

# Constituent Support for the FTC's Noncompete Rule



## Pennsylvania | Statewide Impact

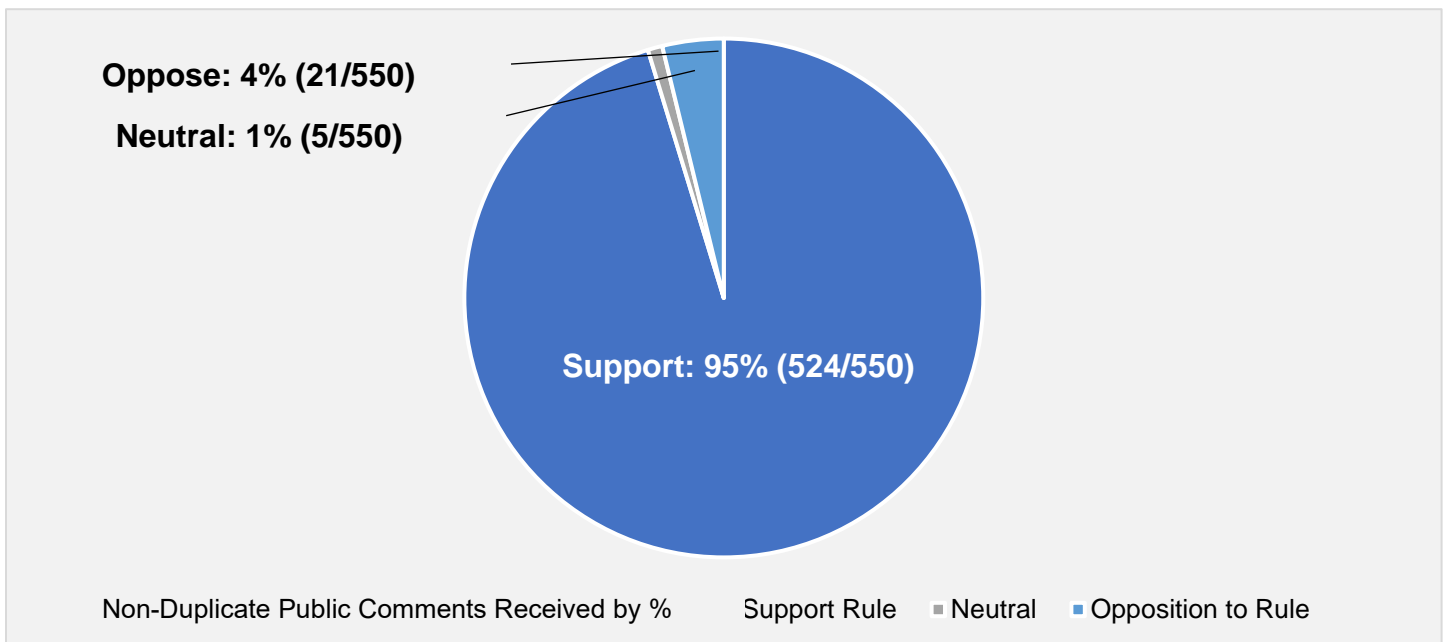


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Pennsylvania Covered Workers	Increase in Total Annual PA Worker Earnings	Increase in Average Annual PA Worker Earnings
<b>4,690,586</b>	<b>\$2.80 billion</b>	<b>\$596</b>


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



### Notice of Proposed Rulemaking: 524 of 550 PA Commenters Support





**Support Across Sectors of Pennsylvania Economy**

\*Some comments condensed due to length.

Profession	Comment
	<p>"Dear Chair Lina Khan, <b>I work in the themed entertainment industry</b>, and noncompete agreements are incredibly common. <b>It's also a fairly small industry with niche skill sets, often less than competitive pay, and noncompete agreements make it next to impossible to get a different job in the industry without your current employer's approval.</b> Leaving your current job on less than good terms could mean that you don't have a job for at least a year either because your previous employer has threatened legal action or because you're afraid that they will. Noncompete agreements hurt workers and their opportunities, not only in the themed entertainment industry, but all industries. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p> <p style="text-align: right;">- <b>Michael M.</b></p>
	<p>"I am a <b>family medicine physician</b> in rural Pennsylvania, and I previously worked for a healthcare system that had me sign a 24-month, 50-mile non-compete contract. <b>Options for healthcare in my area are sparse to say the least, and this non-compete makes it impossible for me to treat patients in my hometown.</b> Not to mention, this town is in dire need of physicians that are willing to practice here. There's not much to pull doctors into this area, but I want to be here. As previously said, this is my hometown. My family, my friends, and my neighbors all have the right to high-quality healthcare, and I believe this non-compete hurts their access to it. It also hurts my ability to provide it. Please consider the removal of non-competes, and help me provide medical care to an area that truly needs it!"</p> <p style="text-align: right;">- <b>Lucas W.</b></p>
	<p>"I totally agree that non competes should be outlawed. <b>A friend of mine who is an HVAC salesman has a non compete in place that says he cannot work in HVAC or plumbing for two years anywhere in the United States if he leaves.</b> They basically have him handcuffed to his job. He would like to leave for a better opportunity but cannot because it's the only job he knows. It sound's completely unfair to impose this law on a free society. If you have a business that treats there employees well, is competitive with pay and does whatever it can to be a great place to work then those companies shouldn't need to have a non compete...people should want to stay at their job."</p> <p style="text-align: right;">- <b>Michael D.</b></p>
	<p>"When I started my own business as a <b>hairstylist</b> I was sued by an old employer for breach of 'non-compete' contract. <b>I was forced into bankruptcy after no longer being able to afford to litigate in a lawsuit that is lasting over 3 years.</b> Non-competes limit stylists/employees from advancing their careers and generating more money for themselves and the economy. Abolishing non competes will open many doors for new businesses and advancement in careers"</p> <p style="text-align: right;">- <b>Sandra R.</b></p>

	<p>"The proliferation of non-compete agreements is absurd at best and fiendish at worst. <b>I work a blue-collar, physical job restoring natural stone. This is skilled labor, like any you'd find in the construction sector, but the methods of repairing stone aren't some trade secret locked-up next to the formula for Coke.</b> Yet the company I work for, Marblelife, forces every employee to sign a non-compete that prevents a former employee from working for any company that has anything to do with the installation, repair, cleaning, care, etc of natural stone for TWO YEARS. As you might imagine, this severely limits us from being able to take our skills and abilities to a better company, for higher pay or better benefits (Marblelife doesn't even offer health insurance); trapping us where we are, keeping us out of the work force for TWO YEARS or start our career from scratch."</p> <p style="text-align: right;">- <b>Cagney B.</b></p>
	<p>"Non Competes should be banned for all workers. <b>I am a veterinarian, and I am stuck working in horrible toxic work environment with forced overtime and more. I can't leave because I'd have to drive over 1 hour to be outside of my noncompete.</b> I can not afford to take time off for 2 years (when my noncompete ends) so my options are to continue working and hating my job, or I leave the veterinary industry all together. With how understaffed most hospitals are, losing yet another veterinarian would be detrimental to this field."</p> <p style="text-align: right;">- <b>Julia B.</b></p>
	<p>"I am a <b>journalist</b> who has been forced to move across the country three times, and leave my field entirely for one year, in order to comply with stringent non-compete agreements but continue pursuing my career. <b>In one case, the Non-Compete Clause required me not to work for one year for any company doing any kind of communications work inside the broadcast signal range of my station. It crossed state lines! It covered hundreds of miles! I had to move to a city 800 miles away in order to find a job and not risk breaking the non-compete clause.</b> In another situation, I was stuck working for abusive management who fostered a toxic and abusive workplace, and I had to work there for more than a year until I could find a job in another city entirely because they had threatened to sue me under the non-compete if I left and worked for another local station. These moves were expensive and required me to rebuild my financial security from SO every time they happened."</p> <p style="text-align: right;">- <b>Victoria M.</b></p>
	<p>"Good evening, I am being directly affected by a noncompete clause at my job. I am a <b>nurse practitioner</b> who is unable to leave her job at this time even though I work in a toxic work environment. <b>I currently have a contract that states I am unable to work within a 10 miles radius of this hospital system and all it's provider offices. Unfortunately, there is a medical facility belonging to this hospital system surrounding where I live as far wide as at least a 70 mile radius.</b> I either have to stay working for this company, leave my career all together, or work far away from my home. As you know gas prices are sky high and this puts a large commute to my already long work day. Please consider making this no compete clause obsolete and ban companies from making this mandatory!"</p> <p style="text-align: right;">- <b>Jodi K.</b></p>

	<p>"My wife is a <b>Radiologist</b>, a highly trained and well paid professional. However, she has been repeatedly subjected to non-compete clauses as a standard matter of her employment. <b>When she lost one job at the end of the great recession, our family was forced to move out of state so that she could find work that did not violate the agreement. The result was a substantial loss of home equity due to the housing crisis.</b> The next Job she had also required a non-compete. The job was fine until new management came on board and altered the nature of her job, requiring her to commute long distances to various outpatient facilities. At one point, she was logging 18 hours a week of unpaid travel time in addition to the long hours and weekend call already required. There has been talk of exempting doctors and other highly paid professionals from a ban on non-compete clauses. This is wrong. The non-compete clauses are even more severe for professionals like my wife because their skills are more valuable to employers. The use of non-competes causes employees, even highly paid ones, to choose between remaining in a difficult or abusive job or being forced to relocate, which uproots an entire family and disrupts friendships and school continuity."</p> <p style="text-align: right;">- <b>Jon S.</b></p>
	<p>"I work in the <b>biotech and pharmaceutical industry</b>, and have been placed under multiple non-compete agreements. I urge the Federal Trade Commission to end this restrictive and anti-competitive practice and support a healthier ecosystem in many sectors of innovation by allowing employees to capitalize on the experience and subject matter expertise they have cultivated over their careers. Employers can still exercise protections around intellectual property, and confidential information, but should not be allowed to wholesale restrict opportunities for employees in their respective areas of practice. [...] End this practice and allow companies to protect their IP and employees to protect their marketability as an expert in the general field of innovation and stakeholders for that innovation. Thank you!"</p> <p style="text-align: right;">- <b>Jacose B.</b></p>

**Additional Support from Pennsylvania**

\*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Allison	<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. Medicine should be practiced with a</p>

	do no harm mentality. You will be continued to promote corporate, big business interests instead of families and individuals, and thats not only un- American, its wrong!"
Margaret	"I support the FTC proposed rule banning non-compete clauses. For example, non-competes result in patients losing access to the <b>physicians</b> 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. We have got to take the power away from hospital administrators, bureaucrats, insurance companies and politicians and give it back to the physicians and patients. We cannot allow them to continue to make decisions about bodily autonomy, those are decisions that should be left to the patient and their physician. It is long past time to end this non compete clause."
Anne	"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. The PATIENT has the right to choose their own doctors, NOT the medical facility CEOs who are always interested in money before quality and humanity. 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."
Jack	"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. As as example, I am currently not able to practice <b>hospice or palliative care</b> in a 2 county area after leaving my previous hospice employment in October, 2022. Other local hospices have physician openings, but I am restricted from practicing there, potentially depriving end-of-life patients from adequate physician care. I urge the FTC to adopt the proposal to ban them."
Kathy	"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 doctors and their families suffer because if they choose or are forced to be employed elsewhere, they must move a prescribed distance away (usually at least 30-50 miles) for a prescribed period of time (often 2 years or more) in order to seek new employment. Many doctors are uprooting their families every 2 years as a result of these oppressive contracts. This is not good for the stability of a community, nor the family unit. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."

<p>Greg</p>	<p>"As a <b>physician</b> I have been impacted by non-compete clauses in my contract which limits fair competition among health systems. Often, these parts of the contract are inserted in a predatory fashion for does just completing training and starting their first "real" job as an attending physician. Sadly, we are not well versed in these business practices which leaves us open to further exploitation. In my case, I found a job close to family and a letter of intent was drafted by the hiring department outlining the general role, salary, call, etc that was involved in the job. After review, I signed this letter and then proceeded to look at purchasing a house and preparing to move. It was not until after I had completed the process of submitting for a new state license, entering into contract to purchase a house, and making arrangements to move my family across the country that documents were overnighted to me for urgent signature. This packet included documents to sign for hospital privileges but also included a non-compete clause which I felt forced into agreeing to at that point in time. Obviously I could have better served myself by asking more specific questions at the LOI stage but again I was a physician focused on training and taking care of patients for the past 11 years rather than understanding contracts. Fast forward 3 years and my bonuses that were promised were rescinded, my call became q3 instead of the agreed q4 and yet I was unable to transfer jobs due to potential employers not wanting to get involved in a legal battle involving my non-compete. This put me in a very difficult position of choosing between moving my family again, agreeing to the significantly worse work conditions than were promised, or filing a lawsuit to attempt to break the non-compete which, if did not work, would put me in jeopardy at my current job in addition to preventing me from seeking employment where I put down roots for my family. Obviously, I am in full support of a ban on non-competes especially in the medical field where health systems have largely not only taken over part of physician autonomy but also prey on the business inexperience of individuals like myself."</p>
<p>Kevin</p>	<p>"I applaud your effort to eliminate non-compete clauses. They are detrimental to workers and rarely provide any actual benefit to the company trying to enforce them. They are there as a threat to try and retain employees, nothing more. I fully support the elimination of the non-compete clause from this country."</p>
<p>Joseph</p>	<p>"Very much in favor of the elimination of Non-compete clauses. This will foster fair pay in all industries."</p>
<p>Andrew</p>	<p>"I fully support the FTC's proposal to ban non compete clauses. This outdated modality allows large health care institutions to restrain workers and prevent an otherwise competitive market from emerging."</p>
<p>Andrew</p>	<p>"I've worked hard to continue to grow and develop in my career as a <b>technology professional</b>. I have and continue to face barriers to do so from noncompete clauses. I believe them is something fundamentally unfair about being locked into a job because you lack bargaining power. I'd posit that evidence of the power imbalance almost universally going to the employer is reflected in how rarely the inverse of a non-compete occurs. It is almost unheard of in professional jobs for line-level employees to be able to impose employment contracts for a guaranteed</p>

