a long distance way. In the case of veterinary specialists they often would have to move out of state in order to find work outside of their non compete radius. Please pass this proposal so that patients and their families are not preventing from accessing the services they so desperately want. Thank you, Vanessa Rizzo, DVM, ACVIM (0)"
Pamela	"I support the FTC's rule to ban the use of non-compete clauses in employment contracts. These clauses hurt workers and stifle competition."
George	"Any non-compete agreement is a restraint of trade, and an attempt to abridge our most fundamental freedom, the pursuit of happiness. No one should ever submit to the demand that they sign a non compete agreement. And the law should absolutely prevent them from ever being faced with the choice to keep their employment or submit to the compulsion to sign."
George	"Non competes are Extortion. I have experienced being told that I must agree to give up my opportunity for career advancement, if I want to keep my job and have any hope liar advancement in my current position. This demand held out a false promise. Those who sign such an agreement, immediately lost all the leverage that might have ever had to make their employer improve their wages or offer advancement. They lost it because after making that agreement they can no longer leave their current and take a better job in their chosen field. This kind of offer should be illegal. It is extortion and it is fraudulent if it is not accompanied with an immediate significant promotion or salary increase with a clearly documented career promotion and cost of living salary advancement plan leading to retirement and a pension."
Cynthia	"Please ban non-compete clauses required by employers from employees. Regular working folks deserve the right to work where and with whomever they wish. Competition between companies for good workers is good for our citizens. As a worker's skills and knowledge improve over time, workers should have the right to work for higher pay at a different company."
Julie	"Please consider eliminating this ridiculous rule hampering the rights of workers. No one should be penalized for looking to move on from one job to a better opportunity."

Rachel	"I support this rule that determines non-compete clauses to be an unfair anti-competitive practice. As a veterinarian, I have personally been subject to non-compete clauses and found them to be onerous and offensive to my status as an educated professional. Moreover, they make it difficult to attract new qualified staff to small businesses, because qualified staff dissatisfied with their wages or treatment at larger companies are often restricted from finding new work within a certain radius of their old company. Instead, they relocate to work for another large company in another city. Banning non-compete clauses would benefit workers of every economic status and also small business owners."
Susan	"I was an independent contractor for 25 years doing clinical trial monitoring mostly for pharmaceutical companies. All of my contracts included a NC clause. As a self-employed consultant with my own LLC, these blanket NC clauses infringed on my ability to conduct business. I was NOT involved, nor knew about proprietary information beyond the scope of the trial protocol (which is public on clinical trials.gov) If I was working on, say a Parkinson's clinical trial, that company may require that I sign a contract that includes language stating I could not work on a different neurological trial for a different company for 2 years in the future. This impeded my ability to run my business. I was no longer in a contract with them, yet they were dictating how I may do business. The scope of this practice is unfair and biased. Gig workers and others should be able to conduct their business with no shackles."
Erik	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Ramona	"I absolutely support the FTC banning non compete clauses imposed by employers. I work in healthcare and Non compete clauses not only have the effect of suppressing salaries and competition within healthcare workers, but also adversely affect patient care by denying them the right to see a provider of their choice, wherever that provider may choose to work. Are we free in this country to work where we choose or not? Are patients free to follow a provider of their choice or not? Under the current situation everyone involved loses except the employer."

Anna	"Please stop allowing employers to make employees sign non compete agreements. It will make employers work harder to retain their employees and will help with stopping exploitation of workers."
Gary	"yes! non compete is a serious breach of personal freedom."
Sarah	"Many of the comments I've read are from physicians who are locked into their positions. Unfortunately, this is not a surprise as many reputable academic institutions impose noncompete agreements on their clinicians. This practice is counter to the mission of academic medical centers to improve healthcare for the community. They result in less diversification of the healthcare workforce as waivers of noncompete agreements are applied discriminately and without transparency, resulting in widening of gender and wage gaps. Further, women are less likely to negotiate noncompete agreements compared with men (Starr et al. Journal of Law and Econ 2021). Physicians who belong to underrepresented groups experience higher rates of discrimination in academic medicine (Nunez-Smith, NI et al. J Gen Int Med 2009), but noncompete agreements can prevent them from speaking up due to fear of retaliation. The public is also harmed by physician non-compete agreements as covenants with a large geographic radius may drive subspecialized physicians out of the state, resulting in poor access to subspecialized care for patients. They also disrupt the doctor-patient relationship resulting in fragmented care for vulnerable groups who may not be able to navigate the system on their own. I write this in the hope that academic medical centers are not excluded from the proposed law due to "non-profit" status. The reason the non-compete agreements exist is because these organizations operate as for-profit businesses."
Rebecca	"Ban non competes! Even if they are rarely enforced they have a huge chilling effect. They are bad for workers and ultimately bad for our economy. More freedom to change jobs will help in a labor shortage and will drive competition and innovation. These serve nobody except employers in the short term."
Nathaniel	"Noncompete clauses limit workers options, finances and futures even long after they've left jobs. The extension of the practice to jobs outside of the C-suite has shifted the balance of power on the labor force overwhelmingly toward employers and left countless workers locked out of industries in which they are ready and willing to work in. The use indiscriminate use of noncompete clauses is dragging our workforce down and holding back the economy, even as employers struggle to fill positions. I am writing to ask you to please pass the proposed limits on noncompete clauses. It's the right thing to do for millions of workers, for the economy, and for our country. Thank you."

David	"I support the banning of the non-compete clause. Enough said. Please pass it into law."
Alexandra	"Non-compete clauses unfairly prevent me from making a living in the town where I live, and give my employer unfair advantage in salary negotiations. Given the challenges in healthcare today, I would rather prematurely quit practicing as a physician than allow my future to be determined by a non-compete clause, as will many more physicians who are a valued and necessary resource for society."
Aaron	"I fully support the proposed rule. I favor it for the protections given employees, regardless of the economic benefit at large as indicated by research."
Olivia	"I am a 26-year-old graduate student who will be entering the full-time workforce in June 2023. Non-compete clauses could hurt my ability to change jobs and advance in my career, and could force me into difficult situations. I should not have to decide between leaving a job with a toxic work environment or abusive boss and moving to another city or changing professions altogether. Furthermore, these types of clauses give companies more power over low-income employees, locking employers into a race to the bottom rather than competing for talent with better wages and benefits. Don't capitulate to big business interests. End non-compete clauses for everyone."
Kimberly	"Non-Compete Clause Rulemaking, Matter No. P201200 I support this rule change because I was personally limited by a non-compete clause during employment in Washington State. I left the field for six months so I could go to work for a competitor. I am not sure how a six-month hiatus truly helps the employer. I do know how it held back my employment opportunities and wages."
Heather	"Non-competes are unethical and not at all patient-centered, They are the exact opposite of "life, liberty and pursuit of happiness". They are arbitrary and offensive and only serve greedy employers who can't find other ways to retain employees."
Benjamin	"Pass the rule. "Non-compete" clauses are, in fact, anti-competition and, therefore, anti-capitalist. They have no place in our economy, certainly not if we want it to be a *competitive* one that is constantly innovating to keep us ahead in the international sphere. Pass the Non-Compete Clause Rule."
Herbert J.	"Every day through the country employers terminate roles and employees in an effort to do what is best for the business financially. Employees deserving the same right to change roles and companies to pursue opportunities that

	benefit them in the same way. It's time to end this unfair advantage given to businesses and prohibit non compete clauses."
Linda	"As an engineer, I was subjected to and refused to sign a contract containing a overreaching non-compete clause. Here, Company X produced Technology A. The contract would have prohibited me from working on *any* project at *any* company that worked on Technology A, *as well as all customers of its customers.* So not only would it have prohibited working on any other project at Company Y, but it would have prohibited me from working in any US government job if the government was a customer of Company X. I refused to sign it, and they did offer me a more limited clause. But I didn't last there for very long. It's amazing how these corporate lawyers don't even try to write a fair contract."
Sofia	"I am strongly in support of banning noncompete clauses. People should be able to work without fear of being ineligible to walk again if they are laid off or need to switch to a different employer for a different reason."
Tianci	"Non competes restrict competition between employers as a result negatively impacts workers. Workers are essentially forced into signing a contract that heavily restricts what they can do to advance their careers"
Nicholas	"I support the proposal to eliminate non-compete clauses. Non-compete clauses make it more difficult for workers to earn a wage that is commensurate with their experience and expertise. In addition, they create an unreasonable barrier to someone leaving a place of employment in situations where the motivation may not be financial, but instead to switch to a better working environment or arrangement."
Reza	"Non-compete agreement is hurtful to the economy it block workers to make living and in many cases is used to reduce employees' options and as a result keep wages down. There are already many legal tools available to companies to protect their IP. The don't need this"
Jamil	"It is time to end non-competes."
Anita	"I support banning non-compete clauses in contracts. The non-compete principle creates a situation where the employee becomes a commodity, and employers can hold more power over the employee than what is reasonable. As a physician, I have seen patients suffer when work conditions for the physician become intolerable or unethical, and the physician is forced to totally leave the community they have established themselves in because of a non- compete. Patients are often not told about the physician's departure or whereabouts but are expected to accept the next physician who replaces the first. In this way, the patients are also treated as commodities for the institution's benefit. Employers argue that their investments in recruiting must

	<p>be recouped. I argue that if facilities focused on becoming culturally sound organizations, they would not need enormous signing bonuses and recruitment shenanigans to fill their empty slots. In my most recent negotiations, I have refused to sign non-compete clauses. Let's put more heart and soul into business relationships by stopping this practice that makes the employee a slave to their organization. I have started a medical practice and we will not use non-compete clauses. Physicians wishing to join our organization will not receive signing bonuses and excessive monies will not be used in recruitment. Physicians joining us will have the ability to build their practices and be free agents, able to practice their art. They will be paid what they earn, so will not owe the company anything. If something in their situation changes, they will be able to make the best decision possible for themselves, their families and their patients without concern or a restriction on where they can practice. Please make a ban on non-compete clauses a reality."</p>
Michael	<p>"I am a new graduate family nurse practitioner who just signed my first non-compete. The stipulations are clearly meant to protect the organization and not public health. The clause states I cannot work for another company, for 18 months who is in the same county or the neighboring counties. I cannot work for another healthcare agency due to business conflicts. The non-compete clause comes from a Federally Qualified Health Center and it will take the government to correct this issue. Please do away with these restrictions and allow providers the ability to provide care for their communities."</p>
Aayan	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I personally signed a noncompete agreement at my first job, and shortly after, I turned down a better job offer because it would have violated my noncompete agreement. Later, I found out that the noncompete agreement I signed is unenforceable in the state of Washington, where I live, because I have a low income, so I could have taken that better job. It would be much easier if noncompetes were banned altogether to avoid this kind of misleading business practice and stifling of opportunity. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
June	<p>"Please ban the non compete agreement. My daughter is a licensed esthetician and with the current hours her job provided for her, she has been reduced to working 3 days a week at \$15/hr when she has no clients and a mere 5% commission on services. her last paycheck was barely \$900. Yet</p>

	<p>according to the non compete, she is not allowed to work at another spa/salon as an esthetician, or open her own business, currently and for a year after leaving this job within the range of 50 miles. Living in Seattle, WA, the current rate they pay her is not enough to pay her bills. Seattle is her home and she should not have to move 30 miles away to get another job or open my own business in the field that she paid \$20,000 for school and hundreds of dollars to take my state board test and obtain my esthetician license. Not to mention, she went to school during the height of COVID. Please stop these employers from crippling lower wage earners and not allowing my daughter and others to creating a higher income for through entrepreneurship. Thank you."</p>
Rick	<p>"I am very excited to see the FTC pick up this issue. I believe non-competes are terrible and have even had a job offer rescinded because I requested to have the non-compete clause in the employment agreement deleted. They were never the right solution and have only become worse over time. If an employer really values an employee, they should do everything to demonstrate that to the employee. They should never be allowed to stop a worker from seeking employment elsewhere. I'm very happy to also see the rescinding of existing non-competes included as part of this proposed rule. Sometimes as workers, we find ourselves in a situation where we need to accept a job offer even when it came with a restrictive non-compete clause due to other circumstances in our lives. It is great to know we'll be protected too and have these wrongs righted should this rule pass."</p>
Matthew	<p>"I support this rule and I hope it is implemented. I am a worker, not an employer, but I have worked for multiple companies and have felt the shadow of non-complete causes cast over my work multiple times. I want to add that while many non-complete causes specify a geographic region, the remote work model, which is quite populate and effective for knowledge and information workers, makes it so that even a non-complete cause that is limited to a geographic region very restrictive for a person seeking employment outside of their current job."</p>
Michael	<p>"Workers should be free to leave any job and seek one that suits them without restrictions!"</p>
Michael	<p>"People should be FREE to choose the workplace that makes sense to them and be FREE to change employers when they want! No one should be "imprisoned" in a job that does not work for them!"</p>
James	<p>"Non-compete clauses area tool abused by companies to control their employees and punish them when they look for new employment. They should be a relic of the past and done away with as soon as possible."</p>

Carrie	"I'm highly in favor of this. My husband was a physician and we had to move because his it covered a 30 mile radius. My kid had to change schools and we both had to get new jobs. Absolutely ridiculous. The current employer couldn't "afford" him because of poor business choices and yet we suffered."
Angie	"Non-compete clauses should be abolished for all positions. This would allow more competition to keep workers therefore increasing wages and improving benefits. Healthcare workers especially need this abolished to allow for fair compensation in a time when many are leaving the profession. Please abolish all non- compete clauses."
Elizabeth	"You should ban non compete agreements. I should be allowed to work in the field I choose for higher wages ."
Scott	"Non compete agreements kill the ability of millions to secure fair compensation to protect the ability of a very few to collect millions and billions in profit. Non competes are monopolistic in the worst way and affect nearly every skilled person working in corporate America. Get rid of them ASAP!"
Arlene	"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by 8300 billion per year. Original Comment Prevent non-complete clauses. Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year
Ronald	"I want to express my vigorous support for eliminating employee non-compete clauses. I have always found it interesting that the owners of large businesses love to wax poetic on how wonderful competition is, but their actions show just how much they loathe competition. Forcing non-compete clauses on workers is an excellent example of this These non-compete clauses exist simply to make workers more desperate, willing to work more hours in more dangerous conditions for ever shrinking pay and benefits. I was also happy to see that you addressed overly broad NDA's in the rule. I think the rule as proposed is well written and would support its adoption as is."
Adam	"My significant other is a doctor and we had to uproot more than 50 miles from one of her previous employers because of a non-complete clause she

	<p>was forced to sign. It is unethical, in my mind, to remove choice from employment for any American citizen; healthcare workers should absolutely NOT be held hostage like this (nor should anyone else, for that matter). Please make non-compete clauses illegal."</p>
Charles	<p>"I understand the need for some corporations to protect their intellectual property, but the good is far outweighed by the negative. Negatives include stifling employee freedom, bargaining ability, and the freedom of choice, especially for those in the most demanding jobs like health care and food service."</p>
Peter	<p>"I strongly agree with this proposed rule. Non-compete clauses are anti-competitive measures that stifle competition, reduce consumer choice, suppress innovation and economic development. In a free market capitalist economy, all workers should be free to move employers and continue working in the industries and specializations in which they base their careers freely. A worker who disagrees with the business decisions of their employer should be free to voluntarily leave and enter business for themselves or with a competitor, provided they do not violate their ex-employer's intellectual property rights, and seek to compete with them directly. This rule change will invigorate the American economy to be more dynamic and create a level playing field between entrenched corporations that dominate their fields, and those seeking to challenge their market dominance"</p>
Blair	<p>"I support banning non-compete agreements. I agree with the analysis presented that corporations forcing employees to sign non-compete agreements are UNFAIR methods used to prevent competition. I support the authority of the FTC to regulate this arena and ban such agreements."</p>
Jonathan	<p>"To the chairman: I write in enthusiastic support of the FTC's proposed rule to ban the routine use of noncompete agreements in employment contracts. The widespread use of noncompetes does direct injury to large numbers of American workers seeking fair, market-based compensation and working conditions. The FTC has correctly cited evidence of abusive enforcement of noncompete agreements involving low-level employees possessing no knowledge of corporate trade secrets or intellectual property. The net effect of such agreements cannot be to protect corporate assets, but is used simply to provide an advantage in employment negotiations, thus depressing the wages of millions of Americans. As such, the widespread use of noncompete agreements is clearly an unfair practice affecting commerce, and is obviously within the legal regulatory authority of the FTC as outlined in U.S. Code § 45. I am a practicing physician who signed an employment contract containing a noncompete agreement in 2012, entering into this agreement with an organization that no longer exists. My original employer merged with, and was made subsidiary to, a new organization that is run under religious principles in conflict with my own. This new organization does not negotiate my compensation in good faith, and has reduced my</p>

	compensation despite increases in my productivity. I would have never signed such an agreement with my new employer, yet I am bound to this organization under threat of legal coercion. To be clear, the forced compromise of my religious principles does direct harm to me. My only recourse to this coercion is to give up medical practice anywhere covered by my current medical license, which is injurious to the patients in my care, and to myself. For the good of the millions of American workers trapped in this system of peonage, I urge the FTC to enact the proposed rule."
Judith	"I support the FTC's ban on non-compete clauses. These clauses stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Steve	"I am strongly apposed to non compete clauses. Rather than protect employers, in reality, it hurts employees. I was laid off from employment in my early 60s and was held to a non compete agreement. I was prohibited from employment in my field for a year, which severely limited my job prospects. My field was highly competitive and fast moving with constant innovation and updating of information to begin with, but a year on the sidelines waiting for a non compete to expire was an unnecessary restriction adding to the difficulty."
Angelique	"I believe abolishing these kinds of agreements is die right thing to do, not only for the individual workers, but for the sake of the innovation and market competition we all benefit from."
Terry	"Anybody that supports the noncompete rule is a major media concern or someone bought by them. dNO brainer. Get rid of it."
George	"No more Non-Competes"
Dolly and Roy	"The working people of the United States support the FTC's ban on non-compete clauses. These clauses hold workers' wages down and harm working people. Please do something for the people who are the backbone of America for once."
Ted	"Noncompete agreements stifle competition in our economy and hurt workers by reducing options for employment. It is far past time that government reigned in these abusive agreements. They should be banned so that companies and workers both are able to compete on their respective merits rather than limiting worker choice via restrictive agreements."
Coby	"Non-compete clauses are anticompetitive by design, and hurt workers. Not being able to work for a competitor of a current or previous employer hurts my chances of finding work if I leave my job, even on good terms. In fact, a

	competitor in the same space is much more likely to hire me because that is the space my most recent experience is in, so non-competes rule out my BEST chance of finding employment again. I am strongly in favor of this regulation."
Lindsay	"non-competes as they stand would rather a person leave a field altogether. in this time of worker shortage, who does that serve? forcing physicians to move or retire when their working conditions are untenable is a gross violation of our own duties to care. there are no trade secrets leaving a hospital when a physician leaves. there are already anti-solicitation rules on the books, so hospitals would not risk losing patients due to physician malfeasance. it is why I as a pediatrician will never sign a contract. my work is a calling, not indentured servitude."
Robert	"Non-competes are now shackling workers with the fewest options and lowest wages. Ban exploitative non-competes. Don't let greed cripple our economy, innovation and a willing pool of workers."
Jeremy	"As an author, non- compete clauses in publishing contracts significantly hamper my ability to make a good living. They create a situation in which publisher's production schedules, rather than my ability to write, restricts my income. Publishers cannot publish fiction as quickly as authors can write it. Which is fair -- if I sell a book to a publisher, and they only want one book from me that year, it's their right not to publish another book from me. However, non-compete clauses prevent me from taking that book to another publisher and selling it, which means that my only option is to sit on the book while I wait until my publisher's production schedule is ready for another book from me. This is an exploitative practice that only serves the interests of the publisher and in no way serves authors interests. Publishers do not want the authors they publish to sell books to their competitors for obvious reasons, but instead of participating in a competitive system in which they have to pay authors for those books they exploit non-compete clauses to prevent authors from taking those books to market at all, even prohibiting authors from self-publishing books that the publishing company is not interested in buying but feels would compete with the books that they have agreed to publish. This system threes authors to swallow artificially created opportunity costs. It is not a fair system for authors, particularly given publishers control the release schedule for novels under contract. This means that even after an author turns in a book to their publisher, the clock on their non- compete timeline does not start ticking down until the publishing company actually releases the novel - - which can be months or years after the author has finished writing. I urge the FTC to correct this imbalance in the publishing industry, which favors massive corporations over the artists and creators who are the beating heart and soul of the industry, without whom the publishing companies would have no product to sell to begin with."

Kenneth	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers rights, I find this proposed exemption deeply concerning. Furthermore, I believe that noncompete agreements stifle innovation and growth, and render patients captive to healthcare systems that have little incentive to improve their care delivery. Exempting physicians from this noncompete clause rule would harm both the workers and the local patient populations that we serve. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."</p>
June	<p>"I strongly approve die regulation change and update. I understand there are sufficient exceptions built into the new regulation to offer common sense relief if indicated. To make low wage workers, whether employees or gig workers, sign a non-compete gets very close to condemning them to slavery. The power imbalance is clear and immoral. Likewise, it's un-American that middle or higher wage earners be constrained by these contracts that block innovation, or movement to a job better suited for both employee and employer. Enforcing a non-compete even after a person has been laid off is even more immoral, likely condemning them to a lower paying job outside their field."</p>
Anne	<p>"Non-compete clauses hamper many people's career development. They only serve to help the employer continue to offer low wages to a captive work force."</p>
Janice	<p>"I support die FTC's proposal to ban the Non-Compete Clause Rule. This rule has been used by employers to keep wages low and opportunities limited for low/middle wage earning people who simply want to work. There are other rules in place (Non-Disclosure) that protect employers from former employees sharing proprietary infomation/technology belonging to their companies. Non-Completes simply put handcuffs on workers."</p>

James	<p>"Dear Federal Trade Commission, I am writing to urge you to ban non-compete clauses for all employees, including physicians. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company's proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Furthermore, non-compete clauses allow enterprises and institutions to pay below market rates, fail to improve their services and/or their working conditions and severely disadvantage employees with limited resources. Junior faculty members in academic institutions sometimes owe hundreds of thousands of dollars in student loans and despite having finished medical training have little resources to move families, find new jobs, places to live and establish their professional identities. Large academic and "not-for-profit" institutions dominate the market in many regions and essentially collude to maintain the lowest wages and lowest rate of job transition, solely for their own financial motives. This is not beneficial for patient care or for the individuals. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care, ensure that individuals have access to the healthcare services they need and improve the working conditions and care provided in our health care system. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter. Sincerely, James Town"</p>
Greg	<p>"After working as an Operating Engineer for 22 years, I've seen the negative impact of non-compete clause toward individuals and their families This is just common sense and time to resolve. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Clovv	<p>"I support banning non-compete clauses. Employees need the freedom to change their work situation, and their expertise shouldn't belong to their former employers."</p>
David	<p>"Eliminating non-compete clauses is something I totally support. I personally know of a young man stuck at a job at a company more than an hour's drive from his house. A similar job is available to him at a company much closer to his house, but because of a non-compete agreement, he would have to be</p>

	out of work for a period of time before he could take the new job. His family cannot afford him to be not working, so he is stuck unless this obstacle is eliminated."
Eric	"I wanted to share my support for making non-competes a thing of the past. When I entered my first career as an adult, I spend 5 years learning the industry and perfecting my craft. I was still new to the workforce and didn't know how underpaid I was. When an opportunity for a promotion position at another company came my way, I took it and put in my two weeks. The owner of my previous company called me directly, told me he had no intentions of letting me go to a competitor. He flaunted the non-compete and threatened to take me to court, strip me of all my certifications. Or I could remain employed for him. This was a terrifying experience for someone who was still getting accustomed to the adult world. I was stressed, reading the non- compete and searching for state laws that didn't provide much clarity. I ended up calling the owners bluff, and thankfully he backed off. I hope you all find that these non-competes unlawful and abusive, so that no other young worker is manipulated by employers using scare-tactics."
J	"Having been forced to sign "Non Competes" as a condition of employment, I am "for" banning them nationwide. It is an unfair labor practice. Not much different in spirit from what the Shennan act was designed to protect our economy from. Companies attempt to monopolize their labor force. As most economists will agree, it's really not in a company's best interest to do this in the first place. It does inhibit growth and opportunity for the employees and though they don't see it, for the employers as well. The NFL has free agency-so should the rest of us. If there is a specific technical secret that a company wishes former employees not to share with their new employer then that's what copyrights/patents are for. At worst case maybe an NDA could be used with a time limit, but should only be used if a knowledge inherently specific to the former employers business advantage in the market place can be proved. Again best handled through patents and copyrights. Not geographic limitations. Let's do away with this hamstringing of us blue collar guys, sales guys, project managers, even technical design guys. Please free up the employee market place once and for all! Attachments This verbiage should be banned"
Natalie	"I am a physician and non competes HURT physicians, healthcare staff, AND patients. Please get rid of them! They only benefit large corporations who have no incentive to listen to health care workers concerns (why worry about safe staffing, physician/nurse/healthcare burnout, etc when they are powerless to leave, and you can make more profits?)."
Rachel	"I strongly support the FTC's proposed rule to ban noncompete clauses. These clauses often force workers to remain in their current jobs, which may pay less or have worse work environments than other companies, or risk them being shut out of their industry altogether if they decide to move jobs."

