

# Constituent Support for the FTC's Noncompete Rule



## Nevada | Statewide Impact

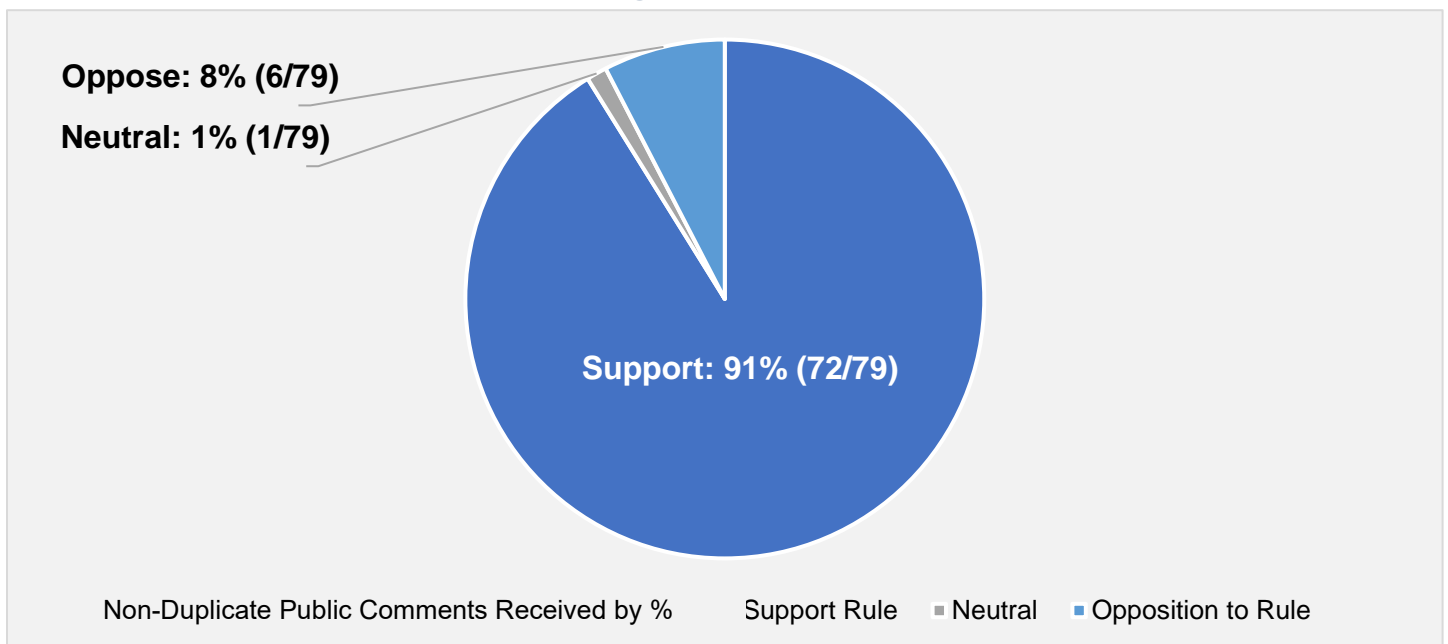


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Nevada Covered Workers	Increase in Total Annual NV Worker Earnings	Increase in Average Annual NV Worker Earnings
<b>1,177,510</b>	<b>\$646.4 million</b>	<b>\$549</b>





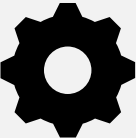
[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)

### Notice of Proposed Rulemaking: 72 of 79 NV Commenters Support



**Support Across Sectors of Nevada's Economy**

\*Some comments condensed due to length.

Profession	Comment
	<p>"I work for a <b>casino gaming manufacturer</b> in Las Vegas. [Our] industry has mandatory non-compete agreements which prevent employees to accept a position at a competitor for 6 months Gaming is a very specialized industry so the non-compete agreement very much prevents gaming employees from advancing within the industry."</p> <p style="text-align: right;">- <b>Jared T.</b></p>
	<p>"As an employee in the <b>broadcasting business</b>. I've been adversely effected by non-complete clauses in my contracts. Once, I got laid off from a TV station in Las Vegas Nevada and the non-compete in my contract stated that even if the station terminates my employment without cause, I was still required to wait one year before working in the profession that I've been doing my entire adult life. <b>My three choices were to either move, switch careers or be unemployed for a full year. That puts an economic strain not only on myself, but on the state of Nevada as I exhausted my unemployment benefits during the waiting period.</b>"</p> <p style="text-align: right;">- <b>Ken S.</b></p>
	<p>"I want to express my support for you banning of non-compete clauses in employee contracts; <b>when I heard this on the radio I actually jumped up and down. I am a physician assistant and have been subjected to non-compete clauses my entire career.</b> Their only purpose is to strong arm employees into accepting lower wages &amp; any other unpalatable request of an employer as you cannot move to another job without leaving the city in which you live. I am willing to wager that there is not a single physician, physician assistant, nurse, or nurse practitioner who have ever benefited, as an employee, from a non-compete agreement."</p> <p style="text-align: right;">- <b>John B.</b></p>
	<p>"<b>I work as a physician in rural Nevada where it is tough to recruit a physician.</b> If I decide to leave my current hospital employer I cannot work within a 30- mile radius. <b>This will leave thousands of patients without a physician.</b> Non-complete clauses do not just hams physicians, they harm patient care."</p> <p style="text-align: right;">- <b>Justin H.</b></p>
	<p>"I work in the Las Vegas area, in the <b>sales industry for Purcell Tire</b>. We are the only company now in Vegas that uses a non-compete agreement. [...] The company allows hostility, unprofessionalism, and uses dangerous business practices. <b>They pay well below industry wages, and when spoken of my concerns multiple times, they quickly remind you of your non-compete clause and you are stuck.</b> Unless of course you move out of town with family, or per-sue a new career at 45 years old and hopefully start with good pay."</p> <p style="text-align: right;">- <b>Jason T.</b></p>

