

# Constituent Support for the FTC's Noncompete Rule



## New York | Statewide Impact

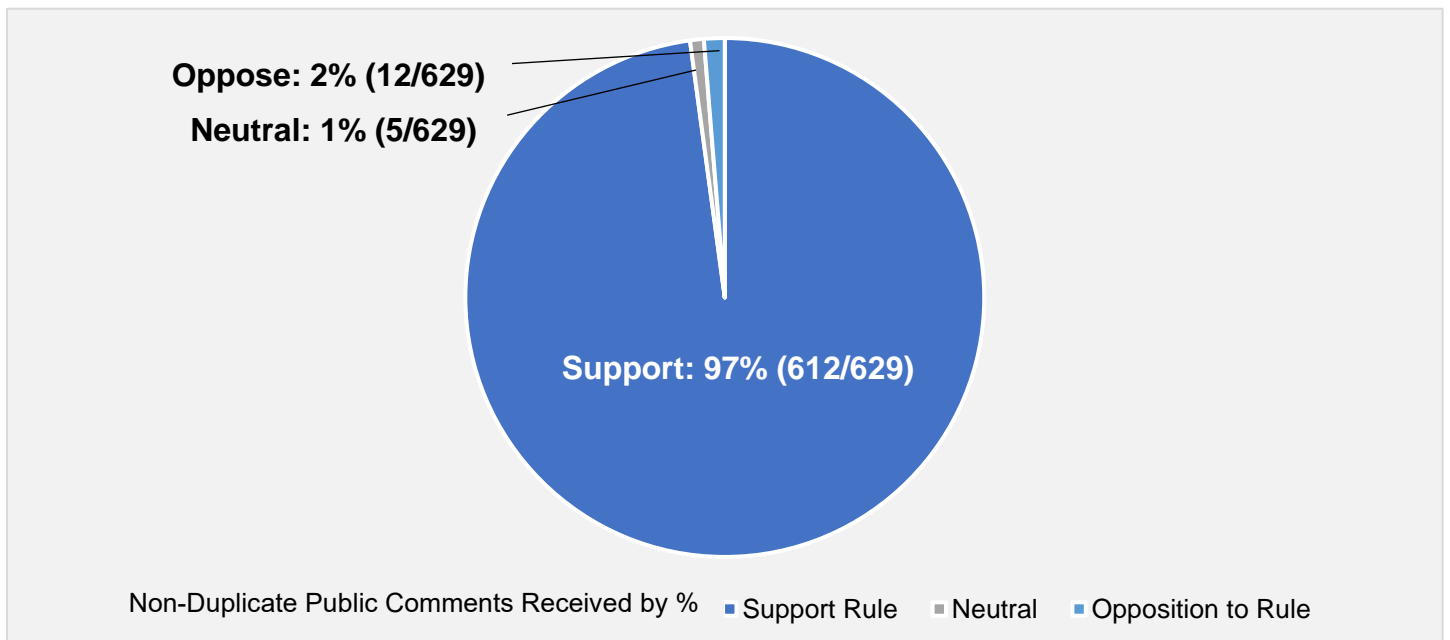


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

New York Covered Workers	Increase in Total Annual NY Worker Earnings	Increase in Average Annual NY Worker Earnings
<b>7,411,689</b>	<b>\$5.88 billion</b>	<b>\$793</b>





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

### Notice of Proposed Rulemaking: 612 of 629 NY Commenters Support



**Support Across Sectors of New York's Economy**

\*Some comments condensed due to length.

Profession	Comment
	<p>"I am an <b>Emergency Medicine physician and frontline healthcare</b> worker. Non-compete clauses are very common in physician contracts. <b>They bind physicians in increasingly poor working conditions or force them to move their families to other states and cities whenever they need to escape a bad working condition.</b> [...] Most days at work I do not get a bathroom break let alone a food break and I am not permitted access to water in my work...so bad to the point of denying basic human function. Physicians having freedom to switch jobs could ultimately translate into better care for patients."</p> <p style="text-align: right;">- <b>Katarzyna F.</b></p>
	<p>"I have worked as a <b>software engineer</b> in the United States for the last 15 years. Every single position I have ever been offered has immediately required that I sign a non-compete. [...] <b>In every single case, the non-compete was initially written in such a broad way as to make it impossible for me to reasonably find any work as a software engineer in the city in which I live</b> (New York City), for a 1-2 year period after I had ceased working with the firm."</p> <p style="text-align: right;">- <b>Robert C.</b></p>
	<p>"I work in a specialized field of <b>Optical Engineering</b>. Several years ago, while working for Corning, my employer requested several of us top performers to sign a Non-compete agreement. I hired a lawyer and had numerous meetings with Corning legal counsel to make sure I understood the ramifications of my signing the agreement. I would not be allowed to work in my field for a competitor, customer, or myself for two years. <b>The agreement would allow Corning to determine if any job I was to take would violate the agreement. In my narrow field, Corning could determine that any work I did would be in violation.</b> They told me that they would never do that, but they would have the right.[...] Most people signed as they were denied promotions and room for advancement."</p> <p style="text-align: right;">- <b>Joshua C.</b></p>
	<p>"I have been subject to non-compete clauses in my work at <b>Starbucks</b>. For people like me surviving on minimum wage jobs, noncompete clauses prevent our ability to earn a living which oftentimes does not even cover our rent without working 60+ hours a week. Thank you for taking the time to read this and solicit public comments. I truly believe this rule will help many Americans and begin to bridge the immense wealth gap that continues to expand between workers and the corporate elite that benefit from our labor."</p> <p style="text-align: right;">- <b>Martha R.</b></p>

	<p>I am a <b>physician</b> employed by a healthcare organization, and I was unable to sign my contract with them unless I submitted to their demands that I agree to a non-compete. <b>This hospital is in a rural and underserved area, and the non-compete disallows me from practicing within a 35 mile radius of their facility.</b> Unfortunately the organization is poorly run and as a result is unable to provide adequate staffing for me to provide the services that I have trained for as a specialist. I could leave my current employer and work for the other local healthcare provider which maintains adequate staffing, but my non-compete prevents me from doing so. Instead, I am left looking at moving my family so that I may find a job elsewhere. <b>At the same time, this will leave my current underserved area with one less specialist physician to serve the community.</b> All due to the greed of a non-compete. These non-competes are counterproductive for improving health care quality across the country and NEED to be made illegal on a federal level. Thank you."</p> <p style="text-align: right;">- <b>Michael K.</b></p>
	<p>"I am a <b>business executive</b> with fifty years of experience in for-profit and nonprofit organizations. With the minor exception of the top corporate officers - CEO, CFO, etc. - i have never seen a non-compete agreement used for any purpose other than to deny departing employees the opportunity to join a competitor to the organization they are leaving.</p> <ul style="list-style-type: none"> <li>- That non-compete agreements are routinely forced upon the lowest level of staff - kitchen and wait staff in fast-food chains - is unjust.</li> <li>- That non-compete agreements are used as a condition of employment is also unjust.</li> <li>- That employees are forced to sign non-compete agreements without benefit of counsel is simply unfair.</li> </ul> <p>Finally, i believe that a non-compete without payment of (former) compensation during the term of the non-compete is illegal. To deprive an individual of compensated employment with the companies most likely to hire the individual is a form of slavery that must be outlawed."</p> <p style="text-align: right;">- <b>David S.</b></p>
	<p>"As a <b>veterinarian, I can personally assure the FTC that such restrictions have caused both death and permanent disability of pets.</b> [...] Hospitals are so overwhelmed that they are not accepting new patients, turning away emergency cases, and imposing extremely long (several months or more) waiting lists for appointments and/or scheduled procedures. [...] If a veterinarian at a given hospital wishes to change jobs locally (i.e., not pack up and leave) in a region underserved by veterinarians, is it fair for that person's current employer to force that person to either stay put in a job they wish to leave or move away? Is it fair for pet owners who cannot get their pets in to see a veterinarian (even on emergency situations) to have the veterinary hospitals who refuse to see their pets remove other options for care via non-compete clauses? [...] Please get rid of this horrible clause and lets make sure pets and their owners get what they need, when they need it."</p> <p style="text-align: right;">- <b>Curtis D.</b></p>

**Additional Support from New York**

\*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Dana	<p>"I support the FTC proposed rule banning non-compete clauses. 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. Contracts that prohibit <b>medical professionals</b> from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. American medicine was built into the best system in the world by the work of independent physicians beholden only to their patients and not to some corporate entity like a hospital system or insurance company. Non-compete clauses serve to prevent physicians from making the transition from employee to private practitioner. Destruction of the private physician practice is detrimental to patient care. Please ban non-compete clauses in physician contracts."</p>
Peter	<p>"I support the FTC proposed rule banning non-compete clauses. 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. 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. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
Moises	<p>"I work as a <b>physician assistant in dermatology</b> in an underserved area of NYC. I am bilingual and of the same decent of community being serviced. If I should decide to leave my current employer (which I work as an independent contractor) I have a non compete which restricts me from practicing in this same community for years and from informing the patients prior to my departure. This is restrictive to me as a professional and is restrictive to the patients that would feel abandoned and unable to continue care with their preferred provider."</p>
judith	<p>"We need careful and complete negotiations and good contracts for working people at their jobs. Please protect working people."</p>

Steven	"Non-compete clauses cause an imbalance of power between employers and employees and is the opposite of a free-market. Non-compete clauses further entrench companies and make it harder competition to thrive."
Sean	"This is much needed in healthcare. Many hospitals in my area (including my current job) prohibit me from working in the area for a year if I were to leave. This hurts my ability to leave or negotiate for better pay. The current proposal needs to be expanded to hospitals to help with healthcare shortages and give some power back to the employees."
Reena	"I support the FTC ban on non-compete clauses. As a <b>physician</b> , these stifle the ability of doctors to switch practices or be able to open their own practice in the vicinity of where they have built their practice."
Laura	"BAN non-compete rules. Non compete rules are anti-worker, anti-American and anti-equality for our citizens."
Gregory	" I support ban of non-compete clauses"
Charles	"I have six brothers and sisters who are all in the late stages of professional careers. I support the FTC's ban on non-compete clauses because I can only imagine the troubles they could have suffered working with compete clauses in the <b>tech industry</b> (two of them, and one not far from Apple when Steve Jobs notoriously organized a number of "competitors" to not make job offers to each other's employees), <b>real estate development</b> (one), <b>health care</b> (two) and <b>academia</b> . For my nieces and nephews embarking on professional, trade and artistic/communications careers, I do not want these clauses to hold down their wages, stifle innovative work, and harm working people like them to fill the wallets of the wealthy. This policy will make it easier for workers to earn what they're worth, and I urge the FTC to adopt it. Thank you."
Asad	"Non-compete clause is a means for the hospitals to take advantage of <b>physicians</b> who have local ties to a community and they are unable to find better opportunities within that community. It creates less competition and is against the free market rules that allow businesses to compete based on the quality of service and competitive salaries at market rates. Where I work, there is almost twice (if not more) of the salary difference between hospitals. I suggest to the FTC to get rid of the non-compete clause so this is one less tool for big hospitals to manipulate their employees on. Thank you!!"
Jeffrey	"As a <b>health care provider</b> I am extremely interested in moving this forward as we are subject to `non competes" on every contract. This disincentivizes us to take jobs when we are now in a health care chasm of employees! PLEASE PASS THIS legislation as it will heal the shortage of health care providers! Thank you"
Lynn	"I believe non-competes should be abolished. In these days when markets are national or global, workers are forced to switch industries altogether to avoid

	violating such agreements restricting the "location" of work. If non-completes must be allowed, then companies must provide full salary for the period of non-competition. Non-disclosures should be sufficient to protect proprietary information. Not allowing workers to change jobs is just a way the companies to suppress wages and competition."
Lena	"I am in favor of NON computer clause. Please get rid of them. They are beyond restrictive especially for those of us in urban areas"
LenaLena	"Please get rid of non compete clauses"
Meghan	"I support this proposed rule. As a <b>physician</b> , non-competes are inherent to contracts and often non-negotiable, especially if the position is with a large institution or academic center. Businesses advocate for non-competes stating they "help the institution fulfill its mission to improve patient care, medical education and research by ensuring stability of the patient-physician relationship". Non-compete's not only dictate a geographic off limits zone but also restrict employment at specific institutions, regardless of location, effectively expanding the reaches of the non-compete. This imparts undue hardships on the employee, who must decide between staying at a job they aren't happy with, seeking a position easily 1 hour away or considering to remain unemployed until the non-compete duration is over. No one should have to consider any of those options if they've become unhappy in their position. Furthermore, the greatest harm comes to the individuals we care for. It's no secret there is a deficit of physicians and weight times for a doctors appointment can be 6 months away. There is a clear, exuberant surplus of patients that no practice will ever worry that it won't be able to fill it's schedule in the scenario that a physician's patients decide they want to follow their physician to a new location. Non-compete's harm patients by limiting their access to care and taking away their right to chose their physician. It's a fallacy to say that medical non-competes protect institutions from instability related to loss of clientele; The Association of the American Medical Colleges predict that there will be a shortage of up to 124, 000 physicians by 2034."
Alex	"Non-compete agreements are destructive, plain and simple. It prevents employees from accepting jobs that offers more money and/or more freedom. Corporations have used non-compete agreements to lock in their employees and pay them less than their competitors (this is what Iain currently experiencing). If an employer is free to fire anyone at anytime tbr any reason, then an employee should be free to work for anyone they please is they offer them what they want."
Anonymous	"I am strongly in support of the ban on non-compete clauses, and think that non for profit hospitals must be included in this as well, as these function very similarly to for-profit institutions with regards to their physicians. Non compete clauses are not aimed at the benefit of physicians or patients."
Jonathan	"I support getting rid of non-compete clause rule. As a fourth year medical student and business administration master candidate, I believe a free market will improve healthcare overall."

<p>Veronica</p>	<p>"Good day. I am a single mother of two and work a 100% <b>commission sales job</b> at Johnson and Johnson with a book of business that has taken 12 years to develop and is strongly client relationship based and has an extremely refined skill set that doesn't translate well to other professions. In 2022 I took an 18% pay cut caused by a commission rate change from 11% to 9%. The changes occurred seemingly overnight and the company was months delayed in releasing our quotas that are an integral part of the way we are compensated. I work demanding and unpredictable hours in an operating room and have a tremendous amount of responsibility at home with generally an equal ability to manage and flourish in high stress environments. For the first time in my life, this compensation change left me so emotionally distressed, in full due to the helplessness that I feel being held captive by my 18 month non-compete. My employer could confidently slash our pay to industry low commission rates with no fear purely based on our non-competes. Please help us receive the pay we are entitled to by ending non competes!"</p>
<p>Elizabeth</p>	<p>"Refuse the allowance of non-compete language for any non-C-suite employee and even then it should be for a limited time. One of the keys to American culture is its economic mobility. This is anti-American otherwise."</p>
<p>Stephen</p>	<p>"I support the banning of non-compete contracts. These are yet another infringement on individual rights by corporations who seek to wring every last dollar out of their workers. To apply these to any job but the CEO type of position for which they were intended is absurd. FTC, please ban them and help improve workers' lives."</p>
<p>Patricia</p>	<p>"I support modifying the NPRM. These changes are long overdue. Non-Competes foster stagnation of wages. It also can allow employers to abuse employees by holding this clause over their heads. Not to mention the vast changes in the dynamic between employment relationships over the years. When I first started out my employer portrayed this relationship as a family and a job for life. By the time I was forced out 30 years later, employees were a liability and replaceable by cheaper labor overseas."</p>
<p>Bill</p>	<p>"I am in favor of repealing the non-compete for workers who would be making a life-changing choice for their career. As a <b>Union Organizer in the Plumbing and Pipefitting</b> industry, I speak with people who have signed a non-compete and feel trapped with their current employer. Often, I can offer the individual a substantial increase in pay and/or benefits by simply joining and coming to work for one of our signatory contractors. These are hard-working people who aren't getting rich, nor are they being paid what they are worth. Typically, these workers have little to no health insurance coverage for themselves or their family, if they're lucky they may have a 401(k) which generally isn't matched, and they are being paid \$10 - \$20 less per hour than their peers in the same industry. They are losing out on \$20,000 - \$40,000 in just wages each year, not to mention the benefits being lost. This is certainly reasonable to assume that this imposes an undue hardship on the employee. These are not people who have trade secrets, nor are they trying to put their employer out of business. These people are trying to provide a decent life for</p>

	<p>themselves and their families. But because they signed a non-compete, they fear being sued if they leave their employer."</p>
Rishi	<p>"Non compete should be banned as it promotes unfair practice and takes away money from workers and prevent them from starting their own business"</p>
Estelle	<p>"I agree that non-compete clauses should be banned. They hurt workers and small businesses."</p>
Trevor	<p>"Noncompetes interfere with the functioning of the Market and should be eliminated."</p>
Adam	<p>"Non-competes stifle competition and suppress wages. Please do away with them"</p>
AnnMarie	<p>"I was the daughter of a small business person. I know what it is like to be an owner, employee, salesperson. I think the US gov and multinational corporations should be guiding and supporting folks who want better wages and working conditions in order to be happy and to like/love their work. So muscle up corporations - if you do not want your employees to share your so called secrets - then provide those better wages and conditions so that people will want to stay with you."</p>
Emily P.	<p>"It simply shouldn't be the case that a single employer can determine or substantially limit the entire course of an employee's future career trajectory within an industry after they no longer employ that person. The abuse of non-compete clauses represents not only an unjust constraint on a worker's future earnings, but their ability to exercise choices like moving or seeking better working conditions elsewhere if they wish to stay in the same career field. An employer shouldn't be able to dictate that if an employee wants to remain in the same industry, they simply can't leave or quit because they won't be allowed to work for another employer without facing devastating financial consequences."</p>
Michael	<p>"I write in strong support of the proposed rule. The rule is necessary to restore the balance of contracting power between employers and employees in light of several decades of reactionary judicial rulings at the state and federal level curtailing, among other things, the void for public policy and unconscionability doctrines. Further, it promotes competition. Competition creates incentives for employers to increase productivity, which is good for producers, consumers, and the economy as a whole. The rule is a win-win for the American public."</p>
Brian	<p>"Please enact this ban. As a board certified emergency physician spending the last eight years in a rural hospital network, I know first hand how non-compete clauses strongly favor large employers and allow abusive and exploitative practices by employers at the expense of employees. Non compete clauses restrict our ability to search for better wages and improved working conditions unless we uproot our homes and families, disrupting our sense of community, to seek employment hours</p>



	away. Protect employees, restore our freedoms, and enact this ban as soon as possible!"
Gabriel	"I support a ban on non-compete clauses. They unfairly put more power in the hands of the CEOs and owners of the businesses, causing the workers to suffer"
Craig	"I totally agree that non-compete contracts should be a thing of the past. Both as an employer and employee I have always seen these as only hurting companies and their employees. It's difficult to hire good talent and employees feel as though they are locked into an contract. Companies can restrict raises, withhold promotions and discriminate in Sniffle ways and the employees have no recourse accept to take a job outside their expertise for at least a year most likely at a lower income rate. Additionally companies looking to hire these individuals are restricted from doing so when many good matches could be made. They need to end, I think they especially hurt black and brown people and potentially LGBQ individuals."
Michael	"I write in full *support* of the ban of non-compete agreements. As a <b>legal professional</b> in the intellectual property field, I constantly see how these agreements handicap workers from fulfilling their potential and how the agreements prevent the public from benefitting from advanced skill sets. Employers have other ways to induce employees to stay, such as higher pay and better work environments. Please do not let powerful business lobbies dictate the terms under which labor can operate in the marketplace."
Mary	"I enthusiastically support the ban of the non-compete clause. Over my 32 years in practice as a <b>physician</b> in NYC, I have lost access to numerous colleagues who had to leave the city when they left their employers, due to the ridiculous radius required by their employers' non-compete clauses. The most heart-breaking was the <b>pediatric special-needs dentist</b> who was a magician with nonverbal and handicapped children who had to move to CT to satisfy the distance requirement in the non-compete clause that she signed as a young, naive new dentist. Most patients could not travel so far and there was no one to replace her for years. It's about time to ban this greedy, competition-killing clause! Thank you!"
Anna	"I'm writing today in support of the FTC's ban on non-compete clauses. Non-compete clauses are antithetical to our free market system. They hold workers' wages down, stifle innovation, and harm working people. Non- compete clauses make it harder for someone to leave a job underpays or mistreats them, allowing former employers to sue if they go to work for another company in the same industry. It's unfair, and it's un-American. Banning non-comete clauses will make it easier for workers to earn what they're worth. Please, do the right thing and support the FTC's ban on non- compete clauses. Thank you."
Sarah	"I fully support FTC proposed ban on no compete clauses, including hospital non competes for healthcare workers and doctors."
Mark	"As a <b>mechanical engineer</b> for almost 40 years, I have been constrained by non-compete clauses several times. This practice by companies who employ engineers

is unfair to employees, detrimental to the overall economy, and destructive to engineers' careers individually and as a community. It doesn't take much imagination to gasp the positive ramifications to our whole economy if employees are able to more freely start new, competitive companies when the previous company has not afforded them workplaces that were sufficiently agreeable to retain them. Such is the rightful challenge to every manager and company that endeavors to be competent, inclusive, positive, capable, nimble, effective. Eliminating non-competes holds the very potential to improve the whole management breed in America. This is no small thing. This glaring need has gone unmet for too long. In Germany an industrial giant like Siemens understands that when their engineers avail themselves to their excellent training, they are ultimately aiding some of their future competitors. They consider this a cost of doing business, and they realize this is ALL good for the German economy. It's also an embrace of "education" that we would do well to emulate here in the USA. Apparently California has NOT enforced a non-compete clause since 1872! Despite this, somehow Silicon Valley (not the bank) has managed to lead the communications tech sector arguably worldwide. That goes a long way toward neutralizing the supposed fears and complaints of any feckless management that endeavors to maintain, without evidence, they need a non-compete hand on the throat of their employees in order to be competitive. That's simply not true, if the California example (the eighth largest economy in the world!) is considered. Engineers perceive the obvious requirement to honor and keep proprietary such things as trade secrets and customer and supplier lists. Furthermore, Professional Engineers have formal training and proficiency in these matters. Company secrets must be kept confidential by ethical engineers when they change companies; that's a non-issue and it's also covered by their Confidentiality Agreement with their employer. Therefore there is no need for non-compete clauses in any conventional employment agreement. Whether or not non-compete clauses can even be enforced by a former employer, they arc a nasty and dark cloud over the head of an employee who wants to, or needs to, move forward from a past company. I low many newly unemployed people are willing to risk a whopping legal expense by attempting to hire on with a competitor? Not many, in my experience. I've been terminated by employers who alluded to the threat their non-compete clause imposed on me. This put me in the very unfortunate position of both being unemployed AND not being able to put to use the very expertise I had just acquired, at great cost, in the performance of my previous job • for the next two years or whatever. Two years might as well be ten when there's mortgage or rent to pay, and other expenses. Employers in the USA are already able to exercise excessive control over the lives and well-being of their employees through "right to work" laws, the ability to terminate for any reason or no reason at all, arbitration (which they can ultimately control) in resolving labor disputes, and the presence (or absence) of health insurance coverage which can be all-important to a person or a family with an illness. It's laughable when an employer who has terminated you offers COBRA health insurance coverage, as if you can afford a \$1200/month premium without a paycheck! The many ways an employer can determine actual health outcomes of even a limner employee in America is downright punitive. Eliminating non-compete clauses in employment agreements in the USA is long overdue. Let's get rid of them immediately. PS: American employers also impose on their engineers the mandate to surrender all inventor's rights to intellectual

	property (patents) in their standard employment agreement, which only adds insult to the injury of non-compete agreements. That's another injustice engineers suffer — and a fight for another day and hopefully another FTC proposal in the very near future! Please take my additional plea into consideration as well. Thank you for this excellent proposal; this is very exciting and brings me great hope!"
Victoria	"Non-compete clauses are a tool an employer uses to control an employee after they leave the position. There are situations where the employee comes in and the job is not what the contract claims to be, so they wish to leave after a short time. They may have spent money to move and have depleted savings, or may be tied to an area due to family/health or other personal reasons. They end up tied to a job that isn't a good fit, endure unreasonable commutes, or become unemployed as a result. These contract clauses offer zero benefit to the employee and all the restrictions."
Henri	"I support the new FTC rule to ban non-compete agreements. If companies want to prevent employees with critical knowledge from leaving, they must offer commensurate compensation."
Alexander	"Please strike down this rule. It makes no sense for the worker"
Erica	"Non-Compete Clause Rulemaking, Matter No. P201200 No one should be prohibited from working in their field of choice, regardless of where they have worked prior. Job security being a thing of the past is difficult enough, but then for companies to 'LIT to keep people from working at another company in the industry is antithetical to an open society. Please remove this antiquated process that only benefits employers."
Mazen	"I believe non-compete is designed to suppress the salary of employees who are unable to move to better positions and income if their company doesn't provide the opportunity"
Omar	"To whom it may concern: Thank you for considering adding <b>physicians</b> to this policy. It is high time that these non-compete clauses be done away with. They only serve the interests of monopolies, while harming workers, consumers and communities. Physicians do not compete with hospitals. They serve communities. Please be sure to include them when implementing these necessary new rules. Thank you."
Daniel	"Non-compete agreements are an egregious abuse of <b>physician</b> employees, trapping them in toxic work environments or forcing them to relocate. Non-compete clauses are unfair, unjust and should be banned."
Jacqueline	"I reside in Westchester County, NY and I am writing to express my support for the FTC's ban on non-compete clauses. 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. 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!"
Joseph	"Please eliminate non-competes except for their original intent, which was to prevent employees with confidential information from exploiting trade secrets. If a company has undertaken expensive training of an employee, who jumps ship once trained, that's a different situation, and requires another clause to protect the company from being used as a free training program by its competitors. I used to be a small-business owner, and trained my employees extensively at no cost to them. Almost all chose to stay with the company because I paid them competitive wages as their skills improved. This isn't a huge conundrum. Unfortunately, many businesses want to make this seem more complicated than it is. If you treat your employees well, and continue to pay them fair wages, they are not going to be in a hurry to leave. If a particular industry requires extensive specialized training before an employee can contribute to the company's bottom line, there are other ways to protect a company."
Neil	"I support the FTC's ban on non-compete clauses. A company should not be allowed to rule your life."
Elizabeth	"Great! High time. High bloody time! Jane Jacobs said that breakaways - people leaving a company to start their own business - are a major source of economic development. With non- compete clauses, people cannot do this, and the United States will lose out to countries where they can. And that's not even talking about jobs where a non-compete clause makes no sense. (Well, except for keeping people working at low wages For that it makes perfect sense.) Trade secrets for nurses? Investments in training security guards?"
Joshua	"I think banning non-compete clauses is a good idea. I am a <b>small business owner</b> , selling used books, ephemera, and media. Our business, and that of our colleagues in this field, thrives on the active interconnectivity between each other. The <b>booksellers</b> I know that have employees have been successful as they've been able to hire (some) employees who have experience and enthusiasm for our field of work. I cannot imagine why an employer would even make an employee sign a non-compete clause, and I think it is inherently anti-freedom and is dangerous to the growth of small businesses. Thank you for your time."
Richard	"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. Noncompete agreements are even being used to prevent low-wage workers from leaving exploitative conditions. 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."
Nolen	"I'm a <b>project manager at an Interior Design &amp; Home Staging company</b> in Manhattan; we're the largest staging company on the East Coast. After I accepted

	<p>my job offer and went in to file paperwork, I was very briefly walked through what this non-compete means (the details were not made entirely clear; I believe they left it intentionally murky) and it was buried deep in the new employee rules and regulations packet I needed to read and sign at my onboarding. I personally am very against these agreements because, as mine states, I cannot work with "a competing staging company" or for any of the clients of my current company. Again, we're the largest staging firm on the east coast and have a lot of clients (we do over 100 stagings per year). Essentially, I am completely shut out of working in the industry in NYC as there are only a handful of other staging companies that can pay me a living wage to do so."</p>
<p>Denise</p>	<p>"I completely am in favor of this -people deserve to get great jobs without any issues."</p>
<p>Liam</p>	<p>"To Whom it may concern. I am a lifelong <b>landscaper</b>. It was my family business since a very young age and it's all I have ever done and plan to do. I worked for a massive amount publicly traded commercial landscape company to supplement my seasonal incomes. I was informed that due to their poor financial performance, my job was no longer in their budget and I could accept a job at a much lower pay rate. I refused and went to work for a different company in a different industry. I was sent a cease and desist and told that I cannot landscape and reminded that I can be tolled and violated/penalized and just about owned by this massive 4 billion dollar company, until their non compete can no longer be upheld. They sent me a fresh copy to remind that they even own "post employment inventions of mine" and that I will be unable to work in the only profession that I know and can support myself and my family by working in. They've even stretched it and maintained that I cannot work in the non commercial industry or do anything with the lifelong background and skill that I had built and developed, up until they decided that they didn't want to pay me what I was making anymore. I worked there for 14 years and made them much more money over the years than they or any other person there can comprehend. Understanding that with what I know, I could cause them financial harm, I am aware that some level of decency and moral restraint is needed to ensure I don't cause them harm. However, seeing that they're a 4 billion dollar company and made sure I could not file for unemployment, made sure I can't landscape and that I would need to pay a lawyer just to fund out what I can and can't do, I am urging the FTC to proceed with this ban. I think there is a distinct difference from being unethical, criminal and stealing or intentionally harming a company, and a single human being whos struggling to make financial ends meet, being able to work in the trade that they have worked in their entire life. Please throw away the non compete. It's unconstitutional, unreasonable and intended to ensure profitable companies can control people like myself, for years after they put them in a bad financial position. Thank you in advance for your consideration"</p>
<p>Darragh</p>	<p>"I am 100% in favor of banning the non-compete clause in employee contracts both future and current. Preventing individuals from lawfully pursuing their chosen field of work anywhere near where they live is detrimental to them, their families, the places they live and practice in and ultimately detrimental to the larger society. This is a heinous practice that should be banned immediately."</p>

Lesley	"By all means, ban these anti-competitive clauses in employment contracts!"
Rachelle	"Non compete agreements prevent <b>family physicians</b> from staying in a community when their employer implements policies the physicians disagrees with. When the local Catholic health system stopped women from getting certain forms of birth control several physicians tried to look for new jobs in our community with different employers. Because of their non compete agreement they ended up moving from an underserved area to a larger community."
Johanna	"I currently have a 30 mile non compete as a <b>physician</b> at a large health system. I am crippled by this. I have a family and to take a different with better salary and work situation I would need to move my family to a new place entirely which is terrible. I strongly support this effort to ban non competes which do not help workers, they only help suppress them."
Johanna	" <b>Physicians</b> need to be able to move in the job market just as other workers. Hospitals trap young physicians with families into staying with their non competes for absolutely no reason. Please please please do not make any exceptions to exclude physicians at non profit hospitals from stopping non competes. Non profit hospitals are actually profiting off trapping us."
Michael	"Please eliminate this archaic and unfair clause. Give the worker freedom and the economy the boost it needs by allowing people to choose their jobs."
Hallie	"Please include <b>physicians</b> , and all medical caregivers including nurses and techs, in this non compete clause. They are essential to the health of your community, literally. If they are not covered under this law, they will have to move out of the community in order to serve patients if they wish to change jobs, even if the reason they are leaving a position is to stand up for patients against the steamroller that is our current medical system. The American Hospital Association (AHA) is lobbying against this law, in a self-serving manner. They want easier control over physicians and healthcare workers, punishing them, and forcing diem to move out of the area if they need to change positions."
Karen	"Non compete contracts should be ban due to the reality that these organizational contracts are hindering professionals from earning a living. Or forcing a professional to move out of state to work. After completing a contract an additional non compete for another year is added on. Now are these professionals to earn a living. By moving to another state? Non compete contracts need to be ban!"
Samuel	"1. <b>Physicians</b> with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable, unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would

	<p>necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a dine where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency. Noncompete agreements are unAmerican. Competition is a core tenant of capitalism Eliminating noncompete agreements will only lead to better pay and job satisfaction for physicians and better continuity of care for patients who won't have to lose their trusted physicians. Politicians need to side with the people who elected them and not the AHA and other special interests who line their pockets."</p>
Michael	<p>"NCA's reduce wages for those that are subject to them and those that aren't. NCA's are an anathema to those wishing to sell their labor for the highest price. Please support this rule change."</p>
Michelle	<p>"Hospital associations are trying to lobby to exempt physicians from the prohibition on non-compete clauses. DO NOT DO THIS. <b>Physicians</b> must be accorded the same liberty as other workers to seek alternative employment arrangements without uprooting their families. Non-compete clauses are toxic to a healthy economy; they enable employers to exploit and under-compensate employees, *including physicians*."</p>
Barbara	<p>"I am strongly in favor of the proposed rules banning non-compete clauses."</p>
Sarah	<p>"Non compete clauses hurt workers and their families. They make it harder to effectively do your job and create unfair work environments. There is no scenario I can envision where a non compete is helpful or good."</p>
Annie	<p>"Non competes min a <b>physicians</b> ability to freely practice. Lives have been ruined over noncompetes. Please abolish them for all hospitals"</p>
Michael	<p>"Absolutely agree with banning these, so many <b>physicians</b> are unable to leave their jobs without having to move, as their restrictions are so severe, including wording, such as any future sites, it is always seems like a violation of anti-trust type laws, given that we are so worried about mental health and burn out, this would help significantly alleviate those factors."</p>

Mr	<p>"I am <b>Physician</b> looking to relocate closer to home after the birth of my 2 daughters. Non compete clause restricts my ability to obtain a new job. Within 20 miles or become an employee of any instutution with a site within 20 miles. There not that many options up here only 2 major players. I am loosing a good job opportunity, that would allow me to help and underserved community for the fear of counter legal action."</p>
T	<p>"In small-mid sized cities, there are specific locations where medical offices and ancillary services have been located near each other historically. Non- competes have restricted a <b>physicians</b> ability to open or join a practice in a location where it would be more convenient for their patients to have labs and/or imaging done. Patients often rely on the convenience of these facilities being located near their physician's office. When physicians are prevented from practicing in a certain geographic location where the majority of these ancillary services are offered, it can force patients to travel longer distances, costing patients time and money."</p>
Sean	<p>"Please do not allow for carve outs for this law specifically against <b>physcians</b>. Corporations will ask to exclude physcians from this law. Please do not allow patients to be harmed by constraining the rights of their physcians. Burn out among physcians will only worsen if corporations are given unfair power over physcians. If burn out increases patients will suffer."</p>
Joan	<p>"The non-compete clause means that I cannot follow my favorite physician when she left a heal practice. She and I had developed a rapport that I have not been able to repeat with any other physician."</p>
Margarita	<p>"I support in making it an across the board bad. Whenever there are exceptions, companies will find a way to exploit them. We should give employees in all sectors an opportunity to work in their communities without fear of retribution."</p>
Angelo	<p>"I've worked in the <b>staffing industry</b> for over 22 years and have always felt non-competes are extremely unfair and have made it difficult for me to take the risk of switching jobs even if felt making a move was in my best long-term interest since there is always a ramp up time from leaving one sales job to another. I truly hope that non-competes are banned all together since it affects such a large population of the US workforce."</p>
Krysten	<p>"Citizens should be able to choose to work for anyone, companies should not be allowed to tell you where and when you can use your skills. Workers need to have more protections so they can support themselves and their families. I support the ban of non-competes."</p>
Vincent	<p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms."</p>