	<p>These clauses practically enslave workers to one company, ensuring their personal or financial loss if they want to change jobs. These clauses are inherently exploitative and hamper innovation while reducing wages, all of which leads to a lower quality of life for each individual stuck under one, as well as their families and the country as a whole by stagnating the economy and suppressing innovation. The freedom to change jobs is core to economic liberty and to a competitive, thriving economy. Ending this practice would have positive effects, not just for the workers, but for companies, the economy and the country. Ending non-compete clauses would promote greater dynamism and healthy competition, as well as giving peace of mind and freedom to workers across the country. I fully support this proposed rule and would like to see it made law."</p>
Nidhi	<p>"Please make non-compete illegal. Yes, it protects small business, but if you work at Amazon and are an sde, you cannot work in retail, healthcare, video streaming, cloud technology, food industry and so much more. And they don't even have specific rules that you can not work the same industry, it is very loosely based and open for interpretation. So from workers point of view, after working in those giants you have very limited places to work. And that too for not some short period, but for 18 months! Non-compete hurts people to make a job change in their own domain, so they have to go find new domain. But new domain will not accept them in interview for higher level positions as they don't have the background. So for individual contributors this works against them. Please support individual workers by removing non-compete agreements."</p>
Gabriela	<p>"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment as well as limit physician autonomy and career opportunities."</p>

Peter	"Yes! I support banning non-compete clauses because they unfairly hams workers."
Logan	"I am strongly in favor of opening the labor market and restricting non-compete clauses. I work in medicine and these clauses are burdensome and allow exploitation and pressure of employees without adding any benefit to patients. They are added to all contracts indiscriminately, even in fields of medicine that do not carry regular scheduled patients such as Emergency Medicine and Urgent Care. Many colleagues have had to drive 60+ mi for 1.5 years after working under a restrictive contract, only to return back to their home community after the duration had been served. Noncompete contracts are heavily restricted for lawyers. How about we pass the same benefits onto the rest of the people by restricting these burdensome clauses for all other professions. Let's keep contracts competitive by restricting non-competes."
Kathryn	"Non-compete agreements are entirely one-sided and abusive. It should not be legal for a former employer to have any power over someone who does not work for them. They should be banned."
Xuan Mai	"By preventing a former associate from working in the region, it restricts the ability of clients to choose their veterinarian." Non competes for veterinarians throttles the profession's ability to thrive, prevents veterinarians are prevented from making optimal use of their talents, prevents pet owners from making choices for the health of their pets and the relationships they've formed with the medical team members that can become essential in their pet's wellness. By stifling competition, it benefits the former employer at the expense of economic health of the entire industry. Non competes take away the choice of an employee to set professional and personal boundaries and creates a culture of toxicity and abuse. In a field where mental health has become a crisis, where we have lost innumerable colleagues to burnout-causing a mass exodus of the profession ,and contributing to the suicide rate of our colleagues, non- competes add an additional barrier to providing a healthier environment for individual veterinarians, and therefore the profession itself to thrive."
Terry	"I strongly support the Federal Trade Commission's proposal to federally ban non-compete agreements. It's the right thing to do. For decades, exploitative non-compete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning non-compete agreements will help lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes, and thereby strengthening America."

Ann	"Non competes are a waste of paper. They are used to keep people stagnant in their work, keep wages lower, and make mobility more difficult. This 100% should go through. They rarely go to court because they have no teeth, and are a waste of resources for the over burdened legal community. Non disclosures are the real protection for companies sensitive info, and people should be allowed mobility for growth."
Siamak	"Hello, I very much support ending non-compete agreements. The free market is supposed to be free."
Amy	"Please ban noncompete contracts for individuals. Especially hourly and low wage workers. Thank you."
Colin	"Non-compete clauses may be justified for individuals who possess detailed and essential private business knowledge, like corporate executives, who could compellingly undermine the fundamentals of an entire corporate organization. It is absurd on the other hand to force employees like personal trainers at a gym (speaking from personal experience) to enter non-compete agreements. It is bad for the macro and micro economies of the country and its communities, and the career development and buying power of its citizens, which rely in large part on COMPETITIVE salaries to make a living, build wealth, and invest in their families and communities."
Mark	"I am highly in favor of this Rule in that the non-compete clauses of worker contracts are blatant collars around the necks of workers who are entitled to search elsewhere for higher wages and better working conditions, a fundamental right in a free America. These clauses' removal in CA were a great contributor to the success of Silicone Valley. Any politician or judge that speaks against them should be examined for their allegiance to corporate interests -- unprincipled corporations would of course prefer to leave them in when it hamstring workers and commands their loyalties beyond what is to their basic wellbeing."
Stacy	"We should absolutely make these non-compete clauses illegal in this country. Corporate greed is out of control and these CEOs are insane"
JD	"s of: May 04, 2023 Received: March 26, 2023 Status: Posted PUBLIC SUBMISSION Posted: March 29, 2023 Tracking No. 14)-tv9e-hqlg Comments Due: April 19, 2023 Submission Type: API Docket: FTC-2023-0007 Non-compete Clause Rule (NPRM) Comment On: FTC-2023-0007-0001 Non-Compete Clause Rule (NPRM) Document: FTC-2023-0007-11564 Comment from Wallace, JD Submitter Information Name: JD Wallace Address: Seattle, WA, Redacted Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I was personally impacted by overzealous enforcement of a noncompete by a

	<p>former employer. The employer filed a lawsuit against me because a business partner signed up with my new employer. This was not covered by the noncompete and the lawsuit was ultimately dismissed; however not before having a chilling impact on others in the organization who were considering leaving. It also left me with thousands of dollars of debt.</p> <p>Sincerely, JD Wallace Seattle, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. I was personally impacted by overzealous enforcement of a noncompete by a former employer. The employer filed a lawsuit against me because a business partner signed up with my new employer. This was not covered by the noncompete and the lawsuit was ultimately dismissed; however not before having a chilling impact on others in the organization who were considering leaving. It also left me with thousands of dollars of debt.</p> <p>Sincerely, JD Wallace Seattle, WA 98155"</p>
Stephen	<p>"Non competes put an unfair burden on workers. This does not seem to be fair to the American people. Please ban non competes"</p>
Rachel	<p>"as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed I am a nurse in community health - we need physicians to be able to change jobs within the community!"</p>
Lori	<p>"I am in support of you eliminating the non-compete clause currently used by many employers. The clause definitely harms those who must sign one to be employed by limiting their future opportunities (definition of wealth). It also harms the economy. Covid clearly showed that the clause hurt our medical system nationwide. Doctors/nurses/etc who quit jobs during Covid, were unable to re-enter the medical sector in another position unless they moved. Many of them were trapped into either not working for a year or more, or working in another field entirely (and then choosing to stay out of the medical field altogether!). My son-in-law is currently trapped in his current position as a physician, with no way out unless he moves, takes on a hefty commute, or leaves the medical field entirely... Likewise my daughters (nurse and pharmacist), and another son-in-law employed by a large company that makes medical testing equipment. Our highly educated and highly paid workers should not be subjected to what essentially works out to be a long term loss of opportunity (again, the definition of wealth). Competition is healthy for our economy and population. It was said very well in the article above: 'The freedom to change jobs is core to economic liberty and to a competitive, thriving economy,' said Chair Lina M. Khan. "Noncompetes block workers from freely switching jobs, depriving them of higher wages and better working conditions, and depriving businesses of a talent pool that they need to build and expand. By ending this practice, the FTC's proposed rule</p>

	<p>would promote greater dynamism, innovation, and healthy competition." Please put an end to the entrapment caused by the non-complete clause. It is an unfortunate strangle-hold on too many of our working force. It seems so UN-American. I can see so many benefits to ending it. Please make it illegal. Lori"</p>
Jeff	<p>"As a Software Engineer working in the private technology sector, it is an open secret within the industry that many if not all non-compete clauses are unenforceable due to the transferable nature of skills, inter-organizational collaborations, and shared technology within the industry. The fact that these clauses are unenforceable, however, does not dissuade organizations from pushing them very aggressively and in such a way that suggests the employee could be litigated into oblivion. Even if unenforceable, this practice causes many voices to fall silent and has a tangible effect on the individual workers that is not unlike the threats and risks that come with pro-union sentiments. I would like to speak in favor of this rule that will leave Non-Compete clauses far less appetizing to employers, even as a bluff"</p>
Rob	<p>"I support outlawing non competes. This will help workers allowing them more work opportunities and removing obstacles to higher paychecks that they can put into buying a home, investing in their kids (or their own) education, and generally better themselves. I doubt employers are as helpless as their lobbyists make them out to be; do right by your employees, not your shareholders, and you should have nothing to worry about."</p>
Julene	<p>"Support the FTC's ban on non-compete clauses! I've had two careers, as a laboratory technician, then went back to school for a Masters in counseling, I did what was social work for eighteen years and now am a psychotherapist. The freedom to not be tied to a job, to be able to grow is an important mental health factor, to always know you can grow and change. These non-compete clauses bind people into a job that can be abusive. Please support this ban."</p>
Alexander	<p>"If employers want non-competes, they should have to pay the employee their prior wages for the duration of the non-compete. That said, even that would be incredibly onerous for employees as many would have difficulties switching to better paying jobs. Under this system of liberal capitalism, we are supposedly neither slaves nor serfs, we are not property, and yet, employers are allowed to maintain ownership over our labor, even after they have terminated our employment or we have sought employment elsewhere."</p>
Kaylin	<p>"As a person affected by a non-compete in my past, I find non-competes to be severely restricting to professional career growth of the associate required to sign and quite damaging to rural America's ability to find veterinary care. I am a veterinarian and all jobs I could find when I graduated vet school required that I sign a non-compete, so I had no option not to sign</p>

	<p>one if I were to find employment. Although my first boss occasionally worked throughout the county, I rarely worked outside of the clinic. However, my non-compete consisted of excluding my ability to work as a veterinarian in all forms (clinical or industry) throughout the entire county (4,311 mil) for 2 years should I leave employment with my boss. This first job was within a rural and semi-rural county. Due to severely poor medical standards and discriminatory behavior, I needed to leave that position a year after being hired. Although the theory in my state is that "non-competes are unenforceable," my boss promised to sue me should I find a job within that non-compete boundary as he had done for previous employees so that even if he didn't win, it would still cost me my time and legal fees to defend myself. This required me to sell my recently purchased, affordable home and move 200 miles away to find another job as a small-animal veterinarian in an urban area. It was 6 years before I could afford to purchase a home again in this new area. Because of that non-compete, I could no longer provide a poorly served area with mixed and large animal veterinary services. I had an opportunity to return to another rural community a few years later for a mixed and ag-animal medicine veterinary position, but they were adamant that I sign a non-compete just as large and for just as long as the other veterinarian (2 years, the entire county). I refused to sign the non-compete and they refused to negotiate that part of the contract, so they are still without an additional veterinarian to this day (5 years later), continuing the issues regarding providing veterinary services to underserved areas."</p>
Rebecca	<p>"I strongly support the FTC's proposal to federally ban noncompete agreements. Several years ago, I had a 1 year contract, which included a noncompete agreements, working through an agency. At the end of the 1 year, the company that I was working at wanted to renew my contract. However, during that year, the company had decided that they wanted to only work through a limited number of "preferred agencies", and my current agency was not one of them. They would not release me from the noncompete clause, even though they could not offer me work. So I sadly ended up missing out on continuing my awesome contract role and became unemployed."</p>
Jess	<p>"Physicians and healthcare providers should NEVER be subject to noncompete clauses. It 100% violates die patient physician relationship and patient rights to choose their doctor. It also further propagates the healthcare provider shortage when physicians are forced to leave towns they otherwise would stay in just to get out of toxic workplaces."</p>
Gregory	<p>"This makes sense for many reasons. Non-competes are unfair to the employee. employers would treat people better to keep them. To offer they rely on the non-compete to stop turnover. Please pass it."</p>
Victoria	<p>"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future</p>

	<p>new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I have many friends that are unable to move to better paying positions because they were forced to sign a non compete agreement as part of their employment offer. Thank you for your work, and please issue a final rule that bans noncompete agreements...Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I have many friends that are unable to move to better paying positions because they were forced to sign a non compete agreement as part of their employment offer. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Francis	<p>"Non-competes as they are implemented today constrict employees in the workforce and unfairly favor employers in their enforcement. They block employees from making positive changes to their career by seeking out new employment opportunities, and the former employer does not have to bear any of the consequences; specifically, employers with a non-compete do not have to pay for "garden leave" when an employee gets a new job and leaves. This means employees are basically trapped. Moreover, there are existing legal protections in place for intellectual property transfer (i.e. NDAs). Whatever inventions an employee may make at the first employer still remain at that employer; non-competes just serve to trap employees. This leads to depressed wages for employees, as capitalism and market conditions cannot effectively seek out the fair (i.e. higher) wage than what non-competes suppress. Please make non-competes illegal / unenforceable."</p>
gail	<p>"Thank you for reviewing the non-compete clause. I believe the non-compete clause has no place in our work environment. Employees should be able to move to other opportunities without restrictions."</p>
Kevin	<p>"I'm writing today in support of your effort to ban noncompete agreements. This plan will boost the economy and directly help trillions of workers, future new business owners, and people like me all across the country. I was astonished to learn that fast food chains, the one I remember for sure is Jimmy John's, required that workers submit to non-compete clauses! This was for the sole purpose of keeping their employees trapped in their employment, given that the options for most of their workers would be limited to other fast food chains, all prohibited by the language in their contract. The only word to describe this and such legal language in employment contracts</p>

	<p>anywhere, is serfdom. Slavery without the physical chains. We know that noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.</p> <p>Sincerely, Kevin Wildennuth Tacoma, WA Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. This plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I was astonished to learn that fast food chains, the one I remember for sure is Jimmy John's, required that workers submit to non-compete clauses! This was for the sole purpose of keeping their employees trapped in their employment, given that the options (hr most of their workers would be limited to other fast food chains, all prohibited by the language in their contract. The only word to describe this and such legal language in employment contracts anywhere. is serfdom. Slavery without the physical chains. We know that noncompete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Neal	<p>"Dear FTC, I am a Washington state residing US citizen and electrical engineer. I work in technology. It has become customary for me to have to sign non compete agreements with all of my employers. These non compete agreement limit my career mobility, they place unsure restrictions on the labor force, and ultimately reduce the competitive of businesses that otherwise might hire individuals like myself, were it not thr a non compete. These agreements have been justified as necessary to protect intellectual property, however there are other legal avenues for pursuing anyone who shares intellectual property from a past employer with a future one. In the past year alone I have ended discussions of multiple opportunities due to being bound by a non compete. Please do away with non compete for all employees, and let's help workers gain career mobility and increase competition amongst businesses."</p>
Greg	<p>"The ability for companies to control who a person works for should have been disallowed long ago. No one should be kept from making the choice of who they work for."</p>
Funke	<p>"I am a newly graduated Family Medicine resident physician. Family Medicine Physicians are desperately needed and not having a non compete would open up more opportunities for places where I can work. Also graduating with so much debt it would be less crippling to not have to worry</p>

	about such things when looking for my next job! Let's get rid of the non compete!"
Lori	"This legislature is long overdue to protect workers and the free market economy! Please pass this legislation! There is overwhelming evidence of the power imbalance, systemic inequities, and the negative impact and burden that non-compete agreements place on workers, the free market, and our overall economy..."
Paula	"Non-compete clauses hurt the country's competitiveness by stifling innovation. I have been personally limited by non-compete clauses, preventing me from seeking good jobs at companies that work on similar business opportunities."
HEATHER	"I support the FTC's nationwide ban on non-compete clauses in the US. As a veterinarian, non-compete clauses significantly and negatively impact our ability to provide continuity of care for our animal patients. In my profession non-compete clauses may extend from a 5-10 mile radius to over 50 miles effectively prohibiting the ability to work for an alternative employer or to start a business if within that range. I have known several veterinarians and veterinary specialists that have been forced to work outside their field or move the families outside of a "prohibited range" to continue to make a living. Non-compete clauses do not benefit patients, clients, employees, or communities."
Karen	"I live in the Pacific Northwest. My veterinary clinic chews through new doctors who then have to move out of the area to make a living. Meanwhile, our beloved pets and expensive livestock have to start over with another new vet (when they can lure another in). It's expensive and the quality of care goes down."
Jason	"I am a physician at a children's hospital. My group, like others around the country, is in a staffing crisis which is affecting patient care. Our institution requires noncompete clauses for any new contract, which is limiting our ability to hire new doctors. This inability of physicians and other workers to freely choose jobs due to noncompete clauses is directly contributing to our hospital's crisis, and on a larger scale is affecting the health of our country. This exploitative practice should be banned."
Jeff	"Please ban the use of non-compete, it's simply anti-productive and anti-workers"
Vladimir	"I support making all non-competes illegal. As a physician, I strongly oppose the AHA's stance. Non-compete clauses prevent certain physicians from

	taking some jobs and also do not allow others to leave jobs with poor conditions. This all results in less access to care for patients."
Kenneth	"I support the proposed rulemaking (NPRM) to prohibit employers from entering into, enforcing, or attempting to enforce non-compete clauses with workers, including independent contractors. Non-compete clauses severely limit skills workers from seeking alternative employments or efforts in negotiating better compensations in a free market of employment. Works should have the right to choose their employer and negotiate when the times come, without fear of being retaliated by monetary or geographic restriction set forth by such restrictive covenants. Companies should not use such measure to retain their employees, rather they should provide better benefits or offers to maintain their worker force, especially in current economy with rising inflations. Non-compete clauses also should never be applied to specialized field such as healthcare, law enforcement, or other private/public sectors that require highly specialized workers, who in turn would not be able to provide services to well-needed or underserved areas due to the restrictive nature of their contracts."
Leslianne	"Physicians advocate for the well-being of their patients and make changes within symptoms to preserve high quality patient care. Non-compete clauses put the power within the hands of hospital and clinic business owners, who increasingly are not clinicians or medically trained. Rather, those who benefit from non-competes are business-minded non-clinicians whose priority is the financial bottom line, NOT the health and well-being of patients. Please eliminate non-compete clauses and put the power where it belongs - in the hands of those patient-facing, ethical physicians who have committed their lives to the care of our communities. Clinician shortages are rapidly increasing, in part due to lack of job mobility for clinicians. When clinicians aren't able to switch jobs to find better fits without having to relocate themselves or their families, they make hard choices, which can include leaving the profession or cutting back clinically. Additionally, noncompetes give the employers unfair leverage. If clinicians are afraid of being fired or otherwise retaliated against because they have a noncompete and are unable to move, they are less able to effectively advocate for themselves or their patients. This can include speaking out against unsafe or unfair working conditions, negotiating fair contracts that help prevent clinician burnout, advocate for safe staffing, or speaking out against patient safety issues."
Brian	"Please do not exclude physicians from this ban! Many young physicians do not understand the business of medicine very well when completing their grueling medical education. They are easily convinced to take what appears on the surface to be a great job only to learn later that they are being taken advantage of. For many, the non compete clauses means uprooting their family and moving even when they may love their community and have better job opportunities would allow them to stay."

Katrina	"I support the removal of the non-compete rule for employees. It severely limits the earning capability of employees and is falsely used to keep wages low. Please remove this harmful and unfair rule."
Laura	"Kudos! To the FTC for recognizing and promoting workers' rights. As a physician surgeon I strongly support this rule and urge the FTC to include physicians' rights. For far too long, starting from the day after finishing medical school, physician trainees (residents, fellows) are treated as less-than by their employers. This new FTC rule would at least start to remedy that by functionally abolishing the non-compete. It hurts physicians and their families, their ability to earn a wage, it limits flexibility, and severely hurts patients' access to care when physicians are forced to move away from their region of choice due to antiquated non-competes. All the non-compete serves is to further line the wealthy pockets of what is now functionally for-profit healthcare C suite and administrators, and the larger growing body of private equity squeezing medicine and physicians dry. At its most basic, the non-compete is anti-capitalistic."
Claire	"A non-compete agreement unfairly limits the jobs a person can apply for. Having acquired experience in an industry, he is restricted from moving up in that industry. This is unfair and hobbles employees. The employee becomes a sort of slave to the current employer. Please outlaw these agreements."
A	"As a tech employee, I am 100% in support of banning non-competes. Working for the company I do today that has a very broad set of businesses means I am highly restricted in what type of opportunities I can take on. This is a positive and labor-focused initiative that is common sense and corrects an uneven playing field."
Anine	"I am opposed to non-compete clauses that are unrelated to executives with trade secrets. I have experienced changes in leadership that necessitated leaving one job for another. Had I been contracted under a non-compete, I would have been unable to escape emotion abuse from my new manager without jeopardizing my income, housing, and my children's well-being. This is about basic freedoms to make personal choices and the free market. Good employers are rewarded with loyal employees. Bad employers are subjected to turnover until they make necessary changes. No one should be forced to work against their will in a toxic environment."
Kraig	""No compete" restrictions disrupt our communities. I lost my long term physician because of these restrictions. She wanted to leave the University of Washington Neighborhood Clinic in my town (Woodinville, WA) and practice elsewhere in the community. However, the UW's `no compete" restrictions required her to practice at least 10 miles away. Because of this, she moved to a medical practice in downtown Seattle an hour away with traffic, and with expensive parking costs. So the impacts of these restrictions

	go well beyond those employees directly restricted. I urge you to prohibit "no compete" restrictions on all employees including professionals except when there is clear (and rebuttable) evidence that supports it."
Melissa	"I am in favor of strict limitations on non-compete clauses in contracts. Non-compete clauses should NOT be allowed for any low level workers. They should only be allowed for very few of the highest paid employees who have the most access to proprietary information.. They should be strictly limited in duration."
Kris	"Non-compete clauses in the tech industry discourage us from moving freely to other companies which stifles competition between companies. They give an unfair advantage to large companies like mine, which stifles innovation from newer and smaller companies, The economy will benefit from a reduction in these clauses."