**Additional Support from Nevada**

\*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Judith	"[...] I believe that Non-Compete clauses are unethical and unfair. I support banning them. I have not been subjected to them. I worked for a very small company, and am now retired, but I have a lot of friends who still work and they should not be prevented from finding better jobs by prior employers. 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 workers to earn what they're worth!"
Anonymous	"I fully support the actions of the FTC in eliminating non-compete clauses as a condition of employment. If the purpose of the FTC is to encourage healthy competition in the work place by discouraging monopolies and binding contracts, then this change is exactly what our country needs to push innovation and a free market society. My background is <b>healthcare</b> and I have seen numerous instances of non-competes that have led to disastrous and costly litigation, and even more costly contracts having to be made to hire providers and staff (including locums and travelers) Eliminating the non-compete from American business is what our economy needs right now. It is the right thing to do and I am encouraged by the FTC's announcement regarding this rule. I look forward to seeing the fruits of this labor grow into fruition."
Nikola	"I am a <b>physician</b> , as is my wife. Job change is an extremely common phenomenon in the physician world. 50% of orthopedic surgeons change jobs in the first two years of their career. Non-compete clauses are a one-sided concept that benefit hospitals and health care organizations, but hurt physicians. Physicians sacrifice a significant amount to train and then move for jobs. If a job does not work out for whatever reason, they are then not allowed to work for a certain period of time (often 1 year). This can lead to significant financial strain as we are faced with very high levels of debt from our training Having to uproot a family and move because of this rule is also extremely traumatizing. I believe that removing non-compete clauses would lead to a more free market for employment and would benefit many many people."
Dave	"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 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."

Erica	"Non-Competes should be non-existent."
Cade	"Non competes are exploitative in their very nature. In some states where they are even illegal, companies still ask their workers to sign these 'agreements'. This is so they can gain more control over their workers without any incentive for the company to improve benefits in order to keep workers. This should absolutely be banned, and I really hope Lina Khan keeps looking for more ways to end the exploitation of the American workforce that is so important to our economy."
Geoffrey	"I am a <b>geologist</b> and I work for a small consulting company based in the Western US. My contract contains a non-compete clause with wording so broad that it can be construed to forbid me from working in any geological capacity in another job. With an MSc in Geology and 15 years experience in the field, I do not have alternative options that would allow me to maintain my standard of living. My only options for continued employment would be to either take a full year off work, wait until my employer terminates my contract or hope that they do not choose to litigate if I decide to leave for another job. Non- compete clauses are unfair and should be banned. Truly trade-secret materials, processes and equipment are already protected by copyright, patent and other intellectual property protections. An individual's expertise should belong to them, even if that expertise was gained during employment...it is still the individual who put forth the effort and devoted the time to develop knowledge and skill, even if the resources were provided by another. Non-compete clauses are harmful to employees, burdensome to the justice system and a general detriment to society as the block free movement of skilled workers to where their skills are valued. They are fundamentally anti-capitalist."
Leif	"I was directly effected by this in 2008 when Home Depot purchased a company I worked for called Hughes. They cut my pay by 2/3 then sued me in Federal Court for going to work for a competitor. So the decision they wanted to force me to make was accept 1/3 of previous pay or be unemployed. Completely unreasonable. Has truly affected who I am and the trajectory of my life since. I am no longer the same person. I never even signed the Home Depot non-compete. They made the one I signed for a completely different owner, one that I could trust, stick as if it were their's Leif John Bymoer"
K	"The non-compete clause should be abolished for employees to provide economic freedom to the greatest number of citizens. The improved salary growth would benefit the working class by redistributing wealth to the working class. State and federal governments would also win by increasing taxable income. The government is much more efficient at collecting income tax from the working class than from corporations. Removing the burden of the noncompete would clearly be a win for government and the working citizens. The small group of wealthy corporation and business owners are the only group that might lose a small portion of their wealth. I currently have a 5 year and statewide noncompete which came about when a large national corporation bought out my little business. I then became an employee of that corporation. The large national corporation has not fulfilled its promises but had stated that it will enforce the noncompete. Local