	<p><b>Physicians</b>, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."</p>
<p>Horacio</p>	<p>"Non compete clause are a detrimental to the average worker preventing them or limiting their scope. All the valuable skills one gained will also be limited and those who try to obtain these skills will not want to improve and society will have less efficient workers."</p>
<p>Nixi</p>	<p>"I am a <b>physician</b>, serving an underserved population in rural New York. My employer required me to sign a non-compete / restrictive clause that says that I need to move at least 35 miles away from the nearest facility that is affiliated with them. Because they are affiliated with a hospital network with branches across the state, this means that, were I to leave my present position, my services would not only be unavailable to my current patients, whom the hospital treats as if they are property rather than persons who need the care of their physician... but I would also likely need to move out of state. I would need to pursue state licensure in a new state, become conversant with the laws of that jurisdiction, etc. It may even be a better deal for me to take a two year sabbatical and deprive the community of my talents and service, until I could return to work with the underserved patients whom I love in my current community, rather than to pay the outrageous 2 years worth of salary that my hospital system is using to compel me to remain in my current position. This isn't, for me, about money. It isn't about my upward mobility. It is about being available to serve the patients who look to me as their physician. I serve a very particular population who have difficulty accessing high quality compassionate care, and they would be deprived of my help if I were to need to leave this employer. I could pay the hospital system the 450k that they would require to satisfy the non-compete, but then I would deplete my resources for opening my own clinic to remain here and serve these patients. I signed because taking care of these patients mattered to me, more than my own financial well-being. I'm staying at this employer despite certain adverse circumstances, in order to serve these particular patients. I don't even know that I would certainly leave my current employer if there were no such restrictive clause... but if there were not, I would be in a better position to bargain, to make circumstances better for me and for my patients."</p>
<p>Luis</p>	<p>"I'm in favor of this rule to ban the non-compete clause"</p>
<p>John</p>	<p>"They never should have been allowed in the first place. Make them illegal, and retroactively!"</p>

<p>Monica</p>	<p>"I am writing in support of this and that it should apply to non-profit organizations, hospitals, and physicians along with other healthcare professionals. Many healthcare non-competes are very restrictive and prevent professionals including <b>physicians</b> from fairly seeking other opportunities, especially as many require physicians to move in order to obtain a job in the same specialty due to incredibly restrictive covenants including radius and duration. In many cases, physicians who wish to seek other opportunities do so in order to advance their careers, pursue leadership positions, obtain research opportunities, etc. In other cases, it may be working conditions such as unsafe patient conditions, poor hospital quality, or burdensome work unrelated to direct patient care. By allowing physicians and other professionals switch jobs freely, it would also improve patient care, hospital quality, and incentivise hospitals to invest in their employees. In our current healthcare environment post-pandemic, our hospital systems are on the verge of collapse and healthcare professionals are leaving the field in droves. This is unsustainable and by allowing professionals to seek fair employment and opportunities near their home, perhaps we can retain this talented and highly skilled workforce."</p>
<p>Anne</p>	<p>"If finalized in its current form, the Proposed Rule would ban the use of non-competes by independent medical practices, like mine, but because several types of entities are excluded from the FTC's authority, non-profit entities (e.g., many hospitals and health systems) would likely not be subject to the ban. This would further exacerbate the imbalance of power between private practitioners and hospitals, and in some parts of the country, could represent a tipping point for the very survival of the independent practice of medicine, such as mine. It would make it impossible for me to recruit a physician who practices as non-profit hospital but the hospitals could poach doctors from my practice because they would not be subject to a non-compete. It is unknown whether the FTC has considered the deleterious ripple effect of a ban that would not apply to non-profit entities. Simply stated, if the FTC does not have the authority to impose the ban on non-profit hospitals and health systems, it must exempt independent medical practices from the ban to avoid the unwitting creation of a monopsony in regional health care markets. These large health systems are already trying to buy up our practices and now they would have a hiring advantage."</p>
<p>John</p>	<p>"Abolish the non-compete!!!"</p>
<p>Suman</p>	<p>"Must Ban Non-Compete overall"</p>
<p>Yishan</p>	<p>"<b>Physicians</b> are currently beholden to their employers more than other professionals, due to hefty student loans, lengthy notice requirements (my contract is 90 days), non competes, and certain professional obligations. We are also non unionized. This makes abuse of physician time by employers very prevalent, and is a huge contributing factor to physician burn out. The quality of care received by patients then suffers. As the pandemic and the subsequent exodus of healthcare workers out of this industry shows, if this country wants to have high quality</p>

	<p>healthcare, it needs to also take care of it's caretakers. Banning physician non competes is a great place to start."</p>
<p>Marvin</p>	<p>"I am a 68 year old nearly retired <b>physician</b>. My previous job was with a multispecialty group, with branches over a 100 mile radius. I was trapped. My job was bought out by a health care/ venture capital company, and I and my fellow physicians lost all control of our medical practice. My son, an orthodontist, had a job with a multispecialty dental national chain. He was trapped. He wanted to set up an office 19 miles away from the chain's office, but the contract said 20 miles. He had to start a new office 25 miles away for nearly double the money. My other son is a physician, also in a multispecialty group which has now been bought out twice. He wants to get out, He can't The restrictive covenant clauses should all be outlawed, with no limitations by position, income, etc."</p>
<p>Noah</p>	<p>"Dear FTC, I cannot express how happy I am to see the news about this potential rule change. The rule change is truly critical to workers, individuals, and as well, to the practice of medicine and patient care. First and foremost, **I beg you not to differentiate between "high-wage" and "low-wage."** I am a <b>physician</b> in a large group and would be considered a "high-wage" worker. I am severely adversely affected by a non-compete clause. I would have to uproot and move my family, and also re-establish my brand and practice in order to change jobs; this is not a fair or tenable situation. I could not even work with a much longer commute, because I could no longer be close to the hospital for emergencies. As well, with a wage-based cutoff, some physicians in my group would be subject to a non-compete, and some would not, making the cutoff truly arbitrary. Medical systems and groups are now large conglomerates that are beholden to profits; the groups have deprioritized patient care. Because of non- competes, physicians no longer have any recourse. This has led to very unhappy physicians, since the group-individual dynamic is completely one-sided; medical groups do not have to treat their physicians well. Furthermore, this has led to a sharp decrease in the quality of medical care, because physicians cannot advocate thr patients against certain policies set forth by administrations. Furthermore, because of how unhappy physicians have become, given that these non-competes are so prevalent, it will deter people from going into medicine, and endanger the profession. As historical context, many years ago, when there were many small medical groups, a group would need to protect itself from one physician leaving, which would have a major impact on the group. Therefore, in that era, it would be understandable, and more equitable, to have a non-compete clause in contracts. Given the tremendous consolidation that has transpired over the last 20 years, a large group or medical center will not feel any effect if a physician leaves. These non-compete clauses area major detriment to any worker, including physicians, and the clauses also have a measurable effect of diminishing the quality of medical care. There really should not be any differentiation between "high-wage" and "low-wage" workers - this is a contrived and arbitrary distinction. Thank you for reading this and for your consideration."</p>
<p>Victor</p>	<p>"I am a <b>family medicine physician</b> and due to my non compete, I have no way to move to another hospital or clinic system. This impacts my family's options, home,</p>

	<p>and young children's schooling significantly. Non competes need to be banned for all hospitals and clinics"</p>
<p>Robert</p>	<p>"I have worked as a <b>software engineer</b> in the United States for the last 15 years. Every single position I have ever been offered has immediately required that I sign a non-compete. [...] In every single case, the non-compete was initially written in such a broad way as to make it impossible for me to reasonably find any work as a software engineer in the city in which I live (New York City), for a 1-2 year period after I had ceased working with the firm. To give an example, at one point I worked for a company that was in the business of automated scanning of paper magazines, and then selling aggregated information from those scans. The non-compete from that organization initially stated that for 12 months after termination of employment, I was barred from working on any software for any company that interacted in any way with the internet, as that would constitute that company as a competitive company.. The internet, for a paper magazine scanning company. The technology industry in New York City focuses primarily on Ad Tech and Finance, and every Ad Tech company I have worked with claims that working, in any capacity for any company that deals in advertising is a competitive company, and therefore barred from future employment. These agreements have never offered any form of compensation or guarantee for their restriction. New York is an at-will state, and employment can be terminated at any point by the company, but at no point has any such agreement offered any remuneration for this period in which I would legally be unable to work. The contents of these agreements are frequently considered "trade secrets" by the companies for whom I have worked, which of course, also require non-disclosure agreements when starting the position. This means, in turn, that I am not even allowed to provide examples to you of such agreements while they are in effect. Lastly, these agreements change continuously, and on the whim of the businesses. It has been standard practice for every company I have been employed by to re-write their non-competes to be more broad and more restrictive on a yearly or event-driven basis, and each time require their employees to sign the new contract as a condition of continued employment. I have had discussions with multiple management positions at multiple companies about the value and requirement of these agreements. as I traditionally attempt to negotiate to a point of good faith before signing any such agreement. Generally, I receive platitudes as to it being a stock form of boilerplate that employees are expected to sign and not read, and promises that they will not be enforced. Of course, the opposite is often true. In my career I have been part of managerial discussions where companies consider actively enforcing such agreements in court. More nefariously, I have also seen them enforced outside of the court. In one such occasion, an employer (let's call him Employer A) was upset that one of his employees quit his position, a month before a major deal was set to be delivered. Employer A used social media to discover where the employee had gone for new employment (Employer B). Employer A then found the contact information for Employer B's HR department, called them, and falsely claimed that the employee was in breach of a non-compete and that Employer A was considering law suits against both the employee and Employer B. Even though this claim was to the best of my knowledge false, Employer B did not want to deal with the trouble of a lawsuit, and immediately fired the employee, who was, to my knowledge, never informed of why he was terminated. This story, I hope,</p>

	<p>exemplifies how even in the case that a non-compete is so overly broad and anti-competitively written as to be legally enforceable, it is still an anti-competitive practice, that poses no downside risk for an employer, while potentially crippling an industry's labor pool."</p>
James	<p><b>"Physicians</b> and other healthcare workers should not be held to non-compete clauses. It limits the mobility and negatively impacts well-being. Physicians in particular have a higher rate of suicide than the general public. This is astounding as we care for those with mental illness and are aware of the symptoms associated with suicidal ideations. A sizable degree of this dissatisfaction can come from the feeling of being trapped. Allowing physicians to change jobs without uprooting their families has the ability to provide a degree of wellness by not forcing a physician to a poor working environment. Thus having the feeling of controlling one's destiny can provide a degree of mental comfort which has been shown to reduce burnout and the subsequent sequela. Moreover the hospital systems argument that patients migrate with their providers is often not true as patients are choosing health systems that show high outcomes."</p>
Joanne	<p>"Noncompete clauses should be banned. My husband has been working for a smaller company for decades and suddenly they just required him to sign a "Commission agreement" that besides vague statements saying that "from time-to-time" they may simply change the rules on how he gets paid commissions based on nothing more than a whim, or if they decide he might make too much on a particular sale, they embedded in "confidentiality" rules that include customer contacts and "potential customers" information cannot be used in any manner that is not in the normal pursuit of sales for that company and that the agreement, although a 1 year term, lists afterwards that "even after the 1 year term the agreement shall survive any expiration or termination of the agreement for 5 years even after the return or destruction of confidential information by the recipient". They told him that if he didn't sign the agreement as is, they inferred he would be fired and also that he would not be paid any of his commissions that have not fully processed yet, so he had no choice but to sign under duress. I understand they don't want employees stealing the entire customer list and going into business for themselves or similar, but the way these noncompete clauses in employment contracts are written, he could not go work for a company that does the same type of business for 5 years, which is impossible because he's been in that industry alone for 30 years, he and others with many years experience cannot simply change their whole professions because the company they work for may lay off or even fire them for no reason, but then try to sue the employee for going to a competitor with their knowledge before the 5 years is up because those employees need to continue in their careers just like other fields like nursing, etc. you can't stop a Dr or a nurse after they change practices from their patients following them. Noncompete clauses are particularly harsh on older workers and on folks living in smaller towns. Please ban them."</p>
Jerome	<p>"It is very important to prohibit all non-compete clauses for physician contracts. 70% of physicians in the US are now employed, and are not employers. To get hired to practice, a <b>Physician</b> must obtain a college degree, get accepted to</p>

Medical School, obtain an MD or DO degree, complete 4-5 years of Specialty Training, often complete another 3-4 years of Subspecialty Training, obtain a State license to practice, and pass one or more Board Certifications. None of this time, commitment, or financial expenditure is done by the employer or even reimbursed by the employer. Enforcement of a non-compete clause negates all of these credentials. Take the example of a large Hospital Corporation with many Hospitals and free-standing Clinics in their System, such as Northwell in NY. A non-compete clause of 15 miles of ANY facility owned by the Corporation means that a huge geographic area is forbidden for work. This disrupts the physician-patient relationship, and forces patients to see a new doctor when the Physician leaves for any reason, even if just laid off because the Hospital wants to replace him/her with a lower-paid less-qualified less-experienced provider. This is bad for competition, and bad for the public. I understand that some are arguing that the proposed FTC rule does not apply to non-profit Corporations, and most hospitals at least in NY are organized as non-profits. The argument goes like this: "the FTC rule would not be applicable to many, if not most, nonprofit, i.e., 501(cX3) hospitals. Here is the problem ---under the Federal Trade Commission Act (FTCA), which is the law under which the proposed rule has been promulgated, the FTC has authority over "persons, partnerships, or corporations," and the FTCA defines "corporation" as an entity that "is organized to carry on business for its own profit or that of its members." This means, though, that under the FCTA, the FTC does not have authority over, and the proposed rule does not apply to, entity that is NOT "organized to carry on business for its own profit or that of its members," because that entity is not a "corporation" as defined under the FTCA. And what is an entity that is not "organized to carry on business for its own profit or that of its members?" It is a nonprofit. So, the proposed rule would not apply to nonprofit hospitals like 501(cX3) hospitals, unless the FTC could mount some kind of challenge to the hospital that it is somehow organized for its own profit or that of its members." My argument is that the FTC does have jurisdiction over those non-profit Corporations that are run as a business. That's because under the plain meaning of the Legislation, these Hospital corporations are indeed organized to make a profit that is retained to benefit the hospital chain, buy out or merge with other hospitals, buy out competing physician practices, control market-sham, and pay millions of dollars annually to their top executives. Non-profit hospitals can also award "Phantom Stock Options". When bonuses and phantom stock options are awarded based upon profitability, then certainly such a non-profit is acting like a for-profit business. Physicians used to be independent owners of their own offices. That is no longer true for most physicians, 70% of whom are employees. Non-profit NY Hospitals have been run like businesses for a long time, and have succeeded in absorbing the local practices and then dramatically increasing the fees and costs to the insurance companies, and ultimately to the consumer. Also, take a close look at how the Corporations are structured to run those clinics. Often, the parent non-profit Corporation has separate subsidiary corporations to run each separate profit center, one for the physicians, another for the nursing homes, another for the hospital itself, another for lab services, etc. So even if the non-profit parent Corporation may not be subject to the proposed FTC regulation, some or all of the subsidiary Corporations could and should be. In summary, I urge the FTC to finalize its proposed rule to prohibit all non-compete clauses in health care, especially for physicians and other highly-trained individuals. As for non-profit

	Corporations, I urge the FTC' to apply its rule to all non-profits that conduct themselves like businesses."
Julia	"Individuals desire to innovate and bring their best ideas to bear in their jobs. At times, they cannot apply or manifest their best ideas owing to time, context, colleagues, workplace dynamics, and other factors beyond their control. Noncompetes hinder and inhibit progress that can be applied in a new context that may better fit that innovation. Please ensure that businesses—as well as individuals and best ideas and practices—can grow: change the laws and eliminate noncompete clauses. In the area of <b>for-profit education</b> , this is particularly important. There are many for-profit independent schools in the United States now, and that number is growing, and allowing noncompetes limits the education of students. These schools exist for the benefit of children, and telling teachers what ideas belong to the institution is limiting in a detrimental way to teachers and students alike. Please remember that it is not only in the traditional business sector that these exist, but also in creative fields like education. Thank you!"
Miriam Richter	"I ask that "non compete" clauses be deemed illegal, or be punitive to the employer. It is injurious to all walks of life. I am a retired doctor. There were "no compete" clauses in all the jobs I worked, including private practice and in academics. It was grossly unfair and injurious to me, because I could not move due to my husband's job."
Nadine	"As a <b>physician</b> I strongly support removing this non compete clause from any and all contracts. Non competes have prevented me from providing much needed primary care to a population as the non compete clause of previous employer restricts me significantly. This creates a significant obstacle to patients getting access to primary care."
Sarah	"Removing the non-compete agreements is a wonderful step in providing autonomy back to workers. I work in a field that I love, but only has a handful of companies working within that field. At my current company, I signed a non compete agreement (out of force), and am worried that if the company ever becomes a bad fit for me personally, has no opportunities for growth, or if I want to leave tin any reason, I will be unable to do so. My only option would be to work somewhere that is quite different from where my career interests and skills lie. having the freedom to determine my career progression and growth without fear of retaliation is immense. Additionally, while many say that noncompetes are usually non enforceable anyways and a federal rule is not needed, the fear and unknown of having it be enforced provides a fear of leaving a bad environment for employees. Furthermore, even if it is unenforceable, competing employers may not consider these employees because they don't want to handle potential legal issues. Therefore, by creating a federal rule, companies will be less fearful of hiring good skilled employees."
Laura	"I'm a <b>PA</b> in upstate NY and have been prevented from providing care to grossly underserved areas due to non-compete clauses. Non-competes deny care to

	those who need it most and drive up healthcare costs by forcing us to travel to continue to work. They also decrease the likelihood that a patient's medical provider is a member of their community and less aware of all their resources and options. Please end this despicable practice and allow me to care for my patients where I'm needed most."
Peg	"For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement."
Horatio	"This would be epic. Please do this. I am very competitive, and don't need to be held back. I'm like a tiger in this market, but these non- compete agreements make me feel like a tabby cat. Thank you, FTC."
Lisa	"As a <b>freelance photographer</b> , clients come to me to make images for their brands. They have to see that I've done similar work in order to trust me with their photography, often only considering photographers who specialize in one or two genres. If beverage photography is mostly what I do-and is the bulk of the previously made work that I'm able to show clients—then a non-compete agreement severely limits the clients I can work for, restricting my work for other beverage companies. If I can't work for other beverage companies, then I'm forced to create work in other genres. But if I show work in too many genres, companies will not see me as a specialist who is highly qualified to work for their brand, which will further limit the number of clients who will hire me."
David	"Dear FTC, As a <b>physician</b> who has been and is currently contrained by a non-compete agreement, I strongly support this proceed to ban noncompete agreement. During my last job, our hospital was purchased by a larger hospital system. We found that this new organization no longer cared about quality and cutting edge medicine and one by one physicians left the group. I would have loved to stay in the area and work for the other hospital system, but COVID and a health scare meant I needed permanent employment and health insurance. I had to move my family and an underserved area lost another physician as my noncompete prevented me from staying. I am currently in a 2-year noncompete cause. Given that our area only has 2 hospital systems, they effectively have a monopoly on cardiology care. Our current salaries are 25% below the mean per national benchmarks since we can change system. Please go forward with your proposal and enable physicians to have choice in employment without us having to move cities and put our kids in new schools."
Tania	"I completely support banning non-compete clauses nationwide. I am a physician and non compete clauses hurt all physicians and other workers as well. Corporations have complete fluidity in this country - workers should have job mobility without penalties as well."
Taylor	"Dear FTC: I am a third year <b>internal medicine resident</b> who will soon be searching for a job. The prospect of a non-compete clause has always been very frustrating to me and my colleagues. For many internal medicine jobs, there is



	<p>legitimately no reason to enforce a non-compete. For example, hospitalists do not have a patient panel with whom they build long term relationships so there is no reason to prevent them from moving to other facilities to stop them from siphoning off patients. They admit the patients that show up in the emergency department and patients have little if any choice in the matter. All this does is force physicians and other healthcare team members to stay within their system because they would have to uproot their families to practice medicine in a different system. This is non-competitive and leads to more burned out physicians. It also prevents physicians from moonlighting at outside facilities to make additional money and help reduce any their staffing shortages so creates a less efficient healthcare market for providers and patients. I know that the AMA and American Hospital Association are lobbying against this bill, but I promise that rank and file physicians who care for patients daily do not want non-compete clauses in our contracts. It is actively harmful to us economically, personally and professionally."</p>
Ron	<p>"Non-competes are ridiculous and hurt the medical profession and patients."</p>
Cathy	<p>"I am an attorney in New York. When I first began my career as a labor attorney in 1991 non competes were generally considered void against public policy. However, because there was no statute which limited non compete agreements it was up to judges to make determinations if they were allowable. Over the years the cases started coming down on the side of employers until non compete agreements became legal for th most part; even if the employer terminated the employee without cause. My own doctor came to me with a non compete agreement. I had to tell her that she was banned from working at a cancer hospital because it violated her non compete. Her life was disrupted. She was prevented from earning better wages. The community suffered because an important cancer research institute could not hire a talented physician. Non compete agreements are anti capitalist and anti free market and anti American."</p>
Kevin	<p>"Its pretty messed up how corporations use this to supress workers and with it artificially lower wages, that is why im in favor of revoking or at least limiting their ability to do this"</p>
Zach	<p>"Allow free trade for all workers to be able to advance their careers without the risk of unfair non competes"</p>
Eric	<p>"<b>Physicians</b> should be included in the proposed regulations invalidating non-competes. The American hospital association is trying to exclude Physicians so they can continue to restrict physician practices and limit them to legacy hospitals. This has an adverse impact to quality of care, patient outcomes and cost. Since about 2010 onward there has been enormous hospital mergers and acquisitions and consolidation which has driven up costs for patients, taxpayers and insurers without any discernable improvement in outcomes. Physicians are patient advocates. In healthcare, Non-competes are used as a tool to suppress Physicians voice in advocating for patient care over or instead of the bottom line. It is used as a tool to fighter doctors such that if doctors speak out against poor patient care conditions they can be fired and left without an ability to see patients</p>

	<p>and maintain their livelihoods in their city. This has a net negative impact to patient care, outcomes, cost. When the pandemic hit doctors were called upon to provide free services when nurses were being paid surpluses and hospitals and PE backed mega practices were demanding extra payments to manage covid patients. Physicians put their lives on the line out of a duty to serve during the pandemic. Now is time to provide physicians with the basic human decency of being allowed to practice their craft and advocate for patients without fear that a non- compete can allow an employer to leverage termination against a physician having to uproot the lives of themselves and their loved ones. The most egregious part of Non-competes against Physicians is that there is nothing proprietary that the hospitals or practices provide that the physicians can take. It is in fact the Physicians that have the trained expertise that benefits the hospitals and practices. Invalidating non-competes for physicians is not about a money grab its about allowing people who have dedicated their lives to helping people freedom to help people and save lives without being forced to do so in a setting that is not conducive to a healthy physician patient relationship. Those who oppose this like the large hospital systems, the AHA and large PE hacked healthcare practices do so because this would erode their unfair ability to grow in size and limit fair competition in healthcare and support their egregiously high priced cost of care that adversely impacts patients and the public."</p>
<p>John</p>	<p>"Companies of all sizes are enforcing non compete even on lower wage earners restricting their earning potential. Its practice should be banned even on those who have existing non competes. To add employees are forced into non compete and threatened with them when they try to work out simulations to join another firm - I see it's practice on entry level employees to keep them or force the fear of legal implications."</p>
<p>John</p>	<p>"As both a longtime <b>freelancer and a small business owner</b>, I strongly support the proposed rule to ban noncomplete agreements. I was laid off from my job just this week and the company is attempting to have me sign a stringent noncompete, which would severely limit my future employment options. This is a hardship and amounts to a monopoly by a former employer, in that they are seeking to control the market for a service - me - and eliminate competition, namely other potential employers. Thank you for putting forward this common sense rule."</p>
<p>L. René</p>	<p>"Non competition agreement perpetuate power while it suffocates the smaller resources of an individual who is trying to establish his/her self in the industry. Noncompete agreements lack balance from the very beginning at the most vulnerable time of an employee, setting a tone of someone's interest above another. If non competes are removed, the employer s will have to involve the employees in more fair and just negotiations and be willing to share more of the business not just a salary or benefits. My case is related to healthcare business and how the current system punishes the new graduate or the relocated doctor due."</p>
<p>Craig</p>	<p>"This type of law is necessary and should include Training Reimbursement Agreement Programs (TRAPs) as well. Both Non-competes and TRAPs are all to</p>

	often used to prevent people from seeking better employment. There are situations where both types of agreements can be valid, but most are not used that way. Any contract that prevents some one from practicing their profession, or seeking better employment should not be allowed. The sooner this legislation gets passed, the better. My wife is currently being sued by a woman who is using these contracts to keep young woman working for her at minimum wage. All she is doing is victimized young woman who don't know how to stand up for themselves."
Judith	"non-compete is just another way corporations keep us on pins and needles. what kind of democracy is it when everyone is afraid that taking care of themselves will bring down punishment?"
Lucas	"Non-compete clauses lower market effectiveness by limiting a business ability to attract top talent. To increase productivity and achieve revenue growth new workers must be hired but this is difficult in a field filled with talent that is unable to shift between companies due to legal restrictions. It would make no sense if a worker could leave a company and legally prevent the use of their production, such as code, but the reverse it currently true."
John	"Employers claim that non-compete agreements are necessary to protect trade secrets, it should also be recognized that non-compete agreements can be used by employers to dissuade their unhappy employees from seeking alternative employment options."
Amanda	"Please end this unfair practice."
Ellen	"It's about time that we get rid of non-compete clauses as it hurts workers and our economy. Thank you for proposing this rule."
Todd	"I am employed as a <b>Professor of Surgery</b> by a NY State Cancer Center and am a voluntarily faculty member of the NY State University Department of Surgery. I did not have a no-compete clause when I first joined the institution 20 years ago, but it was required when returning after attempting a brief leadership opportunity elsewhere. Upon return I had to agree to a no-compete clause extending exactly one mile past the location of an academic institution over an hour away in a different city (78 miles). I understand how a doctor who built a personal practice in a local community over a lifetime might be protected by such a clause when bringing in a partner, but this institutional use to protect market share seems extreme and limits my options to find the best opportunity to help patients and advance the science of healthcare. This seems to be at odds of the stated mission of such institutions."
Lauraine	"I believe this is the best choice to allow people to negotiate their own career and destiny. A score for individual vs big business. Vote this in!"
Dina	"As a <b>physician</b> non compete clauses affect our career and should be prohibited"

Abigail	"I would absolutely support the removal of non competes in contracts. We live in a small town and the nearest hospital to work for outside the non compete would be well over 40 minutes away where other opportunities would be within 10 minutes. I have a family of five with three little kids so this commute would be impossible. Also current employer pays less knowing they have the non compete in place. Please remove them"
Holly	"Ban non-complete clauses. They do irreparable harm and you have a chance to do some good here."
Teresa	"As a <b>health care worker</b> (nurse practitioner) in a rural part of NYS non-compete clauses make changing jobs extremely difficult. Please consider including non-profits in this, since most health care facilities, especially those around me are non-profit"
Jane	"I would like to sincerely thank the FTC for your consideration of this rule and for your awareness of the plight of workers caught in these agreements. I am not able to speak publicly because of fear of recrimination from my firm, but I am a female <b>finance professional</b> with strong qualifications and experience. I am subject to an extremely long and comprehensive non compete contract which I was induced to sign at a young age. I have been offered many positions at other firms who would be more willing to provide me with leadership opportunities and a path to further advancement, but I am unable to consider them and I am essentially trapped at my firm. These contracts overwhelmingly favor companies over employees. I've been told by an employment lawyer that this contract is egregious and asymmetrical and would likely be struck down or revised by a judge in court, but I am extremely afraid to jeopardize my career and reputation by attempting to challenge my employer in court. The firm has endless legal resources and even if I ultimately won they would make sure I paid dearly for it. If this proposed ban were to pass, I could simply evaluate the many options open to me and make the best choice for me and for my family. The excuses about trade secrets and training costs making these contracts necessary are feeble— hardly any of us subject to them are in possession of any knowledge of unique value. At my firm we make financial products and there are no secret recipes or techniques that need protection. Thank you to all of you who have worked on this proposal for recognizing the plight of those of us subject to these contracts— I will be actively following this and hoping fervently that you are successful."
John	"Noncompetes are just a way of reducing employee mobility and compensation. In 99% of the cases , they are not warranted. California has done just fine and I would argue thrived without noncompetes"
Kathryn	"As a <b>physician</b> , I believe we must eliminate non-compete clauses in physician contracts. As hospital systems and/or private equity physician groups grow and merge to control larger areas of the country, these noncompete clauses become more and more onerous. One must move out of state away from friends and family to find a new job and even then it could be challenging when a hospital system or private equity physician group is present in multiple states. Additionally, as

	<p>healthcare becomes increasingly focused on profits - there is a very real threat to patient care. Sometimes only way for physicians to protect our patients is the ability to move to a new job where we feel our patient centered focus is valued. Hospitals and large groups are becoming bullies who try to strong arm physicians into compromising on our oath to "1st do no harm" when it comes to patient care. They have more lobbying power, more funds, and more time to fight this important issue. The only reason there aren't more comments on this is because physicians are busy taking care of patients. Please let us continue to do our jobs as intended. Please do not let them win this battle and continue to further deteriorate patient care. Not only that, but the interest hospitals and medical practices claim they want to protect with non- compete can easily be protected with non-disclosure agreements which would also have the advantage of allowing physicians to change jobs when working conditions became intolerable (as they have at many large employers especially since the COVID-19 pandemic) without having to move. Requiring people to move simply to change jobs creates profoundly coercive employment conditions. Thank you for recieving the comment."</p>
<p>Deborah</p>	<p>"My prior employer, a New York City <b>nonprofit</b>, tried to force non-compete agreements on all then-current employees at a level of "manager" or above. (It should be noted that "manager" was a compensation rank, not a description of duties - you did not necessarily have to be supervising staff to be a manager.) This included employees managing volunteer programs, IT staff who installed software and set up computers, nutrition educators, policy researchers, helpline supervisors, etc. When several people objected, the then-president announced that we would not be "required" to sign the non- compete, but that if we did not we would not have "access" to the organization's strategic plan. However, employees were heavily pressured with intimidation tactics to sign the non-competes (at one point a VP actually blocked the exit to a conference room as she was handing them out to be signed). I was fortunate to have a friend who is a labor lawyer and who consulted with me for free and told me I should refuse to sign the non-compete, which would have kept me from working in my field (prospect research fundraising) in all five boroughs of NYC for a period of two years, as written. He advised that I approach the VP and offer to try to negotiate a more reasonable agreement. I did so. Five minutes after I emailed this person, I was called into the president's office who proceeded to scream at me for 15 minutes about how I was spreading rumors that the non-competes were required. I subsequently contacted as many employees as I could outside of the office and shared what my attorney had told me. Due to this, most staff refused to sign the non-competes. The organization then tried to impose them on new hires, then had to give up the non-competes completely because they found they could not hire a marketing director - every good candidate turned down the position due to the non-compete. The reason the organization had tried to require the non- compete's in the first place? The president was angry that an employee in a key position had left for our "competitor," another nonprofit which also served low-income people. (The idea of human services nonprofits competing with each other is disturbing to begin with - we're supposed to be helping people in poverty, not competing with each other.) There was, of course, nothing in the "strategic plan" that subsequently came out that was remotely innovative or secretive. This entire incident left me very anxious and depressed and negatively impacted the mental health of a number of my</p>

	<p>coworkers, some of the hardest working people I've ever met. Non-competes are about one thing: Power. They are yielded as weapons against workers. They are a way for executives to disempower workers and prevent them from exercising their freedom in a market economy. California has already proven that there is no justification for non-competes. I cannot tell you how overjoyed I was to read of the proposed FTC rule. Please, please pass it. Thank you for this opportunity to comment on this proposed rule."</p>
<p>Andrew</p>	<p>"I am in complete support of this rule being enacted as soon as possible. As a <b>physician</b> and the husband of a physician, both of our careers are severely impacted by non-compete clauses. As it stands, my wife and I would almost certainly have to move cities and likely states (because of the specialized nature of our specific work) if we left our current positions because the non-competes as written would effectively bar us from employment at any other local hospital within our specialty. Every physician we know currently working at a major commercial/non-profit hospital is in a similar position. When they leave a position, our colleagues are left to the whims of whichever specific supervisor or administrator decides whether to "enforce" the non-compete clause. I have personally seen this result in people leave cities/states, uprooting their families, and occasionally entering years of costly litigation. This rule as I interpret it would completely rectify the above issues. In addition to improving physician and other employee lives, this would improve patient access to care."</p>
<p>James</p>	<p>"Non-compete clauses in contracts are anti-capitalist and anti-American. It is a modern form of indentured servitude and should already be illegal under current labor laws. Holding people hostage by threatening their home and livelihood is unacceptable no matter what the profession. They can find another way to deal with -trade secrets," that's just an excuse to suppress wages and growth. Not only are non-competes bad for the economy, they are bad for the environment. Forcing someone to commute 90 minutes by car in order to do a job they could do within walking distance is absurd and wasteful."</p>
<p>Jean</p>	<p>"A non-compete prevents an individual's potential career growth, binding the employee to work in unsatisfactory conditions, the reasons they initiated their seeking to move on from their current employer in the first place. Unsatisfactory conditions can range from a toxic and abusive work environment to simply the structure not being a good fit inhibiting an employee's ability to grow within their current firm. This affects an employee's physical and mental health, affecting the choices they make in their everyday lives. Many people that have grown in their careers and have committed to make a living depending on income to support themselves and their families. To prevent employees from farther developing the specialty in which they formed their careers, it inhibits their career growth, financial stability, and their ability to contribute towards the evolution of the economy. In some states employers can fire employees "At-Will" for no reason at all. Employees deserve the right to fire their employers as well and move on with their careers."</p>