	<p>period. Myself and the dozen or so peers I surveyed have never been informed about these clauses prior to employment offer and, during offer negotiations, found employers completely unwilling to even approach language in these clauses. This is something that creates fundamental unfairness across states making it harder to navigate potential employment offers and move as personal and family needs demand."</p>
Danish	<p>"I think the ability for workers to not be locked in a non compete clause is very important. I live in Philadelphia and if I want to get a different job in my field I have to leave the city. Additionally, I do not believe that not for profit organizations should be exempt from this law. Employees working for not for profits should have the ability to leave these jobs and get a new one as well without having to leave the area they live in."</p>
Donald	<p>"I have little experience with non-compete agreements with employers. One place I interviewed with required me to agree to a non-compete agreement as part of the interview but as I was not offered the position, it no longer applied (I think). It was one of the reasons why I breathed a sigh of relief when they told me they world not be making an offer."</p>
Sandra	<p>"As a <b>healthcare worker</b> for 48 years, I urge you to eliminate noncompete clauses from contracts. There is a real shortage of some healthcare specialists and medical personal could fill these positions if they would be allowed to leave their currents positions but they cannot because on noncompete clauses. This is effecting healthcare in the United States."</p>
Asim	<p>"In the case of <b>health care workers</b>, No compete clauses are horrible for doctors, patients and communities. To limit a patients care options or who they can see for their healthcare for the sake of hospital profits is unethical and should be illegal. To limit a physicians ability to make a living and not have to uproot their family when they can easily provide care and services in their own community is like bonded slavery for the provider and bad for the community. No one wants to lose their doctor and forcing physicians to leave a community if their employer is abusive and they want to change jobs is unethical by every standard. Non compete clauses are unethical, draconian and against worker and community interests. They should be illegal."</p>
Mohammad	<p>"I totally support this, it will keep the <b>medical doctors</b> serving the same small community if has issues with their employers, instead of leaving the community struggling to get new Does."</p>
Beth	<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>
Jordan	<p>"As someone who has had non-compete clauses in employment contracts, this is an excellent idea! I'm also disabled and receive home care, many home care agencies use non-competes which stops caregivers from switching agencies or</p>

	<p>staying with clients who switch, and makes it harder for agencies to fill vacancies. Let the market dictate competitive employment contracts, not established industry players who stagnate wages and services while holding everyone hostage."</p>
<p>Natasha</p>	<p>"I am a <b>physician</b>, wife, and mother proudly serving my rural community. I am bound by a non-compete which prevents me from seeking alternate job opportunities in my area. As such, changing jobs would require me to leave my community. Rural communities like mine already struggle with the recruitment and retention of physicians. Rural communities have fewer physicians per capita, and rural residents experience poorer health outcomes. In the future I will likely leave my rural community to seek an employment opportunity which is a better match for my goals and interests, and outside the bounds of my non-compete. As much as I would love to continue to serve my rural community, my non-compete requires me to choose between my personal/professional needs and my community."</p>
<p>Jovito</p>	<p>"<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. To be clear, there are nuances to this discussion and a blanket endorsement of the FTC proposal. As it is currently written, many lawyers have stated that the FTC' proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay</p>



	<p>their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices are a valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable. Therefore, as grassroots physicians and our supporters, we respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed."</p>
Rashid	<p>"Non compete clause is very burdensome for a <b>physician</b> and his or her family, as one is bound to work with the health system one is employed regardless of the working conditions. It is unethical in an open society like USA. As a physician practicing in PA, I strongly support the motion to end non compete clause"</p>
Caren	<p>"As a <b>physician in a pediatric subspecialty</b>, I strongly support the ban on non-compete clauses which prevent doctors from changing jobs without uprooting themselves to another state (in my case). Thank you for this protection from employers who wish to exploit this."</p>
Jason	<p>"As a <b>family care physician</b>, I approve of the abolition of the non compete clause. It creates undue burden on employees who are unable to leave a position if it is non-equitable as they will have to sell their property and uproot their family. Most hospital networks are gigantic and have unreasonable non- complete clauses requiring significant movement, some times even out of the state."</p>
Sarah	<p>"I agree with the FTC's proposal to end non-compete agreements. I am referring to FEDERAL TRADE COMMISSION 16 CFR Part 910 RIN 3084- AB74 as I write this. I agree with positions presented in the paper and are exemplified in this quoted text on page 3 of the paper: "This research has shown the use of non-compete clauses by employers has negatively affected competition in labor markets, resulting in reduced wages for workers across the labor force—including workers not bound by non-compete clauses. 2F 3 This research has also shown that, by suppressing labor mobility, non-compete clauses have negatively affected competition in product and service markets in several ways." I think think the noncompete clause rule is outdated and restrictive. I would like to ask that you</p>

	include nonprofit organizations and contract work as part of this. Physicians, nonprofit workers, contract workers, etc. can follow rules of nondisclosure but they have expertise that should not be limited by Non-Complete agreements. For example, I live in a city with two major medical systems that are classified as nonprofits. They are in essence two monopolistic medical systems. It does not benefit the community at large to restrict physicians who work within these systems. We benefit when they as human capital can contribute to our community by being allowed to change organizations and not be restricted by noncompete clauses. Thank you for your consideration of my comment."
Micah	"Eliminating "non-compete" clauses would be a godsend to all laborers and employees. 100% support this strengthening of labor power. The FTC should absolutely curb abuse by corporations and employers by eliminating the "non-compete" clause."
Melanie	"Non competes are not good for doctors, patients or healthcare. It is a way for healthcare systems to punish doctors for leaving toxic environments"
Susan	"It is time to ban non-competes. They are bad for the autonomy of workers, and by interfering with opportunities to find better job circumstances they provide a disincentive for current employers to improve conditions of employment."
Jillian	"This would greatly change my career path. I am currently stuck in a company, who has not given us a raise in over 2 years and greatly disrespects their employees and clients. Soon I will have 2 young children and moving to find a job avoiding my noncompete is just not an option right now. I have worked at this company for 4 years and have not been trained in over 2 - so no new information has been shared. Once I leave I am stuck in a 2 year noncompete contract, that I didn't realize the extent of when I signed. This would be such an impactful change."
DILIP	"Agree, non-competes should not be allowed. People are poor and need to be able to earn salary to pay bills."
Seema	"I am a <b>primary care physician</b> , of which there is a shortage. Noncompete clauses are harmful for patient care, medical care, access, and physician well-being. Please consider banning such clauses, so that patients can have free access to their positions in the community."
Kevin	"I am a <b>physician</b> in Western Pennsylvania. I grew up in the town that I worked for the first 9 years of my career. I was employed by a large health system. As a resident physician, I was offered a contract to work at the same hospital while I still had 1 year left of residency. I was a young adult without any negotiating experience. I was told there was no ability to negotiate out of a noncompete clause at that time and I was financially incentivized to sign the contract right away. 9 years later, I became increasingly frustrated working for corporate health care. I decided that I wanted to start a private practice and continue to work in my underserved home town. Fortunately for me, I was able to negotiate my way out of

	<p>my non-compete clause with my former employer without getting legal involvement. This was mainly because of the relationships I had built along the way. Unfortunately, several of my former coworkers have not been as lucky as me in this regard. As a physician, I strongly oppose non compete clauses in health care. I think the only people that lose in these situations are patients and physicians."</p>
<p>Ali</p>	<p>"Non competes need to be banned immediately. Just another form of controlling physicians and limiting opportunities forcing people into difficult situations"</p>
<p>Noy</p>	<p>"I am a <b>radiologist</b>, specifically an interventional radiologist. I am writing in support of the proposed rule. I was given a 'non negotiable' restrictive covenant (noncompete) as part of my employment package. As a fresh trainee I had zero room to negotiate, since I needed a job. Since my healthcare network continues to grow, there have been proposals to modify the noncompete to prevent working within a radius of any site we provide service. This would mean avoiding an area of coverage provided by 14 hospitals in 11 counties in two states. This has been met with resistance from the medical staff for the reasons discussed in the proposed rule. Currently, with a time (measured in years) and geography (miles) specification in this agreement, I would have to move out of the region to find a new job. This means uprooting a spouse, children from school, etc. Taking years without an income is not an option. There is only one other competing network within a commutable distance, it is blocked by the noncompete agreement. Although I am a highly trained specialist and part owner (shareholder, partner) of my medical group practice, in real world terms I am still an employee subject to a contract and rules made by administrators. In the field of medicine the purported nature of these agreements is to prevent us from taking our patients and setting up a practice across the street, but this is a fallacy in a field like mine where we have very few of our own patients and most of our time is providing a service to the hospital (greater than 90% in my practice). Other times I hear the fallacy that my employer has 'taught me' specific skills, which would be injurious to them if practiced at a competitor. Nothing could be further from the truth - we are all similarly trained and practice according to the standards of the field of interventional radiology. My employer and I currently have a good relationship, but with these agreements we are (breed to accept unwelcome changes, and are unable to speak up or negotiate freely. If the relationship sours I will not be able to exercise the reasonable option of looking tar a new job without uprooting my family. I can be forced to accept more work requirements, worse conditions and scheduling, with the employer knowing there is a higher harrier for me to consider other jobs. The field of medicine is particularly sensitive to noncompetes for a few reasons: Among healthcare workers there is already an epidemic of depression, burnout, and a high suicide rate. All of these are worsened by noncompetes that limit the ability of a worker to leave a bad situation. Also, I was trained to practice medicine with government tax money (medical school scholarships, residency is subsidized by CMS via Congress) and these agreements restrict my ability to pay back the debt to society with my training. Finally, in my experience, the noncompete lies somewhere in the spectrum of a perceived threat with questionable legal enforceability. I have heard senior leaders in my own institution</p>

	<p>claim they 'can break any noncompete', and I have personally seen noncompetes negotiated out of the way when money or politics makes it expedient to do so. Perhaps if I provide socially needed but less profitable services no one will try to rescue me from a noncompete, and my family will suffer. As my attorney has advised me, the mere presence of a noncompete in my employment record makes me more toxic and less attractive as a potential hire to other groups, as they would face the threat of litigation. In an era where there are not enough healthcare workers, and specifically not enough specialist physicians like myself, it seems clear to me that these agreements only hinder free patient care and help employers by restricting my trade. I fully support the proposed FTC rule to ban noncompete agreements in the interests of patients, healthcare workers, employees, and fair trade."</p>
Arwen	<p>"As a <b>physician</b>, I am in favor of getting rid of the non-compete clauses that are routinely forced upon doctors. The AHA obviously opposes this, as they prefer to keep control of physicians. Lots of hospitals are "non-profit" such as UPMC, but are actually huge corporations that will take advantage of any exceptions given them, and continue to use non-competes as leverage against physician autonomy. Please eliminate non-competes for all including non-profits. Thank you!"</p>
Harry	<p>"It time to stop Non-Compete Clause Rules there is nothing new under the Sun, and people should be free to seek higher wages when they want."</p>
Seth	<p>"The healthcare employment landscape has been harmed by contemporary noncompete clauses. The consolidation of healthcare has led to the proliferation of monopolistic healthcare systems that rely on these noncompete clauses to suppress competition and prevent workers from seeking alternative options. There is no better example of this than in <b>physician</b> contract language. These noncompete clauses are frequently unreasonable in terms of restriction and often result in the physician worker settling for a less than desirable employment situation or relocating to an area far from where they may have "built a practice " or call home. The large, powerful healthcare entities assert their dominance by threatening harsh legal consequences if physicians violate the noncompete clause. This essentially boils down to employee intimidation, because the healthcare systems realize that no single physician can compete when threatened with a legal challenge. Please do not believe the hospital lobby groups that assert these clauses are essential to protect patient access to care. Hospital lobby groups care nothing about patient care or access, but rather everything about stifling competition and ratcheting down wages in an attempt to bolster corporate profits and expand their footprint. The physician workforce is optimistic that the FTC can eliminate this longstanding "thorn in the side." Promoting competition will result in higher quality and more accessible healthcare while facilitating healthcare employee satisfaction."</p>
Shannon	<p>"I'm completely in support of banning non compete clauses! These clauses are overused and seek to intimidate employees long after they've left their current position."</p>

<p>Anya</p>	<p>"Dear Congress, non-compete clauses endanger America's proven track record of innovation and ingenuity by making employees, particularly highly skilled ones, fearful of switching employers within the same field. This leads to lost wages, career instability, and a slew of other negative outcomes. To maintain American excellence in STEM and other fields, please pass this bill to void non-compete clauses in American courts of law. Sincerely, a <b>scientist</b> in a field run amok with non-compete contracts."</p>
<p>Chris</p>	<p>"I support the efforts of the Federal Trade Commission in cracking down on predatory non-compete clauses for most employees. A former employer of mine had a non-compete clause that supposedly prevented me from changing jobs to work at a competitor who was doing better than our company at selling <b>software</b> to customers, and due to my non-compete, I had to instead leave the industry and work in an adjacent industry. This is unnecessary for employers to force on their employees as they are already protected from harm by their non-disclosure agreements (NDA) that are often included in employee contracts, in addition to patent protection, copyright protection, and trade secrecy laws. If employers would like to prevent employees from working for competing firms after they have been voluntarily let go, they need to pay the employee for the duration of the non-compete. If the employee wishes to leave their employment on their own, then the only criteria they should be protected by is Intellectual Protection (e.g. no sharing trade secrets) as specified in an NDA. I'd also encourage the Commission to heavily fine any companies that continue mandating employees continue to sign unenforceable contracts (i.e. non-compete clause) or that threaten legal action against employees for leaving to work for a competing firm. This is a form of legal extortion that hinders people from exercising their legal rights under threat of financial ruin from lawsuits and needing to hire lawyers to defend themselves."</p>
<p>Alexander</p>	<p>"Competition is the hallmark of capitalism. When companies have the ability to enforce noncompete clauses, the entire enterprise suffers. In addition to limited job mobility for employees, the industry suffers due to a lack of innovation. The free movement of employees enables new ideas to reach fruition. As seen with the pandemic, a lack of competition and disrupted supply chains had massive negative consequences throughout the US economy. By allowing all companies to compete for the best talent, the dominant firm cannot charge unnecessarily high prices, cannot get away with poor product quality, and cannot stifle up and coming competitors. Just as how international competition in the semiconductor industry is of paramount importance, so too is enabling domestic competition by allowing for the free movement of employees to competitors."</p>
<p>Rick</p>	<p>"Commissioners: I urge you to disqualify existing and prevent all future non-compete clauses for the vast majority of American workers. Such clauses should only be permitted for those earning more than \$1 million annually from their employer and/or are in the "C" suite. The misapplication of the existing non-compete clauses to everyday laborers by business is a restriction of trade and unnecessarily repressed the economic and labor rights of the workforce."</p>