	<p>employment counsel has given the opinion that I could certainly fight and probably win a non-compete case but that it would probably cost 500k and I would not be able to work for 6+ months while the case was tied up in court. There is no way I can afford to fight the giant corporation as a private citizen. I do not enjoy financial freedom under the oppression of the wealthy few that run the large corporations."</p>
Ellia	<p>"Non-competes are unethical for attorneys because it violates the public interest by limiting the attorney's professional autonomy and the ability of clients to choose their lawyer. This is the same thing for <b>physicians</b>. Just like lawyering, it limits the physician's professional autonomy and limits the ability of patients to choose their physician and violates the physician-patient relationship while also inappropriately reducing the quality of care that the patients require. The initial intent behind noncompetes was to allow the employer to reap the benefits of investing in their employee. The idea was that the employer worked hard to create the patient base. However, for inpatient physicians, this is definitely not an issue as most physicians do not solicit patients in the inpatient setting. For clinic physicians, patients are often seen by the remaining physicians. Now, the noncompetes are meant to create indentured servitude - basically requiring a person to continue current employment vs. move and prevent current patients from receiving your personalized service vs. work in non medical field. In addition, noncompetes are being enforced in areas of physician and physician specialty shortages making it even more difficult to provide appropriate care for our patients. Moreover, it's an excessive restraint of trade that reduces the quality of care for patients. Therefore, I support a ban on non-compete clauses including a ban on noncompete clauses that detrimentally affects the physician patient relationship because non-competes slow down innovation, disrupt the relationship between physician and patient, and remove physicians from the workforce (in a time where physicians are in short supply). Banning non-competes, especially physicians, is a good thing for patient care."</p>
g scott	<p>"As we seem to be replacing kings and dictators with Corporations and Plutocrats...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 workers to earn what they're worth!"</p>
Michelle	<p>"There should be absolutely no non-competes. Not for patients, not for employees, and not for doctors. This prevents patients from getting adequate healthcare, and keeps doctors and employees in toxic work environments where they can be mistreated, underpaid, and taken for granted. If they have the courage to leave that toxic work environment, they can no longer create income in the field that they spent thousands, if not hundreds of thousands of dollars going to school for. This is absolutely absurd, and completely unethical. End non-competes now!!!"</p>
Lenny	<p>"The non-competes and restrictive covenants negatively impact the quality of life of <b>veterinarians</b> and are used as a poor, lazy substitute for actually driving wellbeing and engagement."</p>

<p>Jeffrey</p>	<p>"Outlawing non competes would significantly improve quality and access to health care. The problem with health care in America is there is not enough competition. There should be completion to improve the quality and access care not the other way around. I am strongly in favor of over turning non competes."</p>
<p>Mohamad</p>	<p>"Non-compete clauses are detrimental to the growth of medicine and care of patients. New <b>physicians</b> like me want to serve a community but then can get pushed out from a city because of signing a practice or hospital straight out of residency. Capitalism is about competition, when an employer knows the employee cannot look for a better job in the area, this hurts the quality of the services on every level. Please consider outlawing non-compete clauses. Thank you"</p>
<p>Bryan</p>	<p>"Lets be honest, this practice of making employees sign noncompete is a way for the employer to control the employees and give them very few options to get out of their job. for employees like myself that have spend years in the same industry, it makes it hard to progress and develop and grow yourself because you are limited to the opportunities at your current employer. if you are an individual contributor, and are ready for a manager promotion, you will only get it if your current employer has a spot available and wants to offer it to you. if your a manager and you are ready for a director position, the same rules apply. you are unable to find a growth position outside the company because you are in fear of legal action if you go to another company. a company can keep your salary low because they know you cannot go to a competitor that is growing and expanding And also, think of companies that are growing and expanding and have better products and services. they are unable to find the best talent and pay them what they are worth because they are tied up with a contract. Getting rid of this unfair practice is the only way to go. The only people that I expect will be against it are the companies that take advantage of the rule."</p>
<p>Megan</p>	<p>"This should be passed, everyone is allowed to earn a living and to provide for the area they are working in. I am an owner <b>dentist</b> and I hired a doctor who has a non compete, she only worked around 45 days and yet they have a probation period with her and she realized it wasn't a good fit. They want to hold her accountable for 5 miles! They told me I had to fire her since she was in violation of her contract. I have no ties with them whatsoever but they decided to file a lawsuit for interfering with their business. 45 days there is not much a dentist can do to steal patients, staff or and protect information. If the business was honest and did good work then it shouldn't matter how a solely dentist can persuade patients to leave. We have not solicited any of their patients and in fact have turned patients away and sent back to their original office. Non-competes are unethical and a way of coercing an individual especially when faced against a larger company. America should be a right to work country and non compete should not be enforced."</p>
<p>Andre</p>	<p>"Non-compete clauses overwhelmingly benefit employers by suppressing wages. A federal ban would incentivize companies to retain workers by actively being a place workers want to stay, rather than simply being the only feasible option. A</p>