<p>Matthew</p>	<p>"I support this. As someone who currently works within the <b>insurance industry</b> my company has done nothing to supply me with leads to convert to sales. Those opportunities have come because of my network of centers of influence, leads I purchased with my own money or from my family and friends. When I change jobs and those clients follow me, my former employer threatens me with lawsuits and I have to spend my own money to defend myself against false charges. In some cases if there is back pay owed the company refuses to compensate us as a way to enforce their non-compete. Again costing the employee money they can't afford, while the corporation is merely having their on staff lawyers waste time and employees cash. It's time to allow employees and 1099's the freedom we need to select better work environments and compensation for our families."</p>
<p>I</p>	<p>"To Whom it May Concern, I am currently an employee at a multi-billion dollar <b>private equity</b> fund. My employer is based in France and I work out of the secondary office in New York City. My base salary would be more than sufficient in most cities, but for NYC standards it is sufficient to pay rent for my growing family (my wife and I look forward to welcoming our first child this summer), groceries, electricity, and other basics. I do not want anyone to feel bad for me, I consciously chose to live in the city I grew up in and remain near my and my wife's families. Additionally, I fully recognize that my salary is significantly above the nation's average. Furthermore, I have the opportunity to receive an annual bonus, which is completely at the discretion of my boss. Even more so, part of my compensation is tied to long term incentives that vest over seven years and can provide additional upside. Clearly I am financially stable and have nothing to complain about regarding economics, I don't deny that. My contract contains a Non-Compete clause that is broad and purposefully limiting. Before I signed the contract, I had multiple lawyers review the document and they all said "this is not enforceable, you would win in court". Nonetheless, I never want to have to test that view. Based on the contract that I knowingly signed, I can't work for any "employer who makes investments" for one year after my termination. This scope is not limited by the healthcare industry I invest in nor the size of investments my employer focuses on. I've focused my entire education and career on healthcare and such a clause would eliminate my ability to pivot to any type of investing, not that this is something I would want to do or something someone would hire me for. I am now trapped. Within the first year of my employment, at the firm's holiday party, I was sexually groped and propositioned for to go get high at a colleague's apartment. I immediately reported this incident to the HR partner and was told "everyone deserves a second chance" and "can you confirm that someone else saw this happen?" Every day [...] I have to work every day with the knowledge that my employer accepts sexual harassment in the work place. I've also heard sexist and antisemitic remarks, which I reported to multiple Partners. I was told "that is part of French culture", a justification I do not accept nor what to be a part of. I write this as I hope the FTC does not think of non-competes as merely an unfair economic stranglehold on employees. They are also handcuffs that can force people to endure harassment and abuse. They give a license to those that believe it is acceptable to grope, perpetuate sexism, and additional inappropriate behaviors. Yes, I have the freedom to walk away from my job any day. I am not chained to my desk, but I constantly need to weigh the likelihood of being out of</p>

	<p>the industry I've focused my career on for at least a year. There are other ways to retain employees, a happy workplace, providing learning and growth opportunities, long term financial incentives, and/or the opportunity to work on something that makes the world a better or healthier place, to name a few. Non-competes should not be the mechanism to keep employees employed at a certain employer. I do not have a legal or economic argument on the invalidity/validity of non-competes, my goal was to put a real life human example to the destructive captive nature of such clauses. Thank you for your time."</p>
Jessica	<p>"Non competes limit an individuals ability to earn a competitive salary in whatever industry they are part of. Capitalism thrives on competition and having workers unable to "better themselves" due to a non compete; severely limits both companies and individuals abilities to grow/evolve."</p>
Jessica	<p>"Non competes are detrimental to an employees ability to remain competitive and move forward in their careers. They limit a persons ability to earn a living and do not promote growth for an employee or industry."</p>
Robin	<p>"Do it. Please give regular folks a chance against big business and Gov't."</p>
Erik	<p>"Im a <b>optometrist</b> who signed a restrictive covenant with my former employer. The restrictions kept me working for any ophthalmologist in a 15 mile radius from any of their five practice locations for a period of one year, effectively a giant 80 mile circle that took up the entire greater capital region of Albany NY. In order to leave my practice I had to find a job either working for an optometrist or start my own practice. I consulted with a lawyer who advised me that despite the outrageous geographic constraints, there could be precedent for enforcement and a lawsuit. Despite the great risk and uncertainty I quit my job and abided by these restrictions by starting my own practice. I have taken an over 50% reduction in my yearly salary this year and I have one employee while my small little practice survives until these restrictions are lifted. I am getting by but it has been extremely difficult. There is no reason why these covenants should be legal in this country."</p>
Gary	<p>"As a retired <b>law clerk</b> who dealt with a number of cases involving non-compete clauses, I firmly believe that this is an area that need restriction or an outright ban. It is an area rife with abuse. In addition, the legal wrangling over these clauses is a huge waste of time and money."</p>
Fern	<p>"Non-compete clauses need to be eliminated We must take steps in the US to stop the curtailment of workers' rights. This curtailment leads to diminishing of the middle class and to furthering the stupendous income and wealth inequalities that have grown exponentially in this country. We must reverse this trend if we want a democracy here, rather than an oligarchy."</p>
Reva	<p>"Plain and simple I truly believe that employers we have retired from have no business monitoring where we go next On our individual career paths"</p>



Ahmed	<p>"To ban the noncompete clauses will be the best thing ever happen. I totally support the removal of the non-compete clause in employment. It is a human right to work where he likes. It will stop the big employer like hospitals from abusing doctors and stop hospitals from preventing doctors to practice medicine freely and serve the public if they decided to leave or not happy with the hospital administration or their chair/boss. I have noticed that many hospitals/universities abuse doctors and after the doctor resign or the hospital do not renew the contract, hospitals will push doctors either to leave the city which put a significant burden on physician families and prevent the public from physician service. I consider the noncompete clause is kind of twenty century slavery. Non-compete clause is a way for employers to avoid the responsibility of making the work place a desirable place to make a living."</p>
Ronald	<p>"Non competes for employees should be outlawed. People have a right to work. Basic human right."</p>
Fanny	<p>"I wholeheartedly support the proposed rule as written. This will be a small step in tilting the balance away from owners towards workers. Business interests always protest new regulations, but the overwhelming public support shows that this nde is long overdue."</p>
Charles	<p>"This is long overdue protection for workers. I strongly support this rule change."</p>
Zach	<p>"I am for the removal of any non-compete clauses or any similar clauses. They remove the power from people and give it to the businesses. Businesses have shown there is no good faith in anything they do and will use these clauses to keep people under paid and to keep their profits high."</p>
Francisco	<p>"Eliminating the non-compete clause on contracts will stimulate competition and provide freedom of choice for many healthcare workers across the US."</p>
Peter	<p>"I am writing in support of Non-Compete Clause Rulemaking, Matter No. P201200. All workers should have the right to work within the industry of their choosing &amp; expertise without being forced by a non-compete agreement. Employers should not be able to force a worker to give up that right. Especially since many of the non-compete clauses are being used against low-income wage workers who have little recourse to move their homes to another location to seek employment to meet the required restrictions. The use of non-compete clauses is just plain wrong."</p>
L	<p>"I firmly support the abolishment of blanket and mandatory non-compete and non-poaching clauses as a condition of employment. Especially in smaller industries the latter is regularly used to reduce employee mobility and directly impacts the economic mobility of US citizens. My former employer enforces their non-compete clause not through their former employees, but instead through fines and operational restrictions hurried in a non-poaching clause in contracts with their customers and business partners. As someone currently working down a 1 year non-compete, I have had to inform several potential employers that they have a 2 year non-poaching agreement with my former employer. Hiring me would mean</p>

	<p>they would be penalized, even though my prior position was <b>IT support</b>, and did not include access to intellectual property or other reasonably protected information. Despite moving to a state and region where my former employer neither maintains an office nor employs anyone I have had to find work in a completely different industry."</p>
Ugochi	<p>"In a world already depleted of the much needed healthcare manpower, the non-compete clause not only harms healthy competetion but creates a more excrutiating situation for individuals, patients, commiunities, entrepreneurs, and organizations. Imagine a nurse hound by a non-compete being unable to work in health care or a variety of health care settings. The non-compete clause should be banned."</p>
Dan	<p>"Non compete clauses in worker contracts are simply a scam to drive down wages and benefits for workers in order to maximize the profits of employers. These clauses serve no other purpose, and for anyone to claim that they do is simply lying. They should be eliminated immediatly for all new labor agreements, and should also be eliminated retroactively on all past labor agreements."</p>
Adam	<p>"I strongly support removing non-competes. I was laid off on Dec. 30 and signed a non-compete to enable my severance and 2022 bonus. I am now in the market with great skills to share in emergency services and unable."</p>
Matthew	<p>"Dear Chair Khan, As a <b>resident physician</b>, I would like to comment on the ALIA disagreement to the proposed noncompete clause ban. Noncompete clauses are common and often non-negotiable parts of physician contracts. While the AHA tries to make it seem that physicians have substantial power and bargaining ability within their contract negotiations that is often far from the truth. This is especially true for early career physicians, who have substantial debt, young families, and limited options for relocation. Noncompete clauses are anti-competitive in nature and exist in order to exert control over a hospital's workforce. In this regard, there is no difference between hospitals and other industries. The AHA also writes that noncompete clauses improve the retention of physicians in rural healthcare settings. However, the use of noncompete agreements is actually far more prevalent in large cities, and amongst large healthcare organizations with substantial power. The AHA tries to make it seem that due to the COVID-19 pandemic a large number of healthcare personnel want to leave the field so, therefore, hospitals should be exempt from this rule. But they don't write that many healthcare personnel particularly want to leave the healthcare field because of the way that their hospitals and administrators treated them during the pandemic. Many would likely be happy to stay with the field if they could find a better job within the same geographic area, so that they do not have to uproot their families. Burnout is a serious problem in the healthcare workforce and the solution is not to further restrict employment opportunities, and the abilities of clinicians to improve their working conditions. The option to leave a job to find a better one, with better treatment and benefits, is a substantial negotiating position in order to help improve the conditions in one's current employment. Additionally, I find it incredibly disingenuous that the AI IA is trying to use COVID- 19 as a tactic in their lobbying</p>

	<p>of the government when the pandemic was far more impactful on clinicians than on hospital leadership and executives, and it's pretty obvious which group with benefit most from the proposed rule exemption. (Please note the large nursing union strikes in the last year over the same issues.) Hospital revenues are actually increasing in the last years (and the only dipped temporarily during the height of the pandemic) and should no longer be used as a pity tactic by some of the largest and most profitable hospital systems, who are the ones sponsoring this lobbying attempt. This is an especially large concern for many hospital employees now that private equity is trying to invest in and take over many hospitals and healthcare systems. These business interests try to cut costs and raise revenues all the while decreasing the quality of patient care and workforce satisfaction, with the ultimate goal of selling the practice or hospital to another firm, while shouldering none of the long-term consequences. Lastly, the AHA try to paint all physicians with the same brush. While some physicians are extremely well compensated, others are much less so (primary care, pediatrics, hospitalist medicine, critical care, psychiatry, endocrinology and diabetes — fields that are facing the most severe shortages of physicians). This is especially an issue when many physicians enter the workforce with upwards of \$200,000 in debt, and after 3 to 7 years of residency training, where they are often earning less than \$20 an hour working 80 hours per week. Even with income-based repayment plans, interest accrues rapidly meaning that many physicians are actually living in debt for a substantial portion of their adult life, even while they are practicing attending physicians. This is even more so the case for physicians who choose to start a family during their training because if they wait until they're done, they will be in their mid 30s. The vast majority of healthcare workers, including physicians, oppose this obvious attempt by large hospital systems to further control, trap, and exploit their workforce. Please disregard the AHA and their attempts to exclude themselves from this important and useful rule. Thank you and best wishes."</p>
Margret	<p>"I support the proposed ban on non-compete clauses. These clauses hinder the ability of workers to seek better employment opportunities and negotiate for higher wages, which can have a lasting impact on their careers and livelihoods. Additionally, non-compete clauses have been shown to reduce competition, hinder innovation, and limit entrepreneurship. These clauses can discourage workers from leaving their current job to start a business or join a competing company, ultimately limiting the range of products and services available to consumer. The use of non-compete clauses has been shown to be particularly harmful to low-wage workers, who are unable to negotiate the terms of their employment and are more likely to be subject to abusive clauses. This can create a cycle of economic insecurity and limit the opportunities available to these workers. "The proposed ban on non-compete clauses is a critical step toward creating a more equitable and competitive job market. By limiting the use of these clauses, we can empower workers to pursue better opportunities and foster a more dynamic and innovative economy.""</p>
Laura	<p>"I am a <b>physician</b> and writing in favor of eliminating non-compete clauses as you propose. Increasing numbers of physicians nowadays are employed by health systems and non-compete clauses are being used to prevent them from moving to</p>

	<p>a neighboring health system for better pay, benefits, or treatment. There are no issues of access to proprietary information or training expenditures and other legal approaches can be used to minimize loss of patients from one system to another. Despite this, organizations often prohibit physicians from taking another job within a 50 mile radius. That essentially means that an individual needs to relocate to get another position. Furthermore, non-compete clauses are typically added to new contracts without warning so the individual has little recourse. Thus, the current use of non-compete clauses is anti-competitive and is also anti-family since individuals have little choice but to relocate to escape a problematic workplace. I would also note that the data cited in your document about physicians earning more with non-complete clauses in place was based on information from many years ago with a very small subset of physician practice types. Whether it is relevant at all to today's marketplace is questionable but it certainly should not be taken as fact or as generalizable. Again, thank you for proposing this rule, which will be beneficial for a significant number of workers and their families."</p>
David	<p>"I would like to voice my strong support for the FTC's proposed rule to ban non-compete clauses in the United States, and I also urge the FTC to stick with the plan to not include a "grandfather clause" that maintains existing non-competes when the rule is passed. I work for a small company (-50 employees) that rolled out a draconian non-compete clause to all of us in the past few months, and required us to sign (under threat of termination) before the FTC makes a final decision. They hope that the agreements we sign now will still be allowed to be enforced after the new rule is implemented. I'm sure there are many other companies that are trying the same thing -- please don't let them get away with it!"</p>
Richard	<p>"An employer should not have the ability to effectively hold their worker hostage with threats of legal action. This is an unfair practice that doesn't allow workers their right to free association. Anti-competition is anti small business because it prevents a worker from starting his own business"</p>
Zachary	<p>"Noncompetes limit opportunity for my family. My wife was recently looking for a job, and her opportunities were limited by her noncompete."</p>
Beth Jane	<p>"The only thing an employer should be allowed is to not let an employee reveal company secrets to his or her new employer. An employee should be allowed to take any job they can qualify for."</p>
Nuno	<p>"The removal of Non-Compete and also Non-Solicit agreements would definitely improve the market, giving the ability for workers to move. In large companies and conglomerates where the business covered includes multiple industries and segments makes it impossible for workers to move even when in the current position such worker has no involvement with other parts of the business. The Non-Competes and Non-Solicit agreements generally cover the entire company closing off all movement of employees to work with customers, distributors or anyone involved in partnerships with the company. It would be of great value for employees to be able to move and be able to contribute to grow the market."</p>

Lenny	<p>"I believe that the FTC should ban restrictive covenant clauses for physicians because they are anti-competitive and detrimental to public health. Restrictive covenant clauses can reduce the supply of physicians in certain markets, increase health care costs, and decrease access and quality of care for patients. They can also stifle innovation and collaboration among physicians by creating artificial barriers to entry and exit. The FTC has the authority and responsibility to promote competition in labor markets and protect consumers from unfair trade practices. Banning restrictive covenant clauses for physicians would be consistent with these goals."</p>
Larry	<p>"The non compete clauses need to be eliminated I need to leave my current position and will have difficulty doing that as me lonng time home and family live here. Alternatively I would need to increase my ride to work greatly. NO NON COMPETE CLAUSES please"</p>
Cory	<p>"I am a current <b>otolaryngology resident physician</b> in a major academic hospital in the NYC area. As a medical doctor and one who is graduating from residency in the coming months, I fully support the non-compete clause rule. I believe this will have substantial benefits and allow for a more free market for physicians and encourage more fair compensation. I implore the non-compete clause rule to pass and to include physicians"</p>
Shawn	<p>"I support this: FTC Proposes Rule to Ban Noncompete Clauses. Please help the workers!"</p>
Adam	<p>"Non-compete clauses to contacts absolutely need to be prohibited. They simply are unethical and they deprive individuals of the ability to earn a living, especially in an increasingly monopolistic landscape. Being prohibited from working for a competitor may mean you simply cannot work in your field."</p>
Stephen	<p>"I strongly support this rulemaking action to severely curtail the use of non-compete agreements. The purpose of such agreements is to limit labor power, a project that has been remarkably successful and reflected in one of the largest wealth gaps in history here in the USA. Non-public information and client poaching are still restricted via other means, making this a non-controversial step to deliver more balance to the negotiations between employer and employee. The exception for owners and sellers of businesses appears appropriately narrow and well purposes. I applaud the crafting of this rule and look forward to its implementation."</p>
Kendra	<p>"I think noncompete clauses should be banned. I can't believe they would apply to regular lower wage workers who cannot afford to relocate. In our house, my husband is our families sole breadwinner and a higher level worker, though not c level. The issue is his expertise is very niche. The non compete clauses he has had to sign are basically taking away his opportunity for gainful employment nationwide. Of course, theoretically those non competes may be found by a court of law to be thus technically overbroad. However, in the real world it means threats from the employer and fear for the employee. Going to court is prohibitively expensive, for the employee that is. Several of my husbands colleges have moved</p>

	to California with the primary reason being they aren't tied to noncompetes there and their work is national no matter their state of residence. I think it is ridiculous to be forced to move to another state to protect you right to continue your career if you leave an employer."
Everett	"The restrictive covenant non-compete clauses are one of the nooses around our doctors' necks in corporate healthcare, where they are stuck doing what they are told to do to patients."
Kathie	"I am completely in favor of forbidding non-compete agreements. 100%!"
Ishaan	"I had a non-compete as a <b>software engineer</b> at a high-frequency trading firm, Citadel Securities, and don't believe they should be legal. When joining the firm, I signed a non-compete of 12 months. Four weeks into the job, my employer told me I would need to sign a new, 24-month, non-compete or I would be fired. I signed. Proponents of non-competes say they are necessary for protecting confidential or proprietary information. The argument goes that some firms have critical secrets (trading algorithms, manufacturing methods, recipes for sodas.) Firms obtain these secrets at great R&D expense, hoping they will increase the company's profits. If employees could join competitors too soon after quitting, competitors would learn secrets without having to invest their own money. Perhaps firms would spend less and less on research, opting instead to hire knowledgeable employees from competitors. Progress would stagnate. I personally don't find this argument very convincing. Is it true that without strict non-competes, companies would be unable to protect secrets? Actually, intellectual property is protected by law in all 50 states by copyrights, patents, and trade-secret laws. These mechanisms protect secrets without limiting job mobility. Non-competes are ripe for abuse by the employer because they alone decide what counts as a competitor and what counts as a trade secret. Non-competes are frequently used even when there are no secrets to protect. For example, one employee in my industry sought to accept a job at a company that helps low-income workers with their resumes and interview skills. Her hedge fund employer prevented her from taking this job because they said the resume editing company was a competitor. Because legal fees would be so expensive, she was effectively left with no recourse. I've also seen non-competes applied to engineers who work on open source code, or are recruiters. Neither employee was exposed to trade secrets, but found it impossible to prove that. Another huge problem is the variability in the length of non-compete enforcement. Non-competes lengths are stipulated as "maximums." A typical agreement says, "You will not work for competitors for up to 18 months after leaving." The actual length of the NC might be 0 months, 18 months, or anywhere in between. The way the actual length is determined shows that noncompetes are used by employers to extract value without even pretending to protect trade secrets. Officially, on your last day of work, HR would review the projects I had worked on, and depending on how secret these projects are, I IR would choose a length, up to 18 months, of NC. In reality, things work differently. From what I've observed, the four most significant factors that determine the length of your non-compete are: * How popular you are at your firm. For example: "Wei is a nice guy but burned out. Give him the entire length so he can recharge". This is non-

	<p>compete as compensation for friends. * Where you want to work next. "George is leaving and going to RivalFirm. We want to hire Jack from RivalFirm, who has a long non-compete. Give George the full length. That way, we can work out an agreement with RivalFirm to reduce George's non-compete if RivalFirm reduces Jack's." This is non-compete as negotiating power. * How prestigious your manager wants to seem. "My employee is leaving. Tell I IR to give him the entire length. Otherwise, my boss won't think the team I manage does important work." This is non-compete as empire-building. * Whether you are still needed on the team. "Jessica handed in her resignation, but we need all the help we can get right now. Tell her that if she quits, we will enforce a 24-month non-compete, but if she works for another 12 months, we will only enforce 12 months." This is non-compete as a deterrent to quitting. I have seen examples of each of these at my firm. Protecting secrets, the purported reason non-competes exist, is not on the list."</p>
<p>Brett</p>	<p>"This is one of the best rules the ftc has come up with in a long time don't listen to all of the bs from the chamber of commerce who is supposed to be in favor of free markets that all of the sudden they don't like free markets when it comes to non compete clauses. Us workers appreciate an ftc that actually doesn't tip the scales in favor of business all we ask for is a fair system. Do not grant an extension on comments either if the chamber of commerce wants to go to court to explain why they are not in favor of the free market let them so it. It would be funny to watch. Thank you."</p>
<p>Alan</p>	<p>"Dear FTC, I am writing to provide input on the issue of whether <b>physicians</b> should be exempted from the sweeping ban on non-compete clauses. I understand that the American Hospital Association (ALIA) is arguing to exclude physicians from this ban, but I believe that exempting physicians would be a bad idea and would undermine the FTC's efforts to promote competition and innovation. While I acknowledge that the AHA opposes a sweeping ban of non-compete clauses, it is important to consider the potential negative consequences of allowing such clauses for physicians. Non-compete clauses can restrict a worker's ability to find employment in their field, limiting job opportunities and hindering economic growth. Allowing non-compete clauses for physicians would create an unfair advantage for medical employers and limit the freedom of physicians to pursue their careers. In addition, exempting physicians from the ban on non-compete clauses could negatively impact patient care. Non-compete clauses could limit the ability of physicians to practice in certain geographic areas or to work for competitors of their former employers. This could result in a reduced number of physicians available to provide medical services in a particular area, leading to decreased access to care for patients in need. Patients may have to travel further to see a physician or may have limited options for medical care altogether. Moreover, non-compete clauses may lead to the loss of continuity of care for patients. Patients who have established relationships with their physicians may be forced to seek out new providers if their physician leaves their practice or is unable to work in the same geographic area due to a non-compete clause. This can lead to disruptions in care, such as delayed diagnoses or treatment, and may result in poorer health outcomes for patients. Finally, non-compete clauses may</p>

	<p>limit the ability of physicians to engage in medical research, teaching, or other activities that could benefit patient care. For example, a physician who is prohibited from working for a competitor may be unable to participate in clinical trials or collaborate with colleagues at other institutions, which could limit their ability to learn about new treatments or share knowledge with others. In summary, allowing non-compete clauses for physicians could lead to reduced access to care, disruptions in continuity of care, and limitations on physicians' ability to engage in activities that could benefit patient care. For these reasons, exempting physicians from the FTC's sweeping ban on non-compete clauses is not in the best interests of patients or the public. The FTC's ban on non-compete clauses is a step in the right direction to promote competition and innovation, which can benefit consumers and drive economic growth. Allowing physicians to be exempted from this policy would undermine its effectiveness, harm patients, and provide an unfair advantage to medical employers. Therefore, I urge the FTC to maintain its current policy and not exempt physicians from the ban on non-compete clauses. Thank you for your consideration."</p>
<p>Yoni</p>	<p>"I have been practicing medicine for 30 years. Every job for which I have applied has required a non compete clause. The first one required me to sign a non compete which would have prevented me working for one year within a 10 mile radius of this job location, after quitting or being let go. I questioned this because the job was located near my home, and a 10 mile radius would have meant driving for more than an hour in any direction. I received no answer to my question and the application process ended. From that moment, I discovered that every practice, whether solo or large group required non competes. I have read through the comments and have concluded that the employers who support non competes have no regard for the well being of their employees or are too insecure to believe in the stability of their own businesses. In fact, these employers believe in the opposite of capitalism. They wish to control the competition unfairly. If a patient or many patients leave a practice with their preferred doctor, that is the patients' right to do so. While I can understand that an employer may not want the anyone who leaves the practice to inform the patients that they are leaving and where they are going, or to take a list of the patients, that can be included in a contract without requiring a non compete. An employee should have the right to work where they want whenever they want. I applaud the FTC for getting rid of this terrible idea."</p>
<p>Gabriel</p>	<p>"I strongly support the proposed rule and agree that it would improve the efficiency and competitiveness of labor markets. I was forced to sign a noncompete as a condition of employment for a seasonal <b>tax preparation</b> position. The noncompete period was 3 times as long as my seasonal employment. I found this highly unfair but badly needed the experience. Please stop companies from taking advantage of desperate workers."</p>
<p>Richard</p>	<p>"This is a fantastic proposal that I support 100%. I actually thought this was illegal already because ifs so obviously unfair and anti-competitive."</p>
<p>Aileen</p>	<p>"Non compete clauses should be made illegal and no <b>physician</b> should be forced to sign one. They only stand to force physicians to remain in jobs longer than they</p>



	<p>desire to and to accept being paid less than market value for their skill, training, and expertise. The hospital administrators who support these non compete clauses are not subject to the same. Many physicians have been forced to uproot their families or endure long commutes if they want to change jobs, especially physicians who are highly specialized. These non compete clauses are unethical and need to be removed."</p>
K	<p>"Please pass this bill. People should be free to move jobs when it is best for them. Businesses should work hard to retain workers because they are good places to work- and not be places where people are forced to work because they signed a non-compete."</p>
Kennisha	<p>"I support a federal ban on noncompetes. We're currently in a <b>physician</b> 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."</p>
Andrew	<p>"I am strongly in support of eliminating non-compete clauses for workers, especially those who don't have access to genuine industry secrets. Blue- and white-collar workers, in many cases even those in low-level positions, are adversely, unnecessarily, and unfairly affected by these non-compete clauses, and they're merely used as a tool to keep leverage over their workers in another way. Please end them to stop these unjust practices and at least allow for free movement in the labor force."</p>
Aqeel	<p>"Non-compete clause in <b>physician</b> contracts is unfair. It threatens our livelihood. It also jeopardizes access to care for our patients. I fully support removing them and make it an even playing field for every individual who is trying to earn their living by fair means and hardwork. Thanks"</p>
Nadine	<p>"I support a ban on non-compete clauses. These clauses hold workers' wages down by discouraging workers from accepting better jobs in the fields where they have some expertise. When I was in my 20s working as a novice <b>news reporter</b>, my employer required me to sign a one-page contract meant to keep me from working for the competition. I was hired away anyway, after which the first employer sued both my new employer and me. Fortunately, my new employer took over my defense and it was not long before the court rejected a temporary injunction meant to keep me from working for the new employer and then the plaintiff dropped the case. This proposed policy will make it easier for workers to earn what they're worth without being harassed with litigation."</p>
Nadine	<p>"When I was a 20-something, I got my first <b>travel industry</b> job at a weekly travel trade publication. The then-owner and publisher required me to sign what he considered a noncompete agreement, meaning he didn't want me to work for other travel trade publications. This was a one-page "contract" of sorts that covered title, salary and my obligation to protect company secrets. It never seemed like a big deal. About a year and half after I signed that piece of paper, I took a job with a</p>

	<p>competitor, which came with a nice pay hike. On my last day with the old employer, I was served with papers in a lawsuit asserting I had violated that contract and seeking a temporary restraining order to keep me from taking my new job while the case was pending. The owner/publisher sued my new employer, as well. I was lucky because the document was an extremely poor example of a noncompete agreement and my new employer took on my legal defense. There was no TRO and the lawsuit went nowhere. I know my life would have taken quite a different course if I had been forced to stay with the old employer. I was job hunting and would have wound up in a different industry. Not my preference. This is just my personal reason I support the FTC proposal to outlaw noncompetes as they apply to all employees at all levels as well as to independent contractors. Looking at the bigger picture, the rule promises to put more money into the pockets of workers who need it most and to help close gender and racial wage gaps, all while stimulating the creation of new companies and their promise of more jobs and creativity in the marketplace."</p>
Gene	<p>"Non compete clause are unjust as it goes against everything our country stands for. It restricts us from persuing opportunities in our chosen fields wether they're around the corner or 100 miles away."</p>
Andrew	<p>"I worked as a non-exempt employee for a company that made rugged displays and <b>computers</b> for military use. It was less than an hour from my home. I had signed a compulsory non-compete agreement that prevented me from working for a competitor for two years and within a 250 mile radius if I left voluntarily. This company sold products world wide, so a 250 mile radius was meaningless to them competitively and would only have the affect of making me move if I found work with a (very) distant competitor. This 250 mile radius eliminated almost the entirety of New York State, NJ, Connecticut and everything up to Maine and down to Virginia to consider for future employment in my specialized field. After 6 years the company wanted me to leave, but firing me would have voided the non-compete. Instead they reduced my salary, made life there a bit more difficult, told me to leave, and inferred that additional salary reductions were an option if I didn't. Although an old (local) employer in the same business wanted me back, they did not want to risk the expense of litigation and did not make me an offer. My options were very limited, but after six months of searching I found a new job in Wilton Connecticut with a non-competing company. It should be noted that my new job was now a 1.5 hour commute each way and would still have been well within the 250 mile radius stated in the non-compete."</p>
Marcy	<p>"Non-compete clauses harm workers. There is simply no valid reason for any employer to be able to restrict a former employee's future employment. If employers want to retain people, they need to start treating them fairly instead of making them sign non-compete agreements."</p>
Bronwyn	<p>"The non compete is a violation of freedom where healthcare professionals are controlled, monopolized and exploited. The fairness demonstrated across other professions of free professional mobility should be a fundamental right within the healthcare industry. Employment satisfaction and reduction of burnout is essential</p>

	for the survival of medical professionals, otherwise, we will leave the field. I personally have left the bedside due to dissatisfaction of fair treatment within the industry, and many will follow."
Joshua	" <b>Physicians</b> with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."
Katherine	"I am an American citizen, a voter, and a businesswoman in the staffing and recruiting industry. I am STRONGLY in favor of the Non-Compete Clause Rule. In our business we see every day the negative impacts of non-compete clauses including keeping people in jobs that they don't like and driving down wages. We have had staff members sued by former employers, preventing them from earning a living for their families when they only want to do an honest job. These people were not stealing IP or engaging in behavior that hurt their former employers, other than giving them competition. Isn't that what capitalism is about? Congratulations to the FTC for proposing this rule."
Sarah	"I am a <b>veterinarian</b> and opposed to non- competes. They are common in my field and they inhibit the free market and competition. If a company cannot retain an employee, than another company (including a new one started by the former employee) should be able to benefit from this person's labor and talents without restriction. Dictating where a person can work after they have left a position is fundamentally in opposition to a free labor market."
CHLOE	"I support banning non compete contracts because they are an unfair limitation on workers' rights and their ability to find the best jobs that they can. These contracts

	are exploitative and unAmerican and allow corporations to limit workers' rights in a time when corporate profits are running high and wages are not what they should be."
Carl	"I'm a <b>physician</b> practicing anesthesiology in the New York City and Westchester, NY area. Most anesthesia provider jobs in my area are covered by contracts with a few large corporations which severely limits finding a new job. Especially with a 30mile as the crow flies restriction. I'm in favor of completely removing the non-compete restrictive covenant from anesthesiologist contracts. We do not bring patients to the hospital to provide services. We are not stealing patients from any place we may be providing services to. We are only providing anesthesia services to patients that are brought to various procedure sites or hospitals by the physician surgeon or physician endoscopist. We have been bullied by this limitation on compete too long for fear of expensive legal defense when seeking a better job near where we live. Please adopt a policy removing all non compete clauses with some limitation on physicians selling the practice to a corporation. Thank you. Carl Greenberg, MD"
Roman	"I am completely in favor of forbidding noncompete agreements."
Wei Jun	"I am writing to you to express my strong belief that non-compete agreements for <b>physicians</b> should be made illegal. Non-compete agreements are contractual agreements between an employer and employee, which prohibit the employee from working for a competitor or starting their own business in the same industry for a certain period of time. In the case of physicians, these agreements can have a detrimental impact on patient care and access to healthcare services. Non-compete agreements for physicians can limit patients' access to medical care, particularly in rural or underserved areas, by preventing doctors from practicing within a certain geographic radius. This can lead to patients traveling long distances to receive medical care, which can be particularly challenging for elderly or low-income individuals. It can also lead to an increase in healthcare costs as physicians who are able to practice in certain areas can charge higher fees due to decreased competition. Moreover, non-compete agreements for physicians can hinder the quality of medical care as it can prevent physicians from pursuing alternative opportunities that may better serve their patients' needs. For example, a physician may wish to leave their current practice to join a hospital that offers more advanced medical equipment or more specialized services. However, if they have signed a non-compete agreement, they may be prevented from doing so, resulting in their patients being unable to access these services. Furthermore, non-compete agreements for physicians can also have negative consequences for the physicians themselves. These agreements can limit their ability to negotiate their salaries or benefits, as they may not have the option to leave their current practice for a better opportunity. Additionally, it can restrict their ability to pursue their chosen field of medicine or to work with patients they have developed strong relationships with. In conclusion, non-compete agreements for physicians can have far-reaching negative consequences for patients, healthcare providers, and the healthcare system as a whole. I strongly urge the government to consider banning non-compete agreements for physicians and to work towards creating a

	healthcare system that prioritizes patient care and access to medical services. Thank you for your attention to this important matter. Sincerely, Dr. Wei Jun Gu"
Mark	"Non-competes severely limit <b>physician</b> rights to fair negotiations and access to better jobs, if locked in by a non-compete and therefore unable to stay/work in the same region. This is unduly burdensome to workers and gives too much power to corporations. This rule should ban non competes for all physician practices, both for-profit and not-for-profit."
Alex	"Non compete clauses should be abolished. A great number of <b>physicians</b> are affected by it and are unable to provide services elsewhere in the same geographical area."
Kathleen	"As a <b>physician</b> with three children it is daunting to know that in order to change jobs I would have to either leave my children longer during the day for a very long commute, or uproot them altogether and move to a new community. Please please eliminate our non-compete."
Jessica	" <b>Physicians</b> took an oath to put patients first, they also have a fiduciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physician's at risk of being strong, aimed into practicing unethical medicine, and into putting their employers over their patients. Physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine"
Nikola	"I am strongly in favor of this proposed rule banning non-compete clauses. Non-compete clauses limit job mobility and can stifle competition and innovation. They're bad for worker autonomy and widen the power differential between employers and employees. Banning non-compete clauses will give sonic small amount of agency and self-determination back to workers. In addition, sonic workers currently under non-compete clauses will have the option to take their relevant skills and pursue freelance work alongside their jobs, which I hope would give people the opportunity to better their economic circumstances."
SHARIQ	"I am a young child and adolescent <b>psychiatrist</b> , considering a position in a larger city. My options are either to be employed or to go into private practice. Going into private practice right away with me and that I potentially have slow growth of my business as a learning the ropes. Working for a established business will help me to gain experience, however I am worried if I do not like the position and tends to leave after a year and may have to move to a different city entirely or to the other end of the city. This would preclude me from having to buy a house or put down roots which would be detrimental to myself and my family. I feel like banning non competes will keep the market more favorable and would keep the power of mobility in the hands of the patient in terms of who they wanted to have as their