Constituent Support for the FTC's Noncompete Rule



West Virginia | Statewide Impact

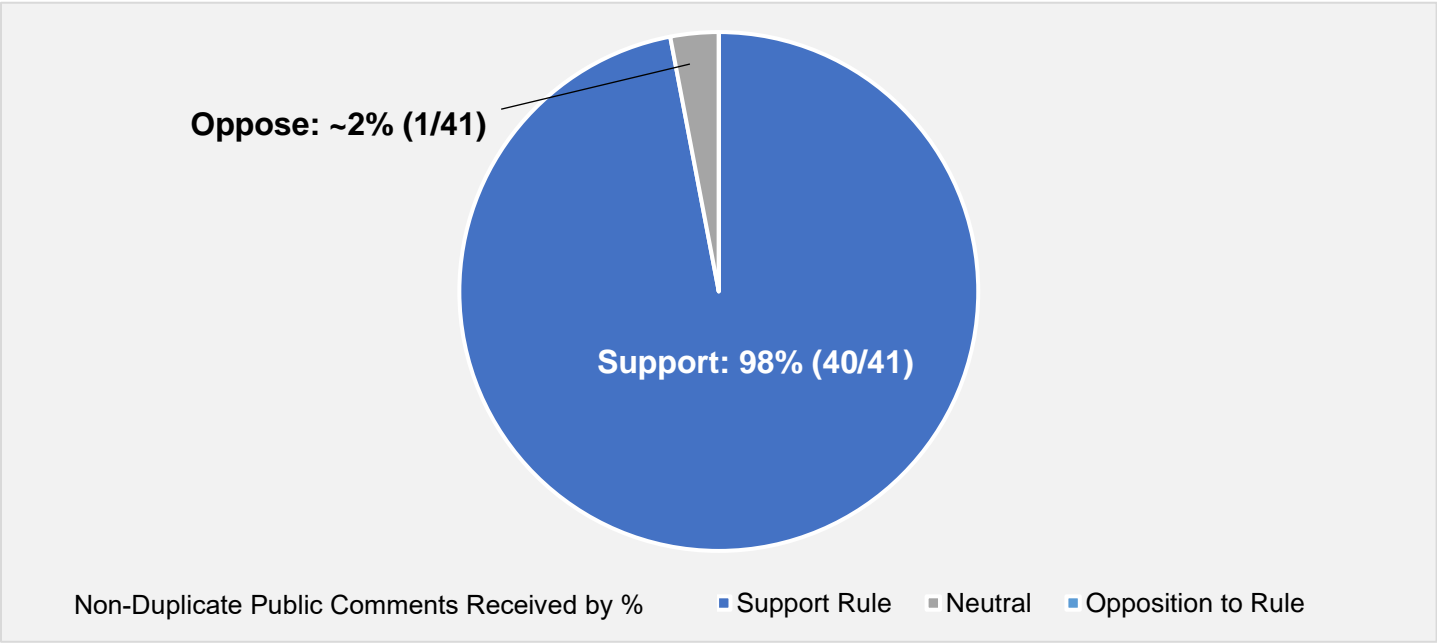


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **West Virginia**:

West Virginia Covered Workers	Increase in Total Annual WV Worker Earnings	Increase in Average Annual WV Worker Earnings
539,026	\$253,817,680	\$471

Estimated Increases in Total Annual and Average Worker Earnings by State ([ftc.gov](https://www.ftc.gov))

Notice of Proposed Rulemaking: 40 of 41 WV Commenters Support



Support Across Sectors of West Virginia's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"As a dermatology physician assistant in a rural state, I stayed in a toxic work environment for over 5 years. I was stuck in a job that kept taking away my original benefits one by one. It also negatively effected my income. My employer only gave me one raise in 5 years. It impacted my mental health, and negatively effected my personal life. I recently took a job an hour away to comply with my non-compete. It is a much better work environment, and I received a \$25,000 dollar raise as well 3 additional weeks of vacation and 3 weeks of sick leave. If I hadn't had a non-compete I would have been able to transition to a better position both mentally and financially much sooner."</p> <p style="text-align: right;">-Megan</p>
	<p>"Please pass this. Do something to actually help workers, the majority of Americans, that have continually been getting shafted. No business has the right to hold workers hostage by threatening to sue them for changing jobs; it's immoral, (unjust) and needs to be illegal. Changing jobs has increased my salary from 40k to 135k over the last decade. I signed several non-competes, but took the chance that they were unenforceable, and improved my life vastly by doing it. Outlaw them so no one has to feel held hostage to a job, and scared to change jobs. It's not only better for workers, but better for business. Workers learn more skills by changing jobs, and become better employees overall. And the better businesses will grow while stagnant businesses can't hold onto cheap workers by threatening."</p> <p style="text-align: right;">-David</p>
	<p>"I am a physician and fully support getting rid of the non compete. It is detrimental to society to have hospitals determine who patients can get access to in their area based on the sole interest of the hospitals. Non competes solely exist to for their best interest and takes the incentive to treat physicians better by holding them hostage to the threat of needing to relocate their family if the want to change jobs. The is the complete opposite of what America Stands for and I really support the move to void non compete clauses."</p> <p style="text-align: right;">-Semeret</p>
	<p>"Being a small blue collar salesman from West Virginia in the coal industry, noncompete agreements have caused me much strife. Companies require that you sign one to keep you stuck in a job where they will pay you low wages, instead of letting you move to a competitor who is willing to pay you more. I get a nondisclosure agreement from sharing trade secrets but most of these low paying sales jobs everybody knows what everybody else is doing already. When you're barely making it paycheck to paycheck, you should be able to switch jobs freely for one that will better your situation and your family. Please get rid of noncompete agreements They have caused me horrible anxiety."</p> <p style="text-align: right;">-T</p>

Additional Support from West Virginia

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Jason	<p>"To whom it may concern. I am a physician, and I am under a noncompete in West Virginia . Which is an underserved area .. as it stands if I were ever to seek new employment, I would have to move further worsening the physician shortage in my area. This is unfair to my patients. A hospital system called Mountain health now has a monopoly in my area after buying up several local hospital systems. Though I am well compensated my pay falls far below national average for my field. I want to help the patients of my home state always and I do not want to move. if non-competes were abolished I could better negotiate my salary. Likewise, I could start my own weight loss clinic on the side, which is something my area desperately needs as I feel mountain health is failing their patience in this area. Thank you very much ! I'm summary. Non-competes give an unfair advantage to the employers in an employee , employer relationship and stifles competition. And we all know that competition is great for the economy please abolish noncompete's."</p>
Ali	<p>"Non-Compete clauses in physician contracts are unjust and forces physicians to either stay in a situation that is uncomfortable or risk disturbing their life entirely by having to move from what you have built for years. Most industries doesn't have such restrictive clauses in their contracts."</p>
Tania	<p>"Clinician shortages are rapidly increasing, in part due to lack of job mobility for clinicians. When clinicians aren't able to switch jobs to find better fits without having to relocate themselves or their families, they make hard choices, which can include leaving the profession or cutting back clinically. Additionally, noncompetes give the employers unfair leverage. If clinicians are afraid of being fired or otherwise retaliated against because they have a noncompete and are unable to move, they are less able to effectively advocate for themselves or their patients. This can include speaking out against unsafe or unfair working conditions, negotiating fair contracts that help prevent clinician burnout, advocate for safe staffing, or speaking out against patient safety issues. To exclude nonprofit hospital systems, would render the proposal much less effective for clinicians given that the majority of hospital systems in the US are 'nonprofit' in name. The proposal should be revised to include all hospital systems."</p>
Eric	<p>"I would support the proposal regarding non-compete clauses, based on how non-compete clauses have affected my career and the careers of others in my field. The proposed legislation should not exclude physicians and other professionals. In my geographic region, two hospital systems control every hospital within a 2 hour drive. My current contract contains a non-compete that does not allow me to work for a competitor within a 50 mile radius for a term of 1 year. This is a standard term in physician contracts with my employer. This prevents the smaller hospital system in the area from recruiting from the talent pool of the larger healthcare system. There are a limited number of fellowship-trained physicians willing to move to my (admittedly) rural area. If someone decides they like the area but do not like working for the larger corporation, they are not able merely switch employers. This</p>

	<p>is beneficial for the larger corporation, but not necessarily for access to specialty care for those patients whose insurance only covers the smaller hospital system, as it disadvantages that smaller corporation from recruiting specialists. Personally, I would have to move to a new area, work locums, or have a 100 mile drive daily for a year if I wanted to switch employers, even though my skill set is in demand. The non-compete clauses in my contract hurts me, the smaller regional hospital corporation, and ultimately patients in the area who cannot (because of out of network insurance costs) utilize the larger hospital corporation network. The only entirety benefitting from the non-compete is the larger corporation that already has significant power due to owning over half of local hospitals and physician offices. The proposed rule would remove the stifling effect these non-compete clauses bring to business."</p>
Madison	<p>"As someone who lost an opportunity to work for a company due to a non-compete clause, I support this rule and would like to see it passed. Non-competes are rampant in my industry of speech- language pathology and prevent many from obtaining optimal employment."</p>
Michelle	<p>"Non-competing agreements create an indentured servitude - without a termination date. This is far worse than the agreements so common in the 16th and 17th century. Young people come out of college with a great deal of debt - and they simply cannot afford to work for less wages for years while they wait for the expiration date of the agreement. Nor can they afford to relocate in order to find employment in a locale far enough away to meet the provisions. Some agreements purport to survive even after the termination of the employee - So once signed, an employee cannot seek an increase in pay, advancement in his profession or duties, and if he is fired, he still cannot seek employment elsewhere. Thus they work under complete duress - without any of the protections and opportunities provided in truly market driven system. This is simply a new form of feudalism with the serf being bound by all practicality to the first employer he works for. My son-in-law has been trapped in a job for over a decade due to non-compete agreement. Many attorneys have confirmed that the agreement is binding. H Companies use these to avoid short term perceived losses - however, all markets - and therefore our US economy flourish best when it allows workers to move and progress to a situation which best uses their talents - and companies gain much with employees who have had varied experiences and training Trade secrets are well protected under existing law - Corporate practices have already de-personalized their marketing - so loss from an employee leaving (ie a doctor from a medical practice) is already limited since a corporate name is attached to the clinic and clients/customers/patients are processed and marketed toward loyalty to a corporate brand rather than individual professionals. Thank you for your time and consideration. Young employees are usually unaware of these type of contract provisions and are hired after simple verbal interview applications. Much paperwork is presented to them and they sign totally unaware of the trap. Those that are aware - are pressured into signing and often have been told by their parents that the provisions are unenforceable and not worry about them. Once signed"</p>
Allison	<p>"I agree that a non-compete clause is unfair."</p>

Jill	"Please repeal this rule. I work in healthcare in rural West Virginia. If you were treated badly by one employer and choose to leave, you have to drive 30 miles or find something totally out of your field. We have shortages in our job and they regulate a monopoly on the providers and prevent patients from getting the care they deserve. It makes you stay in a situation where you were treated poorly because you can't afford to move. Please help us."
Dina	"Dear F.T.C. Members; Thank you for your proposed rule to ban the use of noncompete clauses in future employment contracts and void such clauses in existing contracts. The noncompete clause has unjustly damaged many workers' careers and their lives. Whatever benefit they give employers, notably the ability to keep wages noncompetitive, which itself is unjust to low-paid workers, is not worth the hardship they cause. I hope you will support the ban of the use of such clauses. Sincerely, Dina Coe"
Diane	"I support FTC regulation to ban non-compete agreements, NPRM"
Diane	"Ending non-compete agreements will allow workers more freedom and more opportunities and options. Employers will compete for employees which is a hallmark of free markets."
Diane	"Please ban non-compete clauses. They restrict competition that is necessary in a healthy market system They also prevent laborers from getting better jobs and improving their situations."
Martin	"I was brought on by a contractor to work for a gas company. Upon landing my dream job which I was told 'this is who we are hiring through fill out the application and we will get you an interview" so the contractor did not even recruit me offered no incentive but required me to sign a a non compete. Now he refuses to give any adjustments do to higher travel mileage or positive performance reviews. While I have peers doing the same work making \$100 more a day receiving health insurance better 401k options and the ability to go work 1099 instead of W2 which would save me even more money. All because of this non compete I had had no option in siting which offered me nothing in return. Now he doesn't feel the need to take care of me as an employee rather feels it's better to threaten that I can't leave. He literally does nothing for me or the other few unfortunate enough to be hired on through him at that time period, but some how we can't leave him. I could make \$30,000 more a year through multiple other companies, but instead my family struggles because of him threatening to file a lawsuit if I leave. I had to quit paying for my medical insurance because of all of my bills and am developing what might be skin cancer but can't afford to go to a doctor and work 242 days out of the year in a salary position"
MATTHEW	"As a practicing primary care family physician, I whole- heartedly support the elimination of non-compete clauses. While there are countless arguments to be made, the most important is the undeniable fact that non-compete clauses cause greatest harm to those our healthcare systems is meant to provide for, our patients. Non-compete clauses in the primary care setting legally coerce physicians into abandoning their patients by forcing providers out of the immediate geographical area. Therefore physicians are often times left with the choice to be

	at the mercy of their employer or choose to leave their patients behind and physically relocate their practice to another area. As a provider the most infuriating aspect of non-compete clauses in healthcare, is the fact that health care would not exist without the very medical providers and patients that non-compete clauses seek to harm. A move to ban non-compete clauses from medicine is a move towards restoring fairness and promoting equity for both providers and patients within our health care system. Sincerely, Dr. M"
Philip	"Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physicians at risk of being strong, armed into practicing unethical medicine, and into putting their employers over their patients. Physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine."
Gary	"Originally, NDAs were designed to protect trade secrets from being transferred to competitors. They have been greatly expanded as a tool for wage suppression. Burger flippers can change jobs? This is a gross over-reach. Please ban these ASAP."
Bethany	"Non competes need to end. I live in a rural community where there is a need for physicians. My current contract has a 20 mile non compete for 1 year. This may not seem like a long distance, but this is a rural, mountainous area where a 20 mile drive can take up to an hour and most physician offices are in similar locations due to terrain. Effectively, ending my contract means I will not get to practice in my hometown for a year otherwise I will be faced with ridiculous fees. The area needs physicians, so to make one sit out for a year because of location is ridiculous. Some people might argue to just go ahead and pay the fee, but as a part time primary care physician, the fee is 50-75% of my annual salary. It's criminal."
Peggie	"As a retired school teacher with an MLM business, not being able to share about another equally beautiful MLM hinders my ability to supplement my fixed income fully. Today most of our purchases are made online; the non-compete rule is antiquated and hampers social selling unfairly. Please remove the non-compete clause rule. Thank you, Peggie "
Charity	"To Whom It May Concern: I am writing to express my strong opposition to the use of non-compete clauses in contracts for healthcare providers. I urge the Federal Trade Commission to take action to prohibit the use of non-compete clauses in contracts for physicians. Such a prohibition would help to ensure that patients have access to the care they need, and would promote competition in the healthcare industry. These clauses or restrictive covenants unduly restrict employed or contracted providers from practicing medicine within a certain geographic area and/or for a specified period of time after leaving a practice or other employment situation. This can lead to loss in income and instability for healthcare providers and their families The use of non-compete clauses in physician contracts is harmful to the physicians and the patients they serve. Physician non-competes limit the mobility and job opportunities of physicians, and can prevent them from

	providing consistent care to patients in need. This leads to shortages of physicians in certain areas, and can make it difficult for patients to find the care they need. Furthermore, non-compete clauses in physician contracts can limit competition, which can lead to higher healthcare costs for patients. By limiting the number of physicians in a given area, non-competes can also limit the number of choices that patients have when selecting a healthcare provider."
Thomas	"I support the FTC proposed rule banning non-compete clauses. Over the years, I have had to sign one or more of them, always under duress. I STRONGLY urge the FTC to adopt the proposal to ban them."
Mark	"The Non-Compete Clause is anti-competitive, anti-American and should be gone."
J	"This is an excellent idea and I fully support this ban on non-compete clauses. As the name suggests these clauses are made to thwart competition in the free market. It limits workers ability to leverage their skills or leave a bad work environment. I particularly support this with regard to physicians. This will go a long way to help improve physician contracts and help the physician shortage!"
Jennifer	"I am a District Manager who worked for WIS International- was 1 of less than 100 people in the country who was a DM that serviced WalMart exclusively for their annual inventories. After 16 years my job position was eliminated and my Company still threatened me with the non compete I was forced to sign. This non compete, according to an attorney I consulted, said it was one like he had never seen in 43 years. It bans me from working in my field (which is already incredibly limited/specialized) or for any client I had serviced in the ENTIRE UNITED STATES. I didn't quit. Wasn't fired. My job position was eliminated as they have the contact for my territories to a new to the game company. People like me just want to work... been doing it since I was 14 years old- am 51 now. I don't want a handout, don't want public aid- I just want to work, doing what I'm good at, without the constant fear that I could be assured...at any time. My Company did a great job of reminding me all about the contract I signed- so much for big business doing the right thing by its people. Thank You, J in Ohio"
Valerie	"Non compete clauses are a travesty. They force people like me into continuing to work at an unsuitable job, unless you want to uproot your life and your family. They put all the power into the hands of owners and corporations, which can then treat you how they choose because they know they have you trapped. Please eliminate non competes for all professions and give workers the chance to negotiate fair deals."
Jerld	"As an employee bound by a non-compete clause this would be a great. My employer reminds us every year that we are bound by this rule and has threatened other employees after leaving that they have more money and will fight it till the employee is broke."
Nick	"please stand strong and ban non-competes. I've personally seen lives upended and upward mobility stifled because of them. Non-competes are anti- capitalistic and depress GDP growth."

Adam	<p>"There is currently a shortage of medical providers in the US, and hospitals compound this with non compete clauses. Many Hospitals use non compete clauses to attempt to make sure physicians, physician assistants, and nurse practitioners are unable to work at other competing nearby locations if they decide to no longer work for their current hospital employer. This can force providers to move far away from the location to meet the criteria of the non compete. This can cause a noticable shortage of properly trained providers, especially in rural areas where it can be difficult to entice certain medical specialties that now must move across country to escape a non compete. This negativity effects communities who now have to travel further for specific medical care. This is also difficult for the physicians, PAs, and NPs who must uproot their entire lives and move a far distance to be outside of the mile distance restrictions set by non compete clauses. Faced with moving to meet the requirements of the non compete the hospital has set or facing a breech of contract lawsuit for attempting to practice medicine in the same community is stressful for anyone. This is an unfair burden that should be removed to allow physicians and other providers to remain in communities they love and serve without having to face the strife of legal consequences non compete clauses place on them."</p>
Thomas	<p>"I would like to speak in favor of the ban on Non-compete clauses, particularly for physicians. I see two problems with non-compete clauses for physicians (and similar employees). First, the primary idea of a non-compete clause is to protect what is deemed as vital proprietary information or "trade secrets". As professionals, physicians go to school and then residency to learn how to do their jobs. They then take national tests to demonstrate competency in their ability to do that job. None of that information is coining from their employer, so there really are no "trade secrets" for the employer to protect. The second argument I've heard for allowing non-compete clauses is that it can be expensive for a company to recruit physicians and the companies feel they feel the non-compete clauses enable them to protect their investments. However, there are other ways that could be achieved. Off the top of my head, they could require a certain length of initial employment in the contract, to make sure that the employee was around long enough to offset the recruiting cost. And, if the employee leaves before that time, they could easily have a clause that a pro-rated amount of the cost incurred in recruiting them would have to be repaid. Of course, if the company wasn't so onerous to work for, they might not have such recruiting problems in the first place. The idea of non-competes also seems to be applied rather arbitrarily. For example, in the state of West Virginia, non-compete clauses are not allowed for lawyers, but are allowed for physicians. I wonder who made those rules? We need to create an atmosphere that allows for healthy competition in all professions/jobs There may be some instances (none come to mind at the moment) where non-compete clauses may be a valid idea to protect true trade secrets. In today's day and age, however, I would bet that there are very few true trade secrets that are not already protected via patents or other legal protections, that would justify use of this clause. In light of this, I am in favor of banning non-compete clauses in employment contracts."</p>

Charles	"They should be banned. Businesses have abused them tremendously."
daniel	<p>"Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC proposal. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CFOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and</p>

	<p>reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to upnxr their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carve out in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Kelly	<p>"Please get rid of these agreements they are horrible for the middle class working man who might need to change jobs to provide a better living for his family. Too many times I've been forced to sign a non compete then have to pass on a better paying job because of the agreement with my current employer."</p>
Ellen	<p>"I am writing to express my support for a ban on non-compete clauses in employment contracts, particularly in the healthcare industry. Non-compete clauses have a negative impact on labor markets and can contribute to physician burnout and worsen the physician shortage. Non-compete clauses limit a physician's ability to seek new employment opportunities, which can lead to decreased competition, lower wages, and less access to healthcare for patients. Furthermore, non-compete clauses contribute to physician burnout by limiting their professional autonomy and flexibility. In some cases, physicians may be forced to continue working in a situation that is not a good fit, which can lead to decreased job satisfaction, decreased quality of care, and ultimately physician burnout. More and more physicians are retiring early, or taking non-clinical jobs. Finally, the physician shortage in the United States is a growing concern, particularly in underserved areas. Non-compete clauses limit the mobility of physicians, making it more difficult to attract and retain physicians in areas that need them the most. For these reasons, I urge the FTC to consider a ban on non-compete clauses in employment contracts, particularly in the healthcare industry. Doing so would help to promote competition, increase physician mobility, and ultimately improve access to healthcare for patients. Thank you for your consideration. Sincerely, Ellen Thompson, MD Professor, Marshall University JCE School of Medicine"</p>
Charlene	<p>"I strongly support the ban on non-compete clauses. I feel it keeps salaries, benefit packages, and advancements down and stagnates the workforce by not allowing workers to freely move from one job to another for better pay and/or benefits in the same area that they reside. If a company/corporation is good and reputable they should not fear competition-their employees will voluntarily stay for decent pay, decent benefits, and a decent work environment-if they are not providing this their employees should be able to leave with no repercussions."</p>
Luke	<p>"More competition is always a good thing. Help the workers and raise their wages like the left wants. Stop anti-competition practices and be a true capitalist. Thank you for being proactive."</p>

Leandra	"I fully support prohibiting employers from implementing non-compete clauses that limit workers' freedom to explore opportunities."
Fri	"Non compete clause are evil. They get physicians trapped in jobs with low pay and mediocre benefits."

Constituent Support for the FTC's Noncompete Rule



Wisconsin | Statewide Impact

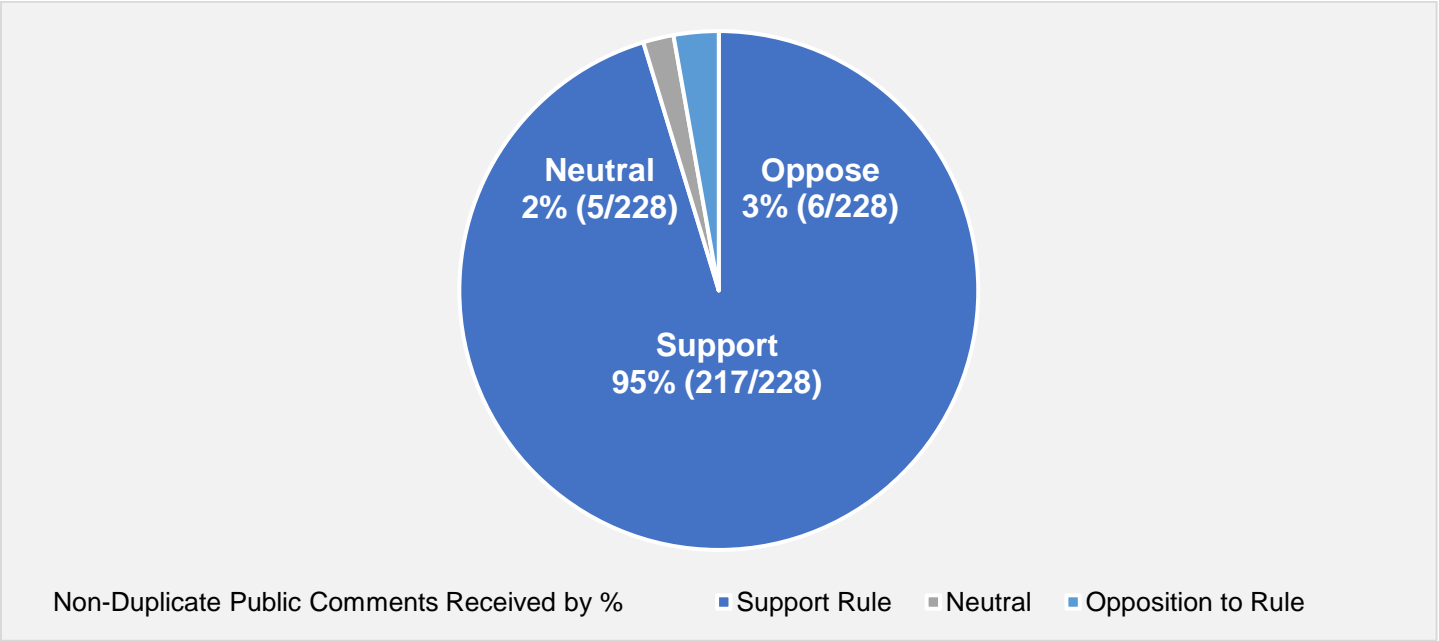


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Wisconsin**:

Wisconsin Covered Workers	Increase in Total Annual WI Worker Earnings	Increase in Average Annual WI Worker Earnings
2,301,874	\$1.21 billion	\$524




[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

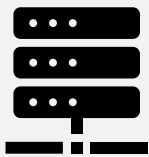
Notice of Proposed Rulemaking: 217 of 228 WI Commenters Support



Support Across Sectors of Wisconsin's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Thank you for this brave and long-overdue proposal. As a physician/surgeon, due to non-compete clauses in contracts, I have twice been forced to move/uproot my family/leave behind many unfortunate patients. Due to non-compete clauses in contracts, large employers and hospitals often have no impetus to improve working conditions, provide safer/better patient care, invest in needed equipment/infrastructure requested by physicians. They are aware that employees will be miserable/complain, but rarely willing to move, uproot their families, pull children out of schools, etc. I believe in free markets and as such - - I am firmly against non-compete clauses since employees should continue to work for an employer because they *want* to work there, not because of coercive non-compete clauses. Unfortunately, entire industries (such as my field in medicine) have made these so pervasive that it is not possible to find jobs without these clauses."</p> <p>- Baseer</p>
	<p>"I am a physician who practices in a rural setting in the Midwest. Non-compete clauses hurt Americans who live in rural areas. Because rural areas are less populated, and large-scale health networks are clustered in the largest city in a rural area, a non-compete clauses in rural parts of the country mean that physicians need to move out of the area in order to find a new job if their employer makes their current job unbearable. As most non-competes contain a diameter of miles within which a physician cannot practice, and since in our rural areas of the country the next are with hospitals or clinics might be over an hour away, physicians have had to leave our rural area due to non-compete clauses. With health care employers becoming increasingly large, often spanning multiple states, the balance of power has completely shifted to the employer side. Removing non-competes would bring competition back into the healthcare workforce, allowing physicians to remain in their homes, in their children's school districts, and practice medicine in more favorable conditions."</p> <p>- James</p>
	<p>"Please ban all non-compete clauses, forced paybacks for on-the-job training when employees quit, and fines employers impose for leaving employment. When I worked for Home Instead senior home care, they didn't give me enough hours to live on, especially since they broke the law and didn't pay for any travel time between multiple daily assignments of an hour or two each. Because of the non-compete rule they made me sign as a condition of employment, I was unable to pick up the extra hours I needed from any other home care agency, nor was I allowed to work for any other agency for 6 months after I did quit. Despite multiple labor laws, the entire U.S. system favors employers, who have power and money to do what they please, even when it's illegal. Enforcement is practically nil for labor laws."</p> <p>- Lori</p>

	<p>"I fully support the proposed rule. I would be directly affected by this rule change in a positive manner. In September 2021 I was unexpectedly terminated from my job with a market leading manufacturer. I was in a sales role for the employer which is headquartered in Ohio. I was given no reason or indication as to why I was being let go. A condition of employment is that all employees must sign a non-compete agreement that identifies 25+ companies that pertain to my industry which my expertise is made of (Plumbing). My non-compete also stated global enforcement for a period of 1 year from my date of separation. This agreement has GREATLY limited my employment opportunities in the industry that I am familiar as well as my network. My former employer would not negotiate any of the companies listed in the non-compete agreement. These legal fees were out of my own pocket while being unemployed and not receiving severance pay. Again, in order to be an employee I had to sign the agreement; it was not requested upon termination so therefore I couldn't just not agree. Put this rule through as soon as possible to help the many others in similar situations such as me!"</p> <p style="text-align: right;">- Sarah</p>
	<p>"It is inherently anticompetitive to restrict the free movement of employees. I work for a large healthcare IT corporation that makes it very difficult for me to find a job in related field because of unfair non compete clauses. I know many people who would have taken a new job or moved but cannot due to non compete."</p> <p style="text-align: right;">- John</p>
	<p>"As a young veterinarian with large amounts of student debt this new rule would be very beneficial. Currently if I wanted to be an owner in a practice, the non-compete clause would force me to leave the area, creating a further financial burden on my family, or buy a practice with extensive financial burdens. Creating this new rule would help many young veterinarians who want to start their own business."</p> <p style="text-align: right;">- Eric</p>
	<p>"In my industry, web software and application development, noncompetes are already unenforceable, but still commonly used as intimidation techniques for especially junior level employees. I support banning them, as long as you enforce significant penalties for companies that violate the new rule."</p> <p style="text-align: right;">- Samuel</p>

Additional Support from Wisconsin

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Rose	"I support the FTC proposed rule banning non-compete clauses. There is nothing health- affirming or beneficial to patients or providers about non-compete clauses in the contracts between health care providers and hospitals or group practices.