	federal ban would empower employees and restore their freedom to work where they are valued."
Peter	"I moved to America one Saturday in 2016. On the Monday morning, starting my new job (having transferred from the UK office), I found myself signing something I'd never heard of until that day - a Non-Compete Agreement. In a country known as the "Land of the Free", this thing called a Non-Compete seemed to be somewhat at odds with that idea. Non-Competes trap unhappy employees at companies they don't want to be at. They destroy competition, and let companies keep salaries low. They cause a drain on talent (as the only way an employee can move company, is to move to a different industry). America, please, please, please do the right thing, and ban Non-Competes."
June	"I strongly support the ban on non-compete clauses. These types of clauses are unfair to workers."
J	"I have recently resigned from a position as a <b>dermatology physician assistant</b> in Carson City, Nevada. This is a rural area in Northern Nevada with an aging population and tremendous need for dermatology health, namely skin cancer detection and treatment. I delayed this resignation for several years due to a non-compete that prevents me from seeking other dermatology positions, despite a corporate change-over that led to a hostile work environment, lack of management support, and failure of the management/company to address patient safety concerns. The non-compete clause present in my contract prohibits me from working in my specialty field (of which I have over a decade of experience) anywhere in this Northern Nevada community. While a 25- mile radius may not seem significant (particularly for those in larger urban-to-suburban sprawl regions), in my case it effectively eliminates all potential options for employment within the dermatology field unless I were to relocate myself and my family. More importantly, this means that now my community is that much more lacking in available healthcare. I will effectively sit at home for a year in order to avoid legal action from my employer, a period of time when my skills could be utilized to provide medical care in my community. Non-competes are bad for providers and even worse for patients/communities. They have no place in medicine."
Nyomi	"I'm against non compete, I believe it takes away people's rights."
Jonathon	"In regards to Non-Compete Clause Rulemaking, Matter No. P201200, I support this rule. Non-compete clauses are prohibitive for a free and fair labor market. It is pure hypocrisy that I, as an employee, may be fired at will by employer, while I am prevented from quitting my place of work and joining a firm that more highly values my productivity. Non-compete clauses fundamentally shift the power to the employer, suppress wages, and, ultimately, discourage economic productivity. Non-compete clauses are an unfair practice, and should not be legal. I support this the passage of this proposed rule."
V	"I am an <b>anesthesiologist</b> that is subject to a non compete restriction because of my former employment contract. I live in a city where we have a shortage of

	<p>anesthesiologists. Because my former employer was very aggressively threatening to sue me for working in my city, I did not work for 6 months. During that time, I consulted with multiple lawyers about my options to work in my city and not violate my contractual obligations. I found a job that did not violate my contract and on day 1 of my orientation, I received an threatening email from my former employer. After 24 hours had passed and they realized I was not going to respond to their communication, I received a cease and desist letter from their attorneys. The contents of the letter were completely false. They were accusing me of violating my contract in multiple ways and none of it was true. Luckily, I had an amazing lawyer who sent a strong response that contained actual facts and my former employer backed off...for now. I believe my former employer knew I was not in violation of my contract. I believe they thought they could scare me into stopping my work. I believe their goal was to bully me and to use me as an example to discourage others from also leaving. I spend time away from my family and my job to respond to their bogus complaint. I spent money to consult with multiple lawyers in order to find a job that was compliant with my old contract and to respond to my employer's threats. All of this time could have been spent taking care of patients in my city who are having surgeries delayed due to the shortage of anesthesiologists. My attorney said that non competes are supposed to be used as a "shield" to protect business, not as a "sword" to harm employees. My former employer and the attorneys for the company are intentionally acting in bad faith. The reason I left the company was due to their poor leadership and the toxic work culture they created, and their treatment of me and other physicians who have left are a great example of these qualities. They are preventing highly trained physicians from treating patients who need medical care. The people of my city are being harmed because of the unethical business practices and the aggressive application of a non compete restriction by my former employer. Non compete restrictions would never be necessary if companies respected their employees and treated them fairly."</p>
<p>Brant</p>	<p>"This rule must absolutely not exclude physicians. I have witnessed time and time again the power imbalance between <b>physicians</b> and healthcare administration. Patients are often neglected, despite a physician's best efforts to provide evidence based treatment. Large corporate healthcare bullies physicians into providing limited care for patients and then uses non compete clauses to dissuade physicians from seeking other resources or avenues to support their patients. There is no situation in which forcing physicians to leave a market and drop care for known patients benefits patient's. Lack of continuity of care is a large burden on patient's and health systems currently use non compete clauses as a punishment to dissuade physicians from staying in one place or building up a healthy community."</p>
<p>Michael</p>	<p>"I have been in various <b>engineering</b> jobs over the last 40 years. Non- competes stifle innovation and workers rights. This due to the argument that you shouldn't be able to use skills in which you spent your life honing for another company."</p>
<p>Geoffrey</p>	<p>"I have an existing non-compete with a company that hired me in December of 2021, I was released without notice or reason in July of 2022. I was employed for</p>