	<p>therapist or psychiatrist. This autonomy is really what makes the healthcare marketplace flexible and feasible. Therefore I am in favor of banning noncompete contracts as it would be beneficial for the employee and the patient."</p>
Patricia	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people, in effect forcing a person to only be employed by one company. This policy will make it easier for workers to earn what they're worth!"</p>
Joshua	<p>"Non compete rules are damaging to fair compensation and harm employees at the benefit of corporations. Please eliminate these clauses and ensure physicians, who are disproportionately impacted by them, are protected."</p>
Jie	<p>"I work at multiple hospitals in upstate New York through a company. Because I am a traveler, they have each have a non-compete for each. If I have to quit the company I have to move from upstate New York. On top of that, some how the hospital 12 miles from home is off limit for me due to non- compete."</p>
Bridgette	<p>"I'm a <b>nurse practitioner</b> currently working in family medicine. I fully support this change. Non-compete clauses are worsening the burnout crisis in healthcare. Furthermore, forcing providers to move to a different location leaves a gap in the available healthcare providers in the former area of practice. I work in primary care, which is experiencing a shortage of providers. Relocation or forcing providers into a different specialty worsens the gaps in primary care which are already critical. The clauses hurt patients as well as providers."</p>
Donna	<p>"I support the ruling to eliminate non compete clauses in the workplace. I am a <b>physician</b> and have been subjected to non competes in the past and it severely limits ability to work outside the health system that is imposing the non competes. I left a trinity system 7 years ago and only applied to 3 local jobs that did not violate the non compete. I did not want to apply outside the radius where non compete was enforced as i did not want to uproot my family. I did take one of the positions but it was a significant pay cut and it is a niche area of practice. If I had sought a position in traditional office based practice close to my home I would have left myself open to lawsuit by the former employer. I was not willing to take that risk. I do not think our society can afford these non competes in health care given the shortage of people willing to subject themselves to the ever increasing stress of our over burdened health care system."</p>
Marie	<p>"I support the ruling to eliminate non compete clauses in the workplace. My mom is a <b>physician</b> and has been subjected to non competes in the past and it severely limits ability to work outside the health system that is imposing the non competes. She left a trinity system 7 years ago and only applied to 3 local jobs that did not violate the non compete. She did not want to apply outside the radius where non compete was enforced as she did not want to uproot our family. She did take one of the positions but it was a significant pay cut and it is a niche area of practice. If she had sought a position in traditional office based practice close to my home she would have left herself open to lawsuit by the former employer. She was not willing</p>

	to take that risk. I do not think our society can afford these non competes in health care given the shortage of people willing to subject themselves to the ever increasing stress of our over burdened health care system."
Gerard	"I am a 64-year-old Male that has been in the <b>Telecommunications Industry</b> since 1983. I reside in the State of New York. I worked for a single Company from 1989-2021 (32 Years). In July of 2021 I held the position of Sales Executive. I resigned my position effective July 12,2021. When I resigned I was under a Covenant of Non-Compete. My understanding of the Non-Compete was that the term was for one year and restricted me from soliciting any current or future/potential company Clients across the globe and prohibiting the sharing of any Company data with any entity. After my resignation I took a year off complying with my understanding of the non-compete. One year after my resignation I began working for a Company Competitor. Shortly afterward, I and my new Company received a letter from a Law Firm representing my old firm demanding that I cease my employment under threat of legal action. Included with the letter was an executed Compensation plan that was hastily executed by me at the last hour of a week's long sales meeting. Embedded in the agreement was a section that increased the Non- Compete from 1-2 years. Upon receipt of the letter my new Company put me on unpaid leave. I knew that the terms of the Non-Compete were not enforceable in New York. I engaged an attorney and eventually after several months came to an agreement that still left major restrictions on my future employment. This cost me \$5,000 in Legal fees. If I was willing to spend approx. \$50,000 I could have taken my old Employer to court and probably would have won due to the onerous conditions of the non-compete. Being so close to retirement, I couldn't take the risk of depleting my retirement savings hence I am still under restrictions on who I can solicit through October of 2023. From my experience, non competes are used to severely restrict an individual from making a living in the field that they have developed experience in. Companies utilize non competes to bully their employees with threats of legal action utilizing their unlimited legal resources. From my perspective non competes by nature are a restriction of trade that places the burden on the American Worker and should be eliminated or at a minimum heavily regulated by the Federal Trade Commission."
Paula	"I support banning Noncompete clauses. These punish workers who might need to leave a job due to poor working conditions or low pay. They provide no value to the American worker or to the economy. Noncompete clauses don't belong in a free democracy and harken back to the days of indentured servitude."
Stefan	"I think this rule is amazing."
Melissa	"I am in support of this change non competes are limiting for individuals whom have a specialty and affects his or her livelihood adversely"
Elsa	"This is a great step forward for small-time <b>consultants</b> . I have been alarmed by the space of time--up to 3 years on a 3-month contract--and for an indefinite contract, I had to negotiate to get from 3 years to 2 years. Interpretations of non-compete clauses seem to be wide-ranging in small companies. In one personal

	<p>experience, I was warned that a contract with an arm of county government I had would be considered competitive if it grew into a contract with the county based on the fact that my new client used to work for the county. This seems very far-reaching. I look forward to this clause being removed."</p>
Lawrence	<p>"Banning non-compete clauses would open up job for 30 million Americans! HELP STIMULATE THE ECONOMY AND EMPLOY MORE PEOPLE!!!!"</p>
Day	<p>"I wholeheartedly agree with the non-compete ban as proposed by FTC. I'm a <b>doctor</b> and can attest to the stifling effect non-competes have on physician placement, mobility and within-system growth. A doctor or other practitioner with a non-compete is forced into a major geographic relocation or impracticable commutes for a modest salary or working condition improvements. The resulting salary stagnation has two negative knock-on effects for patients and healthcare: one, it encourages exploitation by employers; and two, it drives outmigration of doctors from areas where they're most needed-- rural areas-- now dominated by one or two health systems. Wholehearted support for this overdue change!"</p>
Dawn	<p>"Non-Compete clauses which are used by businesses should be struck down. They are harming workers (and their families) by forcing them to drive great distances to fmd work. Businesses are permitted competition, and workers should absolutely be able to compete for the best jobs near their homes."</p>
Uri	<p>"In my most recent job I signed a non-compete clause both before employment and after my employment ended that restricted, for a year, who I could work for. I am still within that year and have yet to find a job. This was the clause: "During the twelve (12) months following the termination of employment Employee may not, without the Company's written consent, solicit, sell or perform, for his/her own account or for any other entity, services or products which are directly or indirectly competitive with the services or products of the Company to or for any client for which Employee or employees under his/her managerial control have solicited, sold or performed any such services or products on behalf of the Company during any part of the year immediately preceding the termination of his/her employment." And less applicable to my situation: "During the twelve (12) months following the termination of employment, Employee may not directly or indirectly hire any employee of the Company or any former Company employee within six months after the date such person ceases to be a Company employee for his/her own account or on behalf of any individual, corporation or other entity other than the Company, nor attempt to directly or indirectly induce or solicit any such employee to leave the employ of the Company or to apply for or accept employment with any individual, corporation, or other entity." The company I worked for was a very large consulting company and they work with many different companies. This was also my first full time job which meant that the only experience I had as a software engineer was in consulting and I was restricted from working for another consulting firm. I couldn't work in the one field I had experience in and a very large field at that. I was also restricted from working for the client I had been placed at which meant even if the client liked my work and now wanted to hire me after my employer chose to lay me off, they weren't allowed to. The clause is also very</p>



	<p>vague and while my understanding is that it refers only to other consulting companies, they might have a more expansive view of what constitutes a direct or indirect competitor. It's possible since I worked for their <b>financial services sector</b> that they would consider all financial services companies off-limits. In an even clearer scenario, if an employee who had worked directly for one of the banks or insurance companies and had signed one of these clauses they would now be restricted from working for all other banks or insurance companies and maybe even other related institutions, which means they are being prevented from working in their field of expertise. Or worse, for an employee of a company that has products and services across a wide variety of industries, this clause would prevent them from working in all of those industries and would significantly shrink their job possibilities, potentially leaving them unemployed for a very long time. These non-compete clauses are problematic and I agree with the FTC that they unfairly harm workers and should be harmed."</p>
<p>Judy</p>	<p>"Non-competes are anti-American! Please vote to stop them."</p>
<p>Harold T.</p>	<p>"I support the FTC's ban on non-competition clauses. Years ago, my wife, a <b>veterinarian</b>, worked subject to such a clause in her contract with an employer; when she left that job that arrangement made her life annoyingly difficult for a while. 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>
<p>Desmonique</p>	<p>"During the pandemic my husband was unable to work and my family was in a financial struggle . I looked for another opportunity and was unable to take the position due to the non compete. This was a potential 50,000 pay increase. I now have to work 74 hours a week and two jobs because I can't let the one go. My family is now financially and mentally struggling due to my absences"</p>
<p>Jane Date</p>	<p>"Non-competes are a burden not only to the employee but also to society. I am a <b>physician</b> in a highly populated city, where there is a great need for my work no matter where I choose to work. My hospital is currently proposing a non-compete that excludes every other large hospital system in the area, and is far encompassing and holds me the my entire contract. Whether there is a need or better conditions elsewhere, this clause would keep me at this one hospital, OR force me to move away from the area entirely, OR simply step away from my job. This exacerbates physician shortages and access to care, as clearly outlined by my choices above. If the work conditions at my hospital were to deteriorate, I would have no recourse to leave, and then my choices would be to either leave medicine entirely, or move to a completely different region, thus the region losing another health care worker. The allowance of noncompetes allows employers to ignore the needs of employees, in that they feel secure that employees as myself would be forced to either stay in the position, or just leave, and they assume that the latter is not even a choice. Furthermore, the idea that the noncompete is necessary for the protection of the hospital or practice is completely unfounded, particularly in areas of high need. There is no harm, as there is no loss of patients or revenue to the hospital when any one physician leaves. If many were to leave at</p>

	<p>once, that would indicate that the hospital or practice is in fact in need of change, and should not be allowed to continue in the manner that they are. Most importantly, the current proposal does not apply to non-profit hospitals, but it really should. Most all hospital systems are labeled as "nonprofit," despite operating like any other for profit institution. By excluding "nonprofit" hospitals and hospital systems, this is hurting the large number of health care workers as outlined above, with no recourse. I highly support and urge for the proposal to go forward and to include non-profit entities, particularly hospitals and hospital systems, in the verbiage of the proposal."</p>
Debra	<p>"Thank you for taking up this issue and extending the public comment period. I firmly believe that companies are unfairly using non-compete clauses just to lower their labor costs and not to protect vital company information. My son-in-law was not allowed to take a job offer in another state where his wife was employed because of a 2-year period non-compete law that his employer had in all contracts. Please ban these. Thank you."</p>
Becky	<p>"I wholeheartedly support the FTC's proposed ban on non-compete agreements."</p>
David	<p>"I strongly support the ban of non-compete clauses as they only serve to restrict employees and enrich employers, the power imbalance is held over employees heads as leverage for raises and promotions."</p>
Ben	<p>"I am highly in favor of this change. Non-competes put an undue burden on American workers and are routinely abused by businesses to restrict their freedom of economic movement."</p>
Ifeoma	<p>"I support a federal ban on noncompetes. As a <b>physician</b> 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."</p>
Roody	<p>"To whom it may concern, I fully support the non-compete clause rule. Thank you. Best, Roody Innocent"</p>
Jethro	<p>"This could be one of the most important changes to the tech industry in years. Please make this happen."</p>
Muhammad	<p>"This rule is going to increase competition and that's capitalism. Let's pass this rule."</p>
Brandon	<p>"Non-compete clauses are an egregious violation of widely-held principles about the value of competition in the American economy. They are also unfair to workers, biasing the labor market against them. These biases in the labor market have led to wage stagnation and increasing inequality since the 1970s. Getting rid of non-competes would be a step toward more competitive, fair, and less fragile economy."</p>

T	<p>"I'm strongly opposed to non-compete agreements. They should be banned unilaterally. I've been personally negatively impacted by non-compete agreements as a management-level professional. It's particularly painful during an economically challenging time, having been laid off, to have further legal restrictions limiting one's options when you're struggling to find another job and keep the lights on. Individuals should not carry this burden - the scales have been tipped in the favor of employers for too long, and this goes for ANY size of business, any industry and all levels of employee skill/seniority. It bears mentioning that anti-disparagement clauses are equally punitive and unjust and should be banned."</p>
Shari	<p>"The non compete clause is an act of bullying by the more powerful employer and the employee, who needs the job must submit. This is giving one party much more power over another in a very unfair tactic. This is completely not respectful of another's rights and interferes with fair labor practices. It needs to be banned."</p>
Luke	<p>"Non-compete agreements should be banned. They hurt workers' wages and the economy."</p>
Doriel	<p>"As a <b>therapist</b>, non-competes are harmful to both myself and, more importantly, my patients. A therapeutic relationship is a deep, meaningful, and often life-saving relationship for many. A non-compete can force a patient to non-consensually forego that relationship due to institutional constraints (largely driven by greed and territorialism). A therapy practice is supposed to serve patients and have their best interests in mind. A non-compete, forcing a patient to prematurely end treatment with a therapist in a traumatizing way due to the ways in which practice directors handle therapists changing jobs), is completely contradictory to what therapy and the helping professions are all about. I am strongly opposed to non-competes in all sectors of the economy, and especially so in the fields of psychotherapy and psychiatry."</p>
Neil	<p>"I am writing as a <b>physician</b> to express my strong opposition to the American Hospital Association's attempt to exempt physicians from the new rule prohibiting non-compete agreements. Physicians who leave a hospital system currently have two options: stop working temporarily or upend their life to have a job. It's an unethical tool to restrict physician independence, not seen in any other industry. After 7-13 years of postgraduate training to become a highly skilled member of society that fulfills a genuine need in our communities, how is it fair that once again we are not free members of the labor market, but rather placed in a stranglehold by hospital administrators? Exempting physicians from prohibiting a noncompete rule would only serve to benefit hospital corporations. It could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. This in turn, hurts patient care. I strongly urge the FTC to stand up for physicians, who give so much of our lives to taking care of others, and deserve to be free from non-compete agreements."</p>

Christophe	"Noncompetes are silly and unjustly burden employees and freelancers from doing work."
Jack	"At my first job out of college, I had to sign a non compete which would have prevented me from working with every CPG in the world. I signed and then when the company failed 6 months later, decided to violate the contract and go to a competitor. Non competes suck, get rid of them."
Vinni	"I support banning no compete clause. It is choking medical practitioners and gives unjustified control over employers."
Scott	"I support this new proposed rule! I have been caught up twice in career with non compete agreements that I was forced to sign as part of my employment (or go unemployed) and then which took costly legal work to make go away. I work in a fairly specific field so I can't just go work in another industry for a year. Because of this, I spent the first 12-18 months of now two jobs feeling stress that anything I might do could land me in a costly law suit with my previous employer. Why not say "you can't demonstrably steal client, but you can leave at any time that the job is no longer right for you. It is time!!!"
Scott	"The practice of companies forcing employees to sign non-compete clauses has cost me one job (where the potential employer was unwilling to risk the complications), and cost another employer that WAS willing to deal with the issue considerable legal fees - just to iron out what I would NOT do as I made my employment transition. As I consider future options, I do not anticipate finding another employer who will pay these legal fees, so I will have to shoulder them myself. This is just another example of how the United States "the land of freedom" enslaves employees for the benefit of employers!"
Jordan	"Speaking as an American worker, the concept of non-compete clauses is craven and arguably a barrier to an employee's "life, liberty and the pursuit of happiness," those unalienable rights laid out in our Declaration of Independence. I am in favor of banning them."
Monil	"Non-compete clauses are extremely damaging to workers. I have been personally negatively affected by my non-compete clause. I worked at amazon as a <b>software engineer</b> , Apple reached out to me for a job working on the same technology I worked on. I had a non-compete and I had to withdraw from the position because I was worried that my then employer would sue me."
Alissa	"Reasons against non-competes: * What's meant to be short term protection of trade secrets/confidential info for employers has turned into long term binding contracts that prevent employees from legitimate work * Highly-skilled former employees unable to use their legitimate skillsets elsewhere * Former employers completely monopolize skill sets and hard work of employees for certain time periods * Increased legal liability and lawsuits that are oftentimes unnecessary *

	The agreement lowers employee satisfaction, prevents upward movement for the employee * Reduced wages * Depressed labor market, lowers mobility"
ROBIN	"Noncompete clauses should be illegal. Employees are not property. Many employers who use these prey on the poorest and most desperate in many cases, and in any case the employer does not OWN that person. When they're no longer employed there they should be FREE of the former employer. Where specific intellectual property or copyrights etc are involved, sure, have a clause. But at hamburger joints? That's nothing but an attempt to OWN people who are underpaid & mistreated."
sam	"I think I am a perfect example of being trapped by non-compete clauses. I work for a <b>recruitment agency</b> and have been in my current role for 10 years. I turn down approaches and offers constantly and I fear starting my own business due to the legal stonn that would follow me. This is the 3rd agency I have worked for, when I moved to the second my previous company made my life a living hell for the first 6 months of my new role. I was 22 years old and it was terrible. This change must happen to promote entrepreneurship and release the legal stranglehold on workers like me who have innovation and new ideas to offer the world."
Bob	"I work in the <b>finance</b> (hedge fund) industry as a portfolio manager and I support this rule. Just like in any industry, non-competes stifle innovation by not allowing highly skilled workers to switch jobs. Even if the non-compete is a paid one, not being able to use one's skills cause these skills to dull over time. One criticism that was raised against removing non-competes was that it would cause high correlation between hedge funds and it would increase systemic risk. I think this is nonsense. First, removing non-competes do not mean removing intellectual property (IP) protection. IP protection is the ultimate control against creating correlated returns among hedge funds. Second, new ideas will always be scrutinized and evaluated objectively at a new team. Doing away with non-competes would mean more tax income for the people (people make more money when they are working), and more productive work force. Imagine this: if an employee who is subject to a 1 yr non-compete in each job chose to switch jobs 5 times throughout their career, that is 5 years of wasted economic output. That also means 5 years of not being able to train junior employees. Yes, it would hurt some businesses, and I personally may get hurt as well if one of my employees left the firm with my knowhow. But in the final analysis, I think this is a good thing for innovation to thrive"
R	"I began working for my employer 10 years ago as a very young and inexperienced single mother. I desperately needed a job that could pay more than minimum wage, and I eagerly accepted my position and non-compete status. I have now been working at almost the same rate of pay (as raises are not readily given to us regardless of recessions or cost of living increases) - for a DECADE. My children are approaching college age, and I will absolutely need a higher income to help hind their educations. The freedom to seek a higher competitive wage to improve economic stability should ALWAYS be a right in this free country. I

	<p>don't want to claim benefits. All I'm asking for is an equal opportunity for upward mobility in my field of expertise. Thank you."</p>
A	<p>"I fully support the FTC proposal to ban non-compete agreements. As a <b>chiropractor</b> and ex-employee, the non-compete agreement was a non-negotiable part of the contract, and currently places an unfair restriction on my ability to use my training to earn a living and contribute to the economy in a 'free market'."</p>
Heather	<p>"I support this! Non competes should be illegal. They prevent employees from being mobile and force them to stay in an inequitable or abusive workplace. As a physician non competes prevent me from serving other communities and is bad for patient care"</p>
stuart	<p>"As a practicing <b>Physician</b> for over thirty years, and one who trained fellows in pain management, who followed many of their students careers, I was able to see the detriments of unfair Non-Compete clauses in their contracts. Often a physician would take a job, and if it did not work out, the restrictions were so severe, that they would need to move to a new geographic location in order to be employed. This clearly would be unfair if that person and their family had roots in the community where the job was located. For example if the employer did not proceed to make the employee a partner, and only allowed them to continue as an employee, and limit their income, they would never achieve their potential, but be stuck. Their Spouse may have a great career, or the kids if there are any may be entrenched in educational programs they are thriving in, and the family does not want to move. This makes no sense. That Employee would likely have opportunities to stay and thrive right in the community they were in. This would allow for fairer competition for both parties. Other scenarios exist as well. Where large institutions can block scientific discovery of their research physicians from moving to other institutions which may be better able to support their research, potentially blocking the promotion of scientific discovery. All of this clearly effects the salaries of the employees, in this case the physicians in a negative way, as once the employee realizes that their staff has no options in their local area, and is locked in to that area, they have no incentive to improve the offering of the benefits package."</p>
Joshua	<p>"Non Compete's are just wrong. Everyone should have the right to work wherever they went whenever they want. We are a capitalist society and the workers should have the same free market rights."</p>
Linda	<p>"There is absolutely no reason a doctor should be subject to a non- compete. It's just more greed by hospital administration and insurance co."</p>
Daniel	<p>"As an early career <b>physician</b>, I am VERY MUCH in favor of legislation to BAN non-compete clauses. Especially in dense metropolitan areas, these draconian clauses stifle innovation, development, and harm the practice of medicine in general. Non-compete clauses become a major problem especially when considering the balance of family and a demanding career in medicine."</p>

<p>Shohane</p>	<p>"There are 2 examples below. Another example: I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt <b>physicians</b> from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."</p>
<p>Erica</p>	<p>"Noncompetes are unfair to <b>physicians</b>, who can be forced to move hours away due to noncompetes. They're also applied broadly even in specialties that don't have their own patient base (such as emergency medicine). Noncompetes give employers too much power over their employees, often forcing them to stay in a toxic or underpaying job in order to avoid uprooting their families."</p>
<p>Stuart</p>	<p>"Non-compete clauses should be banned except in narrow cases for which the current employment provides the employee with unique knowledge and skills that were not present prior to employment, not consistent with general requirements for employee licensure (when applicable), and not generally otherwise available in the community affected by the non-compete agreement. Very few employment positions would be eligible for non-compete clauses under these conditions."</p>
<p>Linda</p>	<p>"The country is in desperate need of Doctors. Doctors start out in hundreds and thousands of dollars in debt and their salaries have been squeezed so that hospital executives and insurance companies can make billions in profits. Lets face it, in the current economy doctors are nothing more than skilled labor and to exclude them from the non-compete rule is outrageous."</p>
<p>Casey</p>	<p>"I am in full support of this new proposed rule. Non competes are used to stifle wages and put too much power in business owners hands. This rule should pass!"</p>
<p>David</p>	<p>"I am an <b>engineer</b> with 30years of experience working for a large medical device company. I am obligated to sign a non compete agreement. As I watch the company stock fall and restructuring occur, I'm concerned. I'm in strongly in favor of banning non-compete agreements. While I would never disclose confidential information to another company, I do not see why I should be blocked from working for another medical device company. Switching to another industry would</p>

	<p>be a major career reset. There are other more productive and effective ways to retain talent than contractually black listing them from what they are good at. Suppressing competition in the market for the benefit of the corporation has never been good for the economy."</p>
Colin	<p>"We The People do see big business is getting ever more greedy and aggressive and psychopathic in their disregard. Revolutions seem to be the only way to rein them in. Let's try dispensing with non-compete clauses first."</p>
Evan	<p>"This rule is sorely needed. Non-compete clauses stifle competition and innovation."</p>
Anna	<p>"Please include high income earners such as <b>physicians</b> as this impacts so much about decisions to practice or leave practice if they have to uproot their families to change jobs, impacting their communities and forcing people to stay in toxic job situations. Thank you."</p>
Anna	<p>"Please do not exclude <b>physicians</b> from this, as when we have good reasons to leave a job it often means leaving the community, our homes our families to be outside of non competes. Job satisfaction may improve if we can stop non competes, not to mention burnout and leaving the workforce or suicide. Also, entire communities that need specialists may lose them if they are in a dual physician marriage. Lastly, with our high burden of debt we are often obligated to continue working at the same place until those debts are paid or forgiven, and not able to work part time to support young families until the debt is gone, so other flexible work arrangements open to lower paying fields are not always an option to early career physicians."</p>
ASADUR	<p>"Non-compete clause destroys families, makes worker life's difficult, increases burnout at work, destroys competition in workplace, annihilates innovative and growth in workplace and industry. Please eliminate it"</p>
Omair	<p>"Excellent for the future of America! This will be something our economy and our infrastructure desperately needs to kick start a new stage of development and progression."</p>
Daniel	<p>"Place a federal ban on non-competes. It will give some power back from the workers. Power that is still vastly in the hands of mega-corporations. Your children and grandkids children will thank you."</p>
Ryan	<p>"Please help <b>doctors</b> enjoy the same protections as other workers"</p>
Jonathan	<p>"I am strongly in favor of the proposed NPRM. Non-compete clauses are an infringement on workers' rights and freedoms to seek the best employment conditions they can. Preventing enforcement of non-compete clauses will be a great improvement in the quality of life and work in this country and I urge the proposed rule to be adopted."</p>



Maria	"End it!"
Andrew	<p>"Non-compete clauses are nothing short of class war. The employers who already hold power over their employees strengthen that hold by making it difficult, if not impossible, for them to leave and find other work in their field. The name of these clauses is apt, but not in the way it was originally intended. That is, such limitations allow the employers not to compete with one another. If anything, they create a race for the bottom: Once non-competes became prevalent, the companies whose non-competes are the worst for employees became the most able to shackle their employees forever- -or until their workers' health and ability to produce is used up. Even someone laid off through no fault of their own may find themselves legally barred from seeking new work in the only field they know. These clauses are fundamentally at odds with the supposed benefits of an at-will labor market, because they make it nothing of the sort. They merely seek to recreate serfdom in the guise of freedom of contract. We should never have tolerated non-compete clauses in the first place, and we must do all we can do abolish them even now."</p>
Alex	<p>"Non-compete clauses prevent individuals from utilizing skills developed at a job for other companies, entirely preventing competition in job offers for many fields. The protection of trade secrets, which is a common justification for blocking employees from working for competitors, is sufficiently legally protected by NDA agreements. If an employee discloses trade secrets to new employers, they are still legally liable if an NDA agreement covers that information. Non-compete clauses exist primarily to prevent workers from accepting other job offers in similar companies, and therefore allow companies to provide overall worse compensation since they do not need to directly compete for their workers. The prohibition of Non-compete clauses will greatly improve the working conditions in the United States without preventing companies from protecting their trade secrets."</p>
Trevor	<p>"Non-compete clauses have crept into the contracts of all sorts of professions, where it makes no sense and only where they only serve the interests of the employer, preventing employees from being able to work anywhere else and removing employees' ability to negotiate or leave. It clearly results in lower wages. Please ban non-competes."</p>
Lilly	<p>"Non-complete clauses are an unfair hindrance on workers seeking a better job. These clauses favor corporations over workers and force them to stay on a job even though they could go elsewhere and earn more. One can say these clauses are a form of slavery on workers. They must stop."</p>
Lilly	<p>"I urge the FTC to ban Non-Compete Clauses. These clauses hamper persons seeking employment in the field of their choice. They do not serve persons, only corporations."</p>
Noam	<p>"Get rid of the non-compete rule in the business world."</p>
Katherine	<p>"As both a W2 and 1099 employee, I fully support this proposed rule. Non-compete contracts are in direct opposition of a free market economy not to</p>

	mention a type of worker serfdom. Please do the right thing for millions of American workers by passing it."
mark	"I am completely in favor of a regulation banning noncompetes. They are almost always to screw over workers, including even minimum-wage fast food workers. Let's show some commitment to workers, instead of millionaire shareholders and CEO's. No non-competes. Thank you."
Laura	"This rule should not exclude <b>physicians</b> . No one should be held hostage to a job because of a non-compete. Additionally, this rule needs to apply to non-profit health systems as well. As the non-profit hospital systems currently have so much of a competitive advantage over independent practices that are struggling to stay afloat, keeping non-competes for non-profits but not for other employers would provide an unfair advantage against private practices and for profit health systems. Given that the operating model of not for profit health systems may not be significantly different than for profit health systems, this rule seems arbitrary and much to the advantage of several of our country's largest and most profitable hospital systems that happen to have not for profit status in name."
Nick	"Non compete clauses are Unamerican in that they hamper the freedom of workers to choose their own destiny and career path, and provide an unfair advantage to the employer that stifles competition and artificially holds down wages. The FTC should ban the use of Non-compete clauses in employment contracts"
Peter	"Thank you for pursuing this important issue. Non-competes stifle growth and innovation. Companies should not be allowed to prevent someone from earning a living. Their reasoning for wanting to enforce these does not look out for the worker only the company. Please get rid of them. Thank you."
Nigel	"As a burgeoning <b>software developer</b> the breadth of scope that non-competes that are actively used in the industry most definitely have a chilling effect on my confidence to apply and interview for opportunities even if they are not directly associated with the main business that my employers partake in"
Val	"100% support eliminating non-compete clauses and it is allows employers to abuse employees as they most of the time depend on the current income and unable to take prolonged gap or move out from restricted area"
Melissa	"These take away options from specialized workers. You get driven out of a community by these which only hurts the town when you can't move between hospitals."
Daniel	"Please extend this rule to non-profit entities (including nonprofit hospitals). People who choose to work for a nonprofit entity should enjoy the same labor protections as those who work for private entities. Nonprofits hospitals are notorious for

	<p>weaponizing noncompete clauses against <b>physicians</b>, forcing physicians to relocate their whole families at times."</p>
Daniel	<p>"You must make sure to INCLUDE <b>physicians</b> in any ruling the eliminates non-compete clauses. Physicians are forced into contracts and then stay in undesirable and sometimes unsafe employment situations under fear of having to uproot their families if they leave because they won't be able to stay until their region due to current non-compete clauses. Physicians deserve the same labor protections as all other workers here in the United States."</p>
Sergei	<p>"I certainly welcome this proposal. Without having non-compete clauses, employees can easily move to another company with better pay and benefits. The company also can invest in employee education and development. The employees won't have to think about how to fight non-competes which looks like slavery contracts and if they can afford to hire a lawyer to fight it. I am as a low-level employee dealing with non-compete which is prohibiting me to do any <b>IT</b> work anywhere in the United States for the whole year without any payment from the company, where the base of the non-compete is continued employment."</p>
Angelish	<p>"As a <b>physician</b>, I believe non-compete clauses in contracts should be banned. They are often used to bully physicians into accepting new and unfavorable work terms, and prevent physicians from maintaining continuity of care with their patients. Non-competes also restrict access to care in specialties where there are not many doctors, such as female urology. Non-competes allow hospitals and other large group employers to take advantage of employees."</p>
Vedika	<p>"Please resist lobbying by hospitals and do NOT exclude <b>physicians</b> from this new legislation. Many physicians are burdened by non competes which depleted their power by saddling them with poor working conditions. It also makes it difficult for us to advocate for patient safety or better conditions when we are bound to explorative jobs by noncompetes."</p>
Zach	<p>"Getting rid of non-competes would make the job market for middle-class+ workers much more efficient and enable us to convert expertise within the same industry. It would definitely raise wages too!"</p>
Fred	<p>"This rule is necessary to give individual physicians negotiating power against large hospital corporations."</p>
Karen	<p>"I'm a <b>family physician</b> providing primary care in an underserved area of Upstate New York. I'm currently in private practice- physician/ owner of my own practice - because it's unbearable working for the large medical corporations in my area. At one point I was forced to commute a minimum of 30 miles for two years due to a non-compete clause. At this time several physicians also employed by the local hospital would like to work in private practice in order to have some semblance of control over their lives, but non-compete clauses hold them hostage. These dedicated physicians have spent 11 or more years after high school becoming experts in medicine. They should have liberty to work in reasonable, supportive</p>

	environments doing what they love- caring for patients. Please make non-compete clauses unlawful. Thank you."
Myriam	" Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. As a <b>dentist</b> , I have been subject to such non-compete agreements in almost every contract I've been offered. As a result, it is very difficult to leave positions that are no longer a good fit for me or my family, as the agreement shuts me out from other potential employers within almost a ten mile radius in an area where most potential employers are concentrated. In order to leave my current job, I would likely have to leave the state. For young dentists just starting out, this makes it very difficult to leave a position with a bad work environment, or where they do not feel comfortable, especially since they do not have a lot of leverage in these negotiations. As you know, noncompete 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."
S	"Noncompetes must be fully and completely outlawed. Employers use them to force people to stay in unfair and abusive situations. That's true even for people in higher wage brackets. There are ways to protect confidential information outside of noncompete clauses, and the idea that trade secrets law, etc. isn't good enough is a lie because employers want to be able to unilaterally impose noncompetes. There is NO justification for a noncompete, it's purely a way to force employees to stay in bad situations that they could not possibly have known about before joining the company and signing the noncompete. People need to be free to move between employers, the fact that they can't creates friction in the economy and reduces wages for employees and hampers economic growth. Noncompetes benefit the employer at the expense of everyone else -- just like monopoly power -- and must be outlawed. Likewise, related techniques such as TRAPs and similar "you can't quit" rules must also be prohibited, so employers can't do a run-around about the non-compete prohibition. Employers have more than enough market power, and workers do not have any realistic ability to avoid being forced into these situations. These techniques must be flatly prohibited."
Suzanne	"Overall, 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. I think the real issue is taking information to a competitor. That would require a Non- Disclosure Law, which is different."
Ray	"Non-compete clauses give too much power to the business over the employee. There must be a better way to protect the interests of each."
Scott	"I support eliminating the noncompete contracts employers use to exploit employees. After traveling from the US to Europe for 3.5 years to build out a new market for my company, they fired me. In a 25 month period of intense travel, I