	<p>Nothing. Those types of provisions are benefit only profit motives of the institutions requiring them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. Non-compete contracts can result in patients losing access to the physicians and other providers who know them best. They can prevent providers from speaking out about patient safety concerns, and they increase the cost of medical care by thwarting competition. Non- compete clauses are anti- health, anti-patients rights, anti- professional, and are monopolistic in the extreme. Please ban them."</p>
Leslie	<p>"Doctors swore an oath to provide the best medical care to their patients and the non-compete agreements that corporate hospitals and clinics is a direct opposition to this Hippocratic Oath. Hence, I support the FTC proposed rule banning non-compete clauses. People are PAYING for medical care and we demand medical treatment that is evidence-based, peer-reviewed research that can be independently verified when treating patients. We want a complete end to pHARMa drug "therapy" with caused death, illness and side effects and other standard care practices that kill and cripple people and keep them drugged up. You sick standard care practices will end. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Mercedes	<p>"I STRONGLY support the FTC proposed rule BAN NON-COMPETE CLAUSES. MOST Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. HEALTH IS NOT A BUSINESS of WHO CAN LOCK IN THE MOST patients to a practice AND GIVE PRACTICALLY NO, NO CARE TO PATIENTS THAT WILL ACTUALLY HEAL THEM. The Pharma Industry with the hospitals are looking at selling the most drugs but care less about TRUE HEALING of the HUMAN BODY AND MIND!! Contracts that PROHIBIT medical professionals from caring for their patients outside of corporate employment are not only unethical and anti- competitive, but are DEFINITELY dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are DEFINITELY BAD MEDICINE. I STRONGLY urge the FTC to FINALLY ADPT THIS proposal AND BAN NON-COMPETE CLAUSES IN MEDICINE, HEALTH, ETC."</p>
Mercedes	<p>"I SUPPORT the FTC proposed rule banning non-compete clauses. Hospitals and other Facilities Americans depend on for care abuse non-compete clauses to</p>

	<p>the detriment of patients and the medical professionals who care for them. BUSINESS AS USUAL IS RUINING THE "REAL" HEALTH CARE we all need. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. WE are all different and hence need a variety of care. WE need thinking and caring Physicians, & medical care individuals that look and treat us as the individuals we are.....and we shall do the same. For example. non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are definitely bad medicine. I urge the FTC to adopt the proposal to ban them"</p>
Dean	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. Enacting this type of requirement will go a long way towards restoring trust in the medical system. Currently trust in the medical system is at an all-time low. Personally, I would have nothing to do with hospitals and the allopathic system. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Manohar	<p>"I'm [...] a responsible independent MD physician, I support the banning of the non-compete clause in employment contracts that makes the physician serve freely and effectively so that health care needs and demands can be met expeditiously in all areas of health care delivery especially for physicians of all kinds who are in short supply in face of growing demands everywhere. It's truly absurd to hold anyone hostage to illogical terms and conditions to begin with. Surely there's vested interest for the parties and agencies that are opposing the shunning of the non-compete clause in contracts & regulations.gov's initiative is really v. very commendable to end of the partisan ship to crate the divide between employer and employee when actually together they are here to serve all of our patients fairly and efficiently in all walks of the health care delivery to make the industry equitable for all, no matter if one is at the receiving end or giving end, together we constitute the one and the whole."</p>
Shola	<p>"Thank goodness the government is finally intervening on workers' behalf to eliminate this archaic practice. Let business figure out other ways to retain workers (like benefits and positive workplace culture) besides legal handcuffs. Thank you!"</p>
Morgan	<p>"Non compete clauses in physician contracts are predatory and manipulative. They should be outlawed outright."</p>

Steve	"Non-compete clauses are harmful to the economy in general and to all the individuals involved. Non-disclosure is sufficient to keep a companies secrets secure."
Joshua	"I wholly support this proposed rule. Non-competes hamstring both employees and employers, especially in situations of highly skilled positions and competitive markets."
Tim	"I have had a non-compete forced on me by a part-time job. I lost my primary care physician to a non-compete clause; he just disappeared. This practice must be banned and there must be a financial penalty fir including them in a contract after this rule goes into effect."
Mark	"Comment on Non-compete I have experienced the horrors of non competes as a young surgeon in 1993. The first I had ever heard of such a thing. (Wausau Medical Center vs Mark Asplund, Wausau Med. Ctr., S.C. v. Asplund Case Brief for Law School LexisNexis.) In the medical field non competes are used almost exclusively inappropriately to control employees(providers of health care) just as the name says to not compete no matter how onerous either pay, quality, hours, or other treatment is. It is not used to protect trade secretes etc. Once clear of my noncompete in 1993 I was able to establish a practice how, where, and with whom I wanted. It took several years a broke me. I subsequently recouped and help established a wonderful group without a noncompete. Without non competes empowering large clinics and hospitals in the medical field higher quality and more cost effective medicine would result. I loved the city of Wausau and am from Wisconsin and at 30 years old I could not imagine the clinic could force me to leave. Unfortunately they are now more ubiquitous than ever so please FTC protect health care from non competes with your rule. I was told during this ordeal that the Wausau Medical Center felt non- competes were the only glue that held them together. That is a weak model."
Ezana	"As a practicing physician, I am strongly in favor of the proposed rule. Non-compete clauses harm competition and reduce worker mobility, including that of physicians like myself. Eliminating non-compete clauses will also help address the shortage of physicians in this country by allowing the right number of physicians to be present at the right time at the right places."
Iyad	"Hospitals should not be allowed to apply restrictions where physicians can or can not go. Patients should have the complete freedom to choose what physician they want to see and follow. Patients follow good physicians NOT physicians' employers! Administrators at hospitals try to twist physicians' arms to follow what the administration wants because they know if that physician decides to leave, they have to leave that town or City for 1-2 years, causing significant disruption in patient care, which administrators don't care about. Many hospitals have lost their compass, they want to make big bonuses in millions or billions. physicians are not slaves, they should have the absolute freedom to choose where to go, whether to keep in town or leave, and patients should be allowed to continue their care with that physician if they decide to leave that employer but stay in

	town. This is patient care, this is completely different than holding a position where you have access to some plans/information, that competing hospitals shouldn't be made aware of. Midlevels generally talking don't have non competes, and is several states can practice without even physicians' backup, why should physicians be forced to continue to practice under the non comepete whip?!"
Ihsan	"It is a long overdue act to equalize rights in labor market to improve quality and competition to maximize economy and consumer experience, perhaps most importantly in healthcare to decrease patient care costs."
Shreshtha	"Non compete clause should be banned with immediate effect, it lowers the quality of workforce. Hospitals and employees should compete for the best physicians without restriction."
Wills	"I support ending non-compete agreements. They are a tool for large corporations and companies to strong-arm and bully individuals into servitude and it only benefits the wealthy and privileged. If they want to compete, companies need to innovate, not force people to stay at their jobs or stay out of work for a period of time."
Matthew	"I encourage the FTC to continue towards implementing its planned nde change to prevent non-compete clauses. As a Family physician non-compete clauses put an undue burden on our profession to continue to work for practices with no reasonable alternative options. Non-compete clauses often force us to either move our family, home, and our entire lives to another area, or forego practicing in our desired or certified field for years before we can return to our patient population. This rule would enable new practices to be opened with novel care models including a Direct Primary Care model that no longer empowers large medical systems to perpetuate inefficiency and administrator led medicine. It would also force physician employers to create a more constructive rather than restrictive environment that we current have to practice under. I look forward to a time when physicians and other professionals are able to practice with freedom and to provide much needed novel models for providing our services to the public of the USA."
Kevin	"I side in favor. Non-compete clauses needlessly prevent healthcare workers from participating in the market as they are liable for suit if they leave their current job and take another job within an arbitrarily defined area that has nothing to do with their work. These non-competes exist more as a preventative measure for hospitals to control their workforce without needing to play by fair trade rules. For example, and attending physician at my hospital wanted to leave his job but was unable to take a job at a competing hospital due to being within the non-compete clause radius. He was forced to move his home and family outside of that area to work. I do not believe that employers should dictate the living and working conditions of its workers like this. The mirror existence of this clause discouraged me from seeking further employment at my hospital institution. I do

	not believe this country should uphold principles that benefits only employers at the cost of disrupting the lives of workers."
Bridget	"I support the proposed rule to ban non-compete clauses. In my industry (healthcare IT consulting), non-competes bar quality candidates from engaging in meaningful work due to fear of retribution or legal action. This impacts the quality of service provided to healthcare organizations which ultimately impacts patient care. In all actuality, a non-compete clause prevents growth and may force individuals to remain in roles they are unhappy with or seek employ in a lesser capacity for a period of 1-2 years to run out their non-compete. The employer maintains complete control in these situations, leaving the individual between a rock and a hard place."
Mary	"It seems obvious that a non-compete clause is extortion, if not indentured servitude! I can't believe it is still legal! Please pass this new rule to ban such outrage and free those workers who felt no choice but to sign such bondage agreements. This is supposed to be a country of freedom, please follow through and help it live up to such claims. Thank you."
Justin	"Great news!!! Long time coming. Please approve and make rule apply to existing employment contracts."
Mark	"This is a absolute MUST to go into effect particularly in the field of medicine where doctors are on an island, locked out of whole cities and areas of practice at the will of large healthcare organizations who continue to decrease pay and increase workloads causing the medical specialty to have not only mental health issues but no way for physicians to make a change!! Please institute the banning and rescinding of non competes as SOON as Possible!!"
Daniel	"Non Compete clause are most often used as an anti competitive tactic to retain and restrict employees from using practical skills at a competitor, now covering things as broad as programing, being in a customer facing position, or making sandwiches. This does not serve to protect the employers IP, but to discourage employees from seeking other work. It is most often a demand of exclusivity as a condition of employment with no extra compensation and no reciprocity between parties. Something that is illegal in right to bid states for an employee to do, but perfectly legal for an employer. Something that employers know is illegal by including the language that the non compete being invalidate does not effect the rest of the contract on most every non compete. I urge the FTC to restrict their usage and crack down on their anticompetitive behavior."
Elizabeth	"I strongly support eliminating or sharply restricting non-compete agreements in all fields of employment. I could list a great many reasons, from my father being essentially completely eliminated from employment because of one 20 years ago to the constant abuse seen. But what I want to address more directly is the use of them in medical employment. My primary care physician recently left their large employer for another clinic in town. I wanted to stay with my doctor due to a complicated health history and a good working relationship with a doctor I could

	<p>trust. I was not allowed to do so, due to the noncompete she was required to sign in order to work as a doctor in Madison, WI. I was livid. I understand the initial intent - to keep a predatory employees from poaching all of a small firm's clients. That made sense for small, single owner or EEC partnership firms. But this clinic system (SSM Health) is one of the largest in the United States. I strongly and vehemently object to my free choice of physicians being limited not by own choice or my own insurance but by a third party's prohibitions. It's ridiculous, it seems to me like a violation of the right to commerce and free association, and it's unfair. It's a limiting factor for a vast amount of innovation and entrepreneurship. In short, it's an idea whose time passed around the time we barred indentured servitude. Thank you for your consideration."</p>
Parker	<p>"I agree with Non-Compete Clause Rule being proposed. I have worked in management roles for several organizations in which they require an "employment agreement" which is largely just contains the non-compete details. This is a tactic used by employers to gain a competitive advantage over an employee's option of leaving the organization for future growth and development to an organization that is offering more in development from their current employer. I understand the aspect of privacy and proprietary information sensitive to a company I agree but limiting one's right of working for another company in the same industry seems unfair and a disadvantage for the employee especially when your current employer is not offering growth opportunities."</p>
Jennifer	<p>"I support the change to restrict enforcement non-compete clauses in contracts for physicians and other medical professionals. As a patient living in a community served by 2 hospital systems, the medical professionals who treat me are essentially blocked from leaving their employers if they wish to practice in our part of the state. Twice I have had a physician who wished to leave a restrictive medical system to better serve patients, and both times they had to move out of the community. This disrupted my care, as one was a primary care provider I had been seeing for over 10 years and the other was a specialist I had an even longer relationship with. My choice was to either continue with them by driving to another community or establish myself with new providers who did not know me. As a patient with a complex medical history and multiple chronic conditions; I receive better care when my providers know me and we work together. Disrupting continuity of care and restricting providers from making the best employment decisions for themselves is unfair and hands off too much control to administrators. My nephew is now a doctor, and he has shared with our family how his contract is written. It is appalling that he has had to (after 12 years of education and training) surrender his self-determination and professional judgement to a corporation. They own his medical work."</p>
Noah	<p>"Companies should not be allowed to ban previous employees from working somewhere else. If they don't sign my paycheck anymore, I shouldn't have to listen to anything they say"</p>
Lily	<p>"I support this rule. Currently, employers have few to no restrictions on what sorts of non-compete agreements they can include during the hiring of new</p>

	<p>employees, and for many people, they feel that they are forced to sign away their rights. While in theory, an individual is never forced to take a job, in practice, low-skilled workers and those with specialized skills frequently have very few options. In these cases, employers can use their monopsony or oligopsony-derived market power to coerce employees to accept a non-compete, which further decreases an employee's negotiating position. While non-competes are far from the only cause of declining worker power, they are one of the contributors, and it seems clear that they do little to aid in the economy's dynamism and ability to raise all boats. Rather, they enrich employers at the expense of those among us with limited employment options - in short, the most vulnerable of our citizens. Banning non-competes would provide large benefits to both individual employees and to the economy as a whole, all without the need to spend federal dollars. In fact, due to the higher wages low-income employees would command, this would save the federal government money from welfare costs, while also helping to build wealth among those left behind. To give a concrete example: many fast-food or restaurant workers, who make very little money, are forced to sign non-competes that stipulate that they can't work for other restaurants or fast-food chains in the city or even state they live in. While this might not hold up in court, it serves its purpose - namely, to make employees feel as if they have no other option than to stick with their current employer, rather than to find more remunerative employment. At the same time, it is highly unnecessary for the employer, as the employee's knowledge about how to assemble a fast-food meal alone would not enable them to start a competing business. In short, I believe this rule should be adopted to help individual employees build wealth, decrease the federal budget deficit, and help the economy work better for everyone."</p>
Anna	<p>"I work for a company that requires all new employees to sign a non-compete before they start. This non-compete states that we cannot work for any competitors or customers for 1 year after we leave the company. The non-compete comes with a list of over a thousand "competitor" companies. In addition, the company I work for holds nearly 75% of the market share of customers. This means that the non-compete makes it almost impossible to work in the industry at all once you leave until the non-compete has run out. It is also possible to extend the non-compete by an additional year (for a total of 2 years) if the employee buys any company stock during the time of their employment. For me, this is such a deterrent that I have never purchased stock. I worry that I cannot leave my current company without leaving the industry entirely because I can't be hired by any company in the industry. This would likely mean taking a massive pay cut while I "wait out" the non-compete, which I cannot afford. So I stay. A key detail I'd like to call out is my company's ability to enforce the non-compete with customers. The company requires all customers to sign contracts stating that they will not hire ex-employees from my company until the non-compete has run out. My company can enforce this because in order for employees at a customer to do their job effectively, they need to be able to log into a website that my current company hosts and owns. If a customer tries to hire a new employee that hasn't waited out their non-compete with my company yet, the company will refuse to give that new customer's employee login credentials to access this website. This means the new employee would not be able to complete a large portion of their duties, so the customer doesn't end up</p>

	<p>hiring them. This non-compete is hamstringing any employees ability to move on from the company without leaving the industry entirely and likely taking a large pay cut. For up to 2 years. Which also means some of our skills will be stagnated and rusty by time we can finally re-enter the industry, likely resulting in fewer opportunities and lower salaries starting out than would be without the gap in employment in the industry. Please help to ban non-competes and prevent a company from enforcing a non-compete through customer contracts and refusing ex-employees access to vital industry resources. Thank you."</p>
Paramjith	<p>"Working as a hospitalist, non compete clause doesn't make any sense at all, as hospitalists don't follow patients in the community after discharge. Paramjith Chawla, MD"</p>
Concerned	<p>"This proposal is a long-overdue measure to curb the anti-competitive overreach that businesses have enjoyed for too long. Noncompete clauses are clearly a violation of workers rights to choose how they trade their labor. Imagine if employers were subjected to restrictive contracts that control who they do business with just so they hire workers? Noncompete clauses are just that, except it is workers whose economic options are curtailed. Not only is this unfair, but it is harming the economy. Unfettered mobility of workers is essential to growth and prosperity."</p>
Concerned	<p>"Non-competes are anti-worker and in my experience are not used for preventing the loss of "trade secrets", but of artificially lowering workers' potential salaries. My employer maintains a not-readily-available list of employers who, from my first week, I am unable to work at for years following temfination of my employment. This list includes not only direct competitors. While my company produces a highly specialized enterprise-only product, I cannot work for either Apple or Amazon in certain divisions, who have little in common besides being, broadly, tech. Banning me from working at another -tech" firm has nothing to do with trade secrets and everything to do with salary. Additionally, this list includes any customer organization, even one who I have had zero work with. If I were to try to work for one of these organizations, then they would be unable to create an account for me in a system that includes a core part of any job I may take, including validation of my credentials. Again, if I were to go to a customer and work in a different role than the one I have now, they would be unable to create an account for me in the system that verifies that I have the credentials to do the job until the non compete has run out. If noncompetes were ended, would this stifling practice be allowed to persist? My employer is in the practice of nearly exclusively hiring college seniors who will not understand the full ramifications of the noncompete when told to sign it, and then ban them from going to any of the customers they build relationships with, nor to branch out into any other frm in the humongous world of health technology. Any employee who requests the list of companies (or even sectors of those companies) we are banned from going to also does so knowing that that request marks them as a flight risk, making it incredibly difficult to even stay in compliance with the noncompete. Noncompetes should be banned. This includes any behavior that functions noncompetitively, including retaliatory actions like preventing system access, or "anti-poaching"</p>

	clauses in business contracts. Any "anti-poaching" rules that remain in place, for example for national security related firms, must keep a list readily visible."
Callie	"As a physician non competent clauses force us to stay in abusive employment because we are unable to leave without having to leave the city that we live in. My non compete is 25 miles and 2 years that destroys my ability to leave my job unless I leave the city which uproots my family from their jobs and my kids from their schools. If the US is a free market I should be allowed to compete with any system if I leave and let's be honest I will likely be employed by another large system so the impact will be minimal These policies are oppressive and leave no room to negotiate better temis. The organization can also fire us without cause and still enforce the non compete which is very difficult for physicians. It should not be allowed."
Sharlene	"I am in complete agreement with the proposed rule. Please implement this to protect American workers, increase wages, and decrease costs for consumers."
Maleah	"I am a clinical psychologist, working in a very rural community. I believe the banning of noncompete clauses is not only appropriate, but necessary. In many ways, such clauses, force medical and mental health providers out of their communities. Often, those same hospitals and clinics will then hire traveling employees and locum practitioners at much higher rates of pay. This often leaves local employees resentful, creating hostile, disconnected, ineffective systems and working environments with inefficient communication. The cost of such a disjointed and siloed system is much more than financial. It's human life. I am continually baffled with the lack of effectiveness and efficiency in the country's current healthcare system despite all of the money spent, our life expectancy has decreased. While I am sure that this issue is multi-faceted, part of its ideology is the capitalist, fee-for- service business that is our current medical system. This puts a focus on revenue over patient care. Sadly, the noncompete clauses are often embedded in that business structure, which does not allow for practitioners and health professionals to compete with these massive systems. Please ban the non-competes. They are hurting everyone."
Courtney	"As a family physician in the rural Midwest, my colleagues across the US and I are negatively affected by non-compete contracts. Hospitals and clinics often run by larger remote organizations have the ability to keep employees in a certain area with sub par working conditions, sub standard benefits, and often grueling schedules as they know a job change would require a move outside their set radius and thus moving a household, changing schools, and often changing a physician's spouse or partners job as well. A rule eliminating a non compete clause would promote improved working conditions, require improvement in integrity from larger healthcare groups with little interest in employee wellbeing and thus improve standards across the board from healthcare organizations who can no longer mistreat employees without consequence."
Matthew	"I am most definitely in favor of this rule. Ostensibly, employers include these as if they're going to invest great time and effort into you and your training, but as an

	<p>engineer this has never been the case in my career. I think it would be extremely positive for common workers and for the economy to ban non- compete agreements."</p>
Romeo	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Jennifer	<p>"I am in support of noncompete refonn. I am a physician that was employed in Illinois that could not take another job in the city I owned a house in due to a noncompete clause. I was terminated without cause due to covid. I was forced to take a job in another state due to the noncompete. I had to move away from all my family for a minimum of 2 years."</p>
Wesley	<p>"Honestly this is the first piece of proposed legislation open for public conunent that I've ever been excited about. I'm currently stuck in a job because the non compete clause in my contract means that I can't work for a competitor (and the list of competitors is exhaustive) OR one of our customers for 2 years after my last day at my current company. I can change industries but that is overly complicated when a more pointed tool like a non-disclosure agreement would prevent me from disclosing company secrets were lto work for a competitor. This is a great idea and should be implemented for certain."</p>
Bhavik	<p>"I am a dentist currently under contract with a fairly restrictive noncompete covenant. Often it chills employees into seeking better employment for fear of litigation from a former employer. I wholeheartedly support the FTC's new proposal to eliminate noncompete covenants in employment contracts, especially beneficial in healthcare among other industries. I hope lobbying groups aren't able to thwart this much welcome proposal."</p>
Erik	<p>"Dear Federal Trade Commission, I am writing to express my strong support for the proposed rule to ban non-compete clauses. As a physician, I have seen firsthand the negative effects that non-competes have on the medical profession and the patients we serve. Non-compete clauses restrict healthy competition within the medical profession and limit the ability of physicians to pursue their chosen career paths. These clauses give employers unfair leverage during contract negotiations, allowing them to pressure physicians into signing restrictive agreements. Furthermore, non-competes often require physicians to relocate their families in order to comply with the contract, disrupting continuity of care and creating stress and upheaval for the entire family. In small town America, if a physician must leave a community due to an unfair non compete, sometimes it can be years before that physician is replaced. Additionally, non-competes limit</p>