	<p>Overturing these rules will be good for the economy, good for the labor force, good for businesses, and good public policy."</p>
Jason	<p>"I have been unfairly restricted by my former employer from pursuing opportunities. Multiple customers have called me, asking me to do work for them, but I cannot do it since I am covered under a three-year noncompete clause. I am in the construction industry and I think this is unfair."</p>
Jared	<p>"I am in favor of having the non-compete ban. For my entire career, first as a low-level entry healthcare employee to now as a <b>physician</b> I have always had a non-compete tied to my employment. Currently, If I were to leave my job, I would be barred from not only working in my own county, but also the county north of me. Effectively this would mean I would have to commute a minimum 50 minutes one way in order to work. To make matters worse my current non-compete would prohibit me from returning to my community for work for 18 months. A violation of this non-compete would mean I could be liable for hundreds of thousands of dollars. I understand when non-competes were first instituted they were aimed at high-level executives with access to sensitive corporate information. However, employers seem to use non-competes as a way of controlling their employees and suppressing wages/benefits. When the employer knows their workers are unable to leave, they have less incentive to offer competitive pay/benefits -dampening wages for everyone in that field."</p>
Karen	<p>"Studies show that ending non-competes would boost wages for countless US workers, one out of five of whom are currently bound by a non-compete. Don't listen to the Chamber. The FTC must render a non-compete-clause rule."</p>
Mark	<p>"I am an <b>interventional cardiologist</b> and have worked in NE PA for 30 years. I was in private practice until 2013, and then joined a large local health care system as an employed physician. I see no justification for non-competes and in fact feel is harmful to the entire medical profession. If a physician is not satisfied with current employment, the Non-compete forces them to leave the area, uprooting family and forcing their patients to find another provider in a current milieu of limited access. This is onerous and punitive. Please approve this legislation."</p>
Eva	<p>"I am strongly in favor of the proposed rule by the FTC to ban non-compete clauses in new and existing employment contracts. I believe that this provides a more just and fair climate for employees."</p>
Burton	<p>"As someone who has been working under a non-compete for a decade, I am excited and thoroughly in support of this proposed rule. Ten years ago, I decided to make a career change and enter the world of executive search as a <b>recruiter</b> where non-competes an industry standard. I believe they are standard because they are intended to restrict competition and limit the options of a producing employee in case they reach a point where they desire to leave their firm. Being on the restrictive end of an non-compete, the harder I work and the more success I achieve the more difficult it is to leave. When I joined my current firm, I had previous industry experience and was confident in my ability to succeed, but I was</p>

	<p>not in a position to start my own firm. I was faced with the choice of joining my firm of choice and signing a non-compete or choosing another career path, which was not a viable option. Therefore I signed the non-compete out of necessity and joined my current firm. As far as search firms go, my firm is one of the better firms and I enjoy it working here. However, I built a new territory from scratch with little to no assistance from the firm owners, other than the miniscule start up salary that is less than the equivalent of minimum wage. Over the last ten years, I built a super successful book of business with deep client partnerships where my clients know and appreciate me alone, not my firm. They know no one else at the firm including the owners or other team members...only me. If I left today under the non-compete I could not work with them for 12 months and they would be heartbroken, upset and their businesses would suffer. They certainly would not work with anyone from my firm because they have no relationship with them. Therefore, they would be forced to work with one of my competitors and while that is always an option, they do not trust them as they trust me and this would in turn negatively impact their businesses and corporate culture. In the end, my non-compete does not guarantee the book of business I created will be passed onto the owners of my firm. It does however, guarantee that I will lose a large portion of my book if I left the firm, so it is combative in nature and restricts trade. While I respect and appreciate the owners of my firm and believe I am valued, they intentionally limit my growth for their benefit because they know I cannot leave on my own terms because of my non-compete. If the non-compete was eliminated under your proposed new rule, the owners will either have to support my ideas for continued growth, which will ultimately benefit them and our clients or risk losing me. For the record, I would prefer to stay with them, but I am prepared to leave and start my own firm if I cannot reach my full potential at my firm. In closing, I pray you render existing non-competes unenforceable and prohibit their use in the future. I strongly believe this will improve competition within any industry and drive up wages for under compensated employees. Moreover, in my case, I am convinced my firm will 'see the light' and support me in my growth endeavors out of fear of losing me, which will benefit them in the long run. Thank you for your time and consideration."</p>
<p>Kyle</p>	<p>"As a <b>physician</b> I am strongly in favor of this rule. It would be a boon for American society as a whole and would unlock economic growth for individuals and society as a whole."</p>
<p>Mark</p>	<p>"I am commenting on the following paragraph on page 80 of the document. "The Commission believes non-compete clauses for senior executives may harm competition in product markets in unique ways, to the extent that senior executives may be likely to start competing businesses, be hired by potential entrants or competitors, or lead the development of innovative products and services. Non-compete clauses for senior executives may also block potential entrants, or raise their costs, to a high degree, because such workers are likely to be in high demand by potential entrants. As a result, prohibiting non-compete clauses for senior executives may have relatively greater benefits for consumers than prohibiting non-compete clauses for other workers. The Commission seeks comment on this analysis as well as whether this reasoning may apply to highly</p>

	<p>paid and highly skilled workers who are not senior executives." I was a Vice President of a <b>small employee owned business</b>, and I was poised for election to the Board of Directors. From what I can surmise, things became political and I was for all intents and purposes "demoted" and relegated to my former sales position and my remuneration was cut in half. In reality, I was given two options, take the sales job or quit. They would not fire me, my guess to avoid paying me severance against my non-compete. Under duress, I agreed to go back into sales, primarily to bide my time until I found another job, which proved difficult since I had a 26 year career doing the same things in the same industry and I had to find something unrelated. It took me a year and a half to find a new job at comparatively lower pay than my Vice-President job. In the meantime, I have had several of my former employers competitors come to me with interest, but we are unable to talk due to the non-compete. The non-compete expires after one year which will be on 10-3-2023."</p>
<p>Jim</p>	<p>"I am absolutely in favor of forbidding all types of employers, including those in the <b>healthcare sector</b>, from using non competes. These draconian practices have continued to stifle and suppress wages for all types of employees."</p>
<p>Lisa</p>	<p>"I don't think non-compete clauses are generally ethical. With 74% of the American populace employees at-will, which is also unethical in most cases, non-compete clauses can essentially put someone out of their enjoyed line of work at the drop of a hat for sometimes even years, which has consequences for long term employment. It also discourages people from leaving poorly managed workplaces; if they work in an environment where they're facing harassment from coworkers or management, they're being under payed in accordance with the work they do, they have no options for growth within the company, etc., and because of a non-compete, they won't get any of what they want in their desired industry anyway. This allows employers to get away with mistreatment, because they know the employee often doesn't have other options."</p>
<p>Monica</p>	<p>"The non compete clauses in many employment contracts fail to do what they claim: prevent loss of intellectual property. Instead, they harm individuals looking for better, more competitive jobs in regions where they live. These clauses prevent wage increases that naturally stem from a free market. How does a <b>hairstylist or a mechanic</b> take intellectual property from one site of employment to another? They do not. I have seen them in use in my industry: healthcare. Physicians without intellectual property or patients tied to their practice such as radiologists, anesthesiologists, pathologists and others are prevented from local movement within regions by non-competes. This depresses wages in our region and in the long run, only makes us less competitive nationally when trying to recruit additional physicians to our practice. What businesses fear is the wage competition and use non competes to hold individuals back. It is time for these clauses to be deemed illegal and banned from usage."</p>
<p>Marcy</p>	<p>"When physicians, dentists and other health care professionals are forced into non-competes patients suffer. Health care progress is stalled. This country needs</p>



	more providers not constructed providers who are limited to serve patients. This is bad policy for patients and for healthcare policy in general!"
Mark	"This would help so many <b>dentists</b> who are stuck in noncompetes, that do nothing but affect patient care and accessibility, delay or halt practice ownership altogether for young dentists. This would help so much and needs to be passed immediately. I am a young dentist looking to start a practice but my previous non compete locks me out of an area near my home and is so detrimental to my income and career goals."
Wanda	"Thank you for proposing this change. It will be a blessing to all the workers who are being held down by non-compete clauses."
Christopher	"Hello. Non-compete clauses are a violation of worker's rights and also an attempt by corporations to strangle the free market in their own interests. Ban non-competes, please."
Eric	"Restrictive covenants are essential to the illegal corporate practice of medicine. This is particularly true in medicine where <b>physicians</b> have the daunting choice of having to pick up and move rather than opting out of a poorly managed or even maliciously managed local healthcare system that holds a local monopoly. The worst abuses are in <b>emergency medicine</b> where private equity owning contract management groups have undue leverage over emergency physicians forcing them to perform illegal and unethical acts while fee splitting and often taking 50% of their clinical revenue while kicking some back to the local ceo through sham joint ventures. This prevents physicians from advocating for patients as undue leverage is used against them."
Eric	"The balance between practitioners and hospital administrators needs to be restored Eliminating restrictive covenants in medicine reduces undue administrative leverage over physicians (trade secrets are illegal in medicine so preservation of these by restrictive covenants - something that may be a valid concern in other areas of is invalid and unethical in medicine) and disrupts the doctor patient relationship - placing administrative leverage over patient best interests."
Nav	"I support that non compete should be removed. Hospitals and non profit organizations shouldn't be exempt. Non compete should be removed for physicians as well."
Laura	" <b>Physicians</b> are just normal people - we live in communities, often near where we work; our kids go to school, participate in sports, and have friends in the neighborhood; and our partners often have local jobs as well. Sometimes we have extended family in the area as well. Just like everyone else. And yet, physicians are routinely held to noncompete clauses that make them choose between staying in a job they don't love or that is not a good fit for them, or moving away and being uprooted from their communities to pursue a better job, even when a preferred job is right across town. This is not right and should not be legal. Let

	hospitals compete with each other to retain the physicians they hire, and let physicians work where they want without disruption to their families' lives."
Jeff	"I am writing in support of the proposed FTC Non- Compete Clause Rule. The use of such a clause in an employment contract benefits the employer entirely, the workers not at all. It removes incentives for workers to develop specialized skills, knowing they are precluded from offering enhanced skills to the broader labor market, and placing them in a position of serfdom."
Jenna	"Non competes for <b>physicians</b> are harmful to patients in rural and underserved communities"
Jenna	"If the point of this is that these types of regulations are unconstitutional and/or inappropriate, why would exempting "non-profits" even be in the discussion? They should not be allowed to harm employees. Non-profit is just tax lingo, and in the medical world they are some of the most abusive to their employees."
Tara	"I am in favor of banning non-compete agreements. I am a former employee still under the constraints of a non-compete of a former employer which is now hindering my ability to find work in a field in which I am proficient and enjoy. The situation that I am currently in is not an issue of using proprietary or unique information from said employer, but that I came into the job with prior knowledge that is now difficult to defend the use of I am attempting to start my own business which would in no way compete with the business of the employer, but am running into difficulty due to my prior knowledge and licensing overlapping with what was provided in my training My desire is to stay in the same field, but change my specialty, which has proven difficult due to the employers use of scare tactics and threats, not only directly to those who have signed their non-compete agreements but to other businesses in the field. Compared to other companies offering the same services, our pay and benefits were low and our workload was high. The non-compete was required to be signed before any raises or vacation would be paid out. We are now held hostage as we are unable to seek competitive employment with any company in a remotely similar sector as our non-compete applies. As previously mentioned, my situation is unique in the fact that I had entered into a non-compete with an employer but had previously obtained licensing and training in the field for which I am now forced to defend the use of."
Alyssa	"I believe in most cases Noncompetes for <b>physicians</b> should be banned. At the least, you should not unilaterally exclude physicians from relief from these "noncompetes". Ultimately, the noncompetes potentially harm patients because they force doctors, often in the prime of their careers, to move out of the area they previously practiced in. They give too much power to large hospital systems and medical groups that employ physicians, and discourage healthy competition and potentially discourage "mom and pop" type small private practices from being founded. I also think the noncompetes potentially hurt female physicians disproportionately since we very commonly have spouses who work outside the home and it can be much harder for us to move/relocate if our husbands have a job in the area, our kids are in school, etc. If we get caught in the jaws of a

	<p>noncompete (even if it's only questionable legally enforceable) nobody is going to risk hiring us -they'll just get a fresh new residency graduate or someone moving in from out of state. You should really reconsider if you are thinking of excluding most or all physicians from this new rule."</p>
Lance	<p>"Thank you for the opportunity to submit a comment regarding non-compete clauses. I am an <b>Orthopaedic surgeon</b> in western Pennsylvania, an area of the country for which independent practices are nearly extinct. The presence of two large competing health systems, each with their own health insurance product, creates a near monopoly for which small health systems and independent practices are at the mercy of the two giants. As a result of this local healthcare climate, many forward-thinking, entrepreneurial-spirited physicians/surgeons are stifled and suffocated from attempting independent ventures, and many of us therefore must choose undesirable employed contracts from a health system in order to practice in this area (which is "home" for many of us). Once we are employed, we are hostage to burdensome non-compete clauses that shift almost all of the leverage to the health system. Now that health systems are bleeding at historic levels (the result of the pandemic, subsequent labor shortages, and ongoing decreases in reimbursement levels), our compensation is being decreased to help improve the bottom line. This is happening despite being asked to produce at higher and higher levels each year with fewer stable resources and failing infrastructure. We are up against huge bureaucracies that strip us of virtually all autonomy to run our practices efficiently and effectively. While raising capital remains an enormous hurdle, eliminating non-compete clauses would at least give some of us a chance to extricate ourselves from the burnout of employment and attempt to create competitive models of healthcare delivery for the local communities that we have continued to serve, without disrupting patient care and keeping our families secure in the communities we have dug roots in. Healthcare systems have no business "owning" patients and their records of prior care. Keep the physician-patient relationship sacred! Give us the chance to serve them with the best value, maintaining continuity of care and high-quality outcomes at lower costs with consistently high patient satisfaction! Thank you again for the opportunity."</p>
David	<p>"I am a <b>physician</b>. I absolutely agree with the concept of abolishing the non-compete clause. It is completely and unreasonably restrictive of a doctor's ability to do what he or she is trained for after leaving one practice environment in an attempt to enter into a different practice environment. This kind of restriction also better enables the employer to take advantage of the physician employee regarding pay, benefits, working conditions, etc., because the employer knows that the physician employee does not have an easy exit from that practice position, unless the physician is willing to relocate to a different region."</p>
Alexandra	<p>"Non-Compete Clauses MUST BE ELIMINATED! It is hindering us <b>doctors</b> trying to seek employment close to home."</p>
Alberto	<p>"This is amazing! Thank you so much for creating this rule! I pray that you finalize it! Please! I'm a <b>tattoo artist</b> stuck in a non compete and I've had to drive out of</p>