	<p>8 months but have a non compete that lasts 18 months. I have lost out on two positions I have gone through the interview process on. This one single piece of paper that makes no difference has kept me on unemployment for an additional 4 months. Now it's been so long since I held a job I can't even get an interview. The best part is the only 2 protections for me in the clause my former employer failed to perform. But I would have to spend thousands just to prove it and get them to release me. I have reached out diplomatically and they will not release it. Even under Nevada law to maintain this they would either need to continue paying me or pay my benefits. But unfortunately they refuse to do either. Best part is the non compete locks me out of 44 cities"</p>
<p>Sandra</p>	<p>"I live in Nevada which has a serious shortage of <b>physicians</b>. My non-compete clause makes me unable to practice anywhere else in my community, and it makes me as a physician LEAVE THE STATE if I choose to leave my present practice. It is also used as a tool to prevent me from speaking out on patient safety issues. Please get rid of them."</p>
<p>Nichole</p>	<p>"Please do not let hospital systems or large employers decide where we can and can't live!!! We dedicate our lives to helping people and they end up owning us, and deciding where our families can and can't live. This is not about patient care, this is about control."</p>
<p>Dacey</p>	<p>"As a <b>physical therapist</b> working in a small town with no the next closest town/city 1-2 hours away. (Winnemucca Nevada) I am currently unable to move/change jobs with in my own town. There are 3 other clinics however my non-compete does not allow me to move jobs with in my own town. I was unaware of how restricting this would be. It is to the point that I would have to move to another town in order to obtain another job or fight this through a legal battle. I like my employer most of the time, but having to opportunity to change jobs, or create a competitive wage market with in this town would be ideal. I feel like it is unfair to hold people to these agreements stating that in order for you to continue working for us, you must sign this. Job retention should be based on employee and employer beneficiary. The non compete only benefits the employer if you must sign to keep your job. In a small town the options are limited, and the other practices do not have job postings frequently. The state of Nevada has done so for hourly workers, but the medical field is something that also needs a ban on this. With so limited amount of workers per geographical location, and limited job opportunities, I should not be held to an agreement that only supports my employer through retention. Even if the ban does not satisfy all workers, some specific fields should be not aloud to enforce these including, the medical field, hourly workers, construction, front line service workers, or any other essential workers. I fell that the nda agreement supports more methods of protecting company secrets than a non compete. Non competes only limit worker mobility and voice. Essentially forcing family's to stay in a certain location until their house sell, even if they enjoy the area they live in. I would have to sell my home in order to find other work because of this. My employer is the first to mention I can't work any where else because I have such agreement. I feel my job title should not be a</p>

	determining factor for who I can and can not work for. I completed this degree to have options."
Andrea	"I heartily support this proposed rule change by the FTC! We need this kind of support!"
John	"I agree that non-compete agreements should be banned. I should be able to work for anyone I want and nobody should be able to prevent me. This is just another way businesses are harming workers."
Lori	"I support the ban on non-compete clauses. People should have the freedom to change jobs as they need. Not being able to causes a hardship on families and allows an employers to cause this hardship if you choose to not work for them any more regardless of the reason for leaving. If an employer wants to protect their information then they can place a clause about that in an employment agreement instead. Please pass this bill to eliminate these clauses."
Jordan	"The NPRM would universally increase wages for all employees and independent contractors. In the business of <b>anesthesia</b> , large private equity anesthesia groups seek to buy out smaller anesthesia groups and end up forming a monopoly within a city, state, region, etc. These near monopolies keep wages, benefits, and culture stagnant. Even worse, this puts our patients at a disadvantage. Due to my personal non-compete contractual obligations in Las Vegas, NV, I would be unable to practice anesthesia in 11 of the 15 total acute care hospitals with surgical services in Las Vegas, NV. This almost forces people to leave the city/ area to find new employment, which is also bad for the city/ state."
James	"I support the FTC's efforts to eliminate the corrosive effects of Non-Compete clauses on our society and economy. The idea of Non-Compete clauses is incompatible with free and open competition for workers and has a negative pressure on wages that is inconsistent with the notion of the at-will employment doctrine which is the prevailing rule in 49 of 50 states. If an employee can be fired at any time for any reason or no reason and then be boxed out of the labor market in the location in which he or she lives, then the employment is not truly "at-will." It is my hope that the FTC acts to eliminate the use of these anti-competitive devices. The time has come. I also echo the comment of the National Employment Lawyers Association (I am a member of that organization)"
DAVID	"As a <b>physician</b> working in a community that is poorly served, I very much support this rule. Current non-compete causes force physicians to leave our state if they want or need to change jobs. This worsens our state's physician shortage, and discourages providers from moving to the area. These non- compete clauses do not improve patient care, hut rather work to depress wages and limit competition. I strongly urge the FTC to implement this proposed rule change."
Hrishikesh	"Don't exclude <b>doctors</b> from non compete clauses."