	<p>flew to Europe (coach) 27 times. I was in a different city every 1-2 days meeting with clients. I built a division that became the only growth engine in the company. Once it ended and we had a European staff, I became overhead. The owners began to berate my performance and my sales skills. When they fired me, they thought I went to a competitor although I did not. There was a cease and desist letter within 72 hours. My heartburn is... if I was such a dirtbag, why would they care if I went to a competitor? The salt in the wound is the company hired salespeople from competition and took secrets from them! I saved one article all these years to prove it. They had the money so I had to keep my mouth shut and leave the industry."</p>
Joel	<p>"Thank you for the chance to add my opinion to the many that you are reading. This issue involves a basic right workers have to sell their labor to whom they choose. Anything less is an abridgement of an unalienable right. Non-Compete clauses serve a master. The "free marketplace" is fine when economic masters benefit, but when workers demand the same advantage and leverage it is frowned upon. Please consider this when you reach your decision about workers bootstrapping themselves in their career and wage level."</p>
grace	<p>"non compete clauses are anti capitalist. americans want to work and we want to work freely with purpose, imagination and dreams. Non competes are modern indentured servitude."</p>
Matthew	<p>"I started working in California and didn't realize other states allowed these non-compete clauses to exist and restrict the movement of workers. I am in favor of disallowing them and using other tools like ndas to protect high value information. Thank you!"</p>
Doug	<p>"I am fully in favor of completely banning non-compete agreements. Please DO NOT come back and offer different terms or narrow the specifications at all. Please do everything in your power to ban non-compete agreements for all industries and all employees. Non competes hurt all employees, and do not allow for free and fair trade. I recently started a healthcare staffing agency and I am being dragged through a lawsuit by my former employer in New York State over a non compete. I am simply trying to help healthcare facilities in my community in throughout the country meet their staffing needs in a cost effective way. To tell me that I am not allowed to do that simply because my former employer doesn't want to face any competition and wants to have all the opportunities for themselves is not only unfair and unamerican but it is also severely hurting the hospitals and healthcare facilities who should be getting competitive bids and offers to assist with their staffing levels. If there is anything that I or the public can do to help get legislation against non-competes in place please let me know."</p>
Alex	<p>"I am an <a href="#">oral surgeon</a> in upstate New York and my restrictive covenant radius is so ridiculously large that I would need to move my whole family in order to get a new job anywhere else. I signed my current contract because I had no other choice in the area we decided to live and the practice owner refused to negotiate the terms of the covenant after I pointed out how unfair it was. I still had to accept</p>

	<p>the job since it was the only oral surgery office hiring in the area where my wife actually works. Now I would like to leave the practice and we are thinking moving out of state just so I can practice. That is 14 years of university training just to be held up by a contract that unilaterally favours the employers."</p>
Leesa	<p>"I support the abolishment of non-compete clauses."</p>
Lili	<p>"Please do not excluded <b>physicians</b> from the FTC proposal to eliminate noncompetes. Additionally and most critically, nearly all the hospitals in NYC, long island, or even tri- state area are "non-profit" 503c so excluding nonprofit organizations from the ruling would be detrimental for physicians. Indeed, if the hospitals were truly nonprofit, why would it matter if employees can find something better suited for their life situation. In the last 10 years, my husband and I (both physicians) have not received a single cost of living increase and our work volume has increased incrementally. With noncompetes, large hospital corporations essentially have all the power and we are left with no recourse even to find a job where we can maintain our daily living. With two toddlers to support, I have considered leaving my job or going part- time and we both have considered having to move out of state because even with our current non- competes we have very limited options. My hospital is now planning to add specific hospitals and increase the length of time for the noncompete which would make it either impossible for either of us to leave our job and find another job within the tristate area. Please include physicians in the FTC proposal to eliminate noncompetes and please do not exclude nonprofit hospitals from this rule."</p>
N	<p>"Non-compete clauses are the modem-day version of labor slavery or indentured servitude. Please change this."</p>
Victor	<p>"I am a <b>data scientist</b> working at a startup. Banning non-compete agreements can be a powerful tool to promote innovation and competition. For example, in the technology industry (where I work), innovation is often the key driver of economic growth. Companies rely on highly skilled workers to develop new products and services that can change the world. However, non-compete agreements can prevent these workers from using their skills and knowledge to start their own businesses or work for competing companies. This can limit competition and slow down the pace of innovation in the industry. Furthermore, non-compete agreements can limit the flow of knowledge and talent between companies, which can also stifle innovation. Workers who are bound by non-compete agreements are often unable to share their knowledge and experience with new companies. This can create "innovation silos" where different companies are unable to learn from each other, hindering the development of new ideas and technologies. By allowing workers to move more freely between companies, employers will have to work harder to retain their best talent and offer more competitive wages and benefits. This can lead to greater innovation as companies compete to develop new products and services, and can benefit workers by increasing their bargaining power and improving their economic prospects. Opponents of a ban on non-compete agreements often argue that they are necessary to protect their business interests and intellectual property. However, there is growing concern about the</p>

	<p>use of non-compete agreements for low-wage workers, particularly in industries such as fast food and retail, where employees may not have access to significant proprietary information or trade secrets that would justify such agreements. Instead, these agreements can be used to restrict workers' job mobility and limit their bargaining power, leading to lower wages and reduced benefits. One high-profile example of this is the case of Jimmy John's, a fast-food chain that was criticized for requiring low-wage sandwich makers and delivery drivers to sign non-compete agreements. These agreements prohibited workers from working for a competitor within a certain radius of any Jimmy John's location, effectively limiting their employment options and bargaining power. The non-compete agreements were not used to protect any meaningful intellectual property or trade secrets, but rather to keep wages artificially low by restricting workers mobility. This type of practice has been criticized by labor advocates, who argue that non-compete agreements for low-wage workers are unfair and do not serve a legitimate business interest. The agreements can limit workers' ability to improve their economic circumstances, such as by taking a higher-paying job with a competitor, and can also restrict their ability to negotiate for better wages and benefits with their current employer. Workers who are bound by non-compete agreements may be hesitant to seek other job opportunities, even if they could earn higher wages or better benefits elsewhere. This can contribute to a "race to the bottom" in terms of wages, where employers are able to pay workers less than they might earn in a more competitive labor market. Furthermore, the use of non-compete agreements for low-wage workers can have a disproportionate impact on workers who may be less able to negotiate for better pay or working conditions. Workers in low-wage industries, such as fast food or retail, may have limited education or work experience, and may be less able to negotiate with their employers. The use of non-compete agreements can further limit these workers' bargaining power, leading to lower wages and less job security. In response to this concern, some states have taken action to limit the use of non-compete agreements for low-wage workers. For example, in 2022, Illinois passed a law that prohibited non-compete agreements for workers earning a salary less than \$75,000. Other states, such as New York and New Jersey, have also taken steps to limit the use of non-compete agreements for low-wage workers. Additionally, opponents of a ban on non-competes may be relying on these agreements to maintain their market dominance, rather than competing on a level playing field. This is particularly true in industries where there are high barriers to entry, such as tech or pharmaceuticals. In these industries, established players may use non-compete agreements to prevent their employees from leaving and joining startups or other companies that could potentially disrupt their market position. By banning non-compete agreements, policymakers can level the playing field for workers and promote competition and innovation. This can lead to more opportunities for startups and new entrants to challenge established players, and can result in better products, services, and prices for consumers."</p>
<p>Staci</p>	<p>"I fully support the Federal Trade Commission's (FTC) proposed ban on noncompete clauses in employment agreements. Noncompete clauses have long been used by employers as a tool to restrict the career mobility of their employees, which is both unfair and harmful to workers. These clauses unfairly restrict workers' ability to find better jobs, as they often prevent employees from seeking</p>

	<p>employment with competing companies or starting their own businesses. This means that employees are effectively trapped in their current job, with little room for career advancement or negotiation for better pay and benefits. Moreover, noncompete clauses allow employers to keep salaries low and working conditions poor, as employees are left with little bargaining power. In industries where these clauses are common, employers are able to maintain a stranglehold on their workforce, effectively turning careers into indentured servitude. It is time to put an end to these unfair and outdated practices, and the FTC's proposed ban on noncompete clauses in employment agreements is an important step in that direction. By doing away with these clauses, workers will be free to pursue the careers they want, with the freedom to negotiate for better pay, benefits, and working conditions."</p>
B. R.	<p>"This is ridiculous, allowing companies, corporations etc to dictate when, where and potentially how long a person can be employed. This is covert employment oppression. Stop this archaic practice immediately."</p>
Dr	<p>"Please, please, please pass this and include <b>physicians</b>. We are now employees of often for profit healthcare entities and mergers are leading to fewer employment options forcing does to accept increasingly abusive and exploitative conditions. Now, more than ever: pass this and don't leave the does behind."</p>
Beth	<p>"<b>Physicians</b> that are not generationally wealthy come out of school, saddled in huge debt. This makes them unable financially to negotiate with large organizations that impose restrictive covenants. When they are unable to treat patients the best way they are trained to do they are forced to leave communities. This is bad for patients (the American public). I fully support the ban on restrictive covenants. Please do not place income limits on this ban."</p>
Beth	<p>"Please do not exclude <b>physicians</b> from non compete clauses. We work so hard to become physicians and then get stuck at the mercy of hospital administration. No non compete means better access to specialists in areas of medicine for the public. My non compete forces me out of my town, Rochester, New York where I am certainly needed."</p>
Sara	<p>"My non compete clause is ridiculous. I was laid off and given 3 months severance but a 12 months non compete. I've been in this industry for almost 20 years and the non compete blocks me from getting a job in my expertise. I have 3 kids to support"</p>
Christina	<p>"I wholeheartedly support getting rid of non-compete clauses in employee agreements. Oftentimes, these clauses unfairly affect the employee who specializes in a certain field or industry and prevents them from gainful employment. These clauses favor big business rather than individual citizens."</p>
Jeremy	<p>"I am a <b>physician</b> trained in brain catheterization which included the emergency treatment of patients having a stroke. I was employed by a single-owner practice that expanded (in part due to my work) to cover many hospitals in the ny/nj area."</p>



	In the middle of my contract, my employer asked me to take a 60% paycut. I refused and was terminated without cause. Now i am under a 2 year non-compete restriction that applies to 5 miles of any hospital with which the practice was affiliated. This essentially bans me from a good portion of the area, despite multiple hospitals within the area that interested in hiring me. Understandably, they do not want to risk getting involved in litigation with my previous employer. This is egregious and entirely unfair. I feverently support the FTC proposal."
Seul	"I am in favor of ending non compete clauses as it will give more flexibility for workers."
Kevin	"I'm a <b>healthcare worker</b> and my agency has a clause to prohibit me from working at this facility for 1 year unless they sign off on me joining another agency. It's not even a non-compete as there's nothing to compete for except my labor."
Helen O.	"I strongly support the FTC's rule banning employees' exploitative noncomplete agreements by corporations!"
Nicole	" <b>Physicians</b> should not be subject to noncompete clauses, and the AHA supporting implementing noncompetes for physicians is in NO WAY representative of how the majority of physicians feel. Noncompetes severely limit access to quality healthcare particularly in undeserved areas. This is particularly true where I live and the impact on my community is noticeable as it becomes more and more impossible to get any physician to sign on at our institution, let alone high quality physicians. Our noncompete should be criminal - 30 miles from the city border thr 5 years after leaving the intuition. We are held hostage at our institution where wages don't come close to comparing to national averages, we never see a raise despite years to decades of dedication to our work/ community, and are forced to work longer hours to see more patients due to our inability to hire more help almost solely because of the noncompete. This is not safe for patient care, and it is resulting in physicians leaving to find work outside of our community, or leaving the bedside completely. We are dangerously close to seeing a physician shortage in this country so tremendous that we will not be able to bounce back from for decades, if ever. Nonprofit institutions also should not be exempt from the noncompete rule - they, including my hospital, are the biggest offenders of poor working conditions and low raises. We are on the verge of a serious healthcare crisis and upholding noncompetes for physicians will be the final tipping point - our government will be solely responsible for this."
BARRY	"The ban on non compete clauses should extend to nonprofit hospitals as well. These large hospitals are unfairly subjugating doctors with non competes"
Michael	"Eliminating non-competes is a great idea! This would spark American entrepreneurship. I fully support it!"
Megan	"I agree with this proposed rule!"

<p>Jesus</p>	<p>"In response to the American Hospital Association (AHA) statement that physicians should and want to be exempt from the Non-Complete Clause Rule, I as a <b>physician</b> completely disagree with their statement. By requesting our exclusion they purposely seek to reduce our rights to explore the labor market, seek fair market value compensation, at a time when we have come out of a pandemic. As a career that requires significant educational, time, and financial investments, including near indentured labor as trainees, to regress to a state of corporate rule based on their self-enforced Non-completes goes against this. I urge the FTC to include physicians in the non-complete clause rule such that they CANNOT be enforced on physicians by hospitals."</p>
<p>Ruby</p>	<p>"I am a <b>radiologist</b> in NYC as is my husband. Non-compete clauses do no make sense in the setting of radiology and tele-radiology, especially not in a place like NYC where hospitals are in close proximity to one another. They place an undue stress on physicians often requiring them uproot their family and move outside the state. My husband is not able to take a job within 20 miles of his previous employer due to the non-compete clause that they enforced on his colleague. He now has to commute much further. He has also decided not to do mammography /breast imaging since that is patient facing and he was afraid his previous employer would use that as a way to enforce the non-compete."</p>
<p>A</p>	<p>"Ban non-compete contracts. You should be able to move from job to job as freely as you like."</p>
<p>Alison</p>	<p>"I was bound by a non-compete agreement when I first graduated college, working for a <b>school photo company</b> (2007-2010). It stated that I couldn't work for any other school photo companies or companies that photograph children within two years of being employed by this company. By chance, about a year into my employment with them, I became friendly with the owner of a much smaller competing company (he was a friend of a friend). Because this type of work is seasonal, the larger company that I worked for didn't have work for me at certain times of the year (school breaks, holidays, late spring, late summer, etc). The school photo company has been in business since the 60s, but they had recently adopted the employment model of paying photographers per diem, rather than full-time. I was paid only for the days I worked. The smaller competitor offered me work during Holidays doing family photos, and during other slow times of the year that I was forced to turn down, as I didn't want to lose my position (and have to pay a penalty, which was written into the contract...I don't know how enforceable that would have been but I was young and needed the money.). Rather than work for a local company that I knew I would do a fantastic job for, I was forced to turn down work and instead had to collect unemployment during those slow times. I really loved that type of work too, and I'm still salty to this day that I had to turn down numerous opportunities for work because of the noncompete."</p>
<p>Ameet</p>	<p>"I was very excited to learn about this proposal. My most recent employer made me sign a non-compete as a condition for accepting a job offer. I was barred for one year from working for a competitor (which they did not define). I work in <b>Marketing</b> and hold no trade secrets. Upon my separation with the company in</p>

	<p>August (due to loss of work), I was surprised they claimed the non-compete was still in three. I am not sure if it will be enforced, but it definitely impacts my job prospects, with prospective employers even asking me if I have signed a non-compete. I am ready and willing to get back to work, but this is only making it harder and limiting my options. Even if I contest, it is still a liability for prospective employers. Please end this non- competitive practice! Thank you."</p>
Michael	<p>"I am writing in immense support of the FTC's proposed rule to ban non-compete clauses. Non-compete agreements are predatory and severely limiting towards worker's rights to work where they want without repercussions. It is time to end non-competes."</p>
Matt	<p>"I highly support banning non-competes. The lack of non-competes is a major reason Silicon Valley had so much innovation compared to Boston in the early days of computing, which advanced our economy and progress. Non-competes hurt workers."</p>
Chuck	<p>"A NO BRAINER!!! It's about time the government works in favor of regular citizens and restrain the worst tendencies of free market capitalism."</p>
Dr Norma	<p>"What a perfectly awful idea!: making workers sign documents agreeing not to work for anyone else in the field! Doesn't this go against America's competing spirit, if not its values? Away with this rule!!"</p>
James	<p>"Non-compete clauses are unfair to workers and should be illegal. Companies should pay workers more if they do not want them to get 2nd jobs."</p>
James	<p>"Non-compete clauses should be illegal. I had to sign one to work for an agency providing <b>in-home ABA services</b> to children with Autism. I was paid by the hour; mileage and commuting time was not included. This agency took advantage of me by making me drive 60 miles to see my clients. The agency then removed all my caseload except for three clients. Total authorized hours I could work with these three clients was about ten hours per week. I cannot afford to live working only ten hours per week. My nondisclosure clause was meant to prevent me from working in the field for one of their competitors, but finally, I took a chance and obtained a job with a different company. The nondisclosure clause made me hesitant to look for a better job and caused me to waste a lot of time and money."</p>
David	<p>"I began employment at Patterson <b>Dental</b> in Totowa, NJ almost three and a half years ago. At that time a noncompete agreement was required for employment. My position is as a service technician (one of 800). At the time of employment, I agreed to accept a low salary for one year to prove my value to the company, wherein my salary would be adjusted at my one-year anniversary. After the year management claimed not to know of that agreement and refused to address the issue. I am likely the most experienced tech at the company. Many less experienced techs are receiving almost twice my salary. I am locked into this low-paying position, with an agreement not to compete with my current employer for a period of two years after leaving the company. The management has said I am</p>

	<p>doing an excellent job and has given me small increases which have amounted to about 25% of the inflation rate since my employment began. I have no bargaining position since my only recourse is to stop working for two years before I may switch jobs to a similar company. Employers have people like me over a barrel. I support the FTC's work to do away with non-compete clauses, allowing employees to seek employment at a company that values their worth. Thank you"</p>
Morgan	<p>"I LOVE that this rule is being proposed. Non-competes have been a standard part of my full-time working agreements at startups and large corporations for as long as I can remember, and I actively fight to get them removed every time due to the unfair restraint it puts on me to not be able to make any more money as a freelancer outside of my day job with my unique craft and skill set. I REALLY hope this passes. It will improve the quality of my life and financial well-being and that of millions of others as well."</p>
Jonathan	<p>"I have been a <b>software engineer</b> for seventeen years and I'm pretty sure that early on in my career I was presented with a non-compete clause or two. At the time I remember finding it intimidating and absurd but going along with it because it was my first job, I was young, and needed it. Ultimately it has had no effect on my life but I consider myself one of the lucky ones. I've been at my current job for ten years and have no non-compete but I'm thrilled by the proposition that new graduates pursuing their first major resume credit in the world will no longer have to be intimidated by these arcane measures. Thanks for all you do."</p>
Nathan	<p>"I was laid off from a large <b>computer manufacturer</b> in 1993. I was given a separation package on condition I sign a non-compete package as well as an agreement not to sue for damages. It was a take it or leave it. I had to take it because I feared it would take me a long time to find employment again without some financial assistance. I was also forced to find employment outside my skill set because of the non-compete clause. I suffered nineteen months of unemployment. The non-compete forced me to eliminate prospective opportunities and to apply for jobs at substantially lower salaries. Non-compete must be banned."</p>
Sandra	<p>"Non-compete clauses are grossly unfair and should be done away with. Companies become unaccountable for bad behavior because they feel you cannot leave."</p>
Daniel	<p>"The non-compete clauses that hospitals put in place are wrong and should be outlawed."</p>
Nicholas	<p>"I am writing to express my strong support for this rule, as I personally know people who have had their careers impacted by non-competes in unfair ways. I think that continuing to allow non-solicitation clauses seems like a reasonable compromise, but letting employers arbitrarily restrict competition by limiting workers options even after the termination of their employment seems ridiculous to me. Of course if businesses have the option, then they will continue to use non-compete agreements, since no business wants to be left behind all the other</p>

	businesses doing the same thing, but if we ban non-compete agreements nationwide then that seems like a fair way to keep everyone on a level playing field."
Max	"I support a ban on employee non-competes"
Andrew	"As a highly trained specialist in <b>Dentistry</b> (Oral and Maxillofacial Surgery), I feel that the use of non compete clauses have been a destructive force in my profession. New graduates that spent years in training face geographic upheaval if their choice of employment is not what they expected or wanted. The idea that a new practitioner will "steal" from a long established practice is ridiculous. Arbitrary distances and time limitations are sources of aggravation, anxiety and are unprofessional. Several states already limit non compete clauses and their employers aren't suffering. It's time to remove this relic."
Eugene	"Competition is allegedly the excuse for our catastrophically unfair and unjust and undemocratic set of arrangements we call -the economy." How is it that the labor force can be made to consent to this patently unfair and unAmerican "non-compete clause?"
Erlin	"I am writing to express my strong opposition to the use of non-compete clauses in employment contracts. Thus, I am glad the FTC is doing something about it. As a resident of New York State and the Buffalo/Niagara region, I believe that these clauses have a negative impact on workers and the economy, and I urge you to take action as soon as possible to limit or eliminate their use. Non-compete clauses restrict an employee's ability to find new employment, stifle innovation by preventing employees from sharing their knowledge and expertise with new employers, and limit competition and consumer choice by preventing new businesses from entering a market. I am an <b>Endocrinologist</b> and, despite the huge shortage in the country and specially in our region of doctors with my specialty, this past year alone at least 3 Endocrinologist moved out of our region due to this type of restriction. I am considering myself leaving for similar reasons. My current employer is unable to provide the service and yet will not let me work in the whole region. Hundreds of patients will be unable to get the care they need and deserve. I urge you to pass regulation as soon as possible. Thank you for your time and attention to this important issue. I look forward to your response."
Mara	"To become a <b>physician</b> I dedicated 7 years and hundreds of thousands of dollars to post graduate training I would like the opportunity to be a free agent and practice medicine as I wish and for whom I wish. I often dream of becoming an entrepreneur but fear the ramifications of the law as it's currently written. I took a job in my home town for a "non-profit" state run hospital, but this doesn't mean I should have to uproot my family, sell my house, and move to progress in my career. It's un-American to stifle someone's entrepreneurial spirit this way."
Alexandra	"To whom it may concern: It is high time that these onerous, ridiculous and ANTICOMPETITIVE non-compete clauses be done away with. They only serve

	the interests of monopolies, while harming workers, consumers and communities. Please stand firm in implementing these necessary new rules. Thank you."
Geraldine	"I fully support abolishing the practice of non-compete clauses. There is a nationwide shortage of <b>anesthesiologists</b> right now and I am limited as to where I can work because of a non compete clause with my former employer. The hospital I would like to work at is in an underserved community, so care is being limited to those who need it most. This policy only benefits the large employers....not the employees or the patients that they serve."
J.R.	"What's troubling here, in regard to non competes, is that we're not talking about a uniform ascertainable statute imposed by a legislature but instead a constructed legal regulatory regime basically concocted by judges in alliance with employers and other special interests. It has undeniably diminished the mobility and freedom (including the actual freedom to contract) of labor. Under this existing regime, there are fewer voluntary contracts. Even if you think voluntary contracts are the beginning and end of freedom as purists, the fact that there are fewer fair contracts under this existing regime means that there is actually less freedom for workers. Simply put, non-competes and this version of the freedom of contract have actually restricted the freedoms of one party, the less powerful party. It can be seen with medical practice groups restricting doctors when leaving a practice prohibiting them from working in a certain radius of their former hospital to a former lawn care employee not allowed to cut grass in a certain part of town after he goes out on his own."
Hugh	"Please put and end to this unconscionable proliferation of non-compete clauses in service workers and ordinary American's work lives. Bravo for proposing it in the first place, and shame on the lobby that's opposing it."
JoAnne	"I fully support the proposed ban on non-compete clauses. I am an <b>emergency physician</b> , and our specialty has been harmed by these clauses. They stifle competition, and discourage people from going into medicine. As the trend towards continued merger and larger health system continues, non-competes can turn physicians (and others) into indentured servants. Right now I work for a large health system that spans several hours driving. With a noncompete that prohibits me from working near any campus in the health system, I would be forced to move to change jobs. This is anti-free market, as I have no leverage in discussions with employers."
Peter	"I support FTC regarding the Non-Complete Clause Rule. People and the economy suffers under the status quo."
Gillian	"Strongly support the measure to ban the non-compete, clause and leave workers able to seek work where they want to. This has long been a thorn."
Greer	"Noncompete clauses (NCCs) for high level executives, or founders, where the employee is privy to trade secrets or information damaging to the company could be justified, except for the fact that these individuals are heavily compensated for

	<p>their knowledge and work, and have the option to sign nondisclosure agreements. NCCs added to employment contracts as a matter of course for rank and file employees, white collar and blue collar workers, consultants, frontline employees etc, who are employed at will and would be prevented from working because they</p> <ol style="list-style-type: none"> <li>1. Sought higher wages;</li> <li>2. were laid off;</li> <li>3. Sought a less hostile work environment;</li> <li>4. left their position briefly for any personal reason</li> </ol> <p>should not have their life, liberty, and pursuit of happiness encroached upon by an arbitrary phrase in a contract. Especially if the employee carries no trade secrets, and can only affect the employer by making them engage in a fair and competitive wage market. The government works for the PEOPLE, and people are entitled to a living wage."</p>
Physician	<p>"I strongly oppose the physician exclusion from the noncompete ban! Why should we be the victims of noncompetes. We have families of our own- lives of our own that this affects!"</p>
David	<p>"Very important!"</p>
Patricia	<p>"I respectfully submit this comment in the hopes that all non compete clauses will be banned nationwide. My experience is: my mother suffered a massive stroke which left her mentally and physically disabled. The healthcare agency I use offers no medical benefits, 401k etc to their employees. The aide that takes care of my mom is so kind and knows my mom would be uncomfortable with anyone else so she stays with this agency because she does not want to leave my mom. Because of the non compete agreement that we BOTH ( employee and patient) had to sign we would not be able to work with her for 3 months without paying a large penalty and they would file charges in court . Neither of us can afford a penalty so she is forced to stay at this agency when there are better jobs available."</p>
Rodrigo	<p>"Non-competes reduce competition and are bad for the American consumer. As both an <b>engineer and a fonner business owner</b>, I wholly endorse this!"</p>
Patrick	<p>"Please ban non-compete contracts, for obvious ethical reasons"</p>
Jen	<p>"The proposed rule to eliminate rampant non-compete clauses in employee contracts has become a necessity. Non-competes have become standard in companies of all sizes and all job functions, despite the absence of practical reasons for them. There are a wide variety of other tools available, such as patents, intellectual property (IP) rights, and non-disclosure agreements, that employers freely use to protect their customer lists, proprietary processes, and technologies. The only reason for the existence of non-competes is to create an artificial barrier to the free movement of labor. They present a strong, unfair disincentive for employees to seek opportunities to develop their talents, careers, and contribute to innovation and growth within their industries. As a <b>marketer</b>, I am shocked by the frequency with which headhunters have asked me whether I have a non-compete, as well as the insistence of employers to include non-competes in contracts. The tools and tactics my profession uses are broadly applied across industries and well-documented in countless marketing books, industry publications, blogs, etc. As a generalist with 20 years of experience in all facets of</p>

	<p>marketing, none of my work is a trade secret that would not be otherwise covered by the range of more appropriate tools employers use to enforce their IP rights. The only purpose of a non-compete would be to lock me out of the industry I have the most valuable, recent, and substantial experience in. Non-competes are nefarious and stifle fair competition in multiple ways. They prevent industry growth by blocking the free movement of labor. People with experience in a particular industry are unable to share their expertise within the industry because they cannot afford the loss of income mandated by non-competes. They are also less willing to leave a job without a non-compete for a potentially more desirable one requiring a non-compete, out of concern they may get locked out of the industry altogether should the move prove to be a poor fit. Prospective employers need to fill positions immediately and cannot afford to wait for months or years for the ideal candidate to become available due to a non-compete from another employer. Non-competes present a direct disadvantage for job candidates, as they are required to disclose them regardless of whether they are applicable, forcing HR and legal at the prospective new employer to review and confirm the absence of conflict. The potential legal jeopardy of hiring a new employee with an existing non-compete puts smaller companies at a disadvantage, as they rarely have the HR and legal resources to carefully evaluate these documents. They may be compelled to downplay or disqualify more proficient candidates to avoid the extra risk and due diligence. Non-competes hurt productivity, morale, and company culture by forcing dissatisfied employees to stay in a job they no longer desire, because they are prevented from pursuing more attractive career opportunities within their industry. Most employees cannot afford to lose income for the duration of their non-compete, and many cannot afford to change industries and lose the advantage of their relevant industry experience. Additionally, every new job posting requires or values candidates with relevant industry experience. These issues are becoming more serious as industries continue to consolidate. Once, I had to advocate for a coworker who had a non-compete and was moving to a much larger organization, simply because the larger company had a separate division (not the one my coworker was joining) that was considered a competitor. I also had to refuse signing a non-compete based on legal advice because it was worded so broadly that I would have been virtually unable to find any gainful employment for a full year. The worst is that non-competes are now standard, regardless of whether an employee leaves the company on their own accord or is laid off. Very few working people can afford a long gap in income and a hole on their resume. Please do what's right. Ban completely this nonsensical, abusive practice that unfairly stifles competition among employees and within industries. Preventing competition is what it does - it's in the name! Thank you."</p>
<p>William</p>	<p>"Dear Chair Lina Khan, A noncompete kept my mother out of a job for over a year (+costs), in a career she's won national awards for year after year since. She was just starting off in this industry at the time, maybe 3 years in, and this was amidst the financial crisis where her 4 kids (myself included) were in college (we're all a year apart), and everyone was working to pay the bills."</p>
<p>Haris</p>	<p>"I have suffered the consequences of a non compete. As there is a <b>physician</b> shortage in USA it adversely affects the patients. I would encourage that these non</p>



	competitive practices be banned and freedom of movement and choice in job be extended to everyone."
Anthony	"Non-compete's stifle innovation. They decrease an individual's earning ability. <b>Doctors</b> must be included in the repeal of non-compete. No exceptions."
Mohfujul	"Non-compete clauses impose an undue hardship that unfairly and adversely affects workers. They limit healthy competition in the labor market and decrease job mobility, preventing workers from finding new, better opportunities at the risk of being sued by their former employers for breach of contract. Moreover, they effectively monopolize the available talent in the workforce, harming other competing businesses as well. Doing away with them would do a world of good for everyone."
Bryan	"My wife has suffered from a non-compete contract she signed November 2021. She was hired on by a chiropractor business to work as a <b>chiropractor</b> /co-partner November 2021. She signed a noncompete for 2 years/25 mile radius in a small town, Watertown, New York. She didn't think it was that big of a deal at the time because she believed she would be there for many years. July 2022 approaches and her boss turns into a narcissist over several months because his patients started requesting appointments to see my wife instead of him. During her employment, he harassed her, talked down to her, told patients that she wasn't experienced enough to practice. She would come home crying to me. She stuck it out because she needed the money due to a pile of student loans and the non-compete hanging over her head. Tensions rose at the workplace and her boss could tell she was no longer happy being there because of the dilemma of his patients requesting to see her and the harassment. Unbeknownst to us, New York state is a "fire at will state", without any explanation of termination. He calls her to the office on a Sunday which was her day off He gave her no explanation of why she had to come into the office. She decided to go anyways pause it was her boss. She was thinking it could be anything like possibly a new work schedule for the week because he has went on vacation for a week at a time and made her cover for everything. Later that night, she called me stating that he fired her on the spot and she can't not to return to work the following day. He gave her a bogus reason that their "views do not align". He never gave a termination letter or formal reason. The reason why he called her in on Sunday was because she would not qualify for a \$5800 work bonus based on how the contract was wrote up. He fired her one day before her work bonus. The work bonus was designed by the amount of success she had made for the business for the previous month of which she clearly exceeded. Her former boss told all her patients that she up and left and disappeared and he had no idea where she left to. Her patients reached out through social media hoping she was okay and wishing for her future. When she was fired, she asked her former boss if the non-compete still stands. Her boss said of course it still stands. She was medically trained at a private university just the same as he was. She received her Doctor of Chiropractic. There is no proprietary information being taken. It is medically evaluating, adjusting, and treating patients. She was working at this business for less than 9 months, harassed by him, then to be fired at will, and then harassed by the Department of Labor for filing for

	<p>unemployment. Her former boss stated to the Department of Labor that she was fired for doing something extremely negligible at the business. This also wasn't true and yet she still had no proof of termination because of the fire at will. Her former boss was still trying to find a way so for her to be ineligible to receive unemployment. She has suffered traumatic stress through all this only to be told she can't practice what she went to school for because of a non-compete. I am in complete utter disbelief that this can happen in the state of New York. A female dedicated in competing in a male dominant profession, spending more than 8 years in schooling, to be fired at will, to be told this non-compete agreement still stands or you will be penalized up to \$15000 dollars and paid lawyer fees which was wrote in the contract, to be told by our own lawyers that it is not a good idea to open your own business because of the non- compete, to be told to find another job and just wait it out. Noncompetes are strictly to bully employees vs valuing them. Has everyone forgotten the healthcare industry was forced to sign noncompetes? Covid happens and the healthcare shortage appears. Then all of a sudden you can't have medical professionals working anywhere because of the non compete. We as a society let people die because big time companies were afraid of competition while jobless medical professionals were afraid of being sued. It's disgraceful. I low in this country of freedom does a business still own you after you have left the company or even being fired from the company? And that company gets to decide where you work or how long you aren't able to work in that profession? You know how many people are not aware of that consequence and were just desperate for a job. There are trade secret laws and NDAs for a reason. Noncompetes bully America. I completely support the proposed ruling."</p>
<p>M.E.</p>	<p>"If you're required to sign a piece of paper, a non-compete clause, you're really signing on to servitude. Not being able to go from job to job just because you want or need a change, or there is an offer of more money that you need or for any other reason should be allowed. Non-compete clauses are equal to servitude, a condition in which an individual lacks liberty especially to determine his or her course of action or way of life."</p>
<p>David</p>	<p>"How are non-compete clauses any different than indentured servitude? If the US is a free market economy than how conic labor cannot move freely and demand the highest wage? Constraining labor and devastating people's lives by restricting where they can work is anti- free market and anti-American."</p>
<p>Ben</p>	<p>"I am writing to express my intense support for the proposed rule limiting non-compete clauses. Non-competes place a grave restriction on the rights of workers, depress wages, stifle competition and interfere in the proper functioning of the market to the exclusive benefit of large corporations. While there may be narrow circumstances in which non-compete clauses are reasonable, their proliferation into virtually all sectors of the economy is a travesty of corporate over-reach. Putting an end to this draconian practice, at the federal level, would be an enormous milestone Mr the FTC and indeed for the federal government as a whole. Workers would gain substantial freedom which would in turn increase competition, improve wages and working conditions and invigorate the overall economy. California - home to most substantial restrictions on non-competes - has</p>