	<p>my county to work. This non compete I'm in lasts for 3 years and I have 2.5 years left. I've wanted to work in my brothers tattoo studio who lives in the banned county and I can't help him build the business. I live in Pennsylvania and non competes are enforceable here. This rule being finalized would free me and let me work where I'd like. Thank you again! You're helping so many! Don't give this up!"</p>
<p>Marla</p>	<p>"My husband's company was bought out a number of years ago, but this past year he was asked to sign a non-compete. Just a few days ago, a new commission structure came out and it will dramatically cut his commission. He has spent twenty years building a relationship with his customers, working very long hours and through extremely hard times. They didn't ask him to sign the non-compete to protect their products, it was used as a scare tactic to make it more difficult to transition to a new company. It's not a trade secret to care about, listen to and respect your customers, work hard for diem and your employer, it's a gift of a person with pride, compassion and an amazing work ethic. I applaud the FTC for understanding that competing or striving to do better is what makes this world a better place. Those that get up every day and give it 110% of their effort should be applauded and rewarded, not degraded and taken advantage of Without competition and hard work, we couldn't possibly grow and continue to be this amazing country."</p>
<p>Benita</p>	<p>"Studies show that ending non-competes would boost wages for countless US workers, one out of five of whom are currently bound by a non-compete. Don't listen to the Chamber of Commerce."</p>
<p>Sara</p>	<p>"Writing to say I am strongly in favor of a new rule banning non-compete clauses. With the stroke of a pen you have the power to improve quality of life for millions of Americans."</p>
<p>Bryan Paulo</p>	<p>"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 seeing physicians being taken advantage of by healthcare organizations with non-competes"</p>

Amy	<p>"Thank you for the opportunity to comment. The current situation with non-compete clauses causes significant disruption to patient care. The current non-competes result in patients not being told their <b>physician</b> is leaving, the physician having to lie to the patient saying they will see them in follow up knowing they are leaving, and missed opportunity to hand off work ups including cancer evaluations. It is dangerous for patients, it does not give them a choice in what physicians they see and it leads to dishonesty in a place where trust is imperative. The burden on physicians is also becoming exorbitant while giving the medical industry administrators more authority to control how physicians work. I know this is not the only industry affected. It seems that employers should bear some responsibility in providing a work environment where employees want to stay instead of being able to prevent employees from changing jobs without moving out of the area. "</p>
Eileen	<p>"Non Compete clauses stifle American workers' ability to demand better wages and working conditions. All non compete clauses should be unenforceable. If an employee is in possession of trade secrets, those may be easily protected via a non disclosure agreement."</p>
LisaLisa	<p>"Please do ban no compete clauses! They are harmful on so many levels."</p>
Renee	<p>"Non-compete clauses need to be eliminated. They unfairly privilege the interests of large employers like healthcare systems over individuals with little or no recourse, such as primary care physicians. I am a <b>primary care physician</b>, and I consider patient care and my relationship with patients to be far more important than the potential tiny amount of enhanced compensation that an employer could theoretically offer if they don't have to worry about competition. In cases where former employees might take trade secrets, you should allow non-disclosure agreements but not non-compete clauses. Non-compete clauses force people to move and prevent people from starting businesses or switching jobs, and all such dampers on employment hurt both individual workers and the economy as a whole. Patients are suffering every time their physician signs a non-compete clause. Ban them!"</p>
George	<p>"Non-compete clauses in the healthcare industry, particularly for those in <b>technical positions and for clinical practitioners</b>, functionally impede patient access to high-quality healthcare. By restricting practice in large areas, the only option oftentimes for highly- trained providers is to move away entirely, leaving patients without their established physician or the technical expertise for specialized care. This particularly impacts rural areas, where non-compete clauses are not uncommonly over 30 miles, sometimes up to 75 miles in radius (an area of over 17,000 square miles) for 2 to 3 years. For reference that is an area larger than Massachusetts, Rhode Island and Connecticut combined. Rarely do non-competes for clinical providers protect "trade secrets" or intellectual property, as practitioners apply evidence-based medicine and training available from the public domain. In the modern healthcare environment of rising rates of hospital employment, large corporate healthcare systems utilize non-competes to reduce the cost of highly skilled labor and prevent loss of patient capital. While the</p>

	<p>loss of patients would be a major concern for smaller, private practice groups, the argument is not founded for multi-billion-dollar healthcare entities; particularly those who also control patient flow by their role as health insurance providers. Even for smaller private practice groups, non-competes squash competition by limiting the ability of new practices from forming because of the restrictive covenants. There are very rare situations where a non-compete is in the public's interest, for example if a clinical practitioner is intimately involved with hospital administration and has fiduciary knowledge of competing health systems. The vast majority of these clauses, in my view, only harms patients, stifles competition and allows employers an unprecedented amount of control over a provider's free choice to practice medicine where they please. -Cardiologist from Pittsburgh, PA"</p>
Gina	<p>"Hello. I would like to tell you about how a noncompete ruined my life. I left a large <a href="#">hair salon &amp; spa</a> in august 2020 after going back to work to a place that did not abide by Covid 19 protocols. I had a newborn at home and I was very scared about my health and his. I started my own studio suite to control who I saw and when. My former employer bullied me, threatened me with a case and desist and ultimately led me to bankruptcy because of all the lawyer and court fees that had accumulated. All I wanted to do was cut hair in a small space and she called me a direct threat to her business. Her business was a full service salon, offering skincare, massage, nail and hair services. She had 10 hair stations, 4 shampoo bowls and a separate area for nails as well as a second floor for spa services. My studio was 2 hair chairs and a shampoo bowl. That's it. it was also 7.5 miles from her building with a total of 30 salons in a 7.5 mile radius. I don't see how I can be a direct threat with all that competition and significantly less space. Please pass this law so no other mother has to go through what I went through. It has truly been a nightmare. Thank you for your time."</p>
Rina	<p>"I agree with getting rid of the non compete clause in physicians contract like any other job a <a href="#">physician</a> shouldn't have to uproot their family if they are unhappy in their current work situation they should have the freedom to use their expertise at another health system"</p>
Wells	<p>"I'm an employed <a href="#">physician</a> who has had two jobs, both of which had non-compete clauses. As physician groups and hospital employers enlarge to gain efficiencies in accountable care organizations there are fewer and fewer self-employed options for physicians. Being tied to a single employer because of a non-compete clause is very stressful as leaving the job would require me to move away from the area, pulling my kids from school and away from their friends. Also, I have noticed that wealthier physicians in higher paying specialties are able to buy-out their non-compete clauses. This worsens the economic disparity between primary care physicians and over compensated specialists."</p>
Mohan	<p>"I am a <a href="#">physician</a> in private practice. Large health systems have swallowed the small physician practices. If there is a non compete clause in their contracts those physicians have no voice. They will have to leave not only their city but probably state to practice elsewhere. I strongly urge FTC to remove non compete clause not only from for profit but also from non profit medical institutions. It will create</p>

	competition and improve quality of care for patients. In addition it will force larger institutions to treat physicians fairly."
Derek	"I support this rule banning non-competes. Non-competes are unfair to the employees who are leaving the company. Employees should always be free to pursue employment without restrictions in a fair free market."
Emily	"Non competes in medicine hurt <b>physicians</b> and patients- doctors must leave their area to avoid their golden handcuffs even in the case of malignant employers, hostile work environments and poorly run practices and hospitals. Patients lose physician access as doctors leave the workforce or their geographic areas to get out of non competes. It also depresses wages in certain high cost geographic areas."
meg	"Remove noncompete clauses that are crippling our economy and preventing job seekers from finding higher paying jobs!"
Dena	"I have worked for <b>staffing companies</b> for the last 35 years and have always had to sign one of these agreements. They are so unfair. I do not have a degree which makes it almost impossible for me to find a Human Resource Manager position with a company. That is why I stay in staffing and I know I could be making more and/or have better benefits if I could leave my current company and go work for a competitor. Staffing is all I know and my only source of income. I am single and putting a daughter through college."
Penny	"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."
Benjamin	"Non-Compete agreements are particularly harmful for workers that have had their jobs terminated, but are still unable to work for a competitor for up to 2 years. I am in this situation where the "value" I received for signing the non-compete was wiped out several months before being let go, however, my former employer is holding me to the 2 year non-compete. This is stifling innovation and competition. This also limits mobility of employees from moving around the same industry. This keeps salaries lower and slows innovation."
Franco	"These deals remove flexibility and stop me from working with firms for whom I've consulted and like more than my own firm. They stifle wages and limit innovation."

Franco	"I support abolishing this anti-worker philosophy that drives down wages and earning potential. I recall Steve Jobs and Eric Sclunitt calling each other to stop poaching, leading to this harmful practice"
Sydni	"Noncompetes are terrible. As a <b>physician</b> , I'm forced to sign a noncompete that bans me from working in my field in the city I live in. That means if I don't like my job, I have to MOVE! That's just crazy."
Anthony	"Agree to BAN use if nonconapete"
Spencer	"I whole heartedly support the proposed rule. Non-compete agreements bully employees into not finding other positions and can be left in unhealthy work environments. Currently I have a non-compete clause that prevents me from joining any other <b>healthcare</b> organization within 500 miles of a city the company I work for operates out of. This is egregious and no organization in the United States should have the ability to restrict the employment of that citizen. These non-compete clauses are increasingly popular and do nothing but put a stranglehold on talent and innovation. I hope to see this clause go forward since I think it will help all workers immensely."
Christin	"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. I, personally, am bound by a non-compete in the field of private music instruction. I work for a large music studio that prohibits me from working for any other music studio within a certain mile radius. Additionally, if I were to leave this particular studio, I would be unable to continue teaching my current students independently for a period of at least 2 years. Music teaching is all about relationships - this kind of restriction inhibits the flourishing of student- teacher relationships and ultimately harms the students the most. Financially speaking, if I worked for myself, I would charge a higher rate than I am currently paid as well. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Jeremy	"Non-compete Agreements are bad for business. They also create issues for employees who just want to get a job. To put food on the table and to take care of families Please ban non-compete agreements."
Parker	"Hi! Non-compete agreements should be illegal, as it is artificially lowering wages."
nicole	"Non competes affect me directly. I was working for the same network system as an NP for over 16 years- in that time the network grew significantly- upon leaving I had 10 miles non compete but the network had grown so much I had to leave the



	<p>county to work. All non competes should be banned especially with the shortage of primary care providers."</p>
Stephanie	<p>"I am a <b>veterinarian</b> who is currently working under a 2 year, 17 mile non-compete agreement. Due to the shortage of veterinarians and the new competitiveness of offered salaries, I strongly feel that my current contract is taking advantage of me. There are numerous other hospitals in the area that I could make a higher wage but my contract binds me to the current hospital at which I work. I, along with my other associates, have not received raises in wages commensurate with adjusting wages in the area. I am in full favor of the resolution of non-competes for the reasons set forth by the FTC."</p>
Garrett	<p>"Despite never having my career trajectory interrupted by a non-compete clause, I have always found the practice disheartening. A worker should be able to transfer their skills to a new employer without hesitation - they need to be able to look out for themselves. Whether this is a decision based on financial compensation, travel convenience, moral consciousness, or any number of criteria the decision to leave one company for another should never be prevented by your current employer as that seems to defeat the entire purpose of the free market. Often times a young professional may not know what other companies are in their field until they have time to become part of that field; then they may learn that they could be better compensated elsewhere, or they learn that they may take a pay cut but find themselves happier in a different company culture. Young workers may be more fickle than their elder counterparts, but simultaneously I applaud them for being willing to stand up against things such as this very practice of non-compete clauses which were designed to limit their prospects. As a skilled worker, I should be able to shop my skills out and to find the best possible work environment for me."</p>
Joe	<p>"Non-Compete rules are completely unfair and hurt the country by preventing competition. Ban Non-Compete rules."</p>
Nicholas	<p>"Non-compete clauses, also called "restrictive covenants" diminish competitiveness in the healthcare field. <b>Doctors, Physician Assistants, and Nurse Practitioners</b> are often saddled with these in their contracts. If the healthcare system mistreats its employees or patients, leaving can be nearly impossible as one may have to find a job 100+ miles away. That is not a "free economy." That is corporate control."</p>
Joe	<p>"As a man in his early 30's who has worked through the ranks of a multi-million dollar corporation, I strongly support the ban. I'm at a pivotal point in my career and life where applying my skill and knowledge to create something for myself is being held hostage by the corporation I work for. This organization has challenged every employee who has tried to make it on their own or has tried to leave for a better opportunity. When doing so they make it known to the current employees in order to "send a message". While I understand the importance of keeping the secret recipe to a company's success out of a competitor's hands, I feel the non-compete agreement is an unethical way to go about it. Instead a stronger NDA</p>

	<p>should be implemented. Even a revamped version of a non-compete could help matters. If an individual holds a certain rank within the company that gives them access to ALL company wide privileged information (bank statements, P&amp;L information, pricing, billing, customer contacts, etc) I can understand the implementation of a non compete. One tactic I have seen used is to bog down a previous employee with court cost whether the corporation has a case or not. If I corporation what's to take an individual to court for breech of a non-compete contract, the corporation should be held liable for covering that previous employees court and attorney fees and also be exposing themselves to a counter suit from the employee for damages. Like I mentioned, I can see the reason for a non-compete but the strangle hold should be turned onto the corporation not the employee."</p>
Ellen	<p>"am a <b>physician</b> and when I became an attending I had to sign a non compete. I work in an underserved area in PA. I see no justification for non- competes especially in an area that desperately needs more doctors. This harms the entire profession and patients. I have witnessed colleagues both attempt to negotiate non-competes and have to move their entire family if the switch jobs. How do we harm a behemoth hospital system by working for their competitor?"</p>
Rafael	<p>"Physicians should have the power to negotiate with their employer and not be held to a noncompete. Nonsolicitation? Fine. But no to a noncompete."</p>
Andrea	<p>"Please void noncompete causes. It has a negative impact on employees and keeps them in jobs that are not serving diem for the sake of not disturbing/uprooting their family life. I feel strongly that <b>doctors</b> need the protection of no noncompete causes. This is an unfair legal practice &amp; I believe contributes to burnout among physicians who end up feeling "suck" &amp; hopeless! Thank you so much for considering this ruling!"</p>
Harry	<p>"Restrictive covenants are the norm in <b>Physician contracts</b>. This further undermines the ability to hire and retain doctors especially in rural area. The restrictions usually take the does completely out of area never to return."</p>
Richard	<p>"The medical and veterenary communities are being conglomerated into large groups. The days of young doctors getting out of scholl and starting practices are gone. The school debt is too high and the cost of starting up is too high. Credentialling is a huge burden to private practice, In response to these changes the restricted covenants need to go away. Theses covenants inhibit a practitioner for practicing in an area dominated by these large groups. The large companies have internal legal representation to dominate and intimidate the practitioners."</p>
YOUR	<p>"#NONCOMPETE Our country is facing an ongoing medical crisis! DEFEAT THE NON-COMPETE FOR PHYSICIANS AND OTHER HEALTHCARE PRACTITIONERS!!!!"</p>
Muhammad	<p>"Hospitals are lobbying to exclude <b>physicians</b> from this. Doctors already work in slave like conditions with 24 + hour shifts, they sacrifice their social and family</p>