	<p>patient access to specialty care. When physicians are restricted from practicing in certain geographic areas due to non-competes, patients may be unable to access the care they need or have to wait longer for appointments. This can be especially problematic for those with chronic illnesses or serious medical conditions. I also strongly believe that non profits should not be exempted from this rule. This would give unfair advantage to non profits and they typically operate just like for profit organizations - just under a protected tax umbrella. Hopefully, by putting everyone in the country under the same rule, all employers would step up and work to keep physicians content to stay at their jobs. At this point, many of us are "stuck" at a unsatisfying or unfair employer due to the fact we don't want to pick up and move our families from the communities we live in. For all these reasons, I strongly support the proposed rule to ban all non-compete clauses regardless of for profit or not for profit status. This will allow physicians to practice freely and provide better access to quality care for patients."</p>
Amy	<p>"I am a physician trying to open a primary care practice in one of the most medically underserved areas in Wisconsin, and I can't because of a non-compete. There is a wait-list for those needing an X-waivered physician to prescribe Burpenorphine, a lifesaving medication for those suffering from opioid use disorder. Since I can't practice in this area, there are people who may the because they don't have access to my care. I also have fellowship training in Osteopathic Manipulation and am specially versed in pain management that doesn't involve drugs or surgery, and acquired a following of patients that can't be helped by anyone but me.... and these patients are obviously typically disabled as they suffer from pain syndromes. Now these disabled patients have to find a way to drive an hour to see me. https://www.wiscnews.comcommunity/portagedailyregister/news/divine-savior-suit-seeks-to-stop-doctor-from-opening-portage-practice/article_93561b7b-5dc8-59ce-b53c-b5c1596ae7ad.html Noncompetes are a public health disaster. I am literally offering cheaper, higher quality healthcare to an underserved community and the patients don't get the right to choose who treats them because corporate profits are more important than people actually getting better in healthcare. To make this even worse, the contract I signed said that the noncompete should not have any power if the hospital was bought out. I never signed a contract with the hospital that bought the one i did sign a contract- so even though they shouldn't be able to hold me to the noncompete of the previous organization I worked for, they are still using the noncompete to tie me up in a legal battle that is preventing people from getting care. If there is any hope for American Medicine, that will involve getting rid of noncompetes for healthcare workers to allow some iota of the Free Market to fix things."</p>
Diana	<p>"This is essential in a country like the US. We should be allowed to choose who we work for and shouldn't be punished for leaving an organization that makes us unhappy, especially if there's another organization who can provide a better offer."</p>

Johnny	<p>"I am an Emergency Medicine physician working and living in rural Wisconsin. I was essentially forced to accept a non-compete clause which functionally locks me out of my entire region because I work in multiple critical access hospitals. The consequence of this is that despite my desire to stay in the area and continue serving this community, should I have to change jobs for any reason, I would be forced to move away. That's one less doctor to serve an already underserved area. In my experience, non-compete clauses are contrary to individual freedoms, free market competition for my labor, and serve only to maximize profits for hospital corporations. Doctors and other in-demand workers may benefit from higher wages, but the real winner is the health and stability of our nation. If I make more money, it will be spent in my community and not pocketed by distant shareholders. My family will be more secure in my community, and it will be easier for me to continue working in my region rather than moving far away and likely to a higher-demand urban area where the shortage of qualified physicians is less severe. The FTC should disregard complaints from corporate representatives and implement this new rule, which will allow financial and social benefits to accrue to individuals and communities instead."</p>
Cory	<p>"I am a practicing dermatologist. There is no logical reason for medical professionals to be forced into non-compete clauses. It artificially limits the natural ability of physicians to practice where needed, and where desired, to cater to the whims of a business. With the MASSIVE physician shortage in the United States, Congress should be doing everything in its power to make it easier for physicians to practice, not harder. Where patients are able to be seen is already dictated by insurance network limitations. Don't make an already difficult situation for them unnecessarily more cumbersome."</p>
Kelly	<p>"I believe that All NON COMPETE CLAUSES need to go away. They are 100% unethical. NO ONE should be denied work close to home or for whatever reason in today's environment forcing many to work more than 25 miles away from home especially with today's gas prices etc. If any employer is a good employer they will have good staff retention, if not they will suffer the consequences of staff turnover period. BUT NO ONE should deny anyone the right to work where they choose."</p>
Steve	<p>"I support the proposed rule to eliminate non-compete clauses. I have been in the electrical trade for over twenty years. In order for me to make the move from doing field work to office work, the company I work for wants me to sign a non-compete. Over the last 22 years I have worked in nearly all aspects of the electrical industry. I started as an apprentice, worked to journeyman, service tech, job foreman, and then master electrician. I spent almost two years as an electrical inspector. The next step in my career is to become a project manager and estimator. In order to do that, I will have to sign a non-compete. I will be managing several large accounts for the company. If the accounts that I am hired to manage, decide to centralize services and terminate our contract (through neither one of our faults), I could be unemployed and unable to work in any aspect of the electrical industry for two years, within a 60 mile radius of the</p>

	company office. I understand that the company wants to protect and maintain their clientele and I would have no issue signing a non-discloser for the company. My concern with the non-compete, is, if we lose our clients, I will likely not be able to support my family. Thank you for your consideration."
Derek	"In 5 years I have moved from financial to health then to a different industry because of. One compete. Moving from industry I am passionate about to one where I am not fully involved. This should be banned to spur innovation as I would have been a brilliant mind in my initial industry as I was passionate about it"
Myra	"I fully support the rule change to ban no-compete clauses that stifle employees' abilities to change jobs. Non compete clauses have gotten way out of hand."
Phillip	"I am personally impacted by non-compete requirements to a large degree. Nominally, I'm only barred from a couple dozen companies, but there is a supplementary list of companies that are effectively off-limits to me unless I find a position there outside my professional field. This list is 45 pages long, with three columns of companies per page, making a significant bar to finding a new position."
Daniel	"I am writing in support of the proposed Non-Compete Clause Rule. As a retired rural Family Physician, I have seen time and again situations where enforcement of a non-compete has resulted in physicians being forced to leave a community and end long-established patient-physician relationships. The consequence is that already-underserved rural areas have their physicians driven away. This is not in the public interest. Thank you for proposing this rule. It is long overdue."
Allison	"Noncompete contracts are predatory and unfair. Even in states where they are not permitted, employers have been known to pressure employees into signing NCA's and then using the mere threat of legal action to scare employees away from seeking better employment. I signed a noncompete for a job that pays me less than 30k/year because it was the ONLY job that I could find in my field, during a time when I was desperate for work. Because of this, I risk being dragged to court if I try to seek a better opportunity. At such a low wage level, obviously I can't afford decent legal counsel. My employer did not offer me additional money to sign the NCA. They did not offer me special training, and I don't have access to any particularly sensitive industry secrets. My NCA stipulates no geographic or time limits: my employer has threatened to take me to court if I seek other employment within the field EVER, ANYWHERE. My options were to sign, or not get a job, during a time when jobs were otherwise scarce. I was afraid of never being able to break into my industry, and I was desperate for a steady paycheck. If my employer did take me to court, would they win judgement against me? Possibly not. However, the sheer ordeal of it, including the legal fees and time suck, would cripple me even if I were to win. Again, I make 30k/year. This feels like a form of indentured servitude. It is antithetical to a free-market mindset. PLEASE ban NCA's. Thank you."

Stacy	"Non-Compete Clause Rulemaking, Matter No. P201200 I am a normal, employed physician who moved across the country for a job opportunity that turned out to be within a system with a culture of harassment and bullying. I needed to leave the organization, but my noncompete made it so I either had to move my family away from where we lived or commute a long distance >25 miles in an urban city in order to be employed. I was essentially trapped. I am an anesthesiologist, so I do not carry a patient load or have any reason to have a noncompete or restrictive covenant. Despite this, I had to employ my own employment attorney who negotiated me out of the noncompete at an out-of-pocket cost of over \$5000. Doing away with noncompetes is absolutely in the best interest of employees and helps even the playing field with large employers who have shark lawyers and essentially try to "own" their labor pool. Please please continue down this road and eliminate noncompete clauses on a federal level."
Jacob	"Non-competes actively hurt employees, and inhibits competition among companies. I am personally restricted in leaving my current role as my employer has a non-compete with all other companies in my area that my skill-set could apply to."
Bob	"I support the FTC's proposal to ban non-compete clauses. Physicians have been encumbered by these clauses for several years and the clauses penalize patients. As there has been more consolidation of the health care industry, the effect of the clauses because more onerous. Thank you for reviewing this."
Shelley	"I had a 2 year, 30 mile no compete clause. All this did was prevent the community from having a good health care provider who wanted to stay connected within the community. My organization basically bullies people into staying with this type of contract rather than trying to improve a very hostile environment. I think no compete clauses have no benefit to the consumer or the businesses. It would be welcomed to make this illegal for organizations to impose this. I was lucky, at least I could drive a distance a make a living. If workers can't drive or have no transportation, this can become a hardship, contributing to more poverty and poor working environments"
Nicole	"Need help with what to say? Here are some ideas you can copy and paste or use as prompts! "I support a federal ban on noncompetes. As a physician I have directly felt their impact and saw how it impacted the patients I was no longer able to serve since I had to leave the community in order to leave my job." I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."
Megan	"I am conunenting in support of the proposed rule by the Federal Trade Commission regarding Non-Compete Clauses. I am a nurse practitioner, and currently bound by a highly restrictive non-compete clause in my contract with my

	<p>employer. This non-compete limits my ability to seek other employment both geographically and in service line - which is a significant detriment to my community should I need or choose to move on from my current employment. I have witnessed the loss of highly talented, effective clinicians from my region due to these non-competes; this has a rippling, deleterious effect on the healthcare of individuals in my community. Not only are experienced clinicians lost, but their historical and regional knowledge of how to connect with various service programs for their patient -- truly the core skill necessary for breaking down healthcare silos and a crucial feature of collaborative, whole person care -- is forever lost and not transmitted to a new set of local clinicians. While my non-compete has significant impact and barrier to me, the community will feel these effects in a much larger scale. The elimination of non-competes would help keep clinicians like myself embedded in the communities we serve, and challenge our healthcare organizations to create healthier workplace and compensation models to retain exceptional talent. In this situation, all would win -- healthcare providers would continue to serve in communities they are invested in, patients have longitudinal care with providers who can address not only their medical issues but also the socially-driven healthcare disparities, and health systems would grow and develop in ways that are in service to their employees, patients, and communities. I strongly urge the FTC to adopt the proposed rule related to non-compete clauses - the health of our nation is just one area that could see overenvhehning benefit from this change."</p>
Kyle	<p>"I am in full support of disallowing non-compete clauses in contract. They stifle innovation and competition and put workers in a precarious position. Please pass this law. There is no need for companies to block and individual rights flyer they have ended their employment with an employer."</p>
Sandy	<p>"As a physician, I am strongly in favor of the proposed rule by the FTC to ban non-compete clauses. The issues with noncompete agreements have been brought up by physicians for years, and it is important to highlight the physician voice in this debate, as major players such as the hospital system lobbies are speaking on their own behalf, and not that of their employed physicians. The majority of physicians would agree that noncompete clauses in the healthcare field are bad for both physicians and patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families. A noncompete clause for a physician often means that leaving a job would require a physician to leave the area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market</p>

	<p>forces allow that ultimately would lead to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting their families each time they want to switch practice environments, and the daunting challenge of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate legal actions by their employers, or unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should be eliminated for both not for profit and for profit hospital systems. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area would have greater repercussions is much more reasonable. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Gregg	<p>"Non-compete contracts should not be enforceable, and I approve this rule to eliminate them. As a physician, I have to earn the respect of referring physicians and patients. If a hospital only wants to deal with a group of physicians, they can restrict privileges to those that have the contract. Therefore, the non-compete is superfluous. Also, the state that licenses me has a vested interest in seeing that I</p>

	<p>practice medicine. A non-compete is highly restrictive in that regard. Why should I be prevented from practicing in a state where I am duly licensed because of financial incentives - and not the medical quality of my work. Finally, medicine requires referrals to the best available specialist or primary care provider when needed. Why should the financial interests of a group take precedent over the ethical practice of medicine? In many cases, those with the financial interest do not practice medicine. With all due respect to hospital administrators and health care systems run by non-providers, they have no business restricting my ability to provide high quality care to patients willing to see me. Why should they decide who can and cannot practice in their area? But a word of caution: they might revoke privileges rather than enforce a non-compete. This must also be addressed. Thank you."</p>
Reena	<p>"I am a physician going through extreme hardship as I am going through my non compete period. The non compete is for 18 months and 20 mile radius. I am not able to relocate due to family commitments. My career is significantly affected because of this. I can provide additional information if necessary."</p>
Jarod	<p>"Non-compete Clauses do nothing but hinder a worker from furthering their career and experience in a field by taking away a businesses need to stay competitive with others. They need to be done away with, they've turned into tools to take advantage of working class Americans."</p>
Kimberly	<p>"This should be banned! It's not fair if we want to change jobs we are handcuffed to the employer we don't want because of fear of lawsuit!"</p>
Norda	<p>"Workers should have a strong voice. Thank you."</p>
Alexander	<p>"I work in sales and have worked in sales for the past 9 years. Non-competes have gotten more and more outrageous every year. I've been at my current company selling physics simulation software for the past 3 years. Learning the industry and preparing me to be a better sales person. Most sales positions require you have industry experience at higher levels and currently I'm banned from working in my industry for 24 months after my termination. Which means all of the expertise I've gained and all my bargaining power to move to a new job or negotiate a raise, is completely gone. They know I will have to start over and completely limits competition. It makes it so they can pay us less money and tie our hands so we cannot move anywhere else. I've always been a capitalist and this is far from capitalism. It's completely limiting competition in the labor market and reducing wages across the board. I know I'm not alone and everyone one of my friends in other industries (finance, I.T. and manufacturing) are all bound by the same rules. It's creating a fixed labor market with no benefit to the employees. These contracts are also given after you gave notice from your previous employer and side comments like "they never enforce it". I know for a fact, they do enforce these and it makes it so other industry players cannot hire you for fear of expensive lawsuits. These non-competes should not apply to almost anyone and they're currently the standard for any new employee. Please</p>

	remove non-competes for the good of the American workers and the market in general."
Yang	"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Noncompete agreements are the kind of thing you'd think wouldn't exist in the 21st century, the kind of thing that thed out with company towns and corporate scrip, yet here we are. Here's to success in your endeavor and easy passage through the court system and whatever else might stand in your way!"
Cynthia	"Please place a ban on non-compete agreements. 30M Americans are trapped by these contracts. The ban is estimated to increase wages by nearly \$300 billion/year."
Greg	"I completely support ending non compete agreements. I Myself worked under a non-compete foe 20 years new management replaced the old managers and we were terminated. The company then threatened to sue any competitors that would hire us using the non-compete as a weapon."
Gregg	"I oversee around 600 healthcare employees in VI-IA and we have a ton of skilled providers that want to work with us part time but are terrified to even formally talk to us due to the non competes. This would do a lot of good for a lot of people and long over due."
Helgaleena	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people."
J	"I fully support eliminating noncompetes. I am an advanced practice nurse."
Zach	"The non-compete in my state (Wisconsin) doesn't seem to have any systemic balance to the employee rights. The broad, and over biased radius that companies have initiated on these NC is ridiculous. It essentially forces an individual to oppose their true niche, and trade in their skills for another path less likely to benefit consumers. Likewise, it can create enough anxiety that one completely stops working or potentially moves out of their community/state. Please pass the discontinuation of this skill depriving clause that has been in place far too long. Thank you for the opportunity to have a voice."
Joel	"Three years ago I began working as an optometrist in the Milwaukee area of Wisconsin. It was a great job, and I signed a two-year non-compete with a ten mile radius from my employer. He had given me a handshake agreement to buy the practice from him in a few years time. When it came time to sell me the practice, he sneakily sold to a very large private equity group for a much larger sum than I could ever pay him. It was fair that he chose to sell to a different group, but the contract that I had signed with him actually transferred over to the large, corporate, private equity group. The private equity group was able to enforce my non-compete and essentially force me to work with them or force me out of town. The only job out of town that I could find was 15 miles away from my

	<p>own home, which was unfortunate given all the amazing opportunities that were right here in the Milwaukee area. Not to mention the thought that I may have wanted to open my own practice next to my home and begin anew. The non-compete decreased my potential wages by approximately 20-30k a year due to the fact that the out of town job paid significantly less. Non-compete clauses seeming protect ONLY employers who aren't decent enough to their employees to keep them long-term. Non-compete clauses should be banned and replaced with greater protections on a businesses IP. Please ban non-compete clauses to protect thousands of people like me who are unfairly managed, and then moved far away from home in order to avoid a legal battle."</p>
Joseph	<p>"Physicians took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physicians at risk of being strong-armed into practicing unethical medicine, and into putting their employers over their patients. Physicians should have a right to work and move freely just like every-other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine."</p>
Jerold	<p>"Non-compete clauses are very anti-competitive. I could see a short, time-limited noncompete such as 2 years, when recruited to a job. The employer has expended time and resources to recruit so that is reasonable. Otherwise, the non-compete is just a way for large employers to squeeze the individual providers into staying in a bad situation or moving out of the area. A similar situation occurs with locum tenens agencies when they "present you" to a potential employer and then prevents the physician from employment with the hospital for an excessively long period of time. The locum tenens agencies "present" us without having written permission to do so."</p>
Dan	<p>"I am a physician under a noncompete. I feel like I am trapped in my current job because to leave I'd need to uproot my family and move outside the noncompete radius. I don't necessarily want to leave my job but I don't have the ability to do so ."</p>
Wayne	<p>"Workers should be able to move to other companies as they choose. Anything else is a restriction of their rights in the United States of America."</p>
Susan	<p>"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. The typical agreement hurts everyday workers. This would be a critical step toward</p>

	strengthening the middle and working classes --- ultimately building a stronger economy for everyone."
Patricia	"Non-compete clauses are effectively a tool for restraint of trade. I would support the ban."
Scott	"I wholeheartedly oppose any non compete clause that limits my ability to care for my patients in my community if I were to choose to switch practice locations or employers."
Mark	"Hello: I would like to add my concern that 'non-compete' employment clauses are signed in a subordinate position, limit competition, and should be abolished as a practice. The nature of these contractual terms limit fluidity of employment and stagnates competition on all sides of the equation. They negatively impact families by 'staying put an accepting the status quo' or leaving a defined, ever enlarging non-compete radius...now several counties at a time in my area. I am glad that something is finally being done regarding these despicable and anti-competitive practices. Mark Hodgson, MD"
Ed	"During my working years I and several of my colleagues were hampered by our employers' non compete clauses. Our employment opportunities, within the same industry, were severely limited. Attempts at opening new businesses within that industry were vigorously fought by fonner employers. I urge you to abolish Non-Compete Clauses in the American workplace. Thank you. Ed Holahan, Viroqua, WI"
Jessica	"Please do away with noncompetes, they hurt the worker."
Season	"I support your changing things and banning non-competes. Please, please, pretty please! Thank you for your attention to it."
Matthew	"To Whom It May Concern: I am writing you today in support of a ban on non-compete agreements for all employees, including those working for non-profit organizations. I am a family doctor working in a rural community of 8,000, and my contract contains a non-compete agreement. Our community, like many impoverished rural communities, desperately needs more people willing to work here in medicine, including doctors and nurses, and currently, if I am unhappy with my current position, I would have to find work outside of this community for the next 2 years due to my non-compete agreement. Rural communities desperately need to retain the doctors they have and recruit more doctors and other health professionals. Non-compete agreements like mine serve only corporate interests, not the needs of my community. Thank you for standing up for workers and communities against anti- competitive corporate practices."
David	"As a recently retired dentist of a 35 year career, I can attest to the negative effects of Non-Compete Clause employment agreements both personally and during the search for young dental professionals to assume my dental practice business. In most areas of the nation, people face some level of difficulty

	<p>obtaining access to dental care and services. This is due in great part to dental professional manpower shortages especially in smaller cities. It is well known that dentist graduates are burdened with very large educational debt loads upon completing their educations and a large percentage of them take positions with corporate owned, "chain" dental practices. This is primarily due to lucrative contracts that provide substantial salaries that would seem to remedy their debt loads. These contracts always include severe non-compete clauses for distance and monetary penalty. These new graduates quickly learn that they must produce very aggressive levels of dental treatment production. often with questionable and sometimes unethical recommendations, to cover the cost of their salaries or suffer wage "claw backs". Discouragement and dissatisfaction runs very high in this gaup and they begin to look for ways to exit these situations in order to practice with greater self detennination. Young dental professionals select desirable areas they want to live and practice in long tenn. A study by the University of Nebraska School of Dentistry showed a large majority of dental graduates from dental schools in the United States choose to practice in communities very similar to the ones they grew up in. Thus, when they attempt to change their practice venue, they encounter the non-compete restrictions and can be forced to leave the community they so carefully chose to begin with. This hurts community because dental care is vital to overall community health. Dentistry is strongly relationship based and patients are justifiably upset when a dentist they have established trust with is forced by a non-compete clause to relocate to another community. This also exacerbates the manpower issue because it so negatively affects the turnover cycle of local dental practices when dentists choose to retire and transition their practices to new owners. Non-corporate dentists are also guilty of using non-compete agreements because practice transitions are almost always managed by professional brokers who universally include a non-compete in the transaction. The point I really want to make as it pertains to dentistry is that dentists simply do not compete with each other! They compete with other discretionary spending by patients: automobile dealerships, Best Buy, fishing lures, fashion accessories, etc. The dentist-patient relationship is based on style of care and a patient's comfort level with the approach to that care. Dentists arc very loathe to admit this! My opinion is that elimination of non-compete clauses in dentistry employment contracts will be a great improvement for community access to dentists and the important community health services they provide. I strongly urge you to enact the Non-Compete Clause Rule in the best interests of all communities in our nation."</p>
Douglas	<p>"I am a physician. The national bar association who represents attorneys prohibits signing of non-competes for ethical reasons. They cite attorney client privilege. The exact same logic applies, if not more so for the physician patient privilege. Noncompetes are unethical and generally anticompetitive. This rule needs to pass."</p>
Ben	<p>"Please get rid of them they prevent innovation and worker freedom"</p>
Phil	<p>"Great idea! This should've been done years ago: abolish all non-compete agreements."</p>

Syed	"I'm an inpatient physician and am concerned about non compete clauses that I have to sign prior to employment. I hold no trade secrets and practice independently. Non compete clauses exist to stop Physician-Patient relationships and decrease access to health care. They exist to make more money for mega corporations. They inhibit negotiate and stifle competition."
Fred	"My former employer's non-compete clause made my year after leaving very difficult and tumultuous. I had to take a 50% pay cut to get a job and lose some of my experience/muscle memory of my former job. I also declined to buy any stocks with my former employer solely because it would have increased my non-compete to two years. My life would have been so much simpler and less stressful if the non-compete didn't exist."
Cailey	"Dear Chair Lina Khan, I'm writing today in strong support of your effort to ban noncompete agreements. I was bound by a noncompete and forced to take a much lower paying role in a different industry due to corporate greed. Thank you for standing up for working people's freedom to stay in their industries when they change companies, whether due to a move or a better offer. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Will (Willard)	"Recently employed by Armfield Inc. a UK owned subsidiary of Armfield Ltd & ultimately Judges PLC. I was the US Manager of Annfield Inc. a sales office based in New Jersey for 7.5 years and prior to that time 10.5 years as a salesman representing two markets for the sale of capital equipment to educational institutions and food technology R&D departments in commercial and educational research settings. I departed from employment with Armfield Inc. in January of 2023 to open a single operator business selling Instructional Engineering Systems LLC, where my company would on some instances compete against Annfield and 5 to 7 similar companies. The company I now represent is GUNT of I lainsburg, Germany a company that manufactures approximately 700-800 more products than Annfield. In March of 2023 Annfield sent cease & desist letter invoking a non-compete written within my 2016 contract preventing me from competing with Armfield in any capacity to including the following; I can't start a competing business, work for a competitor in the USA, even though I only directly sold into 3 states, Ohio, Arkansas & Oklahoma. Their reasoning is simply that I know business very well, having worked in the field for 18 years. Armfield's noncompete is 12 months, which would force me to find alternative work at 59 years old and not accept the outside opportunity within the industry I know, unless I'm willing to accept less income in unrelated markets for 12 months, then leave those employers to return to the market I perform in the best capacity. That is not good for the individual, the GAP employers if a longer tenured employee was what they're seeking. Watching the public forum the FTC posted I saw some attorney's or business representatives repeat the need to protect business assets including trade secrets & other proprietary or intellectual property as the set of reasons to hold tightly to the ability to enter into noncompete agreements stating how "fairness" at the time of resignation can simply "be worked out". They know full well employers react to resignations and post-employment in many ways, including walking employees the moment they