<p>Ashley</p>	<p>"Non-competes are an unfortunate scare tactic that employers use as a stranglehold on employees. NCA hold employees hostage and are not beneficial for individual growth and enrichment by allowing the individual to seek new opportunities. If an employee is seeking other opportunities, the employer is already at a disadvantage, as that employee is losing dedication/devotion to their current employer. I am in the signing phase of my contract and currently has a 5 mile radius for one year, looking at a map of 5 mile radius, basically is the entire metropolitan area of where I live. But as a new graduate healthcare worker, I am left with no choice."</p>
<p>Jacob</p>	<p>"Non compete clauses end up being anti free market and it prevents competition in important fields such as healthcare. I would be unsurprised if it is hurting American healthcare getting rid of non compete clauses will boost American healthcare"</p>
<p>Deaudre</p>	<p>"Ban noncompetes. I know someone moved for a job that tried to enforce a noncompete from 5 miles of 9 offices, offices they only ever worked in 1, that blankets the town. Worked less than 90 days. There is public legal paperwork for this. They sued them a new doctor. Noncompetes should have no radius, the internet and access to advertising completely obliterates radius as was originally established. This stopped doctors from being able to find proper mentorship. It's disgusting. Noncompetes are killing the access to care for patients. No doctor, nurse, physician, hygienist, PA, etc should ever have a noncompete. Patient care and access trumps corporate interests. It is killing competition. It stops a free market. It is killing access for young dentists and physicians. Going to school and getting 500k in debt and being unable to practice in a city you moved to for a job. This keeps happening across our country. Patients and doctors and providers over business interest."</p>
<p>Darlene</p>	<p>"I think this is a fabulous idea. I have been an <b>independent contractor</b> within the multi level marketing arena for 25 years. I work hard. I invest into the marketing and advertising of my products and services. I spent \$200,000 US launching a US company into Africa. Another company - I invested \$100,000 and when I wanted to give my organization to one of my leaders, the company based in Dallas Texas slapped me with a 5 year non compete. It really was blackmail. Non compete is the nice work for it. My team is my team. I spent the dollars bringing them. I invested in expenses. When I leave that company, I should be entitled to invite those that I personally brought to the company, to come with me to start over. If the company was good for people, what are they afraid of? People wouldn't want to leave. I agree that I shouldn't have any right to the team they brought and down through the organization - but the PERSONALLY sponsored people I brought - I invested in them. They are not OWNED by the company. They should be allowed to decide whether they would like to come with me to work with another company. I was severally limited in being allowed to create and earn income. The owner of our company, was also forced to sign a 3 year non compete, prohibiting him from doing any business in the continent of Africa, thus severally limiting our ability to do business."</p>

Michelle	<p>"An unfair non compete had me trapped in a hostile work environment and when I asked out of my noncompete I was wrongfully terminated. I am a single mother of four and need enough income to provide for them. By preventing me from working at a similar shop with similar pay my livelihood and my children's are affected severely."</p>
Omid	<p>"I strongly support a ban on non-compete"</p>
Boyd	<p>"Having a non-compete clause in contracts is blatantly there to punish employees. The more educated and specialized your talent is the harsher the non- compete is. The argument that they do not want trade secrets to be passed onto a competitor as the basis for a non-compete doesn't hold water. If you don't want your proprietary information leaking then you have them sign an NDA. They are free to move employers but they can't talk about sensitive information from past employers. What really needs to be part of the rule is the prevention of business colluding to still act like non-compete. If business have gentlemen agreements to not hire each others former employees, especially in very limited markets or companies, then they can still create and enforce a non-compete without it being in a contract. This rule must absolutely include language that prohibits this type of behavior."</p>
Taylor	<p>"I am a <b>software development consltant</b> specializing in Yardi (Asset Management) software. I have had to refuse multiple jobs within the last 12 months now because of too restrictive non-compete and/or non-solicitation clauses. One industry-leading company who contracted me for work is currently trying to make me sign a 7-year non-compete! I see this as complete paranoia and oppression. Needless to say I have refused that work, but it would be nice to have protections in place for me to take that work so I can support my family without selling 7 years of my soul to company's who can't find talent for themselves because they're too busy suing and oppressing the most talented and technical individuals in our indudstry. I don't have as much money as the top consulting firms to fight a legal battle over some dispute. The agreement is attached where you can see the first clause. I refused to sign this contract for fear of legal implications of being sued by a company that is 100x the size of me as an individual."</p>
Joel	<p>"The idea that one company has a monopoly on my labor, or the contents of my kinesthetic or output of my functional memory recall is absurd. A non-compete assumes my labor did not provide the value to the company I am "competing" against in the first place. They don't get to pay me for labor, and then not pay me to not perform labor. A non-compete must offer commensurate pay for the actions you are being restricted from performing, or it is unenforceable. This is not a problem of intellectual property, simply labor."</p>
Lisa	<p>"I strongly support the FTC's propisal to ban non-compete clauses. They are unfair to workers and stifle fair competition."</p>