	<p>lives and hospital systems and executives want to abuse them more. Please end this non-compete clause ASAP."</p>
<p>Owen</p>	<p>"Dear Chair Lina Khan, I would like to express support for regulation of noncompete agreements. I worked until last year for a <b>glass manufacturer</b> which, fortunately, was unionized. I felt workers there had some level of protection, and if they felt they preferred to seek work at another glass manufacturer, they had reasonable leeway to do so. Everyone should be able to do this. Often people choose to move from one employer to another, or to start their own business, because they have some personal situation where an alteration in their schedule or living arrangements dictates that they do so, or for some similar reason. Someone with a benign reason to move to alternate employment shouldn't be penalized for wanting to use their existing skills in their new job. It is understandable that a business has some things which it reasonably wants to remain confidential, but these things should be more directly targeted by things like trade secret laws, confidentiality agreements, or the like. A person who wants to make and sell glass bottles in Elmira, New York, and is willing to comply with the law shouldn't be restricted from doing so just because she used to work making glass bottles for another employer twenty miles away in Corning, New York."</p>
<p>Edward</p>	<p>"I support removing this, we are a free market economy and that requires free movement of labor."</p>
<p>Christopher</p>	<p>"I am subject to an employer non-compete clause that is tied to a deferred compensation plan. The value of the deferred compensation to me and my family is in excess of \$400,000. - a significant amount. The non-compete as written forbids me for working for a competitor within 100 miles of ANY of our company locations. I'm located in suburban Philadelphia where I've lived for over 2 decades and where we are raising a family. My non-compete restricts me essentially from working in my line of work anywhere on the east coast from Maine to South Carolina. The company where I am employed has locations in Boston, suburban NYC, central NJ, Philadelphia suburbs, Baltimore/Washington suburbs, Richmond, and Charlotte NC. One hundred miles from each of these locations essential restricts me from working on the east coast without fear of losing a significant amount of deferred compensation."</p>
<p>Kathleen</p>	<p>"Please outlaw this abhorrent practice. The US has allowed corporations to take too much power from employees and customers in the interest of profitability, as if this was a legitimate, overriding reason to abuse people and the planet. Non-compete clauses stipulate that an individual's skills and thoughts are the property of the employer, which is ridiculous. Companies are glad to hire people with experience gained from education and work, and the knowledge therein, but then claim it as their organizational property. They have no compunction about asking their own employees to share experience from other organizations - witness the revolving doors between industries and their governmental regulatory bodies. While employees should not be allowed to take files and data from a former (or current) employer and give it to a competitor, anything in one's own head, or their</p>

	own work from independent or prior experience is their own. Anything else is tantamount to slavery."
Brian	"Please end this non compete language. My boss/owner used it to regulate the number of patients I could see. I work as a <b>mental health counselor</b> and I began discussing that I wanted to leave, he drastically reduced my patient numbers and told me he would enforce the non compete if I left. The non compete included my ability to use the internet and 100 mile radius for in-person sessions. I did attempt to violate the non compete and quickly received a very threatening letter from the company attorney. I want to work for myself, nothing I do is propriety, nothing secret no special sauce. It is a tool to prevent competition and is used to abuse employees."
Patrick	"As a <b>healthcare employee</b> the elimination of non compete clauses would give me a lot more control over my financial future in a very small market of Pittsburgh."
Anthony	" I work for an agency that provides ersidential services to people with intellectual disabilities. Due to staffing shortages through the pandemic we have had to contract with agencies that provide direct support staff, typically these positions only require a high school diploma and specific trainings that are state mandated. These staff work side by side with our staff, yet cost us \$25-30 per hour (although their staff done receive that amount, it is more like \$15-\$16/hour) due to sigbificant price gouging that has occured, while our staff start out at \$15-\$17 hour (although they receive significant benefits such as pension, healthcare, etc?. Benefits usually costs about 28% of annual salary. Becuase these temp staffing agencies all have non-solicitation clauses with us, and non-compete clauses with their staff, many of these temporary employees want to work for us full time, and we want to hire them. Non-compete clauses stop that from occuring. Each temp agency has its own rules on "buy-outs" but a typical one is \$12,500 per employee and they cannot work for us for six months from their last shifts with us. Obviously no one is going to resign, wait six months, then apply, regradless of how long they have been "on assignment" with us...these are workers who are already struggling financially and cannot wait for 6 months to pass. For example, we have a temporary employee who asked to apply with us after being on assignment with us for 2 years. We want her as an employee, she wants to accept a position, but due to these very unfair contracts she cannot. WEeare a non-profit organization that cannot afford to pay a \$12,500 fee even if the employee agreed to wait six months to apply. These are unfair, uncompetitive and seem frankly un-american in how they can restrict american citizens in a de facto way from working where they want to. Please move forward with this proposed rule and do not give in to the lobbyists from these companies who will surely come knocking."
Donald	"As an employee that was forced to sign a non compete agreement, I would be very happy if you would make this practice illegal. I am in the <b>insurance industry</b> and our agency was purchased by a large company. We were given just a few days to sign the non compete after the sale or we would lose our jobs. While it is perfectly reasonable to require employees to not take and use company files with

	<p>a new employer. Not allowing someone to work in their industry for a period of two years is basically making me unemployable in my profession. I fully support this rule change, I should be able to change employers and take the knowledge that is in my head with me."</p>
Jameel	<p>"I strongly support banning the non-compete classes as they have done significant damage to Fair competition in every sector of human life especially in the healthcare field. It is time to end corporate Monopoly gear towards lining their own coffers and ignoring greater public good. Ban Non-Compete FOREVER !!"</p>
John	<p>"I support restricting non-compete agreements. I believe they allow the employer to use their power to manipulate the worker's situation by holding their livelihood hostage. Non-compete agreements have are similarities to monopolies and should be prevented in a similar way."</p>
Bryanna	<p>"I agree that <b>physicians</b> should not be restricted to an area of practice based on non-compete clauses. We should be able to change jobs without having to move entire cities and uprooting families and not negatively affect either hospital entity."</p>
Andrew	<p>"To whom it may concern at the FTC: I am a <b>clinical cardiologist</b> practicing in Pennsylvania. I recently relocated my family from Washington DC, where we had lived for the previous 9 years, in part because of an onerous noncompete clause. My first job after medical training was exactly what i wanted in terms of the work. However, i almost didn't sign the contract because of the noncompete, which restricted me from working in any county that bordered Washington DC. Given the geographic radius of the noncompete and traffic in the region, finding a new job outside of the noncompete area essentially amounted to moving. Over the years, my job satisfaction deteriorated due to lack of administrative support and onerous new work requirements imposed by my organization. And yet i felt largely trapped by the many things binding me to the DC area, including my wife's work, our excellent nanny etc. Had i not had the noncompete, i would have left my job at least 4 years earlier than i did and received higher pay and better working conditions from one of several competing organizations. New physicians are often coerced into signing onerous noncompete clauses because of their relative inexperience with contractual matters and their intense desire/need to secure employment as soon as their training programs have ended. A ban on noncompete clauses would greatly improve the ability of physicians, particularly new physicians, to secure employment on fair terms and to hold employers accountable throughout their employment."</p>
Jon	<p>"Most <b>physicians</b> leave their first job within a couple years. Not being flexible to move jobs is harmful to families and communities."</p>
Imaneh	<p>"I would like the the non compete clause to be removed from contracts for physicians."</p>

Theodore	"The non-compete clause in contracts supports businesses efforts to gain market share and strive toward a monopoly, but it does not support anything good for the consumer or the workers involved. Please make non-compete clauses illegal."
Nathan	"As an American <b>Physician</b> , my ability to take care of my patients who I have seen and poured my soul into, however when I leave they cannot come with me which leaves them to suffer the headache and risk that finding a new neurologist entails. Getting rid of physician noncompetes, despite what the American Hospital Association would lobby, would help patients first, and physicians as well."
Catherine	"Please do not allow non-compete clauses, especially for everyday Americans. My cousin moved across the country in 2018 to be closer to family. It took him 9 months to find a job, and in the process of securing it, he and wife found a home near his work and settled in. He was a <b>hotel manager</b> , with 15 years experience, and would be opening a new hotel. Two and a half months into his 3 month trial period, his irate and mercurial boss who little experience running a hotel fired him and subsequently several more members of the leadership team. He was told by his immediate supervisor that he had done nothing wrong, and that she was sorry to see him go--he had been a good hire in her perspective. Needless to say, because of a non-compete clause, he was unable to find a similar job in his field job in the vicinity where lie had just purchased a house for his family. Not to mention the emotional toll it took upon him to realize that lie was now facing an even harder task in finding a new job with the new limitations. He had no "trade secrets" to share or offer, only his regular work experience gained from working in his field. This hits even harder when he did not leave the job voluntarily, but was fired—hitting a person with an additional handicap when they are down. This harms working families and their children. Please get rid of this ridiculous and punitive requirement- -let people reasonably work and provide for themselves and their families."
Kathleen	"I believe that the non-compete Claus is a violation of the workers right to engage with other businesses. Since the consolidation of so many businesses, there is less competition between sectors in markets. So to deny the worker the ability to move to a competitor that person has nowhere else to go."
Benjamin	"I strongly support the ban of Non-competes. I regularly see my employer cut pay and bonuses and then limit the ability of the employee to seek that pay elsewhere. industry experience is vital on a resume, inability to seek employment from other companies within the industry you work suppresses employee value, which is what the companies want. A ban of non competes would force employers to pay the employees market value, treat them well. If they choose not to it gives the employee the right to leave."
Kurtis	"Companies should not be allowed to do non-completes in their contracts."
Silvio	"About time for this anti employee rule to be outlawed."

Kaitlin	"I support removing the premise of non compete clauses. As a <b>veterinarian</b> they are used to bully associates into staying practices where they are abused and underpaid with the consequence of back paying their salary which is impossible due to paying back student debt. Removing this would allow veterinarians, and other workers, the ability to move about the job force to support the communities they live in without the constraints of having to leave their families or backpaying hard earned salaries for the sake of an employers ego."
Rainer	"We need to make this happen. I'm making 40% less then I could be because I can't go to a competing company within my industry."
Johnathon	"Doing away with Non-Competes would allow me to seek better employment within my field without worrying about not being able to provide for my family in between jobs, or feel like I have to start my career over if I leave. I see this as a net-win for employees."
Courtney	"As a faculty member at a western PA health care system, this would be a fantastic way to support our patients needs. The only people that benefit from a non compete is the business. A health care system should retain <b>physicians</b> because they make it a good work environment, not because they hold your community as collateral."
Tyler	"I am fully in support of prohibiting non-compete clauses in all but the most exceptional cases such as matters of utmost national security or those in executive level positions. Non-compete clauses disproportionately disadvantage employees and are broadly unenforceable in today's workforce."
Lesley	"It is far past time to stop letting big business rule our lives. We need to have the freedom to leave a bad work situation, or leave for other reason and find a new job with the same skills. I can agree that a former employee shouldn't reveal insider information to a new one. With loosing medical benefits and not being able to go for a new job like the old one, we are forced to slave at pay that doesn't even cover things we need, let alone an emergency. Those who make these rules earn far more in one year than many employees will make in a life time, in part because of this strangle hold."
Electra	"Non-Competes lead to burnout in <b>healthcare workers</b> . Forcing someone to stay at a job in which they are unhappy because they don't want to relocate leads to burnout which in turn leads to poor work performance. This is bad for patient care. Furthermore, non-competes lead to healthcare worker shortages as providers are forced to leave the area if they are unhappy with their employer rather than remaining in the area to serve the community."
Patrick	"Non-Competes lead to burnout in <b>healthcare workers</b> . Forcing someone to stay at a job in which they are unhappy because they don't want to relocate leads to burnout which in turn leads to poor work performance. This is bad for patient care. Furthermore, non-competes lead to healthcare worker shortages in as providers

	<p>are forced to leave the area if they are unhappy with their employer rather than remaining in the area to serve the community."</p>
<p>Jason</p>	<p>"As a <b>physician</b> there is no greater abuse against us than the non competes. Almost every provider I know has had " to figure out a way around a restriction or a way to pay it off We don't have the money nor time to go to court and fight a health system for an injunction. I have endured this first hand. I had a non compete that was 10 miles from the office or the group's hospital that they worked at. With time there were five more offices and three more hospitals. Some of those offices were opened for only two days a month of clinic only to extend the non compete to upwards of 50 miles. I therefore had to move even when the practice was in financial trouble with eventual bankruptcy. The local hospital would have hired me but wasn't willing to buy out my restriction. Now I am in a community that is a challenge to recruit to with a shortage of primary and specialty care. The local hospital is enforcing restrictions on physicians who don't even have a practice (hospitalists) and NP's and Pa's. This forces physicians to leave a community or travel for up to two years to ride out the restriction rather than stay in a community desperate ihr primary care. This is detrimental to communities let alone physicians who want to stay and help a community in need. If the hospitals are so worried about us leaving for a competitor then they should treat us better. This proposal surely will lead to this as well It will improve competition for providers, improve provider negotiations with health systems, potentially allow for improved work lives and working conditions and most importantly improve access and quality of patient care. What ever excuses the health systems can conjure up as to why this hurts them is purely selfish with no interest in doing what's best for patients or providers. It's no coincidence that lawyers won't put these in their contracts but have forced them upon providers. Thanks for your time."</p>
<p>Dan</p>	<p>"I support the FTC taking action on the federal level to block non-compete clauses in hiring. In Pittsburgh, the problem of non-compete clauses have been most obvious in the health care sector. During a period of rapid consolidation, hospitals have purchased <b>physician practices</b>. Providers unhappy in their new environment have found themselves locked into onerous non-compete clauses with their existing institution, subject to distance requirements. Unfortunately, given that consolidation in health care is not only vertical (purchasing of practices) but also horizontal --- across regions --- these non- competes may apply across broad swaths of territory. A provider that contracts with a health system in Pittsburgh may be prevented from practicing in many areas across the state. I've discussed the problem with providers, who've noted they would need to leave the state to continue caring for patients. The problem is compounded by the chilling effects this creates within the sector. Providers are not only prevented from changing jobs, they are in real fear of getting fired or laid off. They may be afraid to speak out about practices within the health care system for which they work that might compromise patient care. Ultimately non-compete clauses harm providers and communities. In forcing doctors, nurses, physicians assistants and other providers to leave their patients and communities in order to practice, patients and communities are harmed. If the FTC does not have the ability to limit non-competes in the non-profit sector, an effort should be made to provide the</p>



