

# Constituent Support for the FTC's Noncompete Rule



## Indiana | Statewide Impact

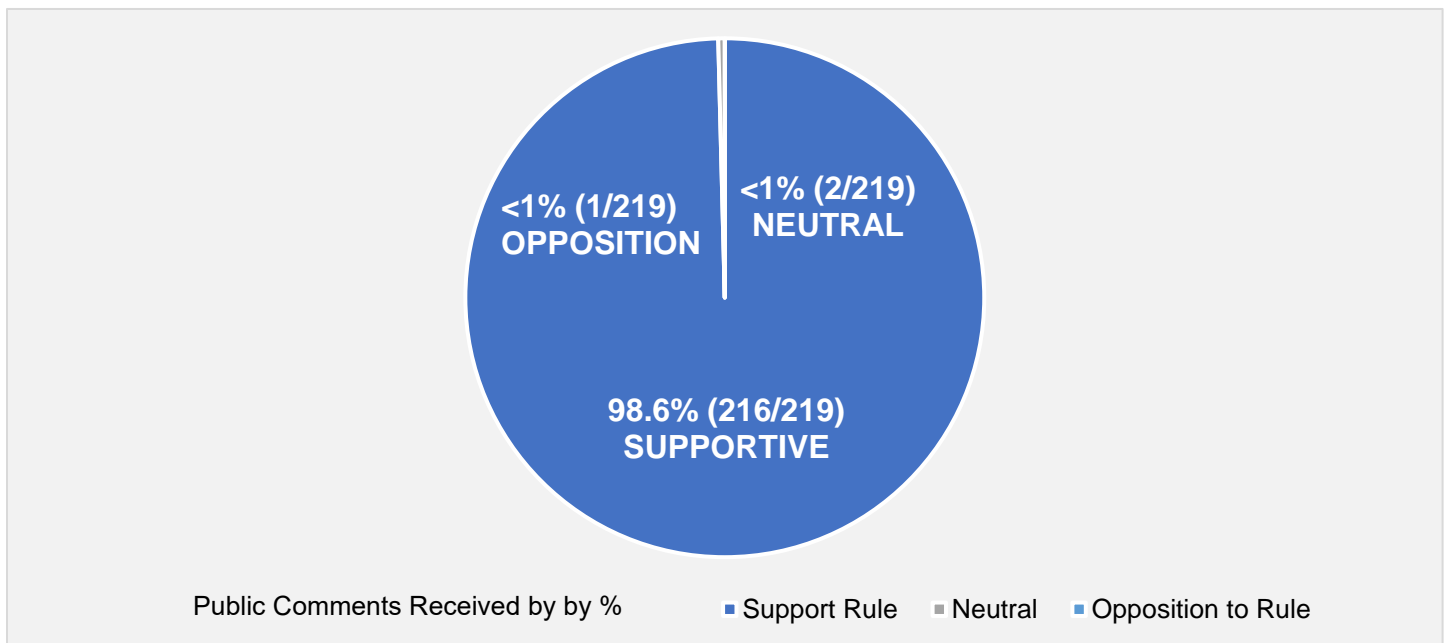


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

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



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



## Notice of Proposed Rulemaking: 216 of 219 IN Commenters Support



Support Across Sectors of the Hoosier Economy

\*Some comments condensed due to length.

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

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

**Additional Support from the Hoosier State**

\*Some comments condensed due to length.

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

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

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

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

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



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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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



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

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

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

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