<p>Benjamin</p>	<p>"Please ban non-compete agreements. Non-compete agreements are like handcuffs to an employee where they are restricted in seeking new opportunities even if their current employer is not willing to fairly compensate them for their career development. I was in this situation and it caused me tremendous stress and anxiety because I was trapped with my employer who was not willing to compensate me for my career development, but seeking a new job within my industry was restricted by a non-compete agreement. I don't have trade secrets or proprietary information, it was just to limit my ability to work for a competitor. My non-compete covered the entire state that I worked in, so I would have had to move out of state if I wanted to seek new employment opportunities and this created a whole new set of challenges that kept me from moving. My salary was stagnate as a result of my employers non-compete and my only options were to move out of state or move into a new industry where I may not have experience. Personal relationships in my life were affected by my limited work mobility. Protecting trade secrets is fine, but forcing employees to enter anon-compete agreement to limit fair competition is unfair and destructive. I was lucky enough to able to find a new job that didn't conflict with my non-compete agreement, but I'm only one year into my three year restricted period and may still have trouble finding employment if my current employer were to let me go for economic reasons. Please ban non-compete agreements for the benefit of American workers."</p>
<p>Mary</p>	<p>"What was originally supposed to protect technology, is now used by every corporation to abuse their employees. It is long past time to give employees their rights back as human beings and Americans."</p>
<p>Shaina</p>	<p>"I am a practicing <b>physician</b> and in an era of DEEP shortages of healthcare providers, non-compete clauses are exacerbating the problem. We need to remove the anti-competitive and are preventing workers from leaving jobs with unfair structures, poor management, inadequate pay, and unfavorable working conditions, among countless other reasons. This rule would open up the market so that employers would have to compete for workers and therefore would need to improve the quality of the positions."</p>
<p>John</p>	<p>"The AHA has recently sent an 18-page letter requesting that <b>physicians</b> be excluded from the proposed ban on non-compete clauses. This is unethical and highly revealing of their desire to keep myself an my colleagues from being able to move freely in the job market. The AHA already hold nearly all the cards (see Jung vs. AAMC) and are deeply fearful of the impact this will have on their vast power. We physicians deserve to have equal job market mobility that is afforded to other professions. Please help return balance and ignore their selfish request."</p>
<p>Sandra</p>	<p>"About one in five workers are subject to noncompete clauses, which heavily favor employers and prevent workers from seeking new opportunities within a set amount of time after leaving their job. These provisions reduce competition by keeping workers at one company from working for another or starting a competing business, basically undermining the most critical power non-union workers have</p>

	the ability to quit. This is unfair. It sounds like collusion and price fixing - it should be illegal!"
Mazeyar	"Hospitals are able to mistreat and enslave <b>doctors</b> due noncompete clauses leading to poor patient care. If we want hospitals to do better for their patients and employees noncompete clauses need to be eliminated. Otherwise they have no incentive."
Dan	"A non compete has stopped me from opening my own <b>surgery</b> practice in town. I'm basically an indentured servant to private equity who I hate."
Samantha	"I am writing in strong support of eliminating the non-compete clauses for everyone. As a <b>physician</b> in an underserved area, I have been affected by a non-compete but importantly so have patients. When faced with these clauses in contracts, I have found employers unwilling to negotiate the terms forcing you to sign a contract where you will have to move away from the area in order to continue in your profession. I am now practicing >30 miles from my previous location in a very small suburban/rural area. Patients that I was seeing at my previous location now do not have a choice of provider as there is only one person in the entire city that is board-certified and fellowship-trained. And, many of these patients do not have the means to travel for care. This greatly impacts patient access to care as well as the quality of the healthcare (as there is no competition so no motivation for any practices to improve their outcomes). Additionally, patients that had established a doctor-patient relationship with me now have lost their ability to easily continue their care without their choice or consent. As for me, I felt trapped working in a position that was not in line with my values because I knew that if I left the most likely scenario meant uprooting my family and moving out of state. This put me in a position of mental anguish because as the bread winner of my family I did not feel like I had any other options for making a living but to stay in a position that did not match my patient care goals. These non-compete clauses empower corporate America at the detriment of the individual physician and their patients. Once signing on with a group with a non-compete, physicians lose all negotiating power for working conditions and compensation because the organization knows that it is unlikely that they will leave. I strongly oppose non-competes and I do not believe that any clauses currently in contracts should be upheld as most of these clauses were not fairly negotiated forcing physicians to sign the clause if they wanted that job for geographic, family or other reasons. Based on what I have seen and experienced in the medical field with non-competes, I do not believe that they should apply to any position regardless of the field. If a company is willing to pay you fairly and treat you well, they should not need a non-compete to lock you into that position."
Lali	"Get rid of them"
Scott	"The recent concerns raised by the American Hospital Association notwithstanding, noncompete language in worker agreements infringe on individual workers rights, including <b>physician</b> worker's rights, and are anti-competitive. Often, noncompete clauses in agreements are agreed to by workers