	<p>FTC with that ability. A growing number of communities where non-profit health systems operate are challenging the notion that they are free from profit motive. To exempt non- profit hospitals from a non-compete rule would miss resolving an important part of the problem for communities with consolidated healthcare markets."</p>
<p>Russel</p>	<p>"Please pass this rule. It is unfair to us workers to have our hands tied with respect to employment opportunities."</p>
<p>Sharon</p>	<p>"Having anyone suffer under non compete clauses is a legal way to unduly control the lives of workers. Having anyone suffer under non compete clauses in unskilled, labor intensive vocational positions is sheer torture and so unabashedly discriminatory and destructive it beggars belief How can a person who works as a pizza person, or a home health care aide cleaning the privates of our elderly ever hope to get out of wage slavers if they are going to be punished for seeking a higher paying job? How is this even remotely justifiable? How is this a detriment to a Burger King or a Wawa or anywhere like this? It is difficult to comprehend for those sitting in offices and fiddling with papers for a living how destructive a non compete clause in any kind of a labor contract really is. Want your workers to stay? Pay them a real living wage, respect their humanity and provide a safe work environment. Wage slavery, that is all that this is."</p>
<p>Scott</p>	<p>"I work in a specialized field in healthcare called <b>intraoperative neuromonitoring</b>. Because we are a specialized service that is only required for very specific cases, our services are provided by a national corporation, and hospitals pay us a third party care provider. My company has been taking great pains to eliminate competition in our geographical region. Their footprint is so large, that recent employees seeking to find work with another company have determined that doing so anywhere on the East Coast is impossible. Our company has stopped providing cost of living wage increases. A corporate executive has suggested that our staffing issues will be solved by the absorption of more competitors, while skilled workers in my field are leaving the profession entirely because to keep applying our practice we would have to move west of the Rockies. In addition, I was personally blocked from taking a managerial/director position at a local hospital because our company provides occassional staffing at the site a few times a year. Our work force are being treated like indentured servants, and until there is a legal motivation to be competitive with compensation, I fear that our field will continue to lose qualified people who make surgery safer for patients. I already see the effects of these policies on worker morale and the quality of care that is being provided at our hospitals. My company's values do not prioritize patient care and worker well-being, but they have gotten so big that many of my peers are deciding to leave our profession rather than try to fight against a corporate monster. Elimination of non-compete would greatly improve the quality of life for myself and my co-workers who currently are very limited in our ability to find work with another group. I sincerely hope this proposed law can create a change that forces financially driven corporations to view their employees as a resource for which they need to compete. The experience that is currently being lost to career changes in my field will be felt for years to come. Thank you</p>

	for this proposal. I truly believe it could life changing for all neurophysiologists working in our country."
Michael	"I am a physician, more specifically, an <b>advanced imaging cardiologist</b> for a health system with a non-compete. My specialty relies on employment at academic medical centers with the capability to peronn such studies. My current non-compete disallows me from working within 10 miles of my medical center for 1 year. As a result, if I am to change employers, I will have to move to a new city putting undo hardship on me and my family. Non-competes are not of mutual benefit for both parties of a contract."
Christopher	"Please implement the Proposed Rule. Non-Compete Agreements restrict careers in my industry, and can even make it so people cannot find work in their field, by being limited in where they can work. I am subject to a non-compete agreement currently, which imposes limitations on my career. Job applications often ask if a non-compete is in effect, to which I must answer "Yes", and the potential employers see this. Thank you!"
Kelly	"end noncompetes. This is the only profession in which this is routinely done and it is unethical. As a <b>physician</b> , I find it baffling that this practice still exists"
Lindsey	"I support removal of non-compete clauses. In particular I support their removal from <b>physician contracts</b> . The current standard of non-competes far and away forces physicians to move and uproot their families in order to change jobs; this creates an unfair labor market for physicians. Removal of non- competes is important for all roles, including physicians."
Christina	"Ban the non-compete clause. It is inhumane, predatory, and needlessly punitive to workers who already make low wages. I worked as a <b>home health aide</b> for a while...agencies are taking enough of a cut. I also did test prep tutoring. There I understand non-compete clauses a bit more only because the R&D it takes to create test prep manuals and teaching strategies is intellectual property that shouldn't be then used by another company...but that is totally different than home health aide agencies with low wage workers doing a job that is intimate, critical, and incredibly difficult. Those workers deserve transparency and the right to work wherever they can get the financial, patient-assignment, and schedule that works best for them. This is also an issue of accountability to the clients/patients who didn't really have any choice but to select their own necessary care from this shitshow of greedy and irresponsible agencies. Agencies should increase their wages to retain employees."
Jen	"I feel that non competes make it difficult for patients to access care with the <b>physician</b> of their choice because doctors are forced to leave an area if they change jobs. Often doctors are forced to move their family members away from a desired school location which is detrimental to families with children. I strongly feel that if employers were working with their employees by providing safe staffing ratios and sufficient wages, employees would not be inclined to leave their positions."

<p>Harry</p>	<p>"I was trying to get my comment just perfect, this issue has consumed my life for about 8 yrs now. But they are due today, so here goes.</p> <p>My case will give you the ammo you need to show how obnoxiously a Non-compete clause can be used. Masterfully executed by a man whose clear goal is to put another person out of business, not to protect his own. My uncle is a complete mess with an excellent legal team.</p> <p>50 years long, the entire Northeast, a list of professions and actions multiple pages long that happen to include just about every way I know how to earn money.</p> <p>Laughably Unenforceable. We were clearly not compensated. Under compensated in the double digit millions. cooked the books to make it appear legit. Just as an example, he had us down for more inventory than him, and his facility is literally 10 times the size. We had no voting rights, or options. All I wanted to do is go back to work and leave the fighting and legal issues behind.</p> <p>Technically unenforceable, yes. But that does not stop the lawsuits. If you sue someone out of existence, what's the difference.</p> <p>My heartfelt gratitude to the Federal Trade Commission (FTC) for their efforts to revise the unfair practice of non-compete clauses. Early next month I will be heading to DC to personally hand every Rep, and Senator a small packet. The gist being to support this rule. It will benefit damn near every person that voted for them, regardless of party. I remain available for anything I can do to help. I attached some of the documents from the litigation that I thought may be helpful.</p>
<p>Philip</p>	<p>"Non-compete clauses should not exist. When threatened with regulation corporations claim they stifle the free market and unfairly restrict business. What are non-compete clauses but a restriction on the market of labor? Make them illegal and restore a tiny bit of the power back to workers."</p>
<p>Sharon</p>	<p>"I am a <b>physician</b>. I have been in practice over 20 years. In that time I have had two jobs and I've had to sign no compete clauses for both of them. These were very restrictive and now I drive at least 30 miles each way to go to work every day. I stayed with my first employer for 17 years. I am more than made up for the amount of money they had to spend on boarding me. These types of contracts are unethical. When I went to work for the University for my first job, I was told if I don't sign it, there's no negotiation at all. These type of contracts give all of the power to the already powerful. Interestingly, my hairdresser has a no compete clause. She can't leave where she is working now because she doesn't have a car and doesn't want to take two buses to get to work. It's time to get rid of no compete clauses. Thank you."</p>
<p>Katherine</p>	<p>"The proposed Non-Compete Clause Rule (NPRM) will be very valuable in strengthening the rights and future opportunities of workers. This will be beneficial to workers in almost every field and location. Employers will be incentivized to compete in the labor marketplace. They will have to treat their workers well ... with more opportunities for professional development, career advancement, better</p>

	<p>salary and more comprehensive benefits. Employers will not be able to simply sideline workers who leave ... they will have to face the risk they these workers will now be working for a competitor. I highly support this important regulation and encourage its prompt and full adoption."</p>
Richard	<p>"I believe noncompete clauses (also known as restrictive covenants) should not be allowed at the Federal level. As a <b>physician</b> working in Pennsylvania, I have had to sign such covenants in order to work in my field. Most recently my employer (a not-for-profit large health network) sold my practice to a national for-profit group and no longer offer that service line. I had worked for this employer for 24 years. As part of the sale, my position was eliminated. My termination letter included a statement that the restrictive covenant I signed would be enforced. This prevents me from practicing any medicine within 25 miles of any site I practiced in while employed by them for 2 years. That essentially means I either need to move (after living here for 24 years) or retire from medicine and try to find a non medial job to pay my bills and to provide health insurance for me and my family."</p>
Tamar	<p>"I fully support eliminating non-compete agreements for employees. Employers have the lion's share of power in employer-employee relationships and prohibiting required non-compete clauses will help to rebalance that a little."</p>
Robert	<p>"I am a <b>Physician</b> employed by Allegheny Health Network in Pennsylvania. I have a noncompete clause in my contract which essentially prohibits me from working in the Pittsburgh area for a year after my employment would end. If I leave would voluntarily and work at a competing hospital I can understand there position although I still think it is unfair. The point that I am most concerned about is that if for some reason I am terminated, for cause or for no cause, I am still liable to honor the noncompete or suffer a major penalty. At the very least ,if for any reason one's contract is not renewed , we should not be held liable to a noncompete. I hope you are not going to succumb to the hospital lobbies. Thank You."</p>
Alison	<p>"I strongly support the ban of non-compete clauses."</p>
Deborah	<p>"I completely support the FTC's proposed change rule that prohibits employers from requiring employees to sign non-compete agreements. While proponents of these agreements claim that they are used to protect small businesses, they are used regularly by large businesses to suppress competition at the expense of the employee and their future livelihood."</p>
Louise	<p>"Two excellent <b>physicians</b> I consulted as well as a <b>financial advisor</b> had to leave the area because of non -compete clauses. In all these cases we lost excellent professionals impossible to replace in my estimate. Very unfair to our community."</p>
John	<p>"I think employees would be harmed by restrictions on where they choose to work."</p>
Nicholas	<p>"As a <b>physician</b>, non-compete agreements keep us hostage to work for a certain employer. If want to serve a particular community, non-compete agreements</p>

	<p>necessitate for us to move elsewhere. Also, individual physicians do not have the financial might to fight these larger hospital systems. In the healthcare sphere, it thus keeps healthcare providers hostage to their employers and keep them from serving their community."</p>
<p>Roy</p>	<p>"Dear Reviewer, I am writing to express my concern regarding the noncompete clause in employment contracts. As a <b>physician</b> who sees patients, I strongly believe that such clauses inhibit my ability to practice medicine and also inhibit my wage growth. I believe that such clauses are not only unfair but also harmful to patients and the healthcare industry as a whole. The noncompete clause in my contract limits my ability to work in the same field for a certain period of time, typically one to two years, after leaving my employment. This clause effectively prevents me from practicing medicine in the same geographical area and can greatly impact my ability to support myself and my family. Furthermore, the clause has a negative impact on my wage growth. With fewer job opportunities available to me. I may not have the ability to negotiate higher wages, leading to stagnant wages over time. This can be especially harmful given the rising costs of living and student loan debt for medical professionals. Most importantly, I believe that noncompete clauses are not in the best interest of patients. Patients should have access to a variety of healthcare providers to ensure they receive the best possible care. By limiting the number of physicians available, noncompete clauses can decrease competition and may lead to higher costs for patients. In conclusion, I urge you to reconsider the noncompete clauses. I believe that these clauses are harmful to both physicians and patients and do not serve the best interests of the healthcare industry as a whole. Thank you for your time and consideration. "</p>
<p>Justen</p>	<p>"My current employer uses non-compete clauses in all his employee contracts and leverages employee control by doing so. Not only is it an excessive term of 3 years post-employment, but the range also he set is 150 miles. This would require an individual to have significant change of profession or relocation post-employment. When it is time to negotiate wages, benefits, etc... the terms of the non-compete sting and limit your earning potential for years to come. Employers should not have the power to do this practice as it is unfair to limit anyone's maximum earning potential."</p>
<p>nancy</p>	<p>"Please support workers, mobility and freedom by BANNING noncompete agreements."</p>
<p>David</p>	<p>"I am a licensed <b>mental health therapist</b>. I am extremely grateful that the FTC has taken on this critical issue. I recently (Jan. 17, 2023) allowed my "professional services agreement" to expire with an employer that was seeking to impose more restrictive non-compete terms into an updated contract. This particular employer rents space at existing businesses for the therapists to use. The employer pays none of the overhead costs of those business. Yet, my new contract would have prohibited me from practicing within 25 miles (for 18 months time) of one of these locations that the employer considered to be "theirs." More often than not, the employer has another such location within 25 miles anyway, which pushes the radius of "off-limits" future employers out even further. Also, this employer has</p>