	<p>its warts, but its economy is nothing if not dynamic, creative and powerful. This is not a coincidence. The FTC will be subjected to a barrage of corporate lobbying against this common sense rule. It must demonstrate the courage and leadership to implement this long overdue rule and support the rights and opportunities of working Americans in the face of the intractable greed and anti-competitive instincts of large sections of corporate America."</p>
Gail	<p>"Ban exploitive non compete agreements so that workers can leave their jobs for a better offer or can find similar work after being let go."</p>
Sean	<p>"Hello, I am currently being offered a job but the non-compete is ridiculously restrictive. I really want the job and I'm afraid of creating tension. I just want you (FTC) to know that I wholeheartedly support this new rule. Non-competes are not fair. I really admire and respect the founders and everything they've built. They're just following legal advice. Please just pass this rule so that none of this needs to be dealt with on a case-by-case basis. If you must compromise, I think the employer should be obligated to pay the employee's full salary for the entire term a company wishes to restrict an employee's freedom. I had a friend who worked in Options Trading, she had one year of leave required but they paid her full salary for that year. One whole year is very restrictive but with compensation I think it's fairer. Thank you for looking out for the average working Joe, I think this is very necessary and a key piece of labor rights. Sincerely, Sean"</p>
Ali	<p>"Non-compete clauses fundamentally do not conform to American values and what this country stands for. If we are to look at it from a capitalist perspective it only hinders innovation and goes against the fundamental "at will" concept of employment in many states. It is not only anti consumer but anti freedom in itself. These clauses only exist to protect the rights of commercial entities vs the people. I fully support the abolishment of non-compete clauses and making them unenforceable."</p>
Michael	<p>"To whom it may concern: Several years ago I had an employer demand that everyone in the office, regardless of position, sign a non-compete agreement with a term of one year. This was a multi-discipline firm with Attorneys, Statisticians and Illustrators/Designers. Immediately the Attorneys struck a bargain with the boss, also an Attorney. The Statisticians and Illustrators/Designers were on their own. At the time I was the <b>Art Director</b> and I hired an Attorney of my own to help me navigate. I passed on his advice to the other Artists on my team so they could negotiate. I mean, it was either sign or be fired. That was the choice that was given. When you're in that situation you never feel so alone. Ultimately I resigned my position along with several others. The way we saw it, the demand was inappropriate for our position level. It was unenforceable other than the fact that you have to have money in order to access the justice system. There were many individual meetings I heard about with this employer where people were reduced to tears. The people at this firm were all highly paid professionals and it tore us all apart inside. I cannot fathom how much worse an experience this would be for a person earning an hourly wage. No one below the executive level, with specific insider industry knowledge, should be required to sign a non-compete agreement."</p>

	<p>Even then, to do so after years of employment must come with commensurate compensation. My employer demanded a year of my time post-employment, he should have to pay me for that time if he expects me to sign. Best wishes, Michael"</p>
Owen	<p>"Heather, thank you for holding this open comment period. As a <b>physician</b>, I have never seen it noncompete clauses used for appropriate purposes that would be in keeping with the interests of either patients or physicians. They are used by powerful institutions to harass and bully physicians into staying in hostile work environment with low ability either understand employment law or move to problematic environments. I see no public interest in reducing the ability of physicians to work with patients as they see fit, and absent I compelling argument tin the care of patience for the well-being of physicians, non- competes in medicine function only to allow bullies with expensive legal department to selectively harass physicians who try to step out of line. Doctors have a lot to lose, and its not worth rocking the boat. This leads to less appropriate enforcement actions, less mobility from more hospital environments two more appropriate environments, and the fact that I'm not naming names here should be a pretty good example of how good that system of intimidation on the part of hospital legal can be."</p>
Evan	<p>"I support the proposed non-compete clause rule. Non-compete clauses have become predatory tools used to improperly control employees while distorting the labor market and limiting free and fair competition."</p>
Patrick	<p>"I support eliminating non compete clauses in all employer contracts. It would be fantastic if our government actually acted on behalf of working people for once."</p>
Nevin	<p>"I am strongly in favor of the new rules. No compete clauses are by their nature anti-competition. They depress wages and stifle the formation of new businesses. They serve no useful purpose to the greater society. There other better ways to keep trade secrets and the like."</p>
CI	<p>"I am a <b>specialist physician</b>--out of training for about 6 years with two employers over that span. Both required a non-compete. The first was a regional hospital chain; I would effectively have been unable to practice within a 20 mile radius (in a city that has an 8 month waiting list for my specialty)--given we live in a large city surrounded by very rural areas, leaving this job entailed either a move, a buyout, paying an attorney to fight this claim or in my case transitioning my career to telemedicine. Now the telemedicine job has a non-compete banning me from either practicing telemedicine (of note, I received less than a day's orientation--I have no "secret sauce" or trade secrets to reveal to competitors, just putting my (largely taxpayer funded) pre-existing training to work doing my job over the video vs in-person) ANYWHERE in the US for two years, as well as non-competes with any hospital that is currently a client. I'm savvy enough to recognize these for what they are--largely unenforceable intimidation tactics--but intimidation tactics still work, particularly when I do the calculation of paying an attorney fee as my family's sole breadwinner and going up against much deeper pockets. So, in short, even when these provisions are made in bad faith, even when both sides recognize them for what they are, they still do their "job"--to restrain trade, to put a thumb on</p>

	the scale in favor of those with deeper pockets, and to transform salaries into corporate profits."
Bush	"Please end these clauses. Hospital administration are abusing their power for their benefit but against physicians and public health needs."
Sandra	"Non-compete clauses are nothing more than a tool to control workers. It's just another form of abuse."
Greg	"I support the FTC's rule to ban all non-compete clauses, and support in addition banning broad in scope NDA's that can essentially function as noncompetes in all but name. Noncompetes are unethical to a free market society, as they only function to hinder the worker's right to argue and gain the highest wages for their field of employment, hinders a competitive work field, and disincentivizes companies from making their workplace and the jobs they provide more appealing to keep their workers."
Tina	"Non compete clauses prevent working people from maximizing their potential An employer. Can always keep an employee at their institution if they make work conditions snd salary competitive Non competes allow an employer to operate at below cost per employee compared to local market conditions once an employee has signed a non compete The present format with sweeping non compete clauses should be banned. Non compete agreements should be replaced with non disclosure of trade secrets agreement Non compete should be mage illegal as unfair to employees snd restrictive of free market"
Raj	"Dear Sir/Madam: The Non-Compete Clause Rule is very well researched and written. I strongly support the elimination of such clauses since they create a very uneven power imbalance between the employer and the employee. This is especially true when the employer is a large health system/university. They insist on having you agree to a non-compete with the rationale that they are investing in helping you set up a practice. However, even after many years, long after you have more that adequately paid back your 'debt' by working tirelessly for them and building a practice and a program, they will insist that you cannot work for anyone else unless you move out of the region. Individual physicians usually do not have the financial resources or the time to fight such restrictions, and they cannot stop working for a year to get past the restrictive period. Most other employers will hesitate to hire you since they do not want to get into litigation. I would therefore strongly urge you to proceed with eliminating such clauses from employment contracts. Respectfully submitted."
Noreen	"I am completely in favor of forbidding noncompete agreements. Especially in the <a href="#">Apparel I clothing industry</a> . they do not make allow good practices all around."
Charles	"I'm writing in support of the proposed non-compete clause rule. For too long employers have used these clauses to constrain workers' ability to participate in the job market and leverage employment opportunities, negatively impacting their wages, bargaining power, and freedom of movement. This is especially egregious

	with regards to <b>low-wage workers</b> , who often lack adequate worker protections and are more likely to experience discrimination and wage theft at the hands of their employers. This measure is an important step in leveling the playing field."
F	"Please get rid of non compete clause!!!"
Sara	"Non-Compete Clause Rulemaking, Matter No. P201200 Non compete clauses pose undue stress on <b>physicians</b> of hospital systems - essentially barring a change of jobs to all other systems/hospitals. Mt Sinai hospital restricts employment at nearly all the other hospital systems for one year AFTER employment ends regardless of reason. This impacts all aspects of life negatively: family, income, and professional development."
Athena	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt <b>physicians</b> from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge the FTC to reject the MIA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician."
Anthony	"I am completely against non compete clauses in all contracts and especially when it comes to <b>physicians</b> . I have seen it prevent doctors from continually caring with the patients that they have been seeing for years and decades prior because that physician chose to go to another job that forced them out of the area that those patients would be comfortable traveling to see that physician. It truly destroys doctor patient relationships. I wish to see non compete clauses rules illegal for all professions as it stifles wage growth and prevents real necessary competition and from a physician standpoint negatively impacts patients when doctors are force to leave them."
Conrad	"For years working Americans have been victimized by corporations and their practices while being aided and abetted by the federal agencies that are supposed to protect the citizenry. Our elected officials and the institutional staff are in place to serve the public interest. On so many fronts government has failed to act in the interest of the public it serves. Regulatory powers already available to agencies are not exercised, and the People have suffered as a consequence. Non-compete clauses end now and should have been ended many years ago. I fully support this rule change. I applaud the agency for proposing this rule and I challenge the FTC

	to vigorously change rules within their authority for the good of the People, since legislators aren't legislating Thank you."
Kristin	"I strongly support this rule change. As a <b>freelance composer-performer</b> I have been adversely affected by non-compete agreements that limit the repetition of concert programs and compositions (operas, music theater) in particular geographic areas over a length of time, which can be up to 5 years! This has made it very difficult to earn a living and to keep those works and programs alive and viable. Changing this rule will help immensely!"
Julian	"I support this."
Troy	"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!"
Shlomo	"I am strongly in favor of banning non compete clauses."
Aimee	"I fully support the ban on non-competes!"
Dr	"The need to protect company secrets and intellectual property is valid and necessary. However, the ability for a worker to secure employment is greatly inhibited by restrictive covenants (as they are known in my trades, <b>Dentistry/healthcare</b> ) and non-compete clauses. These restrictive covenants/non-competes have no place in healthcare as the trade is solely the secret of the provider administering said services-- ie, patients are attached to their doctor/nurse/PA/dentist/hygienist not their hospital due to their doctors personal ability and skill, none of which is exclusive or tethered to the practice/hospital/office in which they work. It is only fair to allow doctors to provide their services to their patients in the setting (hospital, office, etc) in which they see fit. Doctor's devote years of their life, spend grueling hours working in residency, delay their own lives and family planning in order to pursue this knowledge and ability which is the actual trade secret/intellectual property. I myself, after devoting a decade of my life to advanced education and accruing more than half a million dollars in student loan debt, was more than happy to accept any job offer that gave me the opportunity to earn a living and begin paying down this debt. What I was not prepared for however, was how employers would use the legal system to keep me tied to their company and, should I leave, severely restrict my ability to practice in a specific geographic area. For reference, I live in New York City. A large metropolitan area where doctors and various healthcare professions can practice in a any number of private practices, for profit, non-profit, public, or corporate practices. Although the amount of employers and various positions are available, we are not able to freely move from one practice to another due to these restrictive covenants/non-competes. As an example, I will upload two separate clauses in two real life contracts for employers whom I worked for. The restrictive covenants outlined in these contracts are egregious, one spanned 30 blocks south and 30 blocks north of the practice and extended from the east river through the entirety of central park for a term of two years -- and in addition to this ludicrous restricted

	<p>area, there was another clause that added that should the employer open a new office during my time of employment I would be restricted from working anywhere within a 1 mile radius of this new practice (despite it not existing at the time of my initial employment agreement). To further add insult to injury, these contracts have assignability clauses so that, if said employer with whom I agreed to work with decides to sell or dies, these restrictive covenants are assignable to their new owner without my need to consent. Often times I hear the argument from large lobbying groups and corporations that the onus is on the individual employee to read through these contracts and then decline any employer in which they feel these terms are too stringent. A claim which I find laughable, after years of missed income in exchange for training, accruing hundreds of thousands of dollars in debt to attain said education which is the intellectual property that attracts "customers' (patients), I know also have to shell out thousands of dollars to hire an attorney to parse through a contract and try to amend these non-competes-- I myself paid \$3000 in attorney fees to have one contract reviewed and edited and in the end acquiesced to a restrictive covenant that spanned 15 blocks north and south (which covers three separate neighborhoods and 2 hospitals). How, in any capacity, can this be deemed just? Large corporations who invest in research and create products should and have every right to protect their intellectual property. On the most basic level, healthcare professionals and the knowledge that they accrued on their own time and on their own dime are the intellectual property and therefore should not be subject to non-competes. At it's most just and highest level of argument, non-competes should not be permitted in contracts for healthcare professionals so that patients can be best served-- patients should be the right to follow their doctor with whom they trust and have established a relationship with regardless of whether it is down the street or to a new zip code. Attachments RC3 RC 2"</p>
R	<p>"Having to move states everytime we want to or need to change jobs is a huge financial and social burden. It protects corporations and traps employees in vulnerable positions. Please get rid of do not competes."</p>
Andrew	<p>"Non-Compete rules are a form of anti competition which hurts individuals. Please ban Non-compete clauses against workers."</p>
Brian	<p>"The only purpose of non-compete clauses is monopolization and greed. There is zero societal benefit except for the 1% and they cause massive destruction of the middle class. Make them illegal. They are the opposite of free market. They are oppression."</p>
Jared	<p>"Non-compete is absurd. If a company can freely fire an employee without reason, then the employee should be able to work anywhere they want. This non-compete also caps the salary of the worker since they cannot bring the experience they gained to a different company."</p>
Renaye	<p>"The non compete clause is an unfair burden on employees. We personally have to move cities/states to change jobs. This is not a reasonable burden."</p>



Wally	"I am an <b>MD</b> that has been directly affected by noncompetes. I have no ability to practice within 60 miles of where I live, as my noncompete is not bound by mileage, but by competing health systems, which have monopolized medical care in Long Island and New York. I have no authority to leave my employer unless I move my entire family out of state."
Breda	"I support the proposed rule to abolish Non-Compete clauses from employment contracts."
Lisa	"I want to voice my complete support for this rule. Non-compete clauses interfere with people's ability to make a living in the field of their choice by forcing them to either stay put in a job that doesn't suit them, or to find other work when leaving that job. It is forcing labor."
Michael	"I believe non-compete clauses are a parasite to the worker and only serve to limit their freedom."
Jonathan	"forbidding noncompete agreements would be a great step in the right direction!"
Patrick	"Noncompetes exacerbate clinician shortages and access to care, as physicians are forced to decide between cutting back clinically or leaving the workforce vs. staying at jobs that are not a good fit. Noncompetes help employers evade market forces that would necessitate change and take leverage away from clinicians. They make it difficult to speak out about patient care issues, unfair or unsafe working conditions, etc, without worrying about having to relocate if fired. A single physician leaving a hospital to practice elsewhere in the same city does not significantly hurt a system financially. If many physicians leave the same institution simultaneously, this indicates a bigger issue with the employer that needs to be addressed. The current FTC proposal wording doesn't apply to nonprofit hospitals & needs to be modified to include all hospital systems. Given most US hospital systems are 'nonprofit' (despite the same business model as for profits), this will hurt independent physicians and for-profit hospitals. It will also fail to eliminate noncompetes for most physicians who currently have them."
Mauro	"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. I've personally had to deal with noncompetes in the <b>software industry</b> and fully understand it's negative impact. I've only been so lucky that companies rarely enforce noncompetes but holding this choke hold over workers is unethical. Thank you for your work, and please issue a final rule that bans noncompete agreements."
J	"Non-Compete clauses are being used to essentially hold employees hostage. In order for my husband to change jobs ( <b>anesthesia</b> ), we would have to relocate our entire family and I would have to give up my own job. There is no issue of trade secrets and no issue of taking patients with him. The non- complete simply allows

	the hospital to be exempt from the normal supply and demand economics that prevent exploitation."
Sarah	"This is such important legislation for <b>Physicians</b> ."
Eric	"Non-compete agreements restrict employees from working for competitors of their current employer for a certain period of time after leaving their job. While they are intended to protect employers' trade secrets and competitive advantages, they can also stifle employees' ability to find work and innovate in their field. The FCC's proposal to ban non-compete clauses for employees promotes fair competition, innovation, and employee mobility. Non-compete agreements limit employees' ability to move freely between jobs, reducing their bargaining power and economic opportunities. They can also prevent employees from sharing knowledge and expertise, inhibiting innovation. Additionally, non-compete agreements can be unfair to employees, particularly those in lower-paying jobs who may not have the resources to fight back against their employers. By prohibiting non-compete agreements, the FCC can help ensure that workers are not unfairly restricted in their career paths, encouraging entrepreneurship and innovation, and creating a more competitive and fair marketplace. As such, I strongly support the proposed rule change and urge the FCC to implement it as soon as possible."
Katie	"Please do not exclude <b>physicians</b> Please do away with the salary cap"
Himanshu	"I support it."
Akhil	"This is a welcome step. All non compete causes should be illegal. Especially in medicine where they promote monopolies and exploitation of patients and doctors by big healthcare corporations"
Purvi	"Non- compete fornn B physician should be illegal. Often times the sole breadwinner for their family. If they lose their position at one facility often times that includes leaving their home, uprooting their family and having to move to a new city to get employment. This causes a significant amount of stress for family harmony. If there is a spouse involved, they often times will also have to look for new employment and then you city just because a certain job or position does not work out at one hospital does not mean that the physician cannot practice in that city at a different hospital. Making physicians that are respected in the community who have a large patient population move for political issues at work, or for compensation, less than what is being offered somewhere else should not be allowed."
Jisoo	"Banning non-compete would be a huge win for workers and consumers."
Susan	"Noncompetes should be prohibited except in rare cases of actionable trade secrets. Any noncompete legally permitted should require full salary and benefits for as long as the noncompete is in force."

Conor	"I support the proposition to ban non-competes. I am a <b>physician</b> and see how non-competes have come to dictate the contracts and employment options of my colleagues in New York State."
Gary	"Non-compete rule should involve <b>physician</b> . Currently they are most explored labor force in USA. It's resulting in unsafe patient care practices, predatory profit off physicians work, bum out of physicians, resulting in unequal healthcare access. This specifically affecting international physician who have to stuck at a place for visa reasons and exploited to the core by profit as well as non profit hospital systems. Non compete should be uniform and equal for every individual."
F	"I'm writing today in support of your effort to ban nonconnpete 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 noncompetcs suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. I myself have been impacted due to at will employment which allows my employer to fire me at anytime and I still wouldn't be able to work in the industry immediately due to my non compete. That means I would have to find a job in another industry that I have no experience in or wait a year fully unemployed. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Nathaniel	"This would be a game changer. I thought we live in a free market. Need that. Sincerely - <b>Hospital physician</b> who can't practice in a 20 mile radius because of a stupid non compete. I'm saving lives. Not holding trade secrets. Insane."
Parth	"Absolutely ridiculous that it is only applying to <b>physicians</b> , why the discrimination? Why doesn't it have to apply to any other providers? If you can't see that giving independent practice rights to other providers (Physician Assistants and NPs) and then making laws that specifically target phycisians is discrimination, 'hats a huge problem."
Rajesh C	"About time this horrible issue is tackled. With powerful hospital lobbies, it's impossible for an individual <b>physician</b> to survive in the community with this useless non-compete rules / laws. It does no body any good. Makes life miserable for the doctor and the patients alike."
Macario	"This will be beneficial to the working class. Businesses should no longer be able to benefit from binding their employees to a non-compete clause. It's wrong, and exploitative. People over profit. The benefits far outweigh the concerns."
Manoj	"Dear Sir, I sold my employee benefits consulting firm (insurance agency - Paul Global Benefits, Inc.) in Sept, 2020 to a private equity owned company World Insurance Associates, LLC. The sale was initiated by a consultant who teamed up with a lawyer to help sell my company. The consultant insisted that I use his partner law firm, with a logic that they have extensive experience in M&A activity."

	<p>That, this law firm will help negotiate better terms for me. They teamed up to aggressively push me to sign the purchase agreement and non-compete, not realizing that they wrote me out of the business if I ever quit. First, I have a five year non-compete, plus, two-years non-solicitation after my non-compete. If I leave after five years, I will have one additional year of non-compete, plus two years of non- solicitation. This effectively has written me out of the business if I want to quit, and start all over."</p>
Matt	<p>"I fully support banning of non-compete agreements. As a lifelong worker in the <b>technology industry</b>, a non-compete is disastrous as it can prevent me from supporting my family if my only employment options are considered "competitive" with previous employers."</p>
Isabella	<p>"Noncompetes, "trade secret" s, default company ownership of IP developed by an employee (even during their off hours), and other anti-competitive measures are a blight upon society. I wholeheartedly endorse abolishing noncompetes completely, even though they're typically already solidly unentbrceable. I would also fully support the abolition of the other aforementioned conditions."</p>
Arlene	<p>"I wholeheartedly agree with this rule. It would make me feel more comfortable and more confident and changing jobs. As a <b>medical professional</b>, I've been I wholeheartedly agree with this rule. It would make me feel more comfortable and more confident and changing jobs. As a medical professional, I've been scared of restrictive covenants. even change the contract on me. But thank you for thinking of us."</p>
Richard	<p>""No" to non-competes"</p>
Daniel	<p>"Dear FTC, I am writing to express my support for the proposed ban on non-compete clauses. These clauses are anticompetitive and harm both workers and the economy. Non- compete agreements unfairly restrict a worker's ability to find new employment opportunities and earn a living in their chosen field. These clauses also limit innovation and competition by preventing workers from sharing their skills and knowledge with other companies. This can ultimately hurt consumers by limiting their choices and driving up prices. Moreover, there's an asymmetry in the power dynamics between worker and employee that can lead to a lack of bargaining power for workers, particularly in industries where there are few job opportunities or a limited number of employers. Non-compete clauses further exacerbate this power imbalance by restricting workers' mobility and ability to negotiate better terms of employment. This can result in lower wages and fewer benefits for workers, as well as reduced innovation and competition in the marketplace. By banning non-compete agreements, the FTC can help level the playing field for workers and encourage a more competitive and fair job market. By banning non-compete agreements, we can promote competition, innovation, and economic growth while protecting the rights and opportunities of workers. I urge the FTC to move forward with this important proposal. Thank you for your consideration."</p>

Joseph	"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."
Chau	"Non-compete clauses are immoral and unethical."
Matthew	"I support prohibiting non compete agreements. I had to sign one in order to work for an <b>apple retail store</b> . This agreement preventing me from joining a start up team and learning how to develop iPhone applications. Looking back I'm sure the agreement was probably not that strong. But the threat of litigation from one of the biggest tech companies in the world was too much for the entrepreneurs that wanted to hire me."
Matthew	"This is a much-needed rule to enhance state-level efforts. Confidentiality can be maintained without the need for restrictive non-competes"
Brian	"I am strongly against Non-compete agreements. As a <b>physician</b> , I currently work under a very restrictive RC that essentially would require that I uproot my family to find a new job. It dos no thing but incentivize larger corporations or hospitals to treat their physician employees unfairly with no recourse on behalf of the employees. At worst, it potentially restrict the quality of healthcare available to people by forcing someone to leave a community to escape a predatory work environment. There is no way in reality that a single person can negatively impact the bottom line of a larger entity enough to justify such draconian laws. They should be made illegal immediately."
William	"I have been an attorney for more than fifty years and have regularly dealt with non-compete clauses. In my experience the inclusion of non-compete clauses, even when they are obviously unenforceable prevents employers from hiring talented and qualified people because they do not want their competitors challenging their unenforceable non-compete clauses. So, in my experience the primary purpose of non-compete clauses and the observance of those clauses is to prevent a challenge to their own non-competes. Also, no company I have ever dealt with has been prepared to reimburse the hire if his/her challenge to a non-compete is successful and very few employees have the financial wherewithal to bring an action challenging a non-compete. Even if the hire wanted to challenge the non-compete, by the time the case would be heard, the non-compete period is likely to have expired. Finally, companies often confuse non-competes and confidentiality clauses. they are different and should be treated differently."
Naomi	"As a physician, I would say that it is high time that the issue of non-compete clauses was addressed. I support the proposed FTC Non-Compete Clause Rule."

<p>Christopher</p>	<p>"I urge the members of the FTC to eliminate no-compete clauses from employment contracts. Non-compete clauses clearly and unfairly limit people's ability to seek the best employment opportunities for them. In the land of the free, freedom should include the right to work for whom they please. Why should private companies have the power to limit this freedom, especially when many employees do not have trade secrets?"</p>
<p>Judi</p>	<p>"As a woman who has worked in <b>information technology</b> for 40 years, I can confirm that, as you rightly observe, non-compete clauses are a very effective means of depressing wages and restricting labor mobility. These effects are felt across the entire labor force, not just by employees but by consultants and contractors also. Please note also that the lack of labor mobility resulting from non-compete clauses makes it materially more difficult the employees to escape harassment or bullying on the job. I have experienced all of these impacts at almost every one of the half-dozen employers I have worked for. I would suggest one adjustment to the language in the proposed rule: allowing an employer to prevent workers from <i>*seeking*</i> employment <i>*prior*</i> to the conclusion of the worker's employment with that employer, is almost as chilling as the current situation. In my experience, non-compete clauses are exploitative and coercive at all times, so I would suggest that the language be adjusted to allow workers to seek new work even while employed. Thank you for seeking to make this change."</p>
<p>Alexander</p>	<p>"There are 2 examples below. Another example: I am writing to express my strong opposition to the American Hospital Association's (AMA) attempt to exempt <b>physicians</b> from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely. A concerned physician."</p>
<p>Joseph</p>	<p>"Banning a No Trade Clause is the best thing we can do. It will only drive competition for the work force and create a better environment for the employees. Companies will finally have to treat their workers the way they treat their C Suite employees."</p>

<p>Elizabeth</p>	<p>"I didn't realize the extent of the problem with non-compete clauses until a relative asked me to review his non-compete after his job was eliminated due to a down sizing. The small <b>real estate company</b> that he worked for in North Carolina, made him sign a non compete after he had already begun his job at the company. They gave him no additional compensation and no choice but to sign the agreement. Furthermore, when he was let go after only one year at the company they would not release his severance pay unless he signed a contract re-affirming that the non compete was in full force for one year after the termination of employment. His job wasn't specialized or in a field where there was any type of technical or proprietary information that he would take to another company. I believe this sort of clause is very detrimental to employees who need to find a new job. My relative, who is a well educated, mature employee still was considering contacting an attorney in the face of his non compete clauses and was very concerned about litigating such a clause for a small amount of money. He asked his employer to eliminate the non compete clause and the employer would not. Having to involve attorneys in the negotiation process for non compete clauses that are often in a contract even though they are unenforceable under state law is a burden on the ordinary employee. Therefore, I agree with the FTC's proposed rule."</p>
<p>Jacob</p>	<p>"Love it, absolutely love it! Companies should not have the legal right to forbid former employees from taking other jobs in their industry. How are they supposed to make more money for themselves and their families?! All their experience is based on their chosen industry. I applaud you Lina Khan and the rest of you at the FTC for spearheading this. Noncompetes are simply tools to protect corporations without any regard for the little guy or gal. You have my full support!"</p>
<p>D</p>	<p>"Dear Members of the Federal Trade Commission, I am writing to express my strong support for the proposed rule to ban non-compete clauses. As a <b>physician</b>, I know firsthand the negative impact that non-competes have on the healthcare industry, and I believe this rule is a necessary step towards creating a fairer, more competitive healthcare system. Non-compete clauses are a major impediment to healthy competition in the healthcare industry. By preventing physicians from working for multiple employers in the same geographic area, non-competes create a monopoly-like environment that limits competition and puts physicians at a disadvantage when negotiating their contracts. This inevitably leads to lower wages and fewer benefits, which in turn harms both physicians and their patients. Non-compete clauses also give employers unfair leverage during contract negotiations. In many cases, employers use the threat of non-competes to coerce physicians into signing unfavorable contracts. This is especially true for younger physicians, who may not be aware of their rights or lack the bargaining power to negotiate a better deal. Non-competes also result in the mandatory relocation of physician families. Because physicians are not allowed to work in the same geographic area, they are often forced to move to a different city or state in order to find employment. This can be a traumatic experience for families, and it also disrupts continuity of care for patients, who may have to find a new physician if their current one moves away. Finally, non-competes limit patient access to specialty care. By preventing physicians from working for multiple employers, non-competes reduce the number of providers available in a given area. This can make</p>

	<p>it difficult for patients to find a specialist or receive the care they need in a timely manner. For all of these reasons, I believe the proposed rule to ban non-compete clauses is a necessary and important step towards creating a fairer, more competitive healthcare system. I urge the Federal Trade Commission to pass this rule as soon as possible."</p>
Jennifer	<p>"I strongly support eliminating non-competes. I am a <b>physician</b> and this limits job opportunities and can be incredibly restrictive."</p>
John	<p>"Could not agree more. I am in <b>sales</b> and went from working as an employee to being a 1099 rep for another competitor. I am not allowed into any of my old employers customers, even if I wasn't their rep when I was with them. It has hurt my new business terribly, to the point where I am not sure I can survive. I have time invested and money invested in those old relationships, just the same as my old employer does. I should be able to use that to my advantage, especially since I am the little guy and they are a multi-billion dollar company."</p>
Nader	<p>"Non-compete agreements can be extremely restrictive and unfair, limiting an individual's ability to work in their chosen field and earn a living for an extended period. These agreements can be particularly egregious when they are used to prevent low-wage workers or employees in non-managerial positions from finding employment elsewhere. It's time for employers to reassess the necessity and fairness of these agreements, and for lawmakers to enact legislation that protects workers' rights to pursue their chosen careers without unreasonable restrictions."</p>
SHEILA	<p>"I as a <b>primary care physician</b> rurally trained am in support of this measure to ban non compete clauses as my prior contract prevents me from working in critical access rural conununity for a minimum of 2 years. Removing non competes allows physicians the option to continue to work in areas where physicians have an established name and can serve the community directly faster."</p>
Luis	<p>"This is very discriminatory and should end ASAP! Employers are unfairly preventing individuals to go out on the market and get fair compensation to provide better living conditions to their families while they continue to do better at the expense of the hard working individuals!"</p>
Mary Ann	<p>"I am a CRNA, <b>Certified Registered Nurse Anesthetist</b>, practicing in New York State. I work under a contract with my corporate employer, the Anesthesia Group of Albany, that has a one year noncompete clause after I leave their employment. I cannot work in any of the facilities that they have had contracts in during the last year. My employer recently contracted in size leaving 2 hospitals in the last year. So if I was to give my 6 months notice to leave say 6/1/23, I could not work in those 2 hospitals until after 6/1/24. This is very unfair as there are significant CRN needs in hospitals and would mean I would have to travel outside my living area, perhaps over an hour versus 20 minutes from my home. I welcome the proposed change to eliminate noncompete clauses to make work more available. In my profession, I'm delivering anesthesia, it's not like I'm working for a profit oriented business."</p>



Stacy	"I strongly support the FTC's proposed rule banning non-compete clauses. They hurt people from growing- in economic strength and ideas (entrepreneurs). No company- even fast food places, should have a right to hold people back. Make the rules strong and enforceable- please."
Zachary	"End all noncompete clauses immediately"
Najeeb	"In markets there is no need for non-compete clause especially those who have no trade secrets. E.g. physicians. Let the employer keep their employees happy with work-life balance and not burn them out."
Najeeb	"I am a <b>physician</b> practicing in Upstate NY. Non-compete clause is oppressive which obstructs the rights of physicians as employee. On other hand, a hospital can construct their extension whenever they want. In smaller communities, physician can't exercise their right to dissociate from a hospital and move to another organization. There can be a lot of reasons for physicians to move away from a hospital; one of them being non-conducive environment to provide compassionate clinical care or indolent discrimination. I strongly support the motion to end non-compete clause. Employers should work hard to keep their health-care providers happy and save them from bum-out and cut down admin bonuses."
Steven	"I am a <b>practicing physician</b> and sincerely hope that the FTC supports the REPEAL/ELIMINATION of non- compete clauses in ALL contracts. The intention of a business to require a non-compete in any contracts is to solely restrain/restrict trade. It has ZERO benefit to the consumer of any product, or service when one looks at the non-competes intention. It RESTRICTS an individuals ability to provide services to the public, not because that individual cannot, or will not deliver said service, but it restricted from providing that service ONLY because it would be to the detriment of the corpotation/business. A restrictive covenant/non-compete rule in and of itself does not provide a benefit to the consumer, but inherently becomes a control mechanism in that the company now can inherently control a market, not directly, but indirectly through the restriction of its present as well as future employees. That is restriction of services and therefore the consumers "free choice" to chose said service."
Kelsey	"Please make sure <b>medical and hospital jobs</b> are included in the non compete clause rule! Thank you so much!"
Keith	"Non compete clauses are unfair for <b>medical providers</b> . There is little individual art to their work and they could be replaced if they chose to leave. The clauses should be banned as they only serve to prevent employees from being able to negotiate contract extensions effectively after the initial contract is signed."
Sandy	"Regarding Part ILA, these clauses should never apply to hourly wage / non professional staff workers such as sandwich makers, warehouse workers, security guards etc.whose qualifications already constrain their choices of employment and unfairly prevent them from finding comparable or better employment in the same

	<p>field. As a member of the professional staff / administrative team for my last employer, I had other professional options and would have been utterly unable to move to another company had a non-compete clause been in place. My job did not involve developing proprietary material for my employer that could potentially be compromised if I worked for a competitor, and it would be completely unrealistic to expect me to change careers and acquire new skill sets for a period of years so that my employer could dissuade me from leaving Training costs-- along with the costs of advertising, hiring, benefits administration, etc. -- are the standard "cost of doing business" and should serve as an incentive for the employer to 1. hire carefully and not rely on a TRA or non-complete cause to hold the staff person hostage, and, 2. to treat the person they ultimately hire as an asset and in a way that ensures they are satisfied and want to stay on. Non-compete clauses -- while potentially relevant in areas of proprietary research -- allow the employer to unfairly retain staff whose departure won't have a comparable impact on the company, and provide an unfair advantage in the marketplace by not permitting other businesses with the same staffing needs to access the true pool of talent that exists to meet their needs. Please pay particular attention in this regulation to its impact on hair stylists. While stylists at a salon may offer the same schedule of services, the artistry of the individual stylist in providing those services is what creates their base of loyal clients. When a stylist leaves a salon, it is impossible to find out from the salon owner where the stylist has gone; perhaps word-of-mouth on social media is a way around this now, but stylists are not interchangeable and the prior employer should not prevent customers from locating the service provider who best meets their needs, plus those stylists should not be held hostage in a work environment by the fear of losing contact with their means of support, their client list."</p>
<p>Elise</p>	<p>"Dear Federal Trade Commission, Physicians, and medical providers generally, should not be excluded from the proposed Non-Compete Clause Rule. Such an exclusion would interfere with continuity of care among patients choosing to stay with their physician or create undue hardships for them to access their care, especially in rural and underserved areas. This is further aggravated by the recent practice of large medical centers and hospitals acquiring practices and clinic over large geographical regions, so that even in urban areas, a physician would be forced to relocate an unreasonably far distance to avoid "competing" with his former employer."</p>
<p>Kurt</p>	<p>"There is no justifiable reason for non-compete restrictions on employees below the most senior, product design and research, marketing strategy or policy-formulating levels of businesses. Hourly and skilled employees who can be considered as technicians or service providers must retain the right to seek alternative employment when they leave their prior employer, for whatever the reason for their separation. It is anti-competitive and discriminatory for past employers to seek to control the futures and success of employees. I support the finalization of the proposed rule and its application to as many employees and categories of employment as possible."</p>