	<p>as part of routine onboard processing, and leave workers without proper legal recourse, they not having completely thought through the future implications of such. I strongly encourage and support significant government reform of the existing legal noncompete framework."</p>
Malcolm	<p>"I support doing away with the non-compete clause. It's totally anti-worker, anti-democratic, and probably unconstitutional!"</p>
Michael	<p>"I work in the durable <b>medical equipment industry</b>. I am the General Manager of a local operation. I am under a non compete and so are my sales reps. My experience and the experience of my sales reps are in the industry and if we are unsatisfied with our company he have to leave the industry completely to get another job. I was recently told by my leadership that the big DME companies work together to try to honor the non compete agreements in the industry. Of course they do. These policies prevent workers from using their skills to get a better job and more pay. It also allows these companies to not have to do things to take care of their employees so they don't go to competition. If there was not a non compete agreement the companies in my industry would have to provide better environments for staff to retain them. The best companies would be able to recruit the best people from the industry. This allows the good companies to provide better services to the community and it puts pressure on the bad companies to make positive employee changes. Changing jobs can be such a difficult thing for people to do. Changing industries is even harder. Non compete contracts enslave people to some of the worst companies because some people just are not able to leave their job and the industry where all of their skills are. We need an open market of skills. This will immediately change the way big corporations handle their employees. It will create an environment where people are given their worth in a job. I'm sure my billion dollar company is lobbying hard to prevent this from happening because they don't want to compete for people. We cannot let this continue. I will also add that we all know hiring has become very difficult and especially in the medical industry. A lot of people have left the industry all together. 10 years ago you would only hire people with experience. Now it's rare to find someone with industry experience. A lot of that had to do with the fact that when the experienced peole leave their job they leave the industry all together because of the non compete. It I were to leave my job as a manager of an industry I have worked in for 20 years I would have to leave the industry and leave behind a lot of the skills I have built up. What good does that do our society?"</p>
Jason	<p>"I am employed by the only company now in my industry from Las Vegas that uses a non compete clause and is enforced for 2 years at the time of departure, and 100 miles in diameter(which is ALL of Las Vegas). We are also the lowest paid in the industry, and corporate makes you very aware that if you decide to leave the company and try to work for a competitor, they will sue. My back is against the wall because I want to improve my compensation(commissions) with more customers, but my employer has very little interest in improving our image, reliable equipment, and pay better wages for better quality personnel. Many promises for 2 years on changing our negotiated commission program for the</p>

	<p>better but yet to deliver. I really feel the only way to progress, is to change employers but, my non compete stands and I have no choice but to accept the lowest pay in the industry, and struggle everyday due to lack of quality personnel and equipment. Non compete clauses should be banished so that an employee doesn't feel stuck working for a bad company that puts you in a corner with no options. Work here or you'll be forced to start a new career"</p>
Cristiane	<p>"Patients are suffering for lack of <b>physicians</b> because of this cannot compete imposed by big corporations! The population needs MORE access, no restrictions!"</p>
Phillip	<p>"Noncompete provisions are commonplace in employment agreements within the <b>healthcare industry</b>. Physicians, Dentists, Nurses, and Mental Health Care providers are commonly restricted from pursuing opportunities for career advancement, including ownership opportunities due to restrictive Noncompete provisions. This disproportionately affects younger professionals, rendering the practice somewhat predatory as these Noncompete provisions may have long ranging effects on one's career and earnings mobility. I HIGHLY encourage the FTC to ban non-compete clauses, if not for our broader economic interests by creating a more competitive labor market, but for workers in the healthcare industry that is growing ever-more corporate by the day, effectively out-leveraging individual providers, and limiting the autonomy of healthcare providers in their career decisions."</p>
Nicholas	<p>"Non-competes stifle the earning potential of people across many sectors of our economy, and are often used in bad faith to suppress wages by discouraging movement from one employer to another. Originally, it seems, that these non-competes were only intended for people working in industries with closely guarded trade secrets, in order to prevent them from taking those trade secrets from one employer to another, but now, they are even being used to prevent choice and mobility even in remedial employment situations. There is no reason someone working at a Subway should not be able to quit and go work for Port of Subs down the street because of a non-compete. That notion is absurd, and is obviously being leveraged against working class citizens in the worst possible way. The notion that one employer should be able to dictate what someone does with their labor flies in the face of our entire free market system. It prohibits entrepreneurship in those with the know how to branch out and do things on their own as well. This is a 'no-brainer'. The non-competes are not serving anyone except the worst possible actors."</p>
Rajashree	<p>"Support removal of non-compete clause for <b>physicians</b>"</p>
Tammy	<p>"Non-compete clauses are completely unfair to the employee and should be illegal! If a company takes care of their employees and their customers there is no need to have a no-compete clause! My son works for a company and had to sign a non compete clause. He is being paid below the standard pay for his position and has been offered better paying jobs but is unable to accept them due to this clans. Please do away with this clause."</p>



<p>CATHERINE</p>	<p>"I support banning non-compete clauses. I am currently employed with a non-compete clause in the <b>healthcare field</b> and unable to leave my company due to that reason unless I switch careers. I have not receive any raises despite rising inflation. Competing companies are offering positions making 15% more than my current salary."</p>
<p>Troy</p>	<p>"I support the FTC proposed rule banning non-compete clauses.</p> <p>Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them.</p> <p>Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients.</p> <p>I was a victim of a misapplied non-compete contract clause and know first-hand the damaging effects. Not only did that harm me in pursuing my profession, but it had a negative impact on the people in my community - they lost the services of a medical specialist.</p> <p>The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>