	<p>expanded in recent years from Western Pennsylvania, into Ohio, New York, and West Virginia. Secondly, my new contract went on to state that I would also be prohibited from practicing Online, with companies such as Better Help or Talk-Space. This would extend the restriction to the domestic (or even international) reach of the internet. The state of Pennsylvania has been entertaining such a Bill for several years now, with no immediate resolution in sight. Again, I am grateful that the FTC sees the inappropriateness of such restrictions. This is long overdue, and cannot come soon enough, in my opinion. Thank you!"</p>
Rosemary	<p>"I am a <b>Family Physician</b> in favor of eliminating non-compete clauses for all workers in the US. Non compete clauses in physician contracts contribute to physician burnout and decrease job satisfaction. Many physicians are trapped by onerous non-competes that prevent diem from moving or being with families. Eliminating non-competes and restrictive covenants for physician would foster flexibility in practices."</p>
Caleb	<p>"I am extending my full support for this proposed regulation to restrict the use of Non-Compete clauses in employee contracts. By forbidding employers from creating these unfair clauses, it will directly motivate them to provide better- -and more competitive- -benefits and higher wages to their employees. If they are so much of an asset to the employer that they require a Non-Compete clause to restrict their competitors from benefiting from their learned skills and knowledge, then they should be able to provide competitive pay and benefits to keep them at the company. The broad effect of this rule would drive up employee wages (by an estimated \$250-296 billion as stated by the agency) as employees could freely seek better career opportunities, which aids the general state of our economy. Although anecdotal, I am not aware of a single person who would prefer to be paid *less* because they worked at a company that restricted their ability to find employment at higher-paying employers at their previous employer's competitors with a Non-Compete clause."</p>
Sharon	<p>"I have been a <b>hair stylist</b> for 36 years and this is keeping me from moving on to make a better living elsewhere. I am in favor of sub chapter J."</p>
Ahmed	<p>"I think the abolition of the non compete clause for <b>health care workers</b> will promote competition and will keep the cost of health care lower. The big hospital network essentially keep the physicians hostage and dictate to them. Sonic of the hospital networks have Hospitals spread over 50 miles and if a physician is not happy with their hospital employer , he/she can not just resign and join some other health entity or go independent. They may have to leave town, sell their house and uproot their family. Essentially being held hostage. I oppose the AI-IA position on trying to exempt physicians from the abolition of the non compete clause. No organization should force a person to work for them if they are unhappy there. They should have the ability to leave that job and get another one without having to uproot their family and leaving their community."</p>
Joseph	<p>"No more non-competes, they are anti-American, anti-pursuit of happiness."</p>

Deborah	<p>"As a <b>physician</b> with more than twenty years of experience, I can say the non-compete severely restricts access of physicians to patients and patients to physicians. It was always about money and control. Now, when medicine is crumbling and well-trained, experienced physicians are hard to find, it is more important than ever to have a larger pool of doctors available to patients. Many people move around in their careers without having to uproot their families, buy new homes and leave their communities. Why are physicians penalized for such a thing? Non-competes are just another deterrent to practicing medicine today. Please end non-compete clauses and help patients, doctors and families."</p>
Brad	<p>"I would love to see this overturned. Way too many employees find themselves under unfair Non-disclosures. Within the current economic culture, I hope that the FTC would overturn all existing and future non disclosures."</p>
Laurel	<p>"I would like to comment in favor of the proposed ban on mandatory non-compete agreements. These agreements have become much more common in recent years and they harm many low wage workers. I read one study that showed that banning these types of agreements would cause wages to rise by \$300 billion each year in the US."</p>
Paul	<p>"I support the proposal by the FTC to ban non-compete clauses, especially for <b>healthcare providers</b>. Hospital and health care systems are aggressively pursuing increased market share and competing with each other, while at the same time restricting the ability of their employees from competing fairly in the marketplace. By restricting the ability of highly skilled healthcare workers to seek employment at competitors, hospitals are effectively inhibiting the growth of a free market and consumer choice in healthcare, which results in elevated costs for healthcare consumers. Let the free market reign and help to curb our nation's healthcare cost crisis, both for healthcare systems AND for healthcare providers!"</p>
Tom	<p>"As someone who has been "restricted" throughout my entire career. I have two comments 1.) Employers know that most non competes are unenforceable and use them as intimidation for employees and/or competitors that the litigation is not worth the effort. Therefore they carry untoward sway of employees enduring unsatisfactory conditions, limiting the competition for desirable skills 2.) Certain non-compete situations certainly are valid. Therefore, the rule should simply state that if you desire to enforce valid non-competition, you must pay that employee during the non-competition period. If the non-competition is valid and vital, it certainly must be worth paying for."</p>
Julie	<p>"I am a <b>physician</b> who works as a hospitalist. I am currently working as a locum tenens because one hospital in Erie requires their hospitalists to sign a non-compete (I am not going to steal patients from their hospital is I go to the other hospital. Patients don't select the hospital they go to based on the hospitalist as they don't know who they will get anyways.) The other hospital staffing group has a contract that says I have to comply with what they are telling me to do but that I am accepting all of the responsibility. Those are my 2 local options. I chose neither and have been traveling for 6 years as to not move my family away from</p>

	<p>our home town. This is a sad state of affairs. But I believe requiring hospitalists, ER docs, radiologist, pathologists, trauma surgeons, anesthesiologists (that don't have an office like a pain clinic) should never be asked to sign a non compete. In my opinion that is employment restriction and should be illegal as there is no way we are going to compete with them or steal patients from them. It is just controlling, hannful for the community and the physicians."</p>
Megan	<p>"Many <b>physicians</b> (including myself) are held to non-competes that limit patients' access to medical care and force physicians to move their families beyond arbitrary ranges set by their employers."</p>
Curtis	<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! I personally was forced into a non-compete agreement as a condition of employment. Although I never had the opportunity to leave my job and take a position with a competitor, I always realized that this was an unfair restraint on marketing myself. Businesses claim to support free markets, but they do their utmost to stifle individuals' attempts to freely market themselves and their skills."</p>
Danielle	<p>"Non-compete clauses can make it more difficult for employees to move on from their current employer. Non-compete clauses should be banned."</p>
Lauren	<p>"I strongly support the FTC's proposal to federally ban noncompete agreements. Two years ago I FINALLY found a primary care physician that I felt was invested in my well being. He was an amazing <b>doctor</b>. At the end of last year he decided to leave the hospital system he was employed at. Due to a noncompete agreement he was forced to sign upon hire, he is not able to provide healthcare services in a 100 mile radius. I live in a rural area that has trouble finding quality doctors. I personally lost a highly competent, capable doctor that I trusted with my medical decisions and our area lost a medical provider we desperately need. And this is a nonprofit hospital! I do not agree with noncompete agreements at all, but it disgusts me that it is legal for a nonprofit organization that is supposed to benefit the health of our community to make a decision like this."</p>
Kevin	<p>"Please ban Non Compete clauses! As someone who was basically forced to sign one, I would love to see them banned. In my case, I was an existing employee with the company for 5 years when they decided to implement non compete clauses. I had to sign or I would lose my job. I think that it is unfair that my employer can dictate where I can work."</p>
Martha	<p>"Please pass this rule. The reason Silicon Valley became a successful place for innovation is because they disallowed non-competes. Non-competes inherently undermine the free market for employees. Companies should have to compete to hire and retain workers just as workers should have to compete for the best jobs. Right now companies like Jimmy John's abuse non-competes and put working class people at a huge disadvantage. There is no reason for this other than greed."</p>



Michelle	"Non competes keep workers stuck in low paying jobs with terrible conditions. It needs to be illegal! It exists only as a way to oppress and take advantage of people. The abuse of workers needs to end."
Nancy	"Please insure that <b>physicians</b> are protected from noncompete clauses so they can remain in their community if they need to change jobs. These clauses give employers undue control over people's lives and less incentive to improve working conditions."
Jon	"Non-compete reward corporations and penalize patient access to care. Additionally they put undue burden on providers and their families by corporations and put profit over quality patient care."
Shaylah	"Non-competes should be illegal! Why does one company you work for get to decide where you can and can't work from now on?"
Courtney	"As a <b>Family Medicine physician</b> , I strongly support the ban on non-compete agreements as proposed by the FTC. This ban is essential for physicians to practice medicine as it should be practiced, in the interest of the patients rather than of the corporations and hospitals. Based on data from 2018, 45% of primary care physicians are bound by noncompete agreements. Physicians are largely employed by large hospital systems with large geographic footprints, making it practically impossible for physicians to leave that system without having to relocate or commute long distances. By restricting where a physician can practice, health systems are treating their physicians and by extension, their patients, as commodities rather than people. The opposition to this ban is motivated by the greed and need of the hospital groups to dominate the market and control the physicians. Non-profit hospitals should not be exempt from this ban. Non-compete agreements impeded patient access to continuity of care, limit physician ability to choose their employer, contribute to physician burnout and stifle competition, all of which hurt the patient."
George	"I agree with the FTC's proposed rule to ban Non-Compete clauses. I have been subject to numerous non-compete and similar agreements throughout my employment life. They have never kept me from seeking other employment but in one case the agreement concerned a potential employer so much it almost resulted in them rescinding a job offer, even though my past employer was not fighting my leaving. I have seen them used by other firms to keep relatively low paid workers from seeking hiring paying jobs by scaring potential employers away. These agreements used to be only used for high-level executives but are now being used just to keep wages low"
Jennifer	"I support the rule to end non-compete clauses in labor contracts. They are contrary to a free market and hurt both consumers and workers."
Jeremy	"I agree that non-compete clauses do more harm to the employee and are more beneficial to the employer. If the employee is so valuable, the employer should be

	<p>doing everything in their power to keep the employee. Non-compete agreements make it harder for employees to find suitable jobs."</p>
Timothy	<p>"I am a <b>veterinarian</b> and business owner for over 30 years. I have seen countless young veterinarians severely impacted by excessive non-compete clauses imposed by their non-veterinarian corporate employers. All of those I know who were negatively impacted either relocated to another state or left the profession! Veterinary Medicine is in crisis at this time due to increased demand and decreasing number of practicing vets. Veterinary non-competes are clearly making the problem worse. Veterinarians top the list of professionals at risk of dying by suicide. The stress of being bullied by oppressive non-competes is making this worse as well. PLEASE move forward with the elimination of veterinary non-competes. Every lawyer I have ever consulted about the employment contract I ask my doctor's to sign have informed me that "veterinary non-competes are not likely to hold up in court if challenged but you should still put one in there." I believe the ONLY reason to include a clause I know will not withstand a legal challenge would be fir the intimidation factor. Please stop corporate employers and all veterinary employers from being able to intimidate and bully veterinary employers through the use of a non-compete. Thank you!"</p>
JAMES	<p>"I started working for my present employer twenty five years ago. Thirteen years ago, the ownership changed, bringing with it a rapid increase in poor treatment of employees and regular, large layoffs. I have applied to other positions in the last thirteen years without success. The reason for this, I believe, is the current ownership suing former employees who go to work in related or the same fields. The company also files lawsuits against customers who hire former PLS employees. An internet search of "PLS <b>Logistics</b> Services", and related terms like "lawsuit" and "non-compete" will validate this claim. During these thirteen years since ownership changed, my salary has increase only twice, and today I was let go by this employer. My wish was to long ago find other employment. I believe the proposed Non-Compete Clause Rule (NPRM) would result in companies having to compete to retain and hire current and potential employees, and allow employees to leave toxic workplaces. Worker salaries would naturally result from this competition. Without a non-complete, those applicants (myself included) would be on a more competitive! equitable level with other applicants. Thank you"</p>
Mohammed	<p>"Non-compete clause rule, is very harmful for the community. As a <b>physician</b>, in my personal experience, it put limits and company takes huge benefit by abusing it. I totally against non- compete Clause"</p>
Viswanathan	<p>"This rule has prevented me from opening a <b>dialysis</b> clinic in the inner city area of Harrisburg, where it was needed very badly. Please repeal this law that fosters only unhealthy medical practices!"</p>
Puneet	<p>"I completely agree that non-compete clause is unfair and it should be removed from all contracts"</p>

Sadik	"I agree that there should be a nationwide ban on non competes due to their anti competitive nature. Too many hardworking Americans have their right to work and provide for their families infringed upon by corporate interests. I hope this goes through to protect the TRUE BACKBONE of this country which is the dynamic American labor force."
Carol	"Please ban noncompete agreements. <b>Mental health practices</b> often have these that you sign when you are hired. People don't even know they are signing them. Then when they want to jump to private practice there are all kinds of complications about where they can set up their practice. It is all nonsense and noncompete agreements need to be outlawed. All of them."
Bill	"I have to tell you, every professional I know is extremely happy about this. ( close to 400). We are so scared of being sued by the companies and corporations that we work for. It is not fair, how can they legally deny us to work in the same industry for 18 months. This is the best thing that will every happen for the working class people of the USA. Please help us, we are begging you to past this."
Charles	"I am strongly in favor of abolishing non-compete clauses. Conservatives want to get rid of licensing requirements for various industries, but at least these nominally ensure a certain level of quality that can benefit society as a whole. In contrast, non- compete clauses have no societal benefit whatsoever: They only protect and enhance established wealth."
David	"My company moved 180 miles away from where I used to work. I am left high and dry with a no compete so can't even get a job! Non competes must be outlawed."
Andrew	"Yes, please enact this change. Preventing someone from gaining employment is wrong, especially in niche skillsets. A company should not be able to dictate where you can work after you have ended that relationship."
Chris	" <b>Physician</b> non-competes are bad for patients, and bad for providers, leading to bum out and early retirement. Get rid of all non-competes, especially in the healthcare world."
James	"Non compete clauses are actively harmful to employees who are often geographically locked into a region due to cost of moving. They provide almost no protective value for employers outside of the ability to artificially suppress wages by saying there are "saturated" job markets and be actively harming competitors via coercion of potential employees. Make them illegal. And while you are at it, ban stock buy backs or contact someone to start working on it in the appropriate agency. If a company is given government funding and consolidates stock positions over paying staff, then that company should be broken into component parts or taken over as a public ownership by employees. Stop supporting the ultrawealthy and megacorporation war on the working class."

Douglas	"I am in favor of this proposed change. I hope the FTC enacts it asap after the comment period ends. Thank you!"
Jonathan	"I'm a <b>sales person for technology companies</b> . I know no code, and have no company secrets. I'm currently under a 2 year non-compete, which has caused other potential employers to not offer me a job, even though they believe they are not direct competitors. The threat of litigation alone is enough to negatively impact my career. I would strongly support a full repeal of non-competes, past a present. They allow employers too much power, and can be used in arbitrary or vindictive ways to seriously impact the careers of employees."
Patricia	"Non-compete clauses are a real problem. My concern with them is that this clause makes it impossible for workers (especially healthcare workers) unable to change employers. If <b>doctor</b> signs a contract with this clause, they become trapped. The clause usually includes a geographical range. The range always seems reasonable at first but our health systems are growing into effective monopolies as more mergers and acquisitions occur. Government agencies are either unwilling or unable to prevent the trend. I need my doctor to have control over their situation. I don't want to wonder if my doctor is being commercially abused or trapped. This can't provide the best care for me or my family. I wish 'commercial abuse' was hyperbole. Our shared experience with Covid and the treatment of our doctors and nurses has demonstrated that they aren't given the respect that they have earned. Money is even harder to come by. The non-compete clause is a significant obstacle to improving our situation."
James	"I support eliminating non compete clauses. They increase income inequality. They are a tool for making workers poorer and adding to the wealth of those who are obscenely wealthy."
James	"I support ending all non-compete clauses as they suppress workers wages and exacerbate wealth inequality. The rich don't need the game to be so blatantly rigged in their favor."
Jacob	"I am in favor of banning non compete clauses"
Wesley	"Non-profit hospitals should absolutely be included. My non-profit hospital employer specifically told me they were using the non-compete to suppress wages and for staff retention. These hospitals employ thousands of healthcare workers in my community and we should all be free to work wherever we want in our community."
Patrick	"Health care is moving more and more to an oligarchy. Restrictive covenants will be of more and more importance when the geographic reach of these health systems extends over several counties and states. Competition for worker's skill and knowledge is the basis of capitalism. Free and unbridled movement of workers and their ideas is what is needed to bring real change to American health outcomes."