<p>Tom</p>	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 I strongly support the FTC moving forward on this, with expediency. Non-compete clauses are monopolistic, based on greed and fear and rob the American worker of prosperity. They run counter to the American entrepreneurial spirit and work against a free market economy. They can allow one company /firm, whether effective or ineffective, to dominate a market, especially in remote areas where workers have fewer employment options. Non- compete clauses also can severely limit consumer choice in rural areas, especially in the <b>health care field</b>. Another health practitioner may be more skilled, able to provide a better service or more cost effective services, but be blocked from serving their community due to another business trying to unfairly control the market. This is predatory in nature and nothing but a microcosm of the Standard Oil monopoly days. For the worker and their families, being forced to relocate for employment due to a non-compete cause places an undue financial, emotional and social burden on them while concurrently supporting the economic prosperity a fonner employer. Workers may be forced to stay in an unsatisfactory work environment for fear of unemployment/ underemployment/ loss of income/ expense of re- training for a different field of work in order to stay in their home community. Children may be uprooted from their friends and school districts, families may have to take a loss on the sale of their home or move away from family- perhaps family they are caring for (elder care). All of this for what? For the greed of a company. An argument could be made that forcing someone to sign a non-compete clause as a condition of employment is a form of discrimination. Removing this unfair, predatory, and un-American practice will enable people to continue to seek out their best prosperity and support the ideal of a free market economy. Thankyou for your time and consideration and for spearheading this effort to protect the American worker from these unfair practices Kind regards, An American worker"</p>
<p>Jose</p>	<p>"As an <b>anesthesia provider</b> in a small community the non-compete clause prevents me from giving access to invaluable diagnostic and surgical services for patients who live just down the road from me. It also makes me feel as if my employer owns my labor. I ought to be able to work for and with whomever I choose to."</p>
<p>Josiah</p>	<p>"Under the "at-will" employment doctrine, an employer has no right to make employment conditional on non-competition. Outlawing all non-compete agreements will better reflect free market, small government principles."</p>
<p>Ewan</p>	<p>"As an employee and resident of Upstate New York, 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."</p>

John	"I think this proposal is a good way to increase the quality of life of the average working American. People work so hard to bring success to their employers so its only fair that employers not be allowed to restrict workers from seeking other job opportunities."
Carlos	"I'm a <b>physician</b> in NYC and non compete rules here are killing our business Have been hurting my practice And I cannot practice in the areas I would like to work"
Wesley	"Ending non-compete agreements is one of the most important things that the government can do to allow individuals to work in a free and safe work environment. Additionally, it is essential that the protections for workers include those in the medical industry, including doctors, nurses, and other providers. Many hospital systems have developed into massive conglomerates through mergers and acquisitions, and when they enforce non-compete agreements with workers, they force physicians and others to move entire states away to take new jobs. American hospital systems should not be allowed to carve out a special exemption to allow themselves to mistreat those in medical professions while other Americans are protected."
BettyJean	"As the parent of a <b>small business</b> owner, I can attest to the impact the non compete rule has had on my daughter's career. She worked for two years for a doggie day care facility, owned by a Veterinarian Group and unfortunately, signed a NPRM. The terms included no competition for TWO years, including day care and dog training. Leaving a very difficult employer and wanting to resume her own small business became impossible. It's absurd that a large veterinary practice, which is very profitable, has been able to prevent her from making a living. Her business would not harm theirs by any stretch of the imagination. There are no trade secrets involved and there are more than enough clients to be had by both. The non-compete clause does not encourage women and small business owners to succeed. It only restricts and discouraged them from trying. I speak in favor of the new rule eliminating the non- compete clause."
Nicholas	"While I have not been subject to a strict non-compete clause in my work, I am aware of friends and family who have been. These types of clauses have caused them tremendous hardship. They have had to move to different states just to have the opportunity of changing jobs. One of them was a doctor who have spent decades paying for training personally and did not want to leave the medical profession just because he didn't like the practice he was in. Thus, we was require by his non-compete clause to leave the state just to change jobs. It seems unlikely he was privy to any special knowledge or skills of his practice that would make it unfair for him to move practices in the same state. It seems more likely that the practice did this to prevent him form finding a better paying job and to keep their wages down. This is a huge burden on people to freely leave bad or underpaying employers and take their skills somewhere else. I support the non-complete clause rule the FTC is proposing."
Emily	"As a <b>young physician</b> who hopes to work for a non profit hospital, I am depending on congress to protect my ability to charge jobs. Physicians have high

	suicide rates, often due to toxic work environments. We should be able to leave our job and go somewhere better without having to uproot our entire lives if our job is miserable. We put our lives on the line to protect the country during COVID. Please protect us from being stuck in a miserable work situation."
Randi	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Alexandra	"As a <b>physician</b> , non compete clauses only help administrators make money at the expense of patients and patient care. Non compete clauses should be banned completely!"
Rhianna	"Yes non-competes should be banned! When an employer can hire/fire you at will but you cannot leave for better circumstances that amounts to indentured servitude. It is a blatant way to suppress employees because having to uproot your family to find another job is not feasible in many instances so it leaves employees with no choice but to continue to be held hostage to provide for themselves and their families"
Joseph	"Hi, non-compete clauses should be banned, including for healthcare workers. In many cases this will force an employee to move if they want to change jobs, which means that they will have very little leverage when negotiating with their employer."
Thomas	"I am opposed to the use of non-compete agreements, particularly in the <b>healthcare field</b> where the welfare and free choice of patients is of paramount concern. The same principle applies across the economy."
A	"I support the ban on noncompete clauses. Specifically for <b>physicians</b> . A non compete clause for a physician, where the large conglomerate healthcare systems, would make it impossible in many cases to find employment without moving. Physicians can not change specialty and many healthcare systems have multiple locations through the state. This limits employment for physicians seeking a job as they would fear a non compete clause from a healthcare system and also hinders the physician who already works for the healthcare system as they may not find employment opportunities near their home if they leave the healthcare system."
Cathy	"Hard-working American citizens who earn modest wages should not be subject to non-compete clauses. It doesn't even make sense and I could enumerate reasons why, but I think the FTC understands them well already. I'll mention a side issue: when people have to drive hours out of their way to work, burning gas, it's not just a personal inconvenience, it's an environmental issue too. Please fix this. It's tyranny,"
j	"are you kidding me, i didnt know this even existed, just another way to keep people down"
J	"To speak informally I strongly support this and it would be incredibly beneficial to workers across the board. With that stated I think that it should be sure to not

	exclude any particular professions or groups. In particular, physicians should be included as well as the vast majority of them are simple employees working under larger hospital and medical systems. This proposal would help support the growth of small businesses and give common workers greater stakes in their productivity. Please try to push for this to be passed to the best of your ability."
L	"As a <b>freelance voice over actor</b> this would be wonderful. Jobs can be very low paying and companies can try to sneak in a non-compete for recording for another similar brand or company. It's ridiculous."
M	"As a <b>physician</b> , I have to comment on unfair noncompete clauses that tie us into contracts and make it difficult to leave jobs that are geared towards making money for the hospital system and not helping people like we want. I have heard of colleagues stuck in noncompete contracts that deny them the ability to seek mother job in the entire STATE. These noncompete clauses are arbitrary, inhumane, and manipulative. I urge you to remove noncompete clauses and allow physicians to function as people who can actually help patients, and not be attached to a certain hospital system with a ball and chain."
R.	"I am in favor of eliminating non-compete clauses. They do not allow fair competition between employers to offer the best work environments for the most suitable employees. They hand-cuff employees into jobs they may not like (and therefore put in the minimum hours and effort). I thought business-owners and capitalists believe in a "free market". Non-compete clauses are antithetical to free market theories."
Milena	"I wholeheartedly support ending non-compete clauses. Employees should have free choice over when to leave their employer and where to go afterwards. It is an unfair restriction of employee rights to limit the location or industry they are able to work in. Stifling competition is not good for any of us."
Ashraf	"This should be removed causing major problem to doctors as hospitals blackmail then on this clause."
Jatan	"It is absolutely essential to include physicians and non profit hospitals in their final draft!"
Adam	"Please ban non-compete clauses for ALL WORKERS. I have decades of experience in the fast-paced <b>technology industry</b> , where non-competes stop veteran AND lower-paid emerging talent from being reallocated to the winning products, services and companies that drive America's economy, competitiveness and tax base. America wins from faster innovation and when it attracts the best talent from around the world. thank you, Adam Sah former senior engineer, Google author of 25 patents in internetworking, databases, digital imaging and healthcare"
Keith	"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. And yet, because of the time the employee

	<p>has been involved in that industry, that's undoubtedly the kind of work/ industry/ practices the employee knows best. While I acknowledge that for employees at the TOP of the food chain (Presidents, Vice Presidents, Executive Vice Presidents, Managing Directors, and Directors) if the employee was covered by a CONTRACT, such non-compete stipulations included in the contract should be acceptable. The person taking the position has the opportunity to accept or reject the position because of that element in the contract. But if anyone else who is hired / employed on an "at will" basis, there is no place in our economy or in the American philosophy that says a former employer has any claims to what you are doing, or where you are working once you have left their employ. I strongly approve the FTC's proposed rule to ban non-complete clauses."</p>
<p>peter</p>	<p>"Hello - Thank you so much for hopefully making non-competes illegal to enforce. I am in sales and had to sign a non compete as a requirement for the company I've worked for, the past 14 years. They were a great company to work for, until they weren't. I'm 64 and trapped, as I'd need to take 12 months off or work outside my industry for that time period, which would be a financially hurtful to me and my family. I'm one of at least 5 sales people in my company in the same predicament. Eliminating non competes is the right thing to do. You'd be freeing up millions of people to better their lives. We're rooting for you!"</p>
<p>Amy</p>	<p>"Non-competes are hurting local communities that need more, not less, doctors for health care."</p>
<p>Ahmed</p>	<p>"As a <b>physician</b> planning to relocate to Florida my contract has a noncompete clause with geographical restrictions (30 miles for 2 years). That essentially means that if things do not work out I would have to leave the city. Given this predicament I am wary of purchasing a home. Furthermore this affects patient care who may rely on certain local physicians expertise who cannot practice locally after leaving the institution due to noncompete clauses essentially running them out of town."</p>
<p>Idoko</p>	<p>"I am a resident of Long Island, New York working remotely for a global <b>Contract Research Organization (CRO) as a Medical Director</b>. My sentiments are strongly in favor of the proposed rule by the FTC to ban non-compete clauses. What I have with my current employer is not even a contract but an offer letter that shouldn't be legally binding. Yet, I was essentially compelled to sign a non-compete agreement as a condition for getting the job. My objections to the non-compete clause that CROs, such as the one I work for, put into these offer letters is the extreme restrictions it places on employees in this industry. Given the global nature of the operations of these CROs, the implication of the non-compete clause is that you can't work to make a living in any part of the US or the world for 6 months to 1 year. This is absolutely absurd and impinging on one's fundamental human rights to exist! It creates extreme hardship, makes it almost impossible to find another job in the industry and could potentially create discord within a family unit. This is the scenario I face in that I am the breadwinner/sole income earner in my family. So, you have companies creating geographical restrictions that are unnecessary since their sole aim is to make sure you don't leave the company for any other that could pay you a better salary. Most of us that are made to sign</p>

	<p>these restrictions on our offer letters (they all do not even offer contracts of employments with better terms), do not even have any access to the so called trade secrets that they claim to be protecting. The experiences we bring to bear on our jobs are experiences we already possessed before joining the company and which are adaptable to any job of that kind in the industry. In other words, they gain more from us than we do from them. The softwares we use for work basically work on the same principles. So, what exactly are CROs protecting that pushes them to want to restrict one's ability to make a living and feed his/her family? To conclude, the benefits to workers in the CRO, biopharmaceutical and biotechnology sector in ending the non-compete clause will be quite immense as it will allow for fluidity of skills, prevent untold hardship upon families (re: income, children's schooling, logistics of commuting to work, etc), and allow for more meaningful and sustained contributions to the communities where an employee is currently domiciled. Transferring skills thousands of miles across borders (which is even impossible under a particular non-compete with a company that is global and without specification on the geographical areas that you cannot work in), is quite disruptive, unnecessary and lacking any merit. A non-compete clause is a violation of an individual rights to be domiciled where he/she chooses and ability to work fur whom he/she chooses. There are enough laws protecting confidentiality of information and trade secrets without violating individual fundamental human rights and compelling people to sign non competes just to be able to get a job to earn a living. Thank you for taking the time to read through this and I hope the FTC's efforts to do away with the non-compete clause in offer letters and employment contract sails through."</p>
<p>Roopal</p>	<p>"As a <b>physician</b>, I have had to make the difficult choice of declining job offers in remote areas due to egregious non-compete clauses-- meaning, if I ever decided or needed to leave the potential employer, I would have to sell my house and uproot my family in order to find alternate employment. This prevented me from accepting positions in underserved areas. My current employer, located in an urban/suburban region, is utilizing a non-compete clause to decrease my compensation, knowing that it will be nearly impossible to stay employed in my field of practice if I do not accept. Competing companies have stated that they are ready to hire me If I can "work on my noncompete." Thus, my employer has effectively prevented its competition from acquiring an experienced, skilled physician employee."</p>
<p>C</p>	<p>"I am a <b>physician and healthcare administrator in analytics and digital health</b>. Non competes have had a chilling effect on both ends of my career. I do understand that there could be 'proprietary information in other industries but in healthcare we're all working from the same knowledge base and working out of the same EIRs and analytics software tools. We already sign NDAs and intellectual property agreements in case we discover or invent anything. But barring where I work for two years makes me decide between progressing in my career and my salary as would be commensurate with my experience OR uprooting my family OR spending many hours commuting to a farther job. Either way even if I get paid more I still lose. This is un American and unconstitutional. You should keep in mind than in an industry so heavily consolidated many medical groups are now owned</p>



	<p>by bigger hospitals or payers or publicly traded companies or investor groups. So essentially everyone around you is a competitor of your current employer or is also part of your current employer. You either don't want to or cannot work for them when you decide it's time to leave. For someone like me who has a variety of clinical management skills I can always be told that someone is a competitor whether it's a clinical job, a startup, a payer. Different companies are doing aspects of work I've done. At the same time when I've negotiated contracts I must admit I'm in a better negotiation position than most workers. And still the best I can do is either negotiate down the number of miles radius OR receive a vague non legally binding reassurance that it's not really me they're after with these non competes. That I shouldn't worry. If that's the case then the small number of worrisome cases where trade secrets are stolen or shared should be taken to court. There are already protections for that. Those don't keep wages down or add costs to most workers. Thank for for this proposal."</p>
Jon	<p>"Please make sure ALL <b>physicians</b> are included in this policy. Many physicians are hospital-based and don't carry a patient panels. We take care of patients admitted to the hospital and in the hospital only. There is literally zero risk to the hospital if we choose to move to a different job because our previous patients are already home, and any current patients are already being taken care of by a team in the hospital. It is inhumane to allow noncompetes in our contracts, as it essentially amounts to signing our lives over for this job unless we are willing to relocate our entire lives and family a very significant distance (often to a completely different state) for literally no reason."</p>
Ayman	<p>"I support this proposal as I find that the non-compete clause can often result in undue distress on workers unjustly. The non-compete clause prevents workers from leaving malicious work environments without suffering consequences of life changing sacrifices such as relocating themselves and their family out of the non-compete zone to be able to earn an income. Similar, the non-compete clause can force workers to relocate from a non-compete zone even though the employer is not able to continue to support the position for the worker. I urge you to support this proposal and end the negative impact of the non-compete clause."</p>
Kabir	<p>"I am strongly in support of the FTC's proposed rule banning non-compete clauses in employment contracts. This restriction on employees moving freely between jobs and firms has the effect of stifling innovation and traps employees in job situations where they are unable to reach their full potential. Non-compete clauses give disproportionate power to employers, who can adversely impact a person's ability to earn a livelihood in their industry and with the job skills they have developed over the course of their career."</p>
Michael	<p>"I am an <b>ophthalmologist</b> in practice for 25 years. I agree with elimination of non-competes as long as it is for all health care group including non-profits. Don't let the nonprofit lobby groups pressure you. If we want a fair playing field for all doctors then eliminate the no-competes for all! If you only do a partial then you are giving unfair advantages to non-for-profits"</p>

Wendy	"Workers deserve the right to seek out new employment when they are unhappy or dissatisfied with their current situation. Non-compete clauses make that almost impossible. This country has gone too far in its stripping of workers rights."
Lorraine	"It seems to me that a fast-food worker or hairdresser or others in non-management positions, the employer should only control your activities while he or she is paying you. It seems unfair to prevent you from leaving a job and finding another."
Natalie	"Hello. I previously worked for a <b>staffing agency</b> that made me sign a noncompete agreement as a prerequisite of employment. Per the terms of the noncompete agreement, upon termination of employment at the company, I would not be able to work for another staffing agency of comparable business sectors (administrative, technical, accounting/finance, and creative) within FIFTY miles of the company headquarters. This is an absurd business practice that was forced upon me as a condition of employment as a full-time, salaried employee at this company. I have the privilege and resources to be able to work in another field or move to another area. However, many people, especially those who work in underpaid, hourly jobs, do not have this same type of access. Noncompete "agreements" are an exploitative business practice that not only discourages competition but artificially lowers worker wages and maintains the trend of the US economy toward monopolization. I support the FTC proposal to ban noncompete agreements across the labor market. Citizens are the driving force of government, NOT companies. Thank you for your time."
Jordan	"The elimination of non-competes would have an enormous positive impact on my career and the lives of countless other workers. In the field of medicine, non-compete agreements allow monopolistic hospital chains and health systems to effectively eliminate any meaningful competition and shackle doctors into onerous contracts through non-compete agreements. It is common for physician employment contracts to include non-compete clauses that prevent the doctor from working within 50 or 100 miles of their employer for months or even a year after quitting. With many health systems spanning entire states, this essentially prevents physicians from exiting their contracts for fear of having to move their families to a different state to find work. These contracts also prevent physicians from informing their patients, who they may have treated and developed relationships with over years, that they are leaving and where they are going. This allows healthcare oligopolies to maintain a strangle hold in patients and threatens the trust and care that defines the physician-patient relationship. These effects harm not only physicians, but patients, who are deprived of a competitive healthcare environment that could reduce prices and make available the kind of humanistic care that everyone deserves. Other professions are similarly affected by these contracts that dictate how a former employee may behave long after they have left their former employer. Non-competes may make some kind of sense in the context of industries with trade secrets, but this doesn't apply to medicine or most other industries that non-compete agreements are deployed in. In medicine, there are no trade secrets. On the contrary, medical practice is predicated on transparent, universal guidelines that are developed through the scientific method."

	<p>If a surgeon developed a new technique that improved outcomes, it would be unethical not to share it with their colleagues so that everyone could benefit. In this context, trade secrets and non-compete agreements are nonsensical, and are in fact harmful to patients. Please, make this great step forward for workers everywhere Eliminate these onerous agreements"</p>
Randy	<p>"This is great news! I worked for year selling sale, leadership, and customer service training, and gaining much experience. When my former company changed ownership, they imposed very restrictive commission structures. I list hundreds of Thousands of dollars in commissions. I was offered an incredible salary with a competitive firm back in 2002. I took the job knowing full well that the new owner of my former company would sue. tie did yet we won. I was still very loyal to my former owner/CEO and fully abided by the non disclosure agreement. This is a major move forward and I applaud the work of the FTC!"</p>
Brahm	<p>"I strongly support regulations to limit non-competes. Non-competes have become the default in many industries and reduce economic productivity and choice among workers. Companies should try to retain their employees by being a more attractive employer as opposed to threatening to sue their employees who are being recruited elsewhere."</p>
Greg	<p>"I am an <b>engineer</b>. Over my 35+ year career I have been negatively impacted by non-compete clauses in employment agreements and continue to be negatively impacted to this day. The non-compete clauses have been used to discourage me from seeking new employment when I wanted to do so. This has been in the form of intimidation and a "friendly reminder" that I am under a non-compete clause. Specifically, I have been told that I cannot take another job if that job will result in using anything that I learned while employed regardless of how or when that knowledge was gained - on or off the job 24/7 since the date I started that job. This, of course, is ridiculous but it is the kinds of things that employers have used to prevent me from leaving and to prevent me from voicing complaints about my work conditions or salary. I believe that nearly all employers within my industry understand that the non- compete is unenforceable and actually have no intention of enforcing it, rather they force employees to sign them (I've had employers that require it to be signed every year just before performance appraisals) and use it as a threat only. I feel strongly (for the future generation of engineers mostly) that employers should be prevented from using this threat in any way against employees."</p>
Phyllis	<p>"Non-compete rules effectively create a monopoly-type employment market. We're long overdue to start reigning in the power that corporations have over our lives, and this is a good first step."</p>
Bryan	<p>"I am a freelance <b>Mechanical Engineer</b>. Changing this rule would allow me to immediately expand my business and potentially begin hiring and training others to take on more work."</p>

Dili	<p>"The physicians should not have the non-compete clause rule in their contracts. This severely restricts a <b>physician's</b> ability to switch jobs in case the employer is not a great match for the physician. The non-compete also allows the hospital to potentially abuse and hold the physician hostage. This should not be allowed in a free society such as United States."</p>
Tyler	<p>"I support this decision."</p>
Sarah	<p>"Noncompetes must be banned for <b>physicians</b>. I am in a situation where I was hired fresh out of training with the promise that I would be considered for partnership and there would be "good faith negotiations" that would start after working 2.5 years. Well that never happened and instead I was being threatened to be fired with the noncompete being held against me as a means of keeping me at the practice or else I would have to leave the geographic area to practice. The practice owner fired the other associate as well who had to move to practice. It is not fair that other professionals such as lawyers are no subject to noncompete agreements. I have been verbally harassed by the owner of the practice and wish I would be treated fairly. There are other jobs at local hospitals which are no competition to this one owner practice but because of the clause I cannot practice anywhere."</p>
Nancy	<p>"RE: FTC proposed Non-Compete Clause Rulemaking, Matter No.P201200. In general, I support eliminating non-compete clauses from employment contracts, as they make it more difficult for employees to change jobs, or to seek a better job. I speak as a former employee of companies that had non-compete agreements for all salaried employees. I do support limitations on former employees "stealing" employees or clients from a previous employer. I also support confidentiality agreements for proprietary information owned by a company."</p>
Mannu	<p>"As a <b>physician</b>. I am appalled that anytime I wish to pursue other options for mine or my families best interest, it is the interest of hospital systems which is prioritized above our own. Non-competes turn us into indentured slaves, we cannot leave employment without leaving the area and in turn my family suffers or I suffer, but the hospital systems which abuse us do not. Non-competes are anti-American, they are anti-capitalism. They exist only for the sole benefit for hospital systems which despite "non-profit" status are in fact entirely for profit."</p>
Shara	<p>"This is so important. <b>Physicians</b> locked into a contract with a non compete, especially in rural areas with greater mileage non competes would have to move to a different area if they needed to leave their job. Or they might be forced to commute over an hour. This isn't a fair ask for doctors. It means that employers doesn't have to try to keep us with fair wages or benefits like health insurance or retirement savings. It's doesn't allow fair compensation."</p>
joyce	<p>"Dear Sir/Madam: Hello, my name is Joyce Shiffin, and I am sending you this e-message to tell you that I support a ban on non-compete clauses for ALWAYS!!! Why is this particular issue pertinent to me? Because to me, EVERY worker deserves to be given fair wages and more importantly, a safe, productive work</p>

	environment for as long as stlie is working for ALL TIMES!!! Thank you, Joyce Shiffrin"
Robert	"Well paid workers drive a strong economy!! I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and hann working people. This policy will make it easier for workers to earn what they're worth!"
Alyson	"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 and to be free of corporate control"
Jennifer	"I strongly support the ban on non-compete clauses."
Ian	"This proposed rule is absolutely the right thing to do for the American economy. I have signed a non-compete statement/restrictive covenant in my current role as all of my coworkers have. Finding a job is hard enough and being legally obliged to look outside of a certain geographic area is lunacy. I am not really sure what else to comment, but I cannot express how strongly I support this rule. Even if I did not sign a restrictive covenant, I would still be in support of this rule because an employees have not been "owned" by employers since 1865. A company shouldn't be able to carve out an arbitrary piece of land and stake it as their bounds for their employees; at least not without paying property tax and then even still it's a had idea."
Michael	"I am strongly in favor of this rule. Non-complete clause distort the economy, disempower workers, ultimately resulting in worsened growth and social outcomes. Thank you for your diligent work on this."
Shlomo	"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, doctors, 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 fmal rule that bans noncompete agreements."
Alexandra	"I am an <b>internal medicine physician</b> in a small rural city. I own a home here and work for the only hospital in the county, which is a non-profit private organization. Unfortunately, after signing my contract (which included a non-compete) and working here for a few years, I've learned just how terribly the hospital is run and how poorly the physicians and APPs are treated. I'd like to leave my job and continue to serve my community, which is in desperate need of internal medicine physicians. However, I cannot, as I have a non-compete. As this job is not sustainable and many are quitting, I've looked for other jobs, however, this means I have to commute an hour away to another city. This other city does not have a

	<p>healthcare worker shortage the way my home city does, but it's my only option since I cannot work locally due to the non-compete. I also do not want to sell my home, uproot my life, and move away from my family and friends. The non-compete in my contract is preventing me from continuing to serve my community, where I live, which is in dire need of internal medicine physicians. Physician burnout rates are so high, and so many physicians are leaving the profession. The non-compete in my contract allows the only hospital in town to essentially "get away with" the horrible working conditions they provide, and it prevents locals from working in their own community when they want to make the decision to work in a place that doesn't lead to high rates of depression and burn out."</p>
Dennis	<p>"Non compete agreements are a unfair stipulation companies put on employees. It takes power away from the employee and give it solely to the employer. These agreements benefit no one but the large entity. Employees are forced to sign these, it is never voluntary. It puts people in a position of putting up with unfair conditions. If they don't like their situation it is either commute long distances or move their family. Some states have outlawed non compete agreements. I hope the federal government will do the right thing and ban them to. Please restore the power to the people you serve. Give us back our negotiating power."</p>
Erin	<p>"We live rurally and my husband has been under a non compete ever since leaving college. The size of the non compete makes it so we would have to move entirely if he ever was unhappy with his employer. It is never ending indentured servitude. His employer blindsighted everyone and sold to a big corporate company who then also withheld pay owed to him until he signed the non compete. The whole thing is ludicrous and needs to change!"</p>
Hiroshi	<p>"We should ban the non-compete clause. 1. Non-compete agreements harm workers: Non-compete agreements prevent workers from pursuing their chosen career paths and limit their opportunities for advancement. They also make it harder for workers to negotiate for better wages and benefits. 2. Non-compete agreements harm innovation: Non-compete agreements prevent workers from starting their own businesses or joining new startups, which stifles innovation and competition in the marketplace. 3. Non-compete agreements are unfair: Non-compete agreements often force workers to choose between their livelihoods and their personal freedoms. They also disproportionately affect low-wage workers who are less likely to have the resources to fight them. 4. Non-compete agreements are unnecessary: Many industries, such as technology and healthcare, already have protections in place to prevent employees from taking trade secrets or other confidential information to a competitor. Non-compete agreements are therefore redundant and only serve to limit workers' opportunities. 5. Non-compete agreements hurt the economy: By limiting workers' opportunities, non-compete agreements make it harder for businesses to attract and retain top talent. This can lead to a brain drain in certain industries and hurt the overall economy."</p>
Gail	<p>"I am in strong support of the proposed rule to severely curtail the excessive and often capricious use of non-compete clauses by private employers under the guise of protecting corporate interests. The practice of overly broad non-competes -</p>

	<p>which all employees are afraid of, whether they are a blue or white collar employee - results in a form of indentured servitude. As a <b>professional consultant</b>, my current non-compete literally forces me to stay in my current employer or essentially leave the industry. As a highly specialized person, my non-compete states that I cannot work within 200 miles of my office or with any client of the firm's (not my own) for two years upon my departure. Both the term and the geographic limitations serve to handcuff me to the organization. I would love to start my own business where I could easily earn more and work less, a clear example of how these non-competes stifle competition and suppresses salaries. Moving to restrict employers' use of these agreements is critical for people like me - professionals who are ready for a new challenge - to get the opportunity to truly do something incredible in the waning years of their career. What ever happened to rewarding American ingenuity? Without this basic restriction, we are stifling everyone to achieving their best. And by the way, to the question of why I would have signed a non-compete in the first place? My job offer was literally contingent on it and I needed the job. If I had had the ability to negotiate it away, I would have. Now, although I'm employed, I'm stuck."</p>
<p>Abigail</p>	<p>"I urge the FTC to ban noncompete clauses, which hinder labor Inability and hurt workers. The deck is already stacked against regular employees, and it is unjust to allow employers to dictate what people do after they leave their jobs."</p>
<p>Paul</p>	<p>"Dear Chair Lina Khan, I work in digital advertising sales, and have been under noncompete agreements for most of my career. My experience hasn't been a great one. Often, when it would be most beneficial to you, you're unable to change jobs because of them. That's not to mention how vague they can be (it's not rare to have them worded so broadly you could conceivably never work in advertising again if you were to try and change jobs). I easily has missed out on higher paying or more desirable jobs because of my contract. I am one of many people I know who could say the same in my industry. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Paul Stack"</p>
<p>Eric</p>	<p>"I am a <b>family practice physician</b> who has struggled with noncompete agreements for most of my career. There are many reasons why noncompetes are not good for medicine but the biggest of all is that they hurt patients! The patients frequently have to go find a new doctor. Or a community may lose a certain specialist who is desperately needed. I completely support banning these agreements but please include doctors and other medical professionals, for the sake of the public."</p>
<p>Skye</p>	<p>"As a <b>violin teacher</b> I have non-compete clause in my contract at a community music school. The school has never provided me with any curriculum, and provided no training before I began my position in 2003. I've never been offered more than 10-15 hours per week of work with this organization. Although they have never interfered with my ability to work concurrently with other organizations to make ends meet, it has prevented me from pursuing opportunities that would cut into my time working with them. The fact that this clause is there and enforceable should one of my supervisors choose to target me hangs over my head. It is</p>

	unjust, and unjustifiable. Please enact the proposed ban on unjustified non-compete clauses."
Danny	"My wife and I oppose the Non-Compete clause. This prohibits workers from moving up to better positions and wages. They suffer with threats of legal action and must travel cruel distance to survive. Please eliminate the NPRM"
Mindy	"I was subject to a non-compete clause. They are unfair esp as corporations get larger."
Joseph	"This is great. I am a doctor and my non compete limits me from going to any hospital in the area. To remove this restrictive clause would help me so much"
David	"I'm in favor of banning non-compete clauses because they are detrimental to workers. I hope the FTC passes this rule soon."
Sandra	"Anything that would increase competition in our monopolized market is a good thing."
Jeffrey	"In the case of a business sale, I would recommend the percentage be raised to at least 33% perhaps even 50%. Having it at the currently proposed 25% greatly restricts innovation that could be happening in our economy, by casting way too big a net for founders selling their companies. Additionally, I believe, again in the case of a business sale, at minimum, the FTC should restrict how long a non-compete can stay in force. I am seeing many in the market coming in at 5 years. Again, this stifles innovation. I would propose something more on the order of 1 to 2 years."
William	"As the FTC has correctly stated, Noncompetes depress wages and kill innovation. That gives corporations more power over workers, and less freedom for millions of Americans. It would be a clear win for workers if the FTC banned noncompetes, but corporations won't just let it happen."
Rose	"the Federal Trade Commission proposed a rule this year that would ban the use of noncompete clauses in future employment contracts and void such clauses in existing contracts. This would help my family enonnously. I am a physician assistant with a noncompete clause. I do not have access to, nor am I party to, any trade secrets by my employer that would be of any use to any other hospital system. Therefore, the point of the noncompete clause is to drive down competition and to keep my wages stagnant. Please void the noncompete clause in my contract so that I am free to move from hospital system. I have a middle class family and a child and this has a real impact on my ability to earn a living."
Dan	"I've been in <b>medical sales</b> for 20 years. Every year I have to work longer and harder while my company lowers commissions and create hostile work environment. To the point where many of my colleagues do unethical things to try and make quotas and earn what they used to learn. We can't go elsewhere



	<p>because of noncompetes and are stuck in our jobs or have to change fields losing all our contacts"</p>
<p>Patrick</p>	<p>"I was recently let go by my employer who is the second largest <b>electronic security [firm]</b> in the country. The company I used to work for was acquired by this new company two years ago and in order to stay employees I was forced to sign a non compete agreement. These agreements can force a 24 year veteran in the business into another industry due to the restrictions in the agreement. I am not the type of person to steal their business and or trade secrets. If a Cleo t wants to do business with the new company I am working for due to their discontent for my previous employer it should not be considered a breech of contract. I fear that these agreements Don not only affect the employees but also the customers in the business. In my line of work there are only a handful of companies in the US that specialize in the technology I have worked with for over 20 years. It is my belief that in order for fair trade that non compete agreements should be banned and deemed illegal. This will ensure fair trade and labor options for all parties."</p>
<p>Vonetta</p>	<p>"As a <b>physician</b> who has had noncompete clauses in employment contracts, I am writing in support of the abolition of noncompetes. They serve no purpose in improving patient care. They adversely affect patient care by limiting where physicians can work and thereby affecting availability to many different communities. An employee should have the ability to leave an employment position when the working conditions are not suitable and not be bound to an employer, just because leaving would be so onerous. They are simply a means for the employer to bind the employee to stay with that employer, regardless of working conditions. Because of noncompetes, employers have a little incentive to improve contracts and conditions. Employers, especially large hospital chains, use restrictive covenants indiscriminately by adding clauses to positions that do not justify having restrictive covenants, for example, jobs were physicians are performing duties that are solely inpatient, either delivering care as emergency, physicians, anesthesiologists, hospitalists or intensivists, and have no patient following that would necessitate a restrictive covenant. Even worse are large systems that have wide geographical areas and use their restrictive covenants to basically force the employee physician to choose between staying at their current position or moving completely out of state. The historical justification was that these positions are highly specialized, and requiring highly technical skills that are hard to come by in the employment sector, and therefore certain clauses should be added to ensure employee retention. The reality is that restrictive covenants, affect, competition, adversely, by forcing the employee to effectively be chained to their current employment, and not be able to have the ability to move to other nearby employers. If a specialist has to move completely out of the region to honor restrictive covenant, this will have a negative impact on the community, especially if this specialist was the one treating rare conditions, or in a specialty that is experiencing overall physician shortages or limited access. Given the known shortages of physicians nationwide, having these kind of limitations on employment, have a significant negative impact on the healthcare system as a whole. Outside of the medical community, it is known that employers have become egregious abusers of restrictive covenants, and have not use them as they claim,</p>

	to retain highly skilled employees who may have trade secrets, but for non-skilled employees as a way to 'chain' them to their job. For this reason, restrictive covenants should be eliminated in all industries."
J	"The American hospital association does not represent physicians. The American medical association does not represent physicians. They do not have the interest of physicians and trying to exclude physicians from this ruling. This is to increase the profits of hospitals and their CEOs on the back of physicians. Physicians are limited in where they can practice and forced to leave their homes if things do not work out. Hospitals are creating monopolies every where as health systems. They have deep pockets and are trying to influence the FTC. Physicians, mostly, are all against non competes. Listen to physicians when inquiring about how physicians feel and not the CEOs of hospitals who make millions. They forced physicians to work during Covid and they made big profits and bonuses - yes even the not for profit hospitals."
Rita	"Noncompete clauses are finally getting the attention that it deserves and I'm glad it's negative attention. These contracts prevent employees from getting work/fair pay. I am a <b>healthcare worker</b> and in my opinion as well as others who work in this field agree that this blocks access to care. Which has been a major problem when all systems fail because we aren't prepared (example: Covid pandemic). These contracts allow for employers to keep their employees hostage resulting in unfair pay/lack of raise in wages. If this is a country that values freedom- no compete clauses should not exist. They were implemented for something specific (keeping company secrets) but has been used in horrible ways to prevent people from getting work. I support this bill 100%!"
S	"As a recent residency graduate who has moved to New York City due to a change in her long-term partner's job, having a non-compete clause of any distance in my contract severely limits my ability to continue to practice in multiple other boroughs. Therefore, we would have to significantly relocate to a totally different type of environment (suburban or rural), if I were to leave my current position with a desire to work at another institution, which not only affects my ability to work, but also my partner (while uprooting our children). Already in California and other states, legislators have recognized that these agreements restrict a patient's right to choose their physicians and wrongly limits competition between healthcare systems. It is likely that non-solicitation agreements are sufficient to prevent physicians from poaching patients when they leave the practice, although I still believe that patients should have a right to choose their physicians. Additionally, a physician should have the right to fair compensation and working conditions regardless of the proximity to their previous employers, especially as so many physicians are forced out of the workforce either due to extreme burnout or dying by suicide. Lastly, this ban on non-compete agreements should certainly apply to both for profit and non-profit organizations, as many health systems have a non-profit organization status and will undoubtedly utilize this loophole to continue enforcing non-compete agreements."