	<p>resign, laying off the employees & sending noncompete threats or reminders and in some cases work things out without counsel. Mostly I heard hard business personalities, somewhat robotically or coldly expressing why corporations need to retain the right to keep employees under their roof & under the businesses control, with the current or recently departed employee having to seek paid counsel to get free and continue working in a familiar field or profession. Now here is my specific and current experience in bullet point form showing examples of unfair treatment by my former employer Armfield, Inc. have gotten away with, to this point, and is attempting. * I was promoted with a target salary & profit sharing target. The bonus profit share was normally = 35-40% of my prior salary, and with the promotion the bonus move to 45- 50% of my new salary. * The bonus profit sharing program was contracted. * In 2015 Annfield Ltd./Annfield Inc. was acquired by Judges PLC UK. * The Judges CFO immediately imposed a management fee upon Armfield Inc. specifically moving it against the profit share bonus reducing the pool by a minimum of 570,000 reducing my share by \$20,000 2016 forward. * I disputed the change when I fully understood the impact on the US team and was given no relief by Annfield or Judges. * SO, I obtained a promotion and new management immediately reduce my compensation at the stroke of a pen, but I cannot argue too strongly & cannot gain new employment in the industry I knew then for 11 yrs, BECAUSE THE NONCOMPETE IS HELD OVER MY HEAD. * It is fine to know the above is wrong and should assist me in fighting the noncompete, BUT at WHAT COSTSS? I have retained solid legal counsel while using personal savings to fend off my former employer of 18 years. * Additionally, 1yr ago Annfield hired my UK counterpart from a competitor GUNT of Hamburg, who ironically I represent now. The new Annfield hire brought his former employer's confidential price list to with him to Annfield who's management supplied it for me the US MGR April 2022 for competitive use. I refused to utilize the stolen property warning Annfield legal action could be at risk. I was ignored. In summary, I refused to utilize stolen information my employer provided, now I'm possibly headed to court over a noncompete for a company afraid that I will divulge information about them, which I would not do on their behalf 1yr ago. * The ONLY way I would support noncompete agreements would be when the employer, "so fearing the former employee's potential" is willing to PAY GARDEN LEAVE with benefits for the entirety of the noncompete term. From there the employee, the future and past employers could bargain or simply let the noncompete run out."</p>
Jacob	<p>"This would likely be one of the most revolutionary business policies in a long time. Noncompete clauses allow companies to get away with paying their employees less than they should be, and actively harm competition. This rule would do so much good to all of the United States, putting money back into the middle class and raising wages, which have long struggled to keep up with inflation."</p>
Kelly	<p>"As a small animal general practice veterinarian for 25 years, I believe this is LONG overdue. I support the FTC in this."</p>

Taj	"Please support the removal of non-compete clauses. I have personal experience of this clause being used as retaliation for leaving a toxic workplace environment. I lawyered up and was instantly left alone, but it was a terrible experience that caused me to leave a patient population I enjoyed caring for and nearly caused me to uproot my entire family. These clauses hurt physicians and anyone in any field who has it in their contract. Many of us are lured into practices with falsities only to find out the true situation of the workplace once officially working. This is very common for early career physicians and people fresh out of training We are lied to, and then bullied by the noncompete. This must stop. If practices want to keep doctors and other staff, give us the support we need to provide high quality care and succeed."
Jonathan	"As a physician I vehemently oppose exclusion under this proposal. We should be entitled to participate in the healthcare market to the maximum our skills allowed. We are already exploited through our training and straddled with debt from our education, the least that could be done is allow us to obtain our true market value in what is supposed to be a semi capitalistic market"
tarun	"Having non compete clause impedes the ability of MDs to provide care in under served areas. Me and my colleagues have free time to provide clinical care to patients in our community but non compete clause from my primary employer does not let me help needy people in my town."
Philip	"As a Radiologist, I am opposed to non-compete clauses. Radiologists do not, as a rule have their own patients making this clause unreasonable and essentially makes a Radiologist a prisoner of his employer."
Therese	"Wholeheartedly agree with abolishing no compete clauses for physicians. They are used to lock providers into the system and force us out of the market if the working arrangements or expectations aren't met by either party. Healthcare corporations fear that patients will follow their physician if the physician leaves the organization and practices with another organization. They are very anti-competitive. The standard no compete clause in my area is 30 miles from all sites of work for 3 years which forces a move for most of us who would consider changing to another organization or practice arrangement."
Maureen	"Please eliminate noncompete clauses to the greatest extent possible. Thank you."
Gwynne	"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is

	<p>because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities."</p>
Andy	<p>"Stop picking on doctors! We give up our 20's to help people live healthier lives! This is a really important public health issue, even though it may not seem like it. Clinician shortages are increasing, in part due to lack of job mobility for clinicians. When clinicians aren't able to switch jobs to find better fits without having to relocate themselves or their families, they make hard choices, which can include leaving the profession or cutting back clinically. Half of my friend circle has quit medicine in the past 5 years, not for retirement but because of burnout and inability to change jobs locally. Additionally, noncompetes give the employers unfair leverage. If clinicians are afraid of being fired or otherwise retaliated against because they have a noncompete and are unable to move, they are less able to effectively advocate for themselves or their patients. This can include speaking out against unsafe or unfair working conditions, negotiating fair contracts that help prevent clinician burnout, advocate for safe staffing, or speaking out against patient safety issues. It's really hard to make the argument that one clinician leaving a hospital system significantly hurts a hospital system, so the argument for noncompetes is weak. If lots of clinicians left en masse, there are larger issues with that hospital system that need to be addressed. Importantly, the current FTC proposal as written could exclude nonprofit hospital systems, which would render the proposal much less effective for clinicians given that the majority of hospital systems in the US are 'nonprofit' in name. The proposal should be revised to include all hospital systems"</p>
Kevin	<p>"No physician has ever asked to have a non-compete clause in his or her employment contract. Such clauses serve only to reduce competition and interfere with a physician's ability to practice medicine without interference."</p>
Vikas	<p>"I fully support the proposition to remove non-compete clause from physician contracts. It negatively impacts our freedom of practice."</p>
Kent	<p>"I am an 85-year-old retired veterinarian. My first veterinarian employer required me to sign a non-compete agreement as a condition of employment. Eager to work and begin my career, I signed that document without thought or hesitation. Several years later, it became apparent that I was being taken advantage of. My employer worked half the hours I did in the practice but also worked part-time for the city as a meat inspector for local slaughter houses. When I attempted to negotiate a better salary commensurate with the income I was generating for the</p>

	<p>practice, he fired me. Several days later he attempted to hire me back again. I refused and, within a few months I opened my own practice on the opposite side of the city. His attorney threatened me with litigation if I didn't honor the non-compete portion of my employment contract. Because I had proof that my employer kept two sets of books, I threatened to contact the IRS if he continued to threaten me. I never heard another word from his attorney. During my practice years, I never required associate veterinarians to sign non-compete agreements and I never had a problem as associates came and went in response to personal reasons. The legal and medical professions consider non-compete agreements to be unethical because they sever the client or patient relationships. The American Veterinary Medical Association (AVMA) has failed to even consider that possibility for the veterinary profession. They do, however, have lengthy ethical statements about the sanctity of the Veterinarian-Client-Patient-Relationship (VCPR). The ethical considerations of non-competes have never been put to a vote within the AVMA hierarchy. Beyond concerns about the VCPR, however, there are enormous concerns about the emotional damage that non-competes inflict on veterinarians who simply want to improve their professional status or escape from toxic employment practices. Stressors abound in the veterinary profession and those stressors are reflected in the unusually high suicide rate by veterinarians. During my long veterinary career, I have never, ever heard of a veterinary employer who has been stressed because a veterinary associate joined or opened a practice within convenient driving distance of the employers practice. Stress stories from associate veterinarians who have suffered because of the restrictions from non-competes are in the thousands. It is clear that non-compete agreements are exactly what they indicate...to prevent competition within a free society. I urge the FTC to do end them once and for all. Thank you for listening!"</p>
William	<p>"Non competes are by and large, unenforceable and illegal in emergency medicine. Regardless, why is it OK for physicians to be the only ones excluded from this? Garbage. Politics and control."</p>
John	<p>"I support the ban of non-complete clauses. I am a medical/mental health practitioner in a small (300,000 population metro area) region of the upper Midwest. Non-compete clauses, which my current contract includes, significantly interfere with my and my colleagues' ability to pursue meaningful modes of employment and subsequently become "trapped" within dysfunctional healthcare systems. In turn, the presence of non-compete clauses for all medical professionals negatively impacts patient access to healthcare. I am pleased to see the FTC proposing this rule and fully support the ban of non-compete clauses."</p>
Monica	<p>"I am a family physician working in a rural small town. I provide care to a lower income patient population at a hospital system owned clinic and at a critical access hospital. The most frequent challenge I face is providing access and excellence to my patients. Unfortunately, though primary care and inpatient medicine care is critical to population health, these services are not well reimbursed and therefore are a lower priority for healthcare systems. When I see</p>

	<p>a need — improved RN support, phone follow up, administrative support to off load billing and paperwork time- its rarely appreciated as a priority. These things are a priority to patient care and access- but they don't make money. My primary leverage is my work. The struggles to produce good patient centered care is poorly motivated by even well intended policy under the current reimbursement situation. After asking for improvements for years and hearing nothing but demands to increase patient numbers and revenue, we had 2 providers quit our clinic. They did not have young families and had the flexibility to drive for 45 miles to switch to a clinic outside their non-competes. After that, under the implicit threat of more providers leaving we were allowed to hire RN support which has improved patient care. I have 3 young children and a husband with a job in our town- I am compelled to keep my job to avoid uprooting my family. I can't leave to join a better work environment without great personal sacrifice. I can't control the environment in which I practice my profession. The lack of agency for a healthcare provider, a profession grounded in an loath of patient care, is maddening. If I wanted to leave the "non-profit" world of hospital system care and work for a federally qualified or other mission driven practice I can't without huge time/personal cost. Fix the healthcare system or at least let me leverage my work or free me to practice in the right environment for my patients."</p>
Marc	<p>"I strongly support a ban on non-compete clauses. I know of someone in my family who was subject to such an agreement and it has greatly limited their ability to get a job that they were very qualified for. They serve only employers, no one else, and they need to be banned. It's really that simple."</p>
Joshua	<p>"I am a cardiologist that just left corporate healthcare to start an independent private practice. I strongly believe that the model and practices of my former employer didn't support quality, efficient care. I will say that undoubtedly, the non-compete clause that my former employer wielded over my head could have been a significant deterrent to moving forward with this plan. Fortunately for me, the non-compete I negotiated 15 years ago had a limited radius and therefore I am able to remain close to the majority of my patients. Before deciding to start an independent practice, I was offered jobs by the two other corporate/academic systems in town, but their non-competes dissuaded me from signing contracts with either. I was too concerned that if they also decided to change strategy or direction, then the new non-competes would force me to move my family and start from scratch in a completely new environment. As o was unwilling to entertain this possibility, I decided to try my hand at private practice. The existence of my non-compete has unfortunately dominated my decision-making, and I would strongly advocate for their abolition."</p>
robert	<p>"I support this Ban particularly in health caw to maintain physician/patient access. I am a physician bound by an 18mo non compete with a hospital system. I had built a large word of mouth practice over 20 years in a primary and secondary markets. The current hospital system enticed me with unfulfilled promises, and rather than investing in business growth on my behalf (ad, referrals);expectation in like for a non compete; I have supported myself by my prior patients reaching my team by previous provided cell numbers, and the employer has demanded we</p>

	discontinue this practice. The system of re- identifying your location used by ems to keep patient/physician intact is heavily leveraged to the employers as it can take 9 months to have locations updated. Please side with keeping patient access to care with their providers and not hospital lobbyist!!"
Judith	"Banning non compete agreements is a great idea. Do it!"
Andrew	"As an professional (veterinarian) individual who has worked for both privately and corporately owned practices as well as been an owner of a privately owned practice, I fully support the FTC's investigating and working towards banning non-compete agreements."
Horace	"I am definitely for the abolishment of the non-compete clauses. These stifle innovation, limit worker's rights and create an unfair environment for workers to attain their fair wages as well as lifestyle limitations regarding the ability to obtain reasonable employment within their geographic area. These non competes force employees to move, take their kids out of school and disrupt social networks. As a physician, this gives all the power to the hospital employer, and limit the patient's ability to seek continued care from a preferred provider if the physician is released without cause from the employer. This is also used to limit retirement funds ("deferred comp" plans) and place restrictions on whether these can be collected, or if they're penalized for trying to provide care to their patients."
Micah	"Dear Regulations.gov, am writing to express my concern about non-compete clauses for physicians. As a physician, I believe that such clauses can have a detrimental impact on patient care, medical innovation, and physician mobility. Non-compete clauses limit a physician's ability to practice medicine in a certain geographic area or for a specified period of time after leaving their current position. This can severely limit a physician's career options and, in sonic cases, force them to relocate to continue practicing medicine. This can be especially problematic in areas with limited medical resources, where losing a physician can have a significant impact on patient care. In addition, non-compete clauses can stifle medical innovation. Physicians who are bound by non-compete clauses are often prevented from sharing their patient-care expertise and ideas with colleagues, which can hinder progress in the field. This can have a direct impact on patient care, as medical innovation is critical to improving outcomes and developing new treatments. The idea that optimal medical care and treatment should be limited only to one hospital suggests that we care about business interests more than health outcomes. Optimal medical care is NOT a "trade secret" - it is simply the right thing to do. Furthermore, non-compete clauses can also have a negative impact on physician morale and job satisfaction. Physicians who feel that their options are limited by non-compete clauses may be more likely to feel trapped in their current position, which can lead to burnout and other negative consequences. I understand the importance of protecting an employer's interests, but I believe that non-compete clauses are not an effective way to do so. Instead, I would suggest that we explore alternative approaches, such as a confidentiality agreements for specific medical technology or select care advancements that are appropriately specific to a single hospital, to protect the

	<p>employer's trade secrets and other proprietary information. I hope that you will consider my concerns - I have no financial interests in this and only want the best thing for the health of patients everywhere. Thank you for your attention to this matter."</p>
Fong	<p>"I am in favor of banning non compete. It is preventing me from freely switching jobs, depriving me of higher wages and better working condition."</p>
Leighann	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 I live in the State of Wisconsin where non-competes are common. I left my position to join another organization that was willing to work with my year and half long non-compete and was doing well at the organization. I blow my sales number out of the water and was exceeding my boss's expectations (his words to me "you have easily paid for your seat through next year" this was at the beginning of November 2022) At the end of November 2022 my boss was given the opportunity to hire 2 other people that were in the same industry, however, they had been released from their non-competes because the business they were working for closed its doors in the Wisconsin market. They quickly started bringing in their old clients due to the fact that the other business had closed. Right after Thanksgiving, my boss terminated me, stating various reasons. I am now under 2 non-competes one that will end in April and the other that will end in November 2023 and I am not able to work in my chosen industry despite being terminated without cause. I have worked in the same industry and have had great tenure for most of my career, but because of one poor manager, I have been kicked out of my industry for at least the next year. I understand the need to protect trade secrets, however, employers have turned these into blackballing people from industries and managed to take their livelihood away. Non-competes need to go away, confidentiality agreements should be enough to protect companies and still allow people to make a living."</p>
Matthew	<p>"This is a fantastic idea. I am essentially a corporate "nobody" who worked at Epic Systems, a behemoth healthcare software company, for 11 years. I possess no strategic knowledge or trade secrets. I am bound by a two year noncompete that prevents me from working with EPIC'S OWN CUSTOMERS, which represents a majority of the healthcare market, to use my skills. This is broad overreach and must be stopped. Warning: Epic will surely attempt to skirt this rule by restricting access to its online forums, which I would likely need to be effective in my job at an Epic customer. Your rule must also address this in order to have its desired effect."</p>
Lance	<p>"Regarding: Non-Compete Clause Rulemaking, Matter No. P201200. I am writing to comment in favor of banning non-compete clauses. I was employed for 36 years as a medical professional (Optometrist) in a large Midwest medical clinic. The town I lived in has a population of 21,000 people in central Wisconsin. When employment contracts have 30 mile non- compete clauses, as mine did, it would require me to leave my home and move to a different city if I desired to practice elsewhere. Leaving one's home, established friendships, nearby children and sense of community is difficult. To force this on someone as a mandate for leaving a practice, as in my case, is a significant burden. In addition, this gives an</p>

	<p>employer relatively free reign to reduce income and benefits to good employees who have established successful practices under threat of loss of home and community. In my case, my income was reduced one year by 25% and another 15% the following year to the point where I was either forced to retire early or move. Non-compete clauses represent an unfair burden on employees, they reduce competition and make for an unpleasant work environment. Please put an end to these unfair mandates."</p>
Christopher	<p>"I'm in favor of abandoning non-compete clauses, esp in the field of medicine"</p>
Ruth	<p>"Non compete clause is not doing any justice to the poor families. They have to make their families suffer if they want to quit a job . It empowers the health systems and take the right away from the physicians to even resign"</p>
Ruth	<p>"I support removing the non compete clause . It is breaking the physician community- forcing physicians to live out of a neighborhood just because of these policies . Too hard on family life . It's " enslaving " the physicians and making the organizations decide an entire Family s fate to live or move out of a community just to find jobs, HORRIBLE CLAUSE . Must be removed"</p>
Megan	<p>"It is imperative that physicians be allowed the same rights as other workers to be free of criminal noncompetes in the name of corporate greed. As a majority of physicians are employed it is imperative they be afforded their constitutional rights equal to other working citizens."</p>
Micah	<p>"As a psychiatric nurse practitioner I am subject to a non-compete clause that would force me to drive more than 50 miles away to find other work, or uproot my family and move to a different community. This 3 year non-compete clause is excessively onerous. My skills are specialized and in high demand, however, my wages and career mobility are severely suppressed by this non-compete clause. Nurse practitioners and physician assistants must not be exempted from a ban on non-compete clauses. The hospital system I work tbr cites market research and prevailing wage arguments as justification tbr keeping wages low, while benefiting from a regulatory environment that the administration can leverage market forces against it's employees. Nurse practitioners deserve to sell their labor on the open market without restrictions. I implore the FTC to ban non-compete clauses, and refrain from making exemptions to this ban for health care workers."</p>
David	<p>"I strongly support the new rule to improve the economy and the lives of millions of workers by finally fixing the broken non-compete system. I have had a non-compete in a tech position and it contributed to me being basically unemployed for months after leaving it, despite wanting to work and having a valuable skill set. I have many friends trapped in jobs because they are the sole income for their family but they'd be locked out of the job market for 1-2 years if they quit their current employer. That employer uses that power to often demand unreasonable amounts of work hours as well (50+, regularly 60+ hrs/week with no additional pay). Non-compete clauses are not entered into freely, handcuff the</p>

	<p>free market, and undermine people's freedom/wages/benefits Eliminating the current absurd and damaging non-compete system will be one of the best and most impactful political changes I've seen in my lifetime. Please follow through on it."</p>
Jennifer	<p>"I am pleased to see the FTC is doing something about non-compete clauses. I am one of the vast majority of physicians who agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. Currently in my area (Milwaukee) many physicians are leaving a particular hospital and are being forced to practice about an hour north of the city for 18 months to wait out their non-compete. What I see happening is yet another scenario in which those who are wealthy and have excellent choice within their healthcare insurance as well as the time and money to travel are driving to maintain that trusted physician they've had for years or even decades. Those who don't have that kind of flexibility, ability to pay for gas, or even own a car are not able to follow and are stuck finding a new physician who doesn't know them. I am seeing and hearing about this firsthand as my neighbors are VERY upset at the idea that non-compete clauses are getting in the way of the established patient-physician relationship. Further, I am seeing many of my physician colleagues leave the field in droves secondary to widespread frustration and moral injury. Therefore, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families. Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. I myself, would not be able to juggle commuting two hours each day to serve out a noncompete. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians</p>

	<p>can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."</p>
Megan	<p>"Non-compete clauses are an abhorrent, monopolistic practice which go against the tenants of fair trade and capitalism, and infringe on citizens rights to seek work where they see fit. Non-compete clauses need to be outlawed entirely, in every industry and corner of the economy."</p>
Elizabeth	<p>"I found myself under a non-complete/non-solicitation clause twice in my life. Once when I worked for Huntington Learning Center (2007-2009) as a K- 12 tutor and again, just recently, when I worked for The Virtual Gurus, a Canadian company that hires Virtual Assistants from the United States. Each non-compete/non- solicitation agreement was not only in force during my employment with each company, but for a period of 12 months following cessation of employment. After the onset of The Great Recession, my hours at Huntington Learning Center kept getting cut to the point they terminated my employment. Not knowing what to do, I decided to go into business for myself as a private tutor. Little did I know I was going to find myself being threatened with legal action for trying to make a living for myself. The same thing happened to me after I left The Virtual Gurus following 3 months of failed employment in which they refused to give me any clients to work with. Personally, I think these types of agreements are just wrong. Nobody should be put in a position of not knowing what to do and how to make a living for themselves in the event employment doesn't work out with whatever employer they're currently working for. Why should the employer dictate to the employee what they can and can't do with their life? If something isn't working out, a person should be free in life to take on another job while employed or to seek other employment options, whether it's self-employment or working for a competitor, following cessation of employment WITHOUT being threatened with legal action. Everyone has a right to work and to even seek out better employment opportunities. Opportunities that will work for them or pay better. I think non-compete/non-solicitation agreements should be illegal."</p>
Stephen	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! Regulations.gov says: "A single, well-supported comment may carry more weight than a thousand form letters.""</p>
Barbara	<p>"Non-compete clauses put an unnecessary burden on employees of all areas. It makes leaving a job impossible without leaving a community in which they call home, and allows corporations to carry on with the exploitation and poor compensation that employees desire to leave. As a physician, there is nothing</p>

	<p>proprietary about what I do. If I wish to leave my current position I should not have the burden of being forced out of my community because a corporation decrees it."</p>
Matthew	<p>"I fully support the FTC's effort to eliminate non-compete clauses. These clauses limit competition and decrease the employee's power relative to the employer. As a physician, my industry is rife with non-compete clauses. My current non-compete clause is two years and 20 miles. However, because the type of medicine I practice (orthopedic trauma surgery) is limited to major hospitals, it is de facto more of a 70-mile restriction. Having to relocate myself and my family over an hour away is a significant disincentive to changing employment. This decreases my ability to try to improve conditions for myself or my patients, as my employer knows that I am unlikely to leave the organization for another job. The organization argues that they invested money in my training and relocation, but after 8+ years, they have long since been repaid for that investment. A retention bonus would be a far more fair way of encouraging loyalty than a non-compete clause. Furthermore, these rules harm patients, making it more difficult for them to see the physician they choose. I would encourage the FTC to eliminate non-compete clauses for all workers. I have read that some states eliminated them only for workers making less than a certain amount of money. While I am fortunate to have significantly more financial resources than some of the workers whose examples you cite, my financial resources pale beside those of the multi-billion dollar corporation that employs me. I am in no position to challenge my non-compete in court. Even if I were to win, the legal fees would be prohibitive. Furthermore, I hope that this will apply to all employers. There are rumors that non-profits may be exempt. Multi-billion dollar non-profits dominate healthcare. Exempting these organizations would render this ruling moot in healthcare. Thank you for considering this comment."</p>
Jill	<p>"How on earth can an employer be allowed to sue someone, just for leaving one job, and going to another? People do this all of the TIME!!!! Please eliminate the Non Complete Clause Rule! People need to have the life that they deserve, before more people the of stress related illnesses. Thank you for considering this."</p>
Dana	<p>"I support the proposed rule to ban non-compete clauses nationwide. I worked for years in digital media, an intersection of sectors (media and technology) where broad, restrictive non-competes are common. I watched colleagues forced to sign noncompete agreements to keep their jobs later laid off and unable to find work in the space where they'd spent years developing a network and expertise. I watched my employer sue a former employee for moving to a competitor, after refusing to match the compensation and advancement opportunity the competitor offered. I teamed up with fellow employees to negotiate a less strict non-compete when we were asked to sign one, and the concessions we won gave me the freedom to move into freelancing when my family had to move out of state and to build a career that's allowed me to build the small business I have today. Non-competes keep people from achieving higher pay, better benefits, career advancement, professional development, entrepreneurship and personal life</p>

	goals. They go against the stated values of U.S. capitalists and hams our economy and society in order to protect the wealth of a few who refuse to innovate."
Tommy	"As a marriage and family therapist, under a non-compete, that extends beyond the city that I've in with my wife and four children, I find non-competes to be against a free market economy because I am unable to compete with my current agency, in the city I want to live in. I have not received any special knowledge that I would not have had at any similar agency. It restricts my ability to engage in fair competition because the person with the power and ability to hire me at the time, presented a non compete necessary for employment. So, while building my career, I was under duress to sign if I wanted to have a job in the field when I needed it to take care of myself and my family. Now, I would like to further my career and financial earnings, but my options are leave the city where we call home or continue working for the company I am at solely because of a non-compete. This creates in some sense a monopoly via restriction of qualified workers to compete, a restriction of the free market, and quite frankly a unfair playing field that does not allow me to work and live where I would like while having done nothing wrong."
Bridget	"Hello. I support the ban of no competes. I work in the insurance industry in a non-client facing role that is low paid for the market and for inflation. I could make double the income with a different company however I was forced to sign a no compete and cannot switch to a competitor even though I have no inside trade secrets or knowledge. I am a strictly a customer service representative. I would have to move or take a different job in a different industry. These clauses are used to keep worker wages low and they only hurt the most vulnerable. Thank you for doing something about this."
Ashley	"Thank you for considering this splendid and sensible Rule. Non-compete clauses are a hammer employers use to drive wedges between good workers and better jobs."
Thomas	"7:00I'm 1.25.2023 Dear Sirs & Madam's of the US Federal Trade Commission; I am an individual with enthusiasm about this proposed new rule: Non-Compete Clause Rule (NPRM), It sure sounds like a good new rule. Please ban all or just overburdening NDA's & NCA's. Hindering American's ability to work anywhere they wish, crushes the hopes and dreams of American Workers. This rule has been needed to help American Workers for a long time as evidenced by the many other comments from American Workers who are trapped in these NDA's & NCA's."
Russell	"Non- complete clauses needs to go now, because it would ban labor agreements."
Jeremy	"A former employer of mine (who did not have employees sign non-competes when I joined the company), threatened to add a non-compete clause to employment contracts when I candidly explained that I was considering working

	for a company that the employer did business with. The employer described my interest in working directly for this client as "setting a bad precedent". If an employer is motivated to use non-compete agreements to retain employees, this does not reflect well on the quality of employment they offer, and so this behavior should not be legally encouraged. My personal anecdote suggests that an important function of non-compete agreements is to weaken employees."
Clint	"I strongly agree with banning the non-compete clause. As a physician I see how healthcare organizations are mistreating physicians and other healthcare workers and compromising patient care with overly business-minded decisions. Leaders of these organizations say they are caring for people but that is not their true motivation. Giving doctors and other healthcare workers more autonomy will help keep these agencies accountable and lead to better outcomes."
Kirsten	"I am a family physician and am in full support of this proposed law. Noncompetes have made it almost impossible for our area to have enough primary care physicians, because no one wants to be "stuck" working for a health care system that doesn't take good care of its employees. Unfortunately, there are many of them. I am now in private practice, and will retire before I would ever lock myself into another employment situation where I am not my own person as in the past. I have spent much time and money in the past to change practices, and it is punitive on the part of the employers for their own gain and has nothing to do with patient care. We absolutely must abolish these unfair practices."
Mary	"I would like to urge you to prohibit non-compete clauses. I live in rural Wisconsin where the nearest town of more than 50,000 is 60 miles away. As a small business owner with 6 employees for many years, non-compete clauses made it difficult to hire highly skilled workers. My husband, a physician, currently is not working while he waits out his non-compete because we do not want to move from our community. These are two personal examples that contribute to stifled economic growth in our town, decreased access to needed healthcare, and negatively affect families' ability to support themselves."
Paul	"About time!"
Confidential	"I absolutely support the plan to invalidate non-competes. My former employer Epic makes people sign them so that it will be harder for them to move into consulting when they leave Epic. It has nothing to do with protecting IP, and everything to do with making it harder to leave the company for greener pastures. Similarly, the consulting companies I have worked with force you to sign a Non-Compete so you can't take a full-time job with a hospital you've consulted with. Again, nothing to do with protecting IP, and everything to do with preventing you from getting other work (and thus forcing you to stay where you are, even if they aren't treating you well or paying you fairly). Please please strike these down!! I'm not putting my name on this, because I'm afraid of repercussions from these companies, but I feel strongly about the issue! Look at CA, which invalidates most of these already. They're doing great!"