<p>Matthew</p>	<p>"Hello I'm an <b>internal medicine physician</b> practicing as a hospitalist. What that means is that I work exclusively in a hospital with admitted patients. I am under a non compete that would require me and my family to move for a new job. I have no trade secrets. Medical practice is based around standard of care, there are exactly zero trade secrets in medical practice. Non competes must be banned from health care. Currently I'm effectively being held hostage by my hospital system with zero options that don't involve moving, possibly out of state, for a new job. This cannot remain normal. There is zero competition with the non competes in place. Once we're signed on (we need jobs to pay off our loans, not signing isn't an option) then we're their hostage. Doctors in this country are highly educated, generally well paid, rvu generating slaves to the hospital systems who dread and fear a competitive job market for doctors."</p>
<p>Ilyas</p>	<p>"My name is Ilyas Khan and I want to voice my strong support for the Federal Trade Commission's proposed rule on banning non-compete agreements which would protect working individuals from monopsonic companies pushing wages and benefits lower than they would otherwise be and denying workers of opportunities. Non-compete clauses are disastrous in this economy where working class families often need 2 or 3 jobs to make ends meet, where average rents per month are over \$1,492 and there are such high levels of college debt. These policies keep people from being able to obtain a second or third job to make ends meet. We believe that people shouldn't need 2 or 3 jobs just to be able to pay the bills but the fact of the matter is right now, many families do and non-compete clauses prevent them from accessing those jobs. Even if jobs are not required to get a job to sign a non-compete agreement workers are often made to feel that they are and feel that it is necessary to sign it to get a job. We need to ban non-compete clauses. They are terrible for workers. Please ban non-compete agreements, for all the working class Americans struggling today."</p>
<p>Jacob</p>	<p>"Striking the non-compete clause is beneficial for the worker. Companies should not force people to stay in bad work places and these clauses are predatory in nature. Force companies to treat and pay their workers better."</p>
<p>John</p>	<p>"I was in the <b>insurance</b> industry and my prior employer insisted on a non-compete. I am not sure it was even an option. When they downsized the branch they offered me a nice severance package. I didn't realize I would never be able to work in the insurance industry again. As soon as a prospective employer caught wind of the non-compete I can't help but feel I was done."</p>
<p>Lawrence</p>	<p>"My employer [...] was convicted of fraud by the SEC (Securities and Exchange Commission) in September of 2022. I left the firm, having a 2 year, 50 mile radius non compete that I signed as a new employer back in 2018. I was subject to attempted enforcement of the non-compete against me, which I found very hard to believe, as I needed to remove myself from the situation from a reputational standpoint. I resigned my employment over an issue that I wanted to have nothing to do with, and yet, my employer still came after me to attempt to enforce the non-compete. My decision to leave has since then been confirmed, as more than half of the staff has resigned and the firm is struggling to salvage their reputation. That</p>

	<p>has not stopped the threatening legal notices from being sent! Below is my general comment, as well as a link to a local newspaper article that I was featured in.</p> <p>I've been following the FTC proposed rule closely! The proposed change is a welcome sign for professionals that have occupations similar to mine. I believe that most entrants to the workforce are not educated on what a non-compete is, and simply will sign what is stuck in front of them, for fear of losing the opportunity, which was exactly my circumstance. The FTC proposal mentions that non-competes are an exploitative practice, and I thoroughly agree with the statement. From my personal experience, it is hard to believe that after your employer is convicted of fraudulently dealing with their customers by the Securities and Exchange Commission (SEC), that they could still possibly have grounds to enforce a non-compete on an employee that choses to move on from the organization in order to maintain their reputation. In my case, I removed myself from a very bad situation, as my employer had willingly compromised their conduct and fiduciary responsibility. I was then left with no recourse or ability to have a practical conversation surrounding the validity of my non-compete. It amazes me that after spending years pouring my time, passion and guidance into all the wonderful relationships I have built with clients, that a piece of paper could possibly prevent me from continuing to do what I love! This type of restrictive behavior ultimately harms the consumer, as they should be the ones that dictate which businesses succeed. My understanding is that if the proposed elimination of these statutes is passed, that all existing non-competes would be rescinded. This would be a huge win for entrepreneurs like me that are subject to attempted enforcement by unfounded harassment and targeted coercion. I think that my unique set of circumstances are similar to countless occurrences where non-competes have prevented innovation and economic liberty to win the day, which is what makes our country so great!"</p>
Richard	<p>"As a <b>radiologist</b>, I work in a professional environment that does NOT include direct referrals of patients to my practice. There is no way that my moving to another job within the predetermined geographic area of my restrictive covenant can harm the business of my current employer. The clause should be eliminated"</p>
Michael	<p>"Removing most non-compete clauses would benefit both workers and industry, by allowing more cross-pollination of talent between companies, and should be enacted as soon as possible."</p>
Carey	<p>"Thank you for bringing this very important matter forward. I would like to provide a simple comment in support of banning noncompete clauses to support workers' growth in their careers and income."</p>
Sarah	<p>"I support this new rule because I think that non-compete clauses are abhorrent. The Congress has done nothing to address this problem for many years now. These restraints on employees go against all theories of free enterprise. What is especially bad is that employers spring these on people who come in to their first day of work after probably having left another job. They don't want to tell people</p>

	ahead of time because they know how unfair these are. Please pass this rule to make employment fairer for workers."
Srinivas Sai	" <b>Physician and other healthcare workers</b> non compete clauses in employment contracts stifle private practice and promote consolidation of healthcare systems and practices."
Christina	"I've worked for a <b>salon</b> for 15 years and they threaten to sue us with non competes that we signed when we were all very young. They don't offer any benefits or paid training We all wish to leave and open solo studios but we are worried about a law suit:( please pass this bill so we can be free of this horrible company."
Frank	"A non-compete clause has left me as a <b>pharmacist</b> and a potential employer hamstrung. Due to the restrictions in the non-compete, which was required for a job, a job in which I obtained needed experience to advance my career at a small institution, I am unable to obtain employment in the area. Many large institutions do not want a lawsuit against them and I have been turned down for several job opportunities once they find out there is a non-compete in my contract. This stifles my wages and forces me to move my entire family including a pregnant wife to an area not near any family or friends."
Susanna	"Please pass this!!! I have been in sales and bound by non-competes my entire career. It has unjustly caused me significant harm in gainful employment within my fields of expertise. This is antiquated and especially harmful for women who do not receive equal pay and are a single parent."
Charles	"I think this is excellent decision by FTC. I am an <b>engineer</b> by profession and had been stifled by non-compete agrrement in my last job. This decision to remove non-compete clause will be beneficial. Thank you."
Riikka	<p>"As a <b>physician</b>, I humbly request that we do away with non-competes, for several reasons. These include but are not limited to the following:</p> <ul style="list-style-type: none"> <li>- private practices, hospitals, and academic centers no longer negotiate regarding the non-compete, which is unfair to the individual for whom location is important (i.e. most if not all individuals)</li> <li>- the non-compete is typically 1-3 years, which makes it difficult if not impossible for a physician to go without work (or to uproot their family and work remotely) before returning to the area. It also makes it impossible for the physician to find a job before leaving their current job, as the wait time is excessively long. Even if the physician gives their group months of advance notice (allowing the group opportunity to find a replacement), it may still be possible to get sued due to the non-compete.</li> <li>- the non-complete typically includes ANY work (even taking call at hospitals) that come within the forbidden region</li> </ul>

	<p>- the non-compete is frequently excessively large and includes all current and FUTURE offices of the practice that the individual is signing with (even if those future offices do not yet exist at the time of signing the contract)</p> <p>- academic centers typically have offices throughout the state - or at least spanning multiple counties. This again makes it difficult if not possible to stay in the region (typically for family reasons) if the job is untenable.</p> <p>There is a huge cost to leaving a job and rebuilding ones practice as a physician as one must rebuild their patient base. Depending on the job change, their prior patient base may be out of network. There is also massive incentive to staying at one's job - stable career, stable family, consistent patient base. If a doctor decides to leave a job, its frequently a year or two after the job has become untenable and there is no good option forward if they stay. They should not be punished by a noncompete for leaving and they should be rewarded for giving the group advance notice to find a replacement."</p>
Adam	<p>"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. My wife and I are both personally affected by this and would have to upend our lives in Pennsylvania and move to a different if we wished to change jobs. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Amy	<p>"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. Feel free to reach out directly to me via email for more reasons why this is something I support!"</p>
Kate	<p>"I urge the FTC a to reject any calls to exempt healthcare workers from non-compete bans. The only sound logic for non-compete clauses is to prevent secret or proprietary information from falling into the hands of a competitor. This does not apply at all to healthcare, where all innovations and best practices are diligently published for the whole community. The only reason hospitals are lobbying against this is because they are afraid that in a world without non-competes they will have to provide non-abusive working conditions in order to remain competitive. Please reject this lobbying, if only to preserve healthcare professions already dealing with terrible burnout and staffing problems."</p>



Christine	<p>"As a <b>physician</b>, I desperately need to have non-compete clauses made illegal. I have \$370,000 of medical student debt that I owe to the federal government, so I need to have a job as a physician to support myself and my family at even a modest quality of life. My family has lived in one geographic region since 1710. There are only 3-4 potential employers for me within that region. As a hospital medicine physician, I do not have continuity patients and have no control over what patients in the hospital I care for. I have no ability to go and recruit patients outside of the hospital. When I applied for jobs last year Penn Medicine had a restrictive covenant in the contract that stated I couldn't work at any hospital within 35 miles for 2 years. They would not negotiate any details of the contract despite the wording of the contract saying that the contract was negotiated for. That would mean that if I had taken that job I would have to choose between family and job if I ever chose to leave. I would also have to sell my home if I left my job. These non-compete clauses, impair my ability as a physician to fulfill my moral responsibility to my community and place unreasonable financial and social burdens on physicians, harming public health."</p>
Mahesh	<p>"Non competes increase physician shortages and adversely impact access to healthcare. Health systems (including non profit hospitals) would not get adversely affected if a <b>physician</b> leaves the system to practice and serve patients in the same area. Big healthcare systems use non competes as leverage to suppress physicians from talking about genuine patient care and clinical safety issues- as the physician would have to leave the area if employment is terminated. Non competes in healthcare are absolutely detrimental to both patients and physicians- and need to be completely eliminated"</p>
Roberta	<p>"My husband's company was sold and he had to sign a non compete with the new company or lose his job. The non compete is so broad if he quit or is laid off he is not allowed to work for any company that is within a 100 miles of any of their offices or any company they may require in the future. He fixes printers faxes and helps with networking. It also states he can't work in IT. He negotiated to one year if they let him go from 2 years . They will cripple our family with this document."</p>
John	<p>"I am in support of this proposed rule. Non-compete clauses are restrictive and limit the marketability of workers."</p>
Hannah	<p>"I am writing to support the proposed Federal Trade Commission ban on non-compete clauses because it makes it difficult for employers to get better pay. It also lessens the number of employers working for other companies. This makes it hard for people to find well-paying jobs and for employers to find workers. I hope the Federal Trade Commission will enact this new ban on non-compete clauses."</p>
Michael	<p>"Many <b>physicians</b> are trapped at their jobs or face uprooting there lives to continue to practice medicine. Ending non-compete clauses is essential for many of us and it should include non-profit healthcare systems."</p>
Ashley	<p>"Being a <b>therapist</b>, non-competes are extremely scary when it comes to patient care. Some include date ranges in which we cannot communicate with our</p>

	<p>patients, some of whom have severe trauma histories or suicidal ideations. If a clinician changes companies but is unable to continue meeting a patient, who is at fault if there is an injury or death? Many newly licensed therapists work at smaller group practices as contractors, but are often treated to an employee standard. As an independent contractor who works 30 hours per week for the same company, I believe this should be illegal. Having a noncompete for a contractor is directly going against what the contractor role was created to do. Some noncompetes include mileage in which a clinician cannot create their own company or rent out an office within a certain radius - how is this a safe practice? How can clients continue to work on their mental health and desire to stay alive if they have to change clinicians due to a noncompete clause? When it comes to wages, contractors are supposed to set their own rates and desired payment types, but counselors have to agree to a contracted rate with different insurance companies which makes this very difficult. Some companies contract their clinicians with insurance companies, instead of having the counselor have a direct relationship with the insurance company themselves - which makes it very difficult to leave and be able to work independently. I was also recently informed that pre- licensed clinicians who are unable to practice independently are still being hired as independent contractors at small group practices in the greater Philadelphia area. How is this legal? They are legally required to receive supervision prior to being licensed and therefore cannot work by themselves. No health insurance, no retirement assistance, no paid time off or sick days, no payments towards social security or disability or unemployment by the company. This practice of allowing therapists to be independent contractors should be illegal and is definitely morally gray. Please look into this."</p>
Colby	<p>"This would be an incredibly positive change for American citizens and would clearly help to combat wealth inequality and improve rights of workers. The current environment across many industries is characterized by decreased competition and a few larger corporations. When they require non-competes, this leaves employees with fewer options to vote with their feet and change jobs when exploitative or unsavory business practices are in place. Removing non-competes in my industry, medicine, would be an incredibly positive change for physicians who are increasingly burnt out and unhappy with work conditions at corporation-driven hospitals that do not have the patient in mind."</p>
Matthew	<p>"My non compete makes me feel like I don't have rights. Sometimes it feels like my employer owns me"</p>
Sol	<p>"Non-compete agreements have essentially forced our professions into accepting sub-par wages, work hours, and working conditions. I should not be penalized by employers for wanting to stay in a location for my family and loved ones, and neither should I be penalized for applying other jobs to seek better wages and working conditions. However, non-competes do both, if I want to leave my company for a better job my family suffers and has to be uprooted. Non-competes eliminates a competitive job market and forces workers to accept horrible working conditions. It is a monopoly where major conglomeration are able to strangle</p>

	workers, progressively decrease pay, increase work hours, and eliminates our ability