<p>Lewis</p>	<p>"People are free. They should be able to work anywhere they can find work. Noncompetes only help exploiters, not workers. Which side are you on?"</p>
<p>Carolina</p>	<p>"It's about time the federal government steps in to stop these abuses by companies, especially in <b>financial business</b> where agent working as independent contractor are barred by big companies like New York Life to go to competitor, meantime, getting all the contacts and business of that agent whose commissions/renewals are cut off. Even when financial professionals do not sign any non-compete agreements, the company will harass former agents and financial professionals from continuing business with their clients, including their own family members whom they had a previous dealing NYS frowns upon such practices as shown by several cases by NY Atty General, but a federal law is still necessary to curtail these illegal practices of these big institutions. New York Life Co, for example, will insist that non-compete is incorporated with their agency agreement written somewhere, except that it is not even signed by agents. Also, thousands of FINRA cases for those with securities licenses are filed against professionals moving to another company only to harass them, it gets dropped by FINRA by the thousands but not after expensive arbitration process and besmirching the reputation of the professionals for at least 2 years and depriving them of livelihood. Yet, this big company (NYL) sweeps under the rug their own compliance mishap leading to elder abuse case and fraudulent withdrawal of elder client annuity accounts. They don't investigate their ranks despite timely report by us but they are quick to jump at financial professionals leaving the company to join competitors. FINRA is not very helpful either, because it allows publication of ALL reports and allegations by financial institutions, leaving the individuals to fend for themselves. hire lawyers while having no job, the rules require arbitration fees and hearings which takes many months if not years, while the records of the individual are not automatically deleted even after an investigation by FINRA shows the report is not true! FINRA forces the financial professionals to arbitrate in order to remove the false report. The FTC must step in. I have evidence to all these."</p>
<p>Richard</p>	<p>"I am writing in support of the proposed non-compete clause rule to restrict and/or eliminate non-competes from the workplace. As a former employee of a company who compelled me to sign a non-compete, I can say with experience that non-compete clauses chain an employee to an employer for the long term if for no other reason that the employer is the one with the bigger financial pockets and can easily crush an employee into submission to the noncompete - whether or not the non-compete document has merit - with the threat of a lawsuit whether in current employ or post employment. In my case, I was let go from my employment of 11-1/2 years mid-year in 2009 during the financial crisis. My employer (a <b>lighting/audio/video production company</b> in the New York City special events industry) was deeply in financial distress and seeking to cut expenses wherever possible. I was let go and my employer cautioned me that the non-compete was still in effect and that I should not seek employment with a firm that competed with the company. At the time, I had spent virtually my entire professional life in the New York City theatrical and special events business. I owned an apartment with a wife and young child. The idea that I was to simply walk away from my profession and all of my professional contacts and colleagues was simply preposterous. I</p>

	<p>consulted with an attorney and was advised that I should go ahead and seek new employment - which I did and was successful. (I remain with this same company today 12+ years later). In the late fall of 2009, my former employer served notice of a lawsuit and I spent the next year fighting back. I did not have the financial means readily available to do this but had no choice as I was in no place to move from New York City, the country was in deep recession, and the idea that I would have to change professions not only practically impossible but deeply unfair and unjust. I borrowed money from my father to pay the lawyer. In December of 2010, the matter was finally brought before a judge who ordered my former employer to provide financial proof that I had caused irreparable harm. My former employer chose to drop the lawsuit rather than pursue the case. I spent \$35,000 in legal fees fighting him off for a year. This was a tremendous amount of money for me. Non-competes in my opinion are on their face un-American, deeply unfair to the employee, and an unjust and unjustified restriction on a worker's rights to freely work with and for whomever offers the best possible employment. The employee has no financial ammunition - unless most likely assuming debt - in the face of a committed former employer who wishes to chase the employee from the profession. Regardless of an employer's arguments that they have an inherent right to restrict their employee's right from seeking the best possible employment situation that is in their interests, I cannot agree in any manner whatsoever. Nothing can justify the assault on an employee to work where the offer is best. I am adamant in that opinion. Thank you for your time. I urge support to all parties involved in implementing this rule that will restrict or eliminate non-competes from the American workplace wherever it may occur and regardless of profession or employee income."</p>
<p>Scott</p>	<p>"Noncompete agreements are anti-American and definitely anti-capitalism. Companies should not be able to tell employees who have spent their lives training for specific jobs that they can not take their talents elsewhere if they want to. 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."</p>
<p>Robert</p>	<p>"This is an amazing idea. Non-compete is a fundamentally anti-worker idea that sends a message that people are not allowed to advance themselves and their careers."</p>
<p>Yosef</p>	<p>"The non-compete clause is stopping good talent from reaching their potential. Please get rid of this clause. Thank you"</p>
<p>A</p>	<p>"I think this is a great move for the FTC!! It's the first time in a long while the country has seen a commissioner do something positive for the working class! Thank you, keep up the good work!"</p>

<p>Alec</p>	<p>"Anxiety, depression, and thoughts of suicide are increasing exponentially. It's been determined that a major cause is toxic work environments. Too many places of employment are run by narcissistic and sociopaths who view kindness, praise, and empathy as weaknesses while demanding that their words and methods be treated as gospel. As easy as it is to tell them to "just move on," too many employers make that significantly more difficult by making employees sign Non-Compete Agreements, giving them the right to file lawsuits against employees to prevent diem from moving on. By banning Non- Compete Agreements, you would open up job opportunities for over 30 million Americans, raise wages by over \$300 billion per year, and decrease America's depression rates. This is a matter of humanity, not numbers."</p>
<p>Ann</p>	<p>"I am writing in support of the proposed rule banning noncompete clauses. As a <b>physician</b> working for a large system, I am currently bound by a noncompete clause that bars me from working anywhere in a reasonable commuting distance from my home. Without the freedom to change employers, not only do I have no real bargaining power in terms of my own compensation, but I and other physicians lack power to effectively negotiate for system changes to positively impact patient care, including advocating for adequate staffing, resources for communicating with patients, and processes of care for patients."</p>
<p>Jennifer</p>	<p>"Noncompete clauses won't apply to nonprofit hospitals. <b>Physicians</b> should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities. Sincerely, Jennifer Tomczak MD"</p>
<p>Ray</p>	<p>"Non-competes are a burden not only to the employee but also to society. I am a <b>physician</b> in a highly populated city, where there is a great need for my work no matter where I choose to work. My hospital is currently proposing a non-compete that excludes every other large hospital system in the area, and is far encompassing and holds me the my entire contract. Whether there is a need or</p>

	<p>better conditions elsewhere, this clause would keep me at this one hospital, OR force me to move away from the area entirely, OR simply step away from my job. This exacerbates physician shortages and access to care, as clearly outlined by my choices above. If the work conditions at my hospital were to deteriorate, I would have no recourse to leave, and then my choices would be to either leave medicine entirely, or move to a completely different region, thus the region losing another health care worker. The allowance of noncompetes allows employers to ignore the needs of employees, in that they feel secure that employees as myself would be forced to either stay in the position, or just leave, and they assume that the latter is not even a choice. Furthermore, the idea that the noncompete is necessary for the protection of the hospital or practice is completely unfounded, particularly in areas of high need. There is no harm, as there is no loss of patients or revenue to the hospital when any one physician leaves. If many were to leave at once, that would indicate that the hospital or practice is in fact in need of change, and should not be allowed to continue in the manner that they are. Most importantly, the current proposal does not apply to non-profit hospitals, but it really should. Most all hospital systems are labeled as "nonprofit," despite operating like any other for profit institution. By excluding "nonprofit" hospitals and hospital systems, this is hurting the large number of health care workers as outlined above, with no recourse. I highly support and urge for the proposal to go forward and to include non-profit entities, particularly hospitals and hospital systems, in the verbiage of the proposal."</p>
Philip	<p>"You don't apply it to Attorneys how dare you try to make it applicable to Physicians. Ever heard of Equal Protection Clause" we have and you couldn't even pass a rational basis scrutiny for a socio-economic provision. That is how absurd the suggestion."</p>
Bradley	<p>"Dear FTC, I support banning employers from enforcing non-compete agreements. Employee non-compete agreements stifle innovation. The USA should follow California's lead on this issue. If an employer wants to ban an employee from working for a competitor, they can restrict them from doing so by paying for the non-compete activity. A non-compete agreement has value, so employers should not get to take it for free from employees. Regards, Brad Note: These opinions are my own, and not related to my employment or employer. My current employer does not have non-compete agreements or clauses as a requirement of employment."</p>
Christopher	<p>"between non-competes and all the hospital system mergers (that should have fallen under more scrutiny) physicians essentially need to uproot their families and move in order to change jobs. These market distortions artificially lower wages by taking away any negotiating leverage and trap people in practice settings where they are unhappy and unproductive. health systems might argue that they use this downward pressure on wages to pass along savings to patients and their families, but where is the evidence of that? <a href="https://ldi.upenn.edu/our-work/research-updates/hospital-consolidation-continues-to-boost-costs-narrow-access-and-impact-care-quality/">https://ldi.upenn.edu/our-work/research-updates/hospital-consolidation-continues-to-boost-costs-narrow-access-and-impact-care-quality/</a> to cite many studies showing the opposite is true."</p>

<p>William</p>	<p>"I am writing in support of this rule and that it should apply to non-profit organizations and physicians along with other healthcare professionals. Many healthcare non-competes are very restrictive and prevent professionals including physicians from fairly seeking other opportunities, especially as many require physicians to move in order to obtain a job in the same specialty due to incredibly restrictive covenants including radius and duration. In many cases, physicians who wish to seek other opportunities do so in order to advance their careers, pursue leadership positions, obtain research opportunities, etc. In other cases, it may be working conditions such as unsafe patient conditions, poor hospital quality, or burdensome work unrelated to direct patient care. By allowing physicians and other professionals switch jobs freely, it would also improve patient care, hospital quality, and incentivise hospitals to invest in their employees. In our current healthcare environment post-pandemic, our hospital systems are on the verge of collapse and healthcare professionals are leaving the field in droves. This is unsustainable and by allowing professionals to seek other opportunities, perhaps we can retain this talented and highly skilled workforce."</p>
<p>Ben</p>	<p>"I strongly support a ban on noncompete clauses. I have been bound by one at every job since college, and they have forced me to change industries with every job, reduced the rate I've been able to increase my wages, and have left me afraid of taking opportunities that my current employer might see as competitive and suing me to stay put. America will be fairer, more prosperous, and more free when noncompetes are a thing of the past."</p>
<p>Emily</p>	<p>"All non competes should be made illegal. They are incredibly harmful to workers. They result in undue hardship, pressure to stay at low paying and other wise undesirable jobs, depress wage growth and cause a number of other issues. Business need to compete for workers by providing better pay and benefits, not by cheating their way to keeping unhappy employees!"</p>
<p>San</p>	<p>"I strongly support this clause. I signed into a 5 year non-compete with a small business owner who supplied me with the resources but I pretty much learned everything from my friend on the job and on my own. There are no trade secret but i still had to sign a non-compete. I want to someday start a business but cannot so my only two choices are to stay or to learn a new skill. Im a 32 year old man, it took me years to gain the skills i have and i have to leave it behind if i would like to pursue the american dream, i cannot get sued before i get innovate, so now i must start over and learn another skill."</p>
<p>Olivia</p>	<p>"Please put this rule into effect! I work in <b>publishing</b>, where my main leverage to increase my salary was switching companies. I was once told explicitly by my direct supervisor that an offer from another company was my best option to get a raise. This is a small enough industry that if I'd had a non compete, I would not have had that option and might still be fighting for the same raise."</p>
<p>Kym</p>	<p>"I am a Certified Registered Nurse <b>Anesthetist</b>, who works on Long Island. I had to sign a noncompete clause to keep my job. It basically keeps me from working for any other hospital system on Long Island. Therefore, if I wanted a new job I</p>

	would have to move or travel over 90 min to work for a diffent company. I do not think this is fair. I totally support banning non compete clauses."
Jill	"Please ban non-compete clauses in employment contracts. Please also look at non-competes and other rights waivers for severance contracts. These are also stifling worker mobility and allow companies to fire people that are outliers or challenge the status quo without threat of lawsuits."
Sarah	"Please please please ban non-compete clauses. These vile clauses prohibit excellent workers from taking their skill sets to where they're most needed. Because these clauses can be insanely broad, wonderful workers can be locked out of their industry for years and years, wasting their developed skill sets just because one place of employment didn't pan out. Banning non-compete clauses will help raise the employment rates and strengthen our economy with experienced workers."
Cyril	"I am a <b>physician</b> in support of removal of non-competes. The non-competes are used by the large health systems to monopolize their networks and intimidate and threaten their physician staff. Having non-competes is a detriment to public health, as physicians are forced to take non clinical roles or practice outside a geographic area for 2 years. By removing non-competes, public health will be improved by more access to providers. Additionally, physician and provider burnout will be decreased"
Vikram	"Please pass this bill!"
Richard	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people Banning this policy will make it easier for workers to earn what they're worth! <b>As a business owner</b> , I do not feel the Non-Compete Clause Rule is fair of justified. A company should not be able to keep employees from being paid a fair wage for their services compared to other similar size companies. Pay from employers should be based on many factors, but companies should not be able to hold employees hostage by the Non-Compete Clause Rule. If another company is willing to pay more for someones services, businesses have the choice to match or negotiate with the employee, if desired, or accept the losses and not hold them back financially with this Rule."
Gregg	"This is an excellent rule and should be adopted. Employers have no legitimate interest to prevent an employee who has honored his/her contract from earning a living in the same city. Employers can be protected by rights of first refusal. Non-competes are overreaching and utterly unfair to employees. In the <b>broadcast television field</b> , many states have already enacted laws that ban non-competes, and the FTC should do so as well."
John	"I have heard that the American Hospital Association is trying to EXCLUDE Physicians/Surgeons from the non-compete rule. <b>Physicians/Surgeons</b> are some of the most negatively impacted professionals by non-compete clauses. We often spend years developing a practice based of our personal reputation and expertise



	<p>however many hospital systems and practices have non-competes in place that prevent us from changing jobs. We settle our families near where the job is, children are in schools, and spouses work nearby and the fear of a non-compete is essentially like a pair of handcuffs keeping us tied to the job. We often have no recourse when it comes to job dissatisfaction and the only options are to completely uproot our families and give up our practices and start over from scratch somewhere outside the non-compete. We are one of the only fields where trying to comply with a noncompete can often mean completely restarting your career whereas other professions have the benefit of being able to take jobs that are equivalent to their experience/seniority albeit in locations that do not violate the noncompete. Physicians/Surgeons and all other healthcare practitioners at all levels should NOT be excluded from the non-compete rule. Do not cave to hospital lobby."</p>
Dawn	<p>"Please rule in favor of abolishing non compete contracts. I should be allowed to take a job at another company without being forced to move or commute long disyances. I want to be allowed to have a competitive work three as well as fair working conditions which I believe will occur if you abolish non complete clauses in contracts."</p>
Justin	<p>"I support banning non-competes. In <b>medicine</b>, it serves to disadvantage doctors from options. Their choices are less and they feel trapped."</p>
Corey	<p>"I fully support the FTC in banning non-compete clauses in contracts. Non-competes are in themselves anti-competitive- they function only to benefit corporations by chaining employees to their employer. To be unable to work/practice one's craft freely in the place one has formed a life, simply due to a clause within a contract, is absurd. In one quite pervasive example, physicians are subject to non-compete clauses and many times cannot practice within several miles of their former office (and many times within *any* office owned by their former employer). In areas that have large health systems a non compete clause essentially prevents a physician from leaving, harming patient care and destroying any ability for that physician to continue caring for their patients- ultimately a harm to the people under that physicians care."</p>
Alexandra	<p>"I am a physician in a small town in New York State. My employer lived 500 miles away however he kept me to my two year noncompete clause and therefore I had to drive 1.5 hours to work, but more importantly, he substituted a poor physician in my place who had no knowledge of the people of the community and was much less qualified. I do not hold trade secrets, I am a physician trying to do my job. My reason for leaving initially was that my employer was a slave driver and would not provide assistance. I worked with him for 13 years but couldn't continue."</p>
Kyle	<p>"please ban them in all capacity and in all scenarios. people have the right to chose where they want to work. if companies are worried about trade secrets getting out then dials what NDAs are for, in all other scenarios its a workers choice where they want to work and emoloyers shouldnt be able to forcibly keep employees by tieing a rope around them. i had to sign one at my first job and it</p>

	<p>severely limited where i could go after i left the job. invalidating my degree, experience, and work history."</p>
<p>Michael</p>	<p>"My name is Dr. Michael White and I am a 37 year old <b>neurologist</b> with specialized training in neuro-oncology. I trained at some of the best institutions in the world and became one of a handful of physicians in the United States who is an expert on cancers that metastasize to the brain. I moved from Boston, Massachusetts to Rochester, New York because I wanted to live near family and knew there was a great need for access to brain tumor treatments and there was no physician in the entire upstate-NY region with metastatic cancer expertise. I took a faculty position in the Department of Neurology, division of neuro-oncology, at the University of Rochester and was forced to sign a non-compete agreement that specified I could not practice medicine within a 30 mile radius for 2 years if I decided to change jobs. At the University of Rochester I created the first program for brain metastasis specific treatment and opened a first-of- its-kind early phase clinical trial for targeted experimental therapies in Rochester, New York. During my 1.5 years at the University of Rochester, my program grew rapidly and I saw my first patient respond dramatically to treatment on my clinical trial. However, my work environment was toxic and I wanted to change jobs. My wife is one of a handful of transplant-specific cardiologists (also at the University of Rochester), and our family is in the region. Because of my desire to keep my house, friends, local family, and wife's position but also switch jobs, I was legally forced by the University of Rochester to work in a small town as a general neurologist far from my home. My brain metastasis clinic was closed, my clinical trial closed, and all of my patients left with no doctor as there is no one else who has my particular expertise. All of the promising work I did in the region evaporated when I left. There is no other large cancer center in the region that would have been an alternative for me to work at outside of the non-compete zone. I currently drive over 80 miles per workday and no longer provide neuro-oncology services. For having trained at Harvard Medical School/Dana-Farber Cancer Institute/Massachusetts General Hospital, I could not believe the University of Rochester could do this to the community who is already underserved in all areas of medicine simply to maintain their profits. In my opinion, the non-compete clause imposed on me by the University of Rochester prevented me from providing a critical service in an underserved region and was damaging to both the community and my professional career. I implore the FTC to ban these harmful non-compete agreements that are used to exploit workers such as myself and deprive underserved communities of critical services."</p>
<p>Beth</p>	<p>"Noncompetes area kind of financial prison. When you have a physical reason to remain in a geographic area (ailing elderly parent, custody issues etc) and you are physically bound to a geographic area, noncompetes imprison you to your job and prevent you from making a living outside it. Please please overturn the rule"</p>
<p>Mark</p>	<p>"I belly that it's clear at this point that non competes are overwhelmingly in favor of the companies that require employees to sign them and are simply, and I never use this term, un American. flow can anyone or any entity prevent people from making a living? This is is corporate America scaring employee from leaving. Just</p>

	one step away from indentured servitude. Non competes should be eliminated entirely."
Jerry	"This would be an incredible step in stopping nonsense in my industry. I'm in the <b>mortgage space</b> , and ever lender I've worked for has a non-compete. Most recent, I moved companies and one of my friends wanted to come with me. I have a non-compete for 1 year, but I cannot tell someone that they cannot work for whomever they want, so after he started with me at the new place, my old company promptly sued me for 1,000,000. Yes, 1 mil for only 1 person, stating they would be working there for "years to come". So petty... I hope this goes through and quickly!"
Cheryl	"I am in favor of the ban on non compete agreements. As a <b>fitness professional</b> it is very limiting to have employers ask you to not work elsewhere in an industry that is already extremely difficult to make enough money to live on. Banning these agreements would be hugely helpful!"
Gabriel	"As an <b>emergency physician</b> for almost 23 years, and an administrator for hospital in New York City and an emergency medicine staffing group in Texas, I have seen that non compete clauses unnecessarily restrict the ability of hospitals to properly staff. Most physicians do not want to change jobs or locations, but when they do, they should be free to work at any hospital in the community. Often if they leave one hospital, there is only one other hospital in the region at which to work. A non compete clause means they have to move their family and practice. I am against non-compete clauses."
Katherine	"Throughout my career I've been subject to a non-compete clause at almost every job I've departed--whether I was laid off, fired, or quit. For those of us working in states like New York, where I'm located and where noncompetes have been effectively unenforceable for a long time, they rarely achieve their intended purpose at all, but do create incredible animosity between company and employee and huge amounts of stress particularly for young employees struggling to navigate a job change for the first time. The last time I left a job I simply refused to sign the noncompete paperwork, recognizing it for the empty threat it was, and moved on with my life, but those with less experience navigating the system find them chilling and confusing, and they suppress the ability of young workers to effectively build their skills and grow their careers out of fear that they'll wind up in expensive prosecution they cannot afford. It's time to recognize that professional skills are the property of the employee, not the employer. Perhaps these clauses made sense at a time when employees invested years into building companies and businesses, but in a world without any guarantee of job security at all for coming generations it is unfair to slap them with restrictions that date from the era of pensions and gold watches. The burden should be on employers to effectively manage their internal security and processes to restrict access to sensitive information, not on employees to restrict their economic prospects on the off-chance they may have encountered something proprietary."

James	<p>"Restricting noncompetes would be a major step forward for workers rights. Non-compete clauses are used maliciously to lock employees into staying at their current employer, by mandating that they can't work at another employer for a period of time just because they happen to be in a similar field or industry. In the <b>technology field</b> especially, these clauses can be incredibly broad and restrictive in a way which greatly reduces individual flexibility and freedom. Please support this and all measures which give protections back to American workers."</p>
Richard	<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 workers to earn what they're worth!"</p>
Xiaodi	<p>"As a <b>physician scientist</b>, I was astounded to hear that the American Hospital Association (AHA) purports to speak on behalf of 270,000 of my peers in opposing the proposed rule. I am not aware of any communication, let alone decision-making process, about that stance from the AHA to the hundreds of thousands that they allege back up their stance. Quite to the contrary, for my own part, I would urge the FTC to use a high bar for exempting any profession from its proposed rule. Physicians, surgeons, and other healthcare workers who are employees—including those of non-profit hospitals—need and deserve the fullest tools and protections under law to advocate for their working conditions, which are essential not only for their own well-being but for that of their patients."</p>
Meegan	<p>"Non competes make it impossible for employees to be compensated fairly and look for other jobs. Its monopolizes certain industry's and can make it impossible for workers to find new jobs. Employers should not be allowed to have that much control over workers and prevent them from moving on to better opportunities. Banning non competes is the right thing to do for workers as it puts them at a disadvantage in the work force and can force them to change careers all together if they need to leave an employer"</p>
Wenbin	<p>"NPRM is unfair for physicians, undermining career advancement of many physicians, creating many issues for families."</p>
Adina	<p>"Yes, please ban non-compete clauses! They are anti-competitive and decrease the power of employees compared to their bosses. Thank you."</p>
Anna	<p>"I am an <b>oral surgeon</b> practicing in Plattsburgh, New York. I chose to relocate to this area from New York City last year after having my first child and hoping to find a place in New York where I could establish a family while being located closer to relatives in the upstate area. I was lucky to find a local dental office hiring, and I chose to accept the job as a way to begin to familiarize myself with this new area. Unfortunately my employer imposed an extremely restrictive non-compete in my contract that bans me from practicing in two contiguous counties (Essex and Franklin county in New York - this is an area that spans hundreds of miles). I did make an effort to try and negotiate this part of my contract to something more reasonable, but my employer refused. Unfortunately, because I was completely unfamiliar with the area, I was afraid to open my own practice from scratch and</p>

	<p>instead chose to sign this contract in order to at least begin working Now that I'm ready to move on, I realize that this non-compete part of my contract has not only prevented me from becoming a part of a community that has extreme barriers in accessing excellent dental care, but I am also being prevented from creating a livelihood and establishing my family. It is not reasonable for me to simply not work for 2 years while I wait out the non-compete in my contract. Likewise, I am looking to simply move elsewhere and perhaps to Vermont. Likewise, I strongly support the FTC proposal to ban non-competes."</p>
Atif	<p>"<b>Physicians</b> need not be tied up by corporations. Physicians advocate for their patients when they are not tied down by insurance firms and health systems"</p>
Rodolfo	<p>"I am a private practice <b>veterinarian</b> in the Northeast USA and non-competes hurt my profession which has been dealing with a nationwide shortage of doctors to care for the growing pet population in the country. Non-competes hurt the ability of professionals to negotiate fair wages because they cannot easily leave a position for a better fit unless they uproot their lives and move miles away. This hurts rural communities most severely and will result in loss of care for millions."</p>
Gregory	<p>"Dear representative, I am a <b>reproductive endocrinology</b> &amp; infertility specialist practicing in Syosset, NY (Long Island). I am in support of eliminating or banning the practice of non-compete clauses. I believe non-compete clauses are undemocratic and stifle healthy competition. Thank you!"</p>
Madeleine	<p>"I am a general <b>dentist</b> and own my own business in NY. I don't believe in restricted covenants, never had one for my employee dentists or Hygienists. It has not hurt my business. There is no logical reason to hamper growth ( I can not easily hire a new dentist away from a competitor- don't they deserve to get market rate /competitive salaries? Isn't this what America is all about?) I am happy to pay more for a great employee - my husband is a physician and has not taken jobs due to the restrictive covenants offered as I can not leave the area due to my business. Small businesses are being hurt. Please help the small business owners. How can we compete with big business. Ultimately Americans lose out on competition which drives efficiency's, change and our economy. Help us doctors out please."</p>
David	<p>" Noncompete clauses are what firms use to sequester your human capital from competitors. When a new employee signs a noncompete with, say, Johnson &amp; Johnson, they agree that when their employment ends, they won't work at another pharmaceutical company for a designated period — usually one to two years. If you're familiar with noncompetes, you likely associate them with technology jobs, where employers want to protect valuable intellectual property. And that's the defense most often offered for the restrictions. BTW, the argument is bullshit ... a confidentiality agreement does the trick.</p> <p>The irony of noncompetes is they only serve to dampen growth. One of the few places where they're banned is also home to the world's most innovative tech economy: California. Job-hopping and seeding new acorns have been part of Silicon Valley since the beginning. In 1994 a Berkeley economist theorized that California's ban on noncompetes was one of the main reasons Silicon Valley</p>

	<p>existed at all, and in 2005, economists at the Federal Reserve put forward statistical evidence supporting the theory. Apple, Disney, Google, Intel, Meta, Netflix, Oracle, and Tesla were able to succeed without limiting the options of their employees."</p>
Sara	<p>"No compete clause is stripping a worker's right to freedom. Non compete clause should be made illegal."</p>
Ross	<p>"Dear Sir/Madam, I am a <b>physician</b> in New York who is an owner of a specialty dermatology group, Hudson Dermatology. Caremount Medical, the largest multispecialty group in our area, with over 600 physicians, has been recently acquired by United Healthcare to form Optum Medical. Unfortunately, the acquisition has brought a multitude of deleterious consequences for patient care that have been extensively documented in the press.  <a href="https://www.theexaminemews.com/examiner-probe-uncovers-restrictive-employment-contract-at-optum-veteran-caremount-doc-tors-feel-trapped/">https://www.theexaminemews.com/examiner-probe-uncovers-restrictive-employment-contract-at-optum-veteran-caremount-doc-tors-feel-trapped/</a> The good doctors at the former Caremount now feel trapped by their draconian non-competes, yet unable to provide excellent care for the local community, hampered by mismanagement by United/Optum. We would love to hire some of our colleagues and allow them to continue seeing their patients, but they are at risk of harsh legal retribution. The situation is beyond shameful. I fully support your efforts to end the unreasonable practice of non-competes that harms patients."</p>
Shan	<p>"In my case, I don't have a problem with the employer protecting their interests and understand it's the ordinary course of business. However, these non-competes often extend into businesses they are not participating in. In my case, I have an anesthesia device company and an anesthesia staffing company. The employer wants me to sign a contract preventing me from doing these things and claim all of my inventions as theirs. That was not the spirit of the non- compete clause, so I am in a very long contract negotiation. I think the proposed summary here would be more fair for the employee to increase competition for the domain rather than essentially prevent employees from competing with former employers"</p>
Andrea	<p>"Agree with banning mandatory noncompetes for employees, very important for career opportunities and adequate wages."</p>
Rachel	<p>"I support this rule 100%. Non-compete clauses force physicians in hospitals to accept poor working conditions and administrative decisions that negatively affect patient care."</p>
nicole	<p>"non competes should not be allowed against physicians. This allows hospitals to force physicians to stay and limits options for care for patients."</p>
Martha	<p>"The non-compete contract should be outlawed except in rare instances for executives and technical workers who have bona fide trade secrets from a particular company. Even in those kind of circumstances they seem suspect to me. If employees are managed well there should not be an issue. As a verified AICP planner certain non compete circumstances were governed by the AICP's ethical</p>

	<p>rule of professional conduct. That seems like an appropriate approach. But individual employers enforcing draconian non compete rules is stifling individual's careers and stifling our overall economy that depends on labor's ability to move to better opportunities. The FTC should stop non compete contracts, and the Chamber and other business organizations should recognize that the economy will be better without them."</p>
Michael	<p>"The company I recently worked throughout my whole career sold to a larger entity this past year. They pressured each person to sign an NDA that states they can't work for any competing company within the US. As a 30 year veteran in the <a href="#">Electrical Industry</a>, you can imagine the challenge I'm faced with trying to leave and find work to support my family. I'm in support of the FTC to ban all Non Competes from corporations of 50 employees or more."</p>
Amit	<p>"Non-compete Clauses are often used by employers to keep employees hostage. The employees are afraid of being forced to move to a different region in order to get a new job, which would affect their personal life as well as the life and education/career of their family members. As a result, the employees are afraid to speak up even when they see/experience discrimination, inadequate working conditions, unsafe or unlawful practices, and such. The non- compete clause should be removed from most employment opportunities."</p>
Scott	<p>"Non-compete clauses are completely acceptable for a sliver of highly specialized employees with knowledge of trade secrets or senior leaders of very large organizations. Otherwise, they should be banned. American employees, but for a few exceptions, are at will employees. They can be fired for any non-discriminatory reason at anytime with no notice. Employers have all the power. To extend that power to limit employee's next job is wrong. It also ties into the face of capitalism, whose basic premise is markets( jobs are a market) should be left unregulated. Businesses want it all.... employment at will when it is convenient to fire someone and non-compete clauses when they want to retain employees. They shouldn't be able to have their cake and eat it too. Please end non-compete clauses!"</p>
Rebecca	<p>"I appreciate the intent and the content of this rule. I have read it and find the evidence cited (especially the impact on competition and wage suppression) to be compelling. These non-compete agreements are not appropriate for employees. Business partners are a different matter, but employees shouldn't be subject to these."</p>
Nicholas	<p>"As someone who has been subject to a number of non-compete clauses over the years, I welcome the initiative to regulate these clauses in defense of worker's rights. However, I think it's worth calling out the different types of non-competes. I've worked at firms who dictated I should not work at any other firm in the industry for a year in a very broad manner, and with no compensation. This is unacceptable. However, in the financial industry, it is customary to pair the non-compete clause with a guarantee that you be paid your salary during the year the non-compete is in effect. This is a great way for employees to essentially take a</p>

	sabbatical, and protects both the firms interests while ensuring financial security for employees. I hope an exception would be in place for these types of clauses."
Gregory	"I am in favor of banning non-compete clauses in employment contracts in most situations. I understand there may be highly specialized industries that might need some level of assurance that an employee won't take proprietary knowledge to a competitor, but I believe that could be accomplished without hamstringing employees and preventing them from finding work."
Errol	"I am in strongly in favor of the proposed rule. Non-compete clauses should be used in a very limited fashion, not widely in a manner that is detrimental to everyday Americans. This rule as proposed will correct that wrong."
Alex	"Non-compete clauses have their place, yes. If someone's knowledge/brand is integral to a business, then they should be prevented from competing in related businesses close by as that would provide a definite conflict of interest. This does not apply to someone who flips burgers, and it definitely does not apply to security guards. These jobs are fungible, and (within reason) any two workers are able to work the job equally well. In these (and the vast majority of scenarios), non-compete clauses only serve to limit people's ability to get jobs. They should only be allowed in special circumstances, like the one I started this comment with."
Kari	"Hello, the non-compete clause should be banned for any employee who is a wage earner meaning they do not own a share of the company nor do they receive a share of profits. They are ONLY appropriate for employees that receive significant stock options or a significant percentage of profits -- e.g. are co-thunder or co-owners. If an employee simply participates in an employee stock program (which most tech companies offer) the non-compete is not appropriate. For hourly and salaried employees the non-compete must be banned. Employers should not be able to prevent a worker from seeking better working conditions or higher pay through non-compete clauses. If they want to keep workers from switching to a competitor, then offer them a great working environment and fair pay. All US citizens should have free will to work where they wish. Restricting that freedom is a form of human chattel."
Jack	"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."