robert	"Non-compete clauses are being highly abused. While it might be necessary in a few cases to protect a companies work products, it is being used or rather abused as a way to prevent someone from applying for a job and earning a decent income."
J	"I know many people very negatively affected by non-compete clauses. If employers want to retain employees, they need to provide better wages and benefits, not control how and where people work. Non-compete clauses are literally the antithesis of free enterprise. I can't believe they were ever allowed in a free capitalist society."
Davud	"While not an Optometrist, my field of tech often falls under these non-compete clauses. I believe that this direction is vital for workers to be able to maintain their skills in a field, while also protecting their economic mobility. Workers need to be able to protect themselves from exploitative or toxic workplaces by being able to quit without having to change the entirety of their field. I understand that there is a balance between workers and employers, however the fundamental strength of a worker is to be able to leave a workplace if the conditions they were hired for do not suit the worker. Doing away with the non-compete clauses would be a great step towards this in multiple fields where companies exploit the immobility of their workforce to add additional burdens or lower the quality of their workplaces. Thank you for putting forward this proposal, and I sincerely hope it goes through."
Mitchell	"I'm a 28 year old, recently promoted manager at a biotech company. While I am lucky to work for a company that does not believe non- compete clauses are necessary in their employment contracts today, that change was recent. Prior to 2020 my contract included a non-compete clause. On a personal level, this influenced my decision- making when considering staying with this company or working for another. The geographic limitations meant if I left for a similar job at another firm, I'd be forced to move out of the city I live in, incurring the monetary and social costs associated with such a change. While not prohibitively expensive, it did change the calculus of the situation enough that I never truly considered changing jobs, even as I developed hypertension directly related to my occupation. From the company's perspective, this is usually a good thing. Keeping experienced staff on hand and keeping downward pressure cm wages within their workforce is worth the potential for some employees to have more negative views of the company, and considering a non-compete clause only comes into play when an employee wants to leave already anyway, not much goodwill could be lost to begin with. Conversely, these clauses are only ever a negative for the employees forced to sign them. Because terms of employment are typically only reviewed for entry- and mid-level staff at the end of the interview process, the only way a potential employee could negotiate to have a non-compete clause removed is if they both know of the practice beforehand and have enough leverage in the negotiations to get the clause removed. In some cases, they'll have to take a reduced wage as a result. For the vast majority of entry- and mid-lever workers in the United States, this simply isn't an option. Broadly published and accepted studies and surveys indicate that anywhere from

	<p>30% to 50% of Americans couldn't come up with \$400 in an emergency, so for a large section of the population, saying no to employment due to a non-compete simply isn't an option. Couple that with how medical care remains tied to employment for the overwhelming majority of working-age Americans and you can quickly see how power is over-concentrated with employers when negotiating terms of employment. There is a long-standing body of work dedicated to comparing the work output of the workforce in the United States against wage growth. These two metrics were largely in sync with each other until the mid to late 1970's, at which point real wages diverged from productivity and have failed to converge again. This, along with greater detail on the gap itself and theories as to why it exists, is well outlined at https://clockify.me/productivity-pay-gap. I bring up this gap because one of the cited reasons for its persistence is a reduced proportion of profits being distributed to the lower 80% of wage earners. This demographic is precisely the demographic this rule is proposing to protect. Given all of the above, I hilly support instituting this rule as-is."</p>
Eddie	<p>"I've been working in healthcare IT under a Non compete, and it has unfortunately stifled me from being able to leave and transfer my skills to other companies and move from the place I currently live. My employer has been taken to court by some of its employees over the agreement but unfortunately this has always failed due to the contract. I would feel a weight lifted knowing I can safely move around and leverage my skills and interest without concern of being sued by my former employer."</p>
Dr.	<p>"Yes, please remove non-competes.from physician contracts as this will greatly reduce physician shortages by allowing for more physician practices. In particular, there is a mental health crisis and a shortage of psychiatrists and child psychiatrists. Non-competes ties an arm behind the psychiatrist who could otherwise serve an impacted area after changing jobs."</p>
Alex	<p>"I am an employee of Epic Systems Corporation ("Epic"), based in Madison, WI, which requires all employees to sign a non-compete clause when they begin working. Their non-compete clause prevents employees from seeking employment at their competitors. My role at Epic is as a technical services engineer. Epic's non-compete requires that former employees do not work at a list of their competitors. This list has thousands of entries, and includes many of the large, high paying companies in the healthcare software industry. The contract also prevents former employees from working for their customers. Epic's market share is so large (and is getting larger) that this precludes working at all large hospital systems in the United States. I believe that this non-compete: - Substantially and adversely affects the ability of former Epic employees to be employed at the market value of their skills and services - Forces former Epic employees into work outside of the healthcare industry, where their previous work experience is less relevant Epic Systems Corporation employs at least two different strategies to force employees to abide by its non-compete. First, they require new employees to sign the non-compete clause for a term of 1 year after the last date of employment, and extend the clause to two years if they receive stock. In practical terms, the combination of a one or two year lock-out from any</p>

	<p>medical software consulting company, or any direct competitor, is a death knell for the former employee's career for one or two years. Many former employees have discussed "waiting out" the non-compete in less lucrative fields. The second, and more pernicious strategy, is that Epic has signed contracts with their customers, as well as with any consulting companies who work with their customers, which prohibit those companies from employing former Epic employees. Epic enforces this contractual agreement by not giving former employees access to key pieces of job functionality for their (potential) new role working for their customer. They do this by restricting "UserWeb" access. Without UserWeb access, employee's ability to perform job tasks in Epic-related hospital IT is degraded to the point where they are unemployable by these organizations. It is essential that any rule which is adopted contains language preventing a former employer from enforcing contracts with their customers which disallow customers to hire their former employees. It is also essential that any rule which is adopted contains language preventing a former employer from discriminating against their customer's employees on the basis of their previous employment status with that former employer."</p>
Kathryn	<p>"I am a physician. The non-compete has caused huge hardships for many of my colleagues. We all know that there is a provider shortage in some states that non-competes can make worse. Non-competes make this problem worse. This is a public health/safety issue. Please make them obsolete."</p>
Nicholas	<p>"Non compete clauses are purely for corporations to underpay employees since it will be harder for them to find new work in their fields of expertise. It is antiworker and against an open market"</p>
Joseph	<p>"Good day - I am a practicing emergency veterinarian. Currently I am bound by a 2 year non compete in my city of 2 emergency practices. The "competing" practice is providing expanded services and broadening access to care. Because of my non-compete I would need to relocate my family to a new city even though there is a wonderful job waiting for me near my home. There is no place for non competes in medicine (human, veterinary and pharmaceutical services). At a minimum this should be eliminated. Please consider."</p>
Susan	<p>"I am in full agreement with this ban. I am a nurse who has a 2 year no compete clause. I had to seek employment over a hour drive from my house due to this. I drive past a few hospitals on my way to my new employer because of this. This is not conducive to a work/life balance for anyone let alone a nurse who has three children at home. Please vote to ban non-competes for everyone! It is not right to limit working options."</p>
Christopher	<p>"This proposal is spot on. I am a person right now in the middle of a legal battle I can't afford with a company that let me go but now holds me hostage to a non compete document from 1998. Non competes do have their place and should prevent people from sharing trade and company secrets. However, they should not infringe on the freedom of someone to accept a job in the industry they know. Companies do not own relationships, people do. Companies do not create</p>

	<p>customer loyalty people do. People are not property. Companies have weaponized non competes to thwart freedoms. In our country founded on freedom nothing should impede a person's ability to provide for their family if done legally. Finally, I believe many companies do not treat their employees well because they do not have to. People become almost forced to continue to work for their current employer as change in their preferred field becomes difficult or impossible. If non competes were banned for employees, companies would be forced to compete for employees on the basis of the company's merit. That would be a very good thing for the US worker, the economy and long term for the companies who used to weaponize non competes if this legislation becomes law."</p>
Jon	<p>"As an aspiring tree care professional, non-compete agreements prevent me from switching employers/companies to access better work conditions or opportunities. No tree service company has ever invested in me, I learned to climb and saw while working for Federal agencies (USDA and NPS), and also through self-education and practice on my own. I believe that non-compete agreements have adversely limited competition in the tree service industry. This hurts employees who could do better if they were free to change their place of employment, and it hurts consumers who have fewer tree service providers to choose from. Attachments Exhibit 1 no health insurance for tree workers because they are not free to leave and work elsewhere Exhibit 2 Friends taught me to do this Not investments from businesses Exhibit 3 I can't trim or cut your tree if I'm not free to work"</p>
Tim	<p>"Please get rid of the non compete as after 30yrs with my company as a franchise owner our parent company was sold and they didn't want any franchise locations so we were forced out with a terrible buyout forced on us and then we we forced to sign a non compete for 2yrs .so here i am with my family making an 16th of what i was and stuck with this non compete that i cant go out on my own ."</p>
Cody	<p>"If I were to set out to create a means of stifling competition between competitors in a free market, non-competes would be a good way to do it. As a rule, if you area business and you wish to retain customers, you make yourself better to do business with. This relationship should apply to employees too. If you wish to retain employees, make your business a better place to work. That's how a free market is supposed to work. In addition to being partially responsible for the stagnation of wages and stifling of entrepreneurship, non-competes are on shaky ethical grounds. I have worked in the same industry for over 16 years. My credibility as a prospective employee hinges on being able to market myself based on my experience in the industry. Although I work in customer service, I have still been asked to sign a non-compete. For me, a non-compete is a death sentence. My ability to maintain my standard of living depends on my ability to remain in the industry in which I have accumulated so much experience. I should be free to choose an employer the same way a customer is free to choose which business to support. I am in complete support of the proposed rule to ban non-competes."</p>

Unknown	"Thanks for bringing this up. It's not fair for employees, creates monopolies . It doesn't protect the companies against any infringement, eliminates competition. In healthcare , it's even worse. As a physician you are forced to move out of the city even when there is a shortage and you already had good bond with your patients in your own community . I-low is that beneficial to anyone except the employer ?"
Dr. A	"Please protect doctors & MAKE SURE THIS BAN ON NON COMPETE CLAUSES APPLIES TO DOCTORS & hospitals. These non compete clauses continue the exploitation of health care workers and yes, doctors as well."
Kathryn	"I fully support this proposal by the FTC. As a practicing physician, I see the harm non-competes do to all physicians, their families, and their patients. Please pass this proposal!"
Jenna	"Noncompete clauses in the healthcare field are bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021; this is roughly 10% of US physicians. Currently, profits are prioritized over patient care and the physician shortage is amplifying as physicians leave the field secondary to widespread frustration and burnout; it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or that they will line unable to provide for themselves and their families. Given the gmwth of large hospital systems, a physician noncompete clause often means that leaving a job would require a physician to leave the geographic area in which they practice. The downstream effects of noncompetes include coercing physicians to accept conditions they are not comfortable with, eliminating market forces that can lead to better systems for clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced to uproot themselves and their families if they want to switch practice environments where they must reestablish their reputation and practice in a new location. Employers leverage this when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. Physicians are held hostage at unfavorable working conditions while employers evade market forces that necessitate change. A single physician leaving a large hospital system hardly threatens the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. This is exactly where market forces should come to play to lead to hospital systems that better serve the needs of clinicians and patients. When physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that arc a better fit for them personally within their geographic location. (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the

	<p>field grows while clinician burnout is at an all time high; many physicians are electing to stop practicing medicine rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally —and this is already a public health emergency. As it is currently written, the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems. Non compete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Nanci	<p>"My current employer required I sign a non-compete clause when I was hired as a psychotherapist. Now, 3 years later he is selling the practice group to a large corporation and will not remove the non-compete. If I am not comfortable working for the new company and I leave employment, the non-compete prohibits me from working anywhere within a 25 mile radius. I am also prohibited from continuing to treat any of my clients. I will essentially be unemployed or have to seek employment in a community where I don't have connections to, or knowledge of, local resources. My current clients will suffer due to forced termination and disruption of treatment. I fully support the proposed regulation to prohibit non-compete clauses. Employees are unfairly being forced into economic hardship."</p>
Abby	<p>"I am strongly opposed to non-compete agreements and I feel that all forms of them should be immediately banned at the federal and state levels. Non-compete agreements harm workers in many ways and are typically extremely one-sided (in favor of the employer), overly broad/restrictive and downright unfair to honest workers. They harm workers financially either by resulting in lost or lower wages, cost employees potential job opportunities that they would be</p>

	<p>otherwise qualified for, and cause undue financial harm in cases where the employee is forced to participate in an unwanted legal battle. Besides financial and legal damage to the employee and their family, non-compete agreements and associated legal/financial issues resulting from them also create mental health issues and direct harm to employee well-being. If an employee chooses to build up their skills and knowledge over the years and specialize in a particular industry/market, role, and/or line of products or services, why should that employee then be effectively punished for that and told they cannot make use of these valuable skills for a period of months or years after working for a certain employer? This is downright ridiculous and it's obvious why so many other countries have banned non-competes entirely. Non-competition agreements are often written in an extremely confusing and/or overly broad or generic manner, and even for the majority of employees who desire to "do the right thing" and not breach the non-compete are often left with many questions about what the non-compete actually covers, what it really means, what behavior is allowed vs. not allowed, etc. It is even more confusing given every state has different laws around them currently, especially in the age of post-COVID remote/telework. A non-compete clause could even cause an employee to remain employed in a harmful, toxic, abusive workplace longer than they desire because the employee is unable or unwilling to secure new employment that could potentially violate their non-compete agreement out of fear of retaliation. Non-competes have also been directly proven to negatively impact women and people of color disproportionately. It's a completely unacceptable scare tactic that employees should no longer have to put up with simply in order to maintain or secure employment. The vast majority of American employees are not malicious and simply want the right to maintain and gain meaningful employment in their own chosen field of work at their own chosen company using their set of specialized skills. Non-competes also stifle healthy business competition which goes directly against "The American Dream", the core American values system of freedom/freedom of choice and capitalism itself. Healthy and rigorous competition among direct and indirect competitors creates welcome innovation and advancement, and also reduces risk of dangerous monopolies. This directly benefits every American citizen. I urge the FTC and Biden Administration to immediately place a federal ban all pre-existing and future non-compete agreements effective immediately."</p>
Ben	<p>"As an Anesthesiologist non-competes are ubiquitous. Most employers non-competes would require me to move to another city, or not provide medical care for 2 years to avoid breaking the non-compete"</p>
Daniel	<p>"This is a fantastic idea. Non-complete clauses are hannful, anti worker, and provide power to large organizations to force workers to stay in unfavorable jobs for fear of being sued. Fully in support of this. Additionally, there should be no exceptions made. Special interest will likely try to carve out exceptions for high income professions (such as tech, law, medicine). I'd discourage these exceptions should they be presented. These positions are the type that create new businesses, new opportunities that employ others and promote competition and a healthy economy. Voiding non-compete clauses would be a huge boon to</p>

	workers of all economic levels and promote new business and competition that would result in a healthier U.S. economy and better financial/working opportunists for all."
Richard	"THIS IS JUST LIKE BEING FORCED TO JOIN A UNION.... IT ALLOWS COMPANIES TOO MUCH CONTROL OVER EMPLOYEES."
Donna	"Non-compete clauses are just that - anti-competitive. They definitely should NOT BE ALLOWED in labor or employment contracts!"
Ali	"I am a physician and 100 % support that the non-compete clause should be banned. It is not fair that hospitals have the autonomy to hire and fire whereas medical staff are bound by these clauses and cannot change jobs to a nearby hospital even if they are in a toxic enviromnent"
Jed	"Non competes need to be banned, they are used to bully and suppress wages"
Gordon	"Non-compete rule should apply to all workers. Healthcare workers should not be excluded."
Si	"I am a physician and I have had to move my whole family twice now due to non competes. This adds unnecessary stress to my whole family, esp my young kids. I don't see the point of enforcing non compete- if an employer and employee are not a good fit, why they want the employee to not seek job elsewhere in town? The only reason I can see is to keep employees under their thumb, to agree to their unjustified rules, demands and tactics- because an employee will think twice before resigning if they have to move their whole family. Employments are power struggles these days- we need fairness, equality and empowerment on both sides.work culture needs to become less toxic."
Gaurav	"I fully support this legislation. We must ban non competes. It is critical for the future and longevity of this nation that we maintain our rights."
Paul	"I am very much in favor of banning Non-Compete contracts. They are bad for worker morale and are a disincentive for companies to improve the conditions for their employees."
Edward	"To whom it may concern- Please ban the current practice of non competes within the healthcare field. This widely used practice amongst healthcare employers has driven a wedge between provider and patient for years. I myself have felt the affects of this unjust law. After 10 years of practicing in an underserved community, my employer made a unilateral decision that affected my compensation negatively by 35% overnight. Then they refused to reverse their decision I sought other employment. Since I had a 30 mile noncompete for 18 months, the closest job I would find was 60 miles away. All of my patients either had to drive the 60 miles, find another doctor, or suspend their care for 18 months until I eventually returned to the community once my noncompete end. And who gained from this? The hospital I had worked for as they had total control

	of the market for the 18 months I was gone. What did they do with that time you might ask? Did they recruit another physician? No! They used locum providers that were not available on a regular basis to care for the community causing many to suffer physical, emotionally, and financially. Please end this out dated practice!"
Ian	"I am in support of this ban, it will nurture a healthier economy with more competition in a space, and help fix the issue of people underserved for goods and services. This is an important step to return America to the juggernaut of innovation it once was."
Jared	"Without consistent regulation regarding non-compete clause statutes, many physicians are beholden to one specific hospital system, and forced to move cities, if not states, in order to pursue other opportunities as their career evolves. This is an unfair standard for anyone to be held to, and it stands out in the career of physicians given the inflexibility and demands of residency (where residents are locked in to practicing at a given program for 3-7 years at typically below minimum wage for hours worked, potentially 80+ a week on average, and make roughly 4 times their salary in profit for their hospitals annually). I beseech the FTC to provide more equity between fields and careers by ending what has become habitual non-compete clauses"
Sandra	"I need help for my husband who has Alzheimers. I have hired a helper through Comfort Keepers, and they have a non-compete clause in the agreement. They also do not pay the caregivers a living wage. I think this business and others like it exploits both people in need and the caregivers they need to hire. I have attached a copy of the agreement. Attachments comfort keepers"
George	"Strongly support in theory but this needs to include nonprofit hospitals. They need to compete for employees as well. Doctors, nurses, and techs should be allowed to change jobs without moving. These are typically multi million dollar or billion dollar enterprises. Their employees need the freedom of changing employer."
John	"I would like to voice a comment in support of this rule. Labor is a market, and the free market only works when there is competition. The very nature of a non-compete removes the competition from the labor market and harms workers. If non-competes were removed, then employers would have to come up with innovative ways to attract and retain employees leading to higher wages and better working conditions for all."
Marty	"The Honorable Lina M. Khan Chair, Federal Trade Commission Washington, D.C. I wholehearted support and encourage the FTC to pass the Proposed Rule, without the exception. The Proposed Rule is based on evidence that non-compete clauses stifle new business and new ideas, significantly reduce wages, exploit workers, and hinder economic liberty, all of which is true and I have experienced first hand. The Proposed Rule also recognizes the need to protect the individual against the needs of the business. But the proposed rule forgets all

	<p>these goals when it exempts the entrepreneurs who have worked tirelessly for years to create a business and can only sell it if they agree to onerous conditions that they cannot use their knowledge and expertise to start another business. If the Proposed Exception stays in any "final" rule, then the very entrepreneurs the Proposed Rule is supposed to encourage, stimulate and inspire, will be hindered from innovation because they will not be able to use their knowledge and ideas to create something new and better. Many small business owners often work for years to build and create their initial business, then sell it when it becomes profitable. But in order to sell the business they are often required to sign sweeping non-competes that define the industry they are not allowed to work in by the broadest possible terms with the longest time frames the new owners can justify. The result is that the very entrepreneurs the rule is designed to protect are forced into non-competes that prevent them from creating another business, with new jobs and new technologies, moving the economy forward. Undoubtedly, the lobby of the venture capitalists looking to buy companies will object because they want to protect their investment and will claim that they will narrowly tailor their non-competes to avoid any detrimental effects. Do not be fooled. So long as the exception exists, the larger more capitalized businesses will do everything they can to eliminate competition, and allowing them to prevent the innovation and freedom needed to allow small business creators to keep doing what they do best. If it is unwilling to eliminate the Proposed Exception, it should be limited. If the FTC wants to protect and encourage people, the Proposed Exception should have a threshold built into it. I propose changing the Proposed Exception so that it only applies to people that sell their business entity and/or ownership interest for over \$2,000,000. This change would allow the small business owners and upcoming entrepreneurs to keep building, designing, and innovating, but would still protect the value of a business acquired by a buyer. Businesses sold for less than \$2,000,000 simply do not have the resources necessary to recreate their business fast enough to be competitive with the company that was sold. I urge you to remove the exception and pass the rule."</p>
Patrick	<p>"I support the proposed rule change to eliminate non-compete clauses in employment contracts. I agree with the commission that employment non-compete clauses stifle competition and limit employee movement and advancement."</p>
Peter	<p>"I personally feel trapped at my current job due to a non compete agreement. My employer thought it was unfair for himself to have a noncompete a decade or so ago, but ensured to put an even longer one into my contract. If I were to leave my job, I would forfeit all of the collections yet to be received for the work I already performed and have to work at a location at least 15 miles away from my current employer the 2 years according to the language in my contract."</p>
Jessica	<p>"As a patient, non compete clause is affecting mine and my families ability to receive medical care. Our pediatrician left a practice and we aren't able to be informed where they are going. When we find out, it is an hour away be of the non compete. And when we look for other Drs closer they aren't accepting new patients. So for an entire year we are driving 2 hrs round trip to see our</p>

	<p>pediatrician until they can move back to a local medical group. The non compete clause is not just affecting the life of the Dr, but is also impacting many of us who rely on their services. As an employee I am also bound to a Non compete. And I feel as though I have lost any leverage to negotiate for better pay as I can't really leave my job now. To leave my firm and do the same job I am currently doing I would have to move out of state. And with my family they know that is not an option. So basically they have no motivation to give me any raises be they think I'll just stay at my job no matter what."</p>
Shannon	<p>"Please end non compete clauses so that bard working members of our communities have the freedom to work in the fields they have experience in without having to travel out of the communities they reside in. These non compete clauses are preventing low wage workers especially from finding employment near their homes. Many of these people rely on public transportation. Many of these workers can't afford the additional travel costs. Please make sure this burden isn't placed on workers who don't have access to trade secrets. These workers don't have more access info about the businesses they work in than the customer themself."</p>
Susan	<p>"I worked for less than a year and left because it was a hostile environment at Aurora hospital in Green Bay. Due to the contract I signed I had to have an attorney help me negotiate my way out of the noncompete as I had just moved across the country thinking it would be a good job. There was only one other employer here that I could have worked for in town. These noncompetes are such a disservice to the community for whom doctors are serving as well as a severe stressors for doctors. Please ban them from employment contracts for doctors."</p>
David	<p>"Dear FTC: I support the rule to end all do not compete clauses in employment. Iam a Wisconsin physician with over 17 years of experience in my specialty. The Wisconsin Medical Society, of which I am a member, also opposes do not compete clauses. Back when I competed my specialty training and sought employment, all my perspective employers required a do not compete clause as a condition of employment. Today, in almost all specialties, all physicians that I am aware of are required to sign these agreements. I have 13 years of training beyond high school. Like all the physicians I know, my employer never paid for any of the financial or opportunity cost of my training These agreements, commonly referred to as restrictive covenants, seem to be written for the primary purpose to limit the physician's employment opportunities, rather than any real protection of the employer. They are made with broad radius and significant year restrictions. If a physician desires a new position of employment, physicians either face loosing significant time with their family in long impractical commutes, or face having to leave the community in where they live. The net effect is if you like where you live, you have to accept the work conditions your employer mandates. Most of the physicians who I have known who left their employer ultimately moved out of their community, many frequently out of state. Sadly, almost all of them enjoyed the community in which they lived. More disheartening, some experienced physicians facing the same dilemma chose</p>

	<p>early retirement. They gave up practicing medicine rather than move from their home communities. Their experience cannot easily be replaced. Their value to their patients now is permanently, prematurely lost. For most of our new physicians graduating from residency, they face one chance to effectively pick where they want to work in the community of where they want to live. This is wrong. Currently almost all health care companies do not market individual physicians, they market their brand. Their brand is not affected by which physicians are hired or retained. Their patient populations also would not be threatened if physicians did not have restrictive covenants. In addition, most patients now select health care organizations primarily based on who is covered by their insurance. Patients do not select their insurance based upon which physicians are covered. Eliminating do not compete clauses will not affect the ability for these organizations to significantly retain their patients. It will however, significantly affect how they relate to their physicians. Most physicians I know who left their employer did it because of their work conditions and not their pay. By giving physicians more freedom in employment, you will increase their voice, decrease physician burn out, and minimize early retirement. Most importantly with a reduction in physician burn out and early retirement, this will expand physician access and ultimately improve patient care. I feel do not compete agreements are wrong in my industry. I am sure the same situation applies to other industries. People are more effective working in a job that they want to be at, rather than a job they feel they have to be at. If an employee becomes valuable to an organization, the solution is not a preemptive limit on their work freedom, but rather to improve their work conditions. Do not complete agreements need to be eliminated. Thank you for your courageous stand."</p>
Mason	<p>"§ 910.1 Definitions (b) (2) "Functional test for whether a contractual term is a non-compete clause" should be amended and broadened so that its second sentence includes language to the effect of: "The term non-compete clause includes a contractual term that is a de facto non-compete clause because it has the effect of prohibiting the worker from seeking or accepting employment ***or executing job duties associated with employment*** with a person or operating a business after the conclusion of the worker's employment with the employer." It is important to include a direct reference to language to the effect of, "or executing job duties associated with employment" or else this rule will be immediately and completely circumvented via a contractual provision already in place and used to enforce non-compete clauses at Epic Systems Corporation. I have no doubt that similar companies would also adopt similar language to prevent their employees from achieving employment in their field of work. Background: I am a former employee of Epic Systems Corporation ("Epic"), based in Madison, WI, which requires all employees to sign a non-compete clause when they begin working. Their non-compete clause prevents employees from seeking employment at their competitors. My role at Epic was as a software developer working on improving a narrow aspect of their scheduling software. Epic's non-compete requires that former employees do not work at a list of their competitors. This list has thousands of entries, and includes many of the large, high paying companies in the healthcare software industry. The contract also prevents former employees from working for their customers. Epic's market share is so large that this precludes working at all large hospital systems in the United States. I have</p>

	<p>attached an old version of this list. I believe that this non-compete: * Substantially and adversely affects the ability of former Epic employees to be employed at the market value of their skills and services * Forces former Epic employees into work outside of the healthcare industry, where their previous work experience is less relevant Epic Systems Corporation employs at least two different strategies to force employees to abide by its non-compete. First, they require new employees to sign the non-compete clause for a term of 1 year after the last date of employment, and extend the clause to two years if they receive stock. In practical terms, the combination of a one or two year lock-out from any medical software consulting company, or any direct competitor, is a death knell for the former employee's career for one or two years. Many former employees have discussed "waiting out" the non-compete in less lucrative fields. The second, and more pernicious strategy, is that Epic has signed contracts with their customers, as well as with any consulting companies who work with their customers, which prohibit those companies from employing former Epic employees. Epic enforces this contractual agreement by not giving former employees access to key pieces of job functionality for their (potential) new role working for their customer. They do this by restricting "UserWeb" access. Without UserWeb access, employee's ability to perform job tasks in Epic-related hospital IT is degraded to the point where they are unemployable by these organizations. It is essential that any rule which is adopted contains language preventing a former employer from enforcing contracts with their customers which disallow customers to hire their former employees. It is also essential that any rule which is adopted contains language preventing a former employer from discriminating against their customer's employees on the basis of their previous employment status with that former employer."</p>
Jack	<p>"My SO quit her job in the medical tech field recently due to the insane stress and the workload her employer put on her, she loves the field but just didn't fit with that employer. Now that she has quit she is essentially being forced to seek jobs outside the field she has experience and real talent in which makes the job search feel purposeless and hopeless. The FTC should ban noncompetes to allow greater economic freedom for Americans and stop corporations from hurting their ex-employees. Caving to corporate lobbyists on this issue would be cowardly and explicitly anti-american which I guess wouldnt be a great shock to witness but I have hope that the folks at the FTC can do better for Americans."</p>
Linda	<p>"It is not fair that only physicians have a non-compete clause."</p>
Kris	<p>"Please, please void noncompete clauses for the average American. You are the only way to balance the power that businesses hold over the lives of workers who are just getting by. We can't organize our way out of this power imbalance. Big businesses will pour money into opposition here because they are benefitting so much from the status quo, at worker expense. Please stand up for the American worker and do not bow to their pressure."</p>
Vineet	<p>"Comment: I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine</p>

	as it should be practiced in the interest of the patients rather than of the corporations and hospitals. The opposition to this ban is motivated by the greed and need of the hospital groups to dominate the market and control the physicians. Non-profit hospitals should not be exempt from this ban."
Shaina	"Please remove non-competes - they make it extremely difficult for workers to get jobs for long stretches of time. This can halt someone's career if they are specialized in a field, forcing them to take lower paying jobs while waiting out the term and stalling career growth. Laws should support the rights of citizens and workers, who vastly outnumber the few corporations who put this in place. Please take the right call for your family, friends, and neighbours, not for a corporate lobbyist."
chris	"I support the FTC position to eliminate non-competes. I work for a large health care system and the non-compete prevents market wages and breeds poor treatment."
Dustin	"I am strongly in favor of your proposed ban on non-competes. As a physician in a rural underserved area, I would have to leave for two years and come back if I leave my current employer. Not only is this harmful to me and my career; it is unethical and harmful to patients. Non-competes are morally and ethically bankrupt, especially in the field of medicine. Please eradicate this anti-competitive and harmful practice."
Greg	"As an independent physician specialist of 25 years, I would appeal to the emotions of patients who read this and agree that our profession is less patient-focused, more institutionalized, and increasingly hurried in our encounters with you. This is not what we envisioned when we were in our 20's and were starting medical school. The attached graph summarizes in a single slide how physician income has eroded relative to the consumer price index by 46% in the past two decades while hospital income continues to surpass CPI each year. Physicians now routinely start practicing medicine in a large health system for economic reasons. For those physicians wishing to branch out and provide the individualized care of year's past, non-competes prevent this transition without uprooting one's family. I am fortunate to have a supportive community that valued my services straight out of medical training and has allowed me to practice independently my entire career. Were I entering practice today, I would likely find myself in the non-compete bind that I read in others' comments. I support the FTC's action and hope that coordinated action by CMS economically re-incentivizes physicians to branch out and provide the type of high quality, consumer focused care we expect from other sectors. Attachments Physician vs hospital wage growth"
Kris	"I am a physician in rural Wisconsin and have been here for over 20 years. This is typical for physicians in small towns. My colleagues and I are forced to accept whatever contract our multi-state employer provides or uproot our families. Please stop the non compete clause in labor contracts."

Karla	"I strongly support outlawing non-compete clauses, or at least greatly limiting their use and scope. I am a radiologist, and most radiologist positions require signing a non-compete clause. Radiologists do not have their own patients, and thus cannot offer competition to a practice if they leave and join another practice even if it is physically nearby. My current contract does not allow me to practice within 20 miles of any hospital where I currently offer services for 1 year, which would greatly limit my ability to take another job in the city where I live, work, and have family and friends. These non-compete clauses are ridiculous and do not benefit working people."
Matthew	"In a US healthcare crisis that was predicted in 2000, we anticipated a shortage of physicians. What those forecasts didn't account for was physicians leaving healthcare due to dissatisfaction. To put in your 10,000 hours to master a skill and then be told by an administrator that you can't do it the way you want or use the implant you feel is best for your patient because another one is cheaper is insulting and has pushed physicians away from field. I'm in my early 40s and very few of my colleagues are happy with their employer, yet they are trapped. They are not paid "fair market value" because they can't leave, without relocating their families. If skilled or excellent physicians were viewed as an asset to an organization as opposed to as locked in, there would be reason to improve workplace settings and actually strive for engagement that would ultimately result in optimal patient care."
Blossom	"It is time to ban the non-compete clause. This clause is an archaic method to stifle free-enterprise and skews capitalism to favor big business. It means our family would have to move far away of my husband tried to leave his current place of employment."
Renee	"The non compete needs to end. As a physician who has given up a large portion of her adult life to educating and training myself to be able to care for people it is absolutely disheartening that in order to change to another host Paul system or practice we have to completely uproot our families to do so. Being a child to a physician parent is difficult enough the way it is (long hours, can't be involved in extracurriculars due to scheduling) that it is heart breaking to think my kids would have to be uprooted if I need to change jobs. In addition the way the system is set for us it allows hospital systems to take advantage of us and we have to put up with a lot because they know we won't leave because of the detrimental effect this has in our family. Physician burnout and suicide rates are high. This definitely contributes."
Joanna	"I am fully in support of a comprehensive ban on non-complete clauses, and strongly advocate that this must include a ban on non-competes for physicians. Other clauses such as non-solicitation clauses and non-disclosure agreements are more than adequate to protect business interests for these organizations. As medicine becomes more complex, the medical field is becoming increasingly run by large organizations and the voice of the physician caring for the patient is completely stifled. The average physician no longer has much power to advocate for productive change to help patients, reduce costs, improve safety, and reduce

	<p>bum out. Non-competes for physicians have allowed these negative changes to get worse each year. My experience has been that for physicians, non-compete clauses are almost never able to be negotiated. Once signed, health care professionals that would like to work elsewhere must either upend their entire family, including children and spouses, leave medicine entirely or continue to work within an organization that is not right for them, an organization that may not listen to their input on how the organization should be improved. Based on the published literature, these non-competes lead to significant disparities for women, those with lower income, and minorities. They are especially harmful to young professionals who do not have the means to fight them in court. Health care is run by massive organizations who have the power to bury those who fight these non-competes in legal costs, whether they are appropriate or not and so physicians are bullied into complying with them. Not only does this stifle wages, but it prevents physicians from having a voice within the organization to promote change to better patient care, leading to worse patient outcomes and higher costs for patients. This is especially difficult for families with children and professionals who have partners who are also working as they often cannot move their whole family to pursue a different career path. I would urge the FTC not to omit health care professionals, including physicians, from this ban. This would be harmful to health care in this country."</p>
	<p>"To the FTC, Hello, my name is I live in , am 45 years old, and have been in sales all of my life. For the last 16 years, I have worked for a large marketing firm as an Account Manager building a book of business for them. My business has now grown to nearly \$1.2 million in annual revenue. For the most part, they have been very good to me, but as I see it, there are flaws within the business model that I have no control over. These flaws can (& do) create health problems related to extremely high stress levels and over exertion just trying to keep up. Let me explain further. When trying to grow a book of business from the ground up, it's like running on a treadmill. We start out slow. As that business grows, due to the increased amount of client retention work it requires, the treadmill starts moving faster and we lose more time in our day that used to be used for prospecting new accounts. With 16 years of growth, today, I manage a very large book of business. Thus, my treadmill has been running VERY fast over the last few years helping my clients achieve their goals. However, in my corporate America position, no matter how big my book of business gets, I am still always required to sell a certain amount of new accounts every month. As you may assume, when you take and add all these new accounts onto an existing business of my size, the treadmill gets kicked up to max speed. Now when I have a few bad months where I don't maintain my new business quotas, the commission structure on my ENTIRE book of business is drastically slashed down to what we call Base Commission. Unless you're still at home living for free with your parents, this base pay is nearly impossible to live off of. The pay scale is structured to reward top performers, not mediocre performances. On the other hand, when your business is firing on all cylinders above quotas (new accounts, client retention, client increases, etc), they pay us very aggressively. Can you see the problem here? The carrot is always dangled out in front of the horse to run faster and faster and faster until the horse collapses and then from over exerting itself. This would be me running on the treadmill at max capacity for years. Like most</p>

others, my finances are all based upon the monthly reoccurring income I have built up. To have my income slashed when new business requirements are not met hurts my family, but if I don't tend to all my accounts that already invest with me, well, that hurts my family too. Why not just change jobs? Well, considering all of my experience is within this industry and I have created a healthy income stream for myself through it, it's not that easy... Unless non-compete orders are removed. You see, at some point, something's gotta give because I can't keep doing this. I'm beginning to bum out at the pace I am currently going at so this needs to slow down or I'm going to find myself with work induced medical & health problems like stress, anxiety, and depression issues. However, if I don't keep up with my new business requirements, I am then written up and eventually let go. With a non-compete in place, I am stuck in the middle with no way out. To be clear, it's not that my company is bad in any way, it's just the sales model is geared to increase company profits at the expense of running a person till they're ragged. I have no way of changing their sales model. Upon hearing of this proposed change, I immediately felt a small glimmer of hope. A hope that if non-compete orders are eliminated at a National level, there may be some light at the end of the tunnel for me. An opportunity to maintain some of my relationships that I have cultivated over the years and bring them with me to a place where pace can be dictated at what best fits my life at that time. Removing non-competes would also promote entrepreneurship, something our country was founded on. In summary, if non-compete agreements are eliminated (or modified to only protect a companies intellectual property, trade secrets, and proprietary information), this would promote companies to restructure their commission schedules in fair ways that stop holding our incomes hostage to their quotas. If they are forced to value us for what we have brought (& continue to bring) to the table, we would be treated with more respect and appreciated more for our work, even during our rough patches that life brings to everyone. Please consider my thoughts when making a decision on this important law. Thank you, Original Comment To the FTC, Hello, my name is Brian Coombe, I live in Wisconsin, am 45 years old, and have been in sales all of my life. For the last 16 years, I have worked tbr a large marketing firm as an Account Manager building a book of business for them. My business has now grown to nearly \$1.2 million in annual revenue. For the most part, they have been very good to me, but as I see it, there are flaws within the business model that I have no control over. These flaws can (& do) create health problems related to extremely high stress levels and over exertion just trying to keep up. Let me expl am further. When trying to grow a book of business from the ground up, it's like running on a treadmill. We start out slow. As that business grows, due to the increased amount of client retention work it requires, the treadmill starts moving faster and we lose more time in our day that used to be used for prospecting new accounts. With 16 years of growth, today, I manage a very large book of business. Thus, my treadmill has been running VERY fast over the last few years helping my clients achieve their goals. However, in my corporate America position, no matter how big my book of business gets, I am still always required to sell a certain amount of new accounts every month. As you may assume, when you take and add all these new accounts onto an existing business of my size, the treadmill gets kicked up to max speed. Now when I have a few bad months where I don't maintain my new business quotas, the commission structure on my ENTIRE book of business is drastically slashed

	<p>down to what we call Base Commission. Unless your still at home living for free with your parents, this base pay is nearly impossible to live off of. The pay scale is structured to reward top performers, not mediocre pertbnnances. On the other hand, when your business is firing on all cylinders above quotas (new accounts, client retention, client increases, etc), they pay us very aggressively. Can you see the problem here? The carrot is always dangled out in front of the horse to run faster and faster and faster until the horse collapses and thes from over exerting itself. This would be me running on the treadmill at max capacity for years. Like most others, my finances are all based upon the monthly reoccurring income I have built up. To have my income slashed when new business requirements are not met hurts my family, but if I don't tend to all my accounts that already invest with me, well, that hurts my family too. Why not just change jobs? Well, considering all of my experience is within this industry and I have created a healthy income stream for myself through it, it's not that easy... Unless non-compete orders are removed. You see, at some point, something's gotta give because I can't keep doing this. I'm beginning to bum out at the pace I am currently going at so this needs to slow down or I'm going to find myself with work induced medical & health problems like stress, anxiety, and depression issues. However, if I don't keep up with my new business requirements, I am then written up and eventually let go. With a non-compete in place, I am stuck in the middle with no way out. To be clear, it's not that my company is bad in any way, it's just the sales model is geared to increase company profits at the expense of running a person till they're ragged. I have no way of changing their sales model. Upon hearing of this proposed change, I immediately felt a small glimmer of hope. A hope that if non-compete orders are eliminated at a National level, there may be some light at the end of the tunnel for me. An opportunity to maintain some of my relationships that I have cultivated over the years and bring them with me to a place where pace can be dictated at what best fits my life at that time. Removing non-competes would also promote entrepreneurship, something our country -as founded on. In summary, if non-compete agreements are eliminated (or modified to only protect a companies intellectual property, trade secrets, and proprietary information), this would promote companies to restructure their commission schedules in fair ways that stop holding our incomes hostage to their quotas. If they are forced to value us for what we have brought (& continue to bring) to the table, we would be treated with more respect and appreciated more for our work, even during our rough patches that life brings to everyone. Please consider my thoughts when making a decision on this important law."</p>
THOMAS	<p>"Ban non-compete clauses and at the same time impose reasonable restrictions on job mobility, i.e., can't disclose trade-secrets or other propriety information, can't interfere with existing customer base, require compensation if original employer spent money/resources training employee, etc..."</p>
Geoff	<p>"In the cases of the individuals highlighted in the 4/11/23 NYT opinion video, non-compete clauses are outrageous, counterproductive, disrespectful, and mean. I can certainly see validity of NCCs in many instances, but their use among lower-paid workers is inappropriate. At the very least, I would like to see mandatory</p>

	public posting in a business of the use of NCCs, so that I may choose to not patronize such businesses."
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Constituent Support for the FTC's Noncompete Rule



Wyoming | Statewide Impact

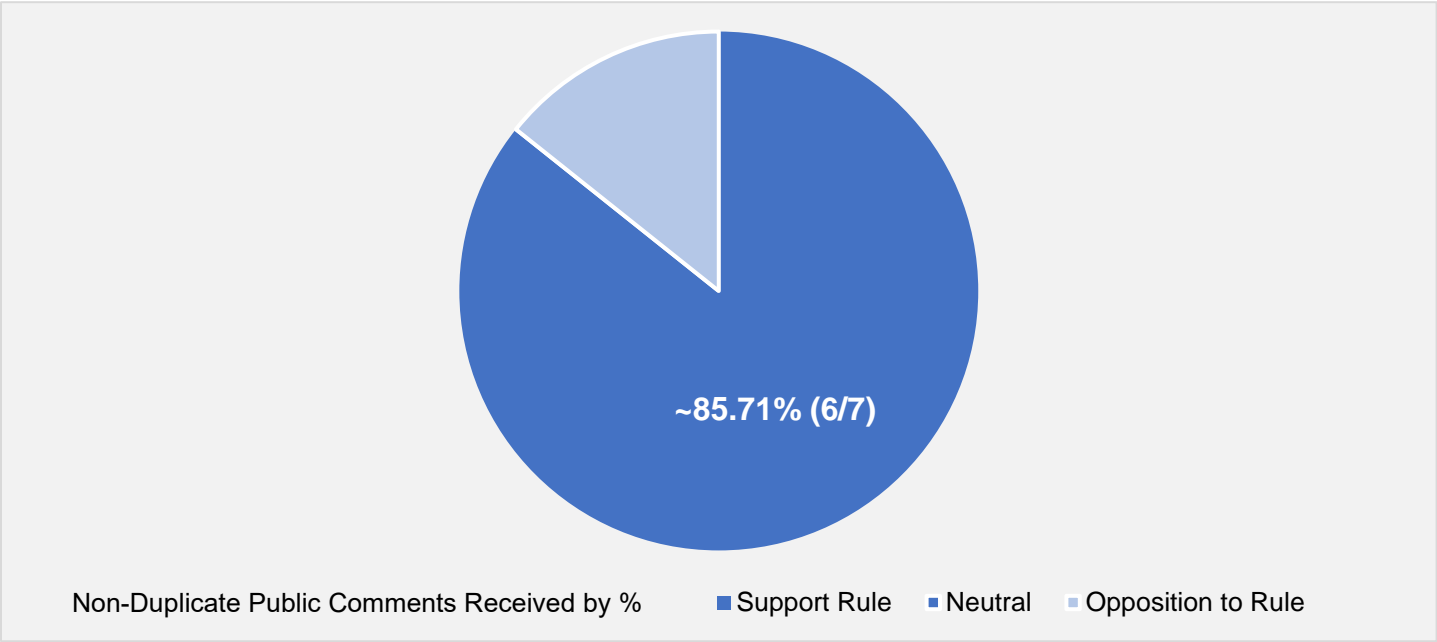


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final rule will result in **8,500 more new businesses** each year, and **\$400-488 billion in increased wages** over the next decade, including for **Wyoming**:

Wyoming Covered Workers	Increase in Total Annual WY Worker Earnings	Increase in WY Average Annual Worker Earnings
217,787	\$108,650,236	\$499

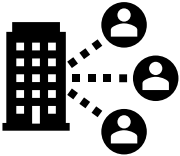
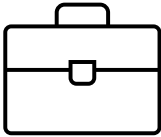



[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

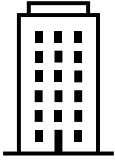
Notice of Proposed Rulemaking: 6 of 7 WY Commenters Support



Support Across Sectors of the Wyoming Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Since competition is so good for our democracy we should have companies compete for workers. Non-competitive clauses reduce competition so I support restricting them."</p> <p>-Joan Pye</p>
	<p>"I am writing to support the banning of non-compete clauses in employment contracts. Since I have not been subject to any non-compete clauses, I have been allowed the freedom to move across the country, and change jobs several times. This has vastly expanded my employment and professional development opportunities, and I can imagine I would feel extremely resentful if I were stuck in the same job instead of having the freedom to change employment at will. It is unfair that businesses are forcing these noncompete clauses on employees, and they significantly reduces employee freedom. Businesses should be ashamed for pushing these clauses on more and more workers. Please vote to ban non-compete clauses!"</p> <p>-Amy Patterson</p>
	<p>"I agree with this rule. Working in [rural] America, there are many companies, especially energy companies, that require all employees to sign noncompete agreements. The agreements make it to where if you leave employment you would have to move several hundred miles away or to a different state to work in the same field. I also support revoking existing non-compete clauses."</p> <p>-Yvonne A.</p>
	<p>"Noncompete clauses do not safeguard business interest or improve patient care. Enforced noncomplete clauses allow business to be bullies, tear families apart, force employees to move to other states, or spend an entire year of salary on attorney fees to successfully fight the noncompete in court."</p> <p>-Robin Sproule</p>
	<p>"I've been required to sign a noncompete multiple times, they really don't do anything besides stagnate wages and prevent workers from having the freedom to seek better jobs. Competition is healthy, I support banning non competes."</p> <p>-Chris Jeremiah</p>



"Please stop 'noncompete' clauses/options in employment contracts. **They are unfair to the vast majority of workers** [who are] coerced, forced or ignorant when signing said contracts. When initially used, they were intended to limit a select few employees. They are **now abusively used against common people**, often with little financial means to counter them. Outlaw 'noncompetes!'"

-Grace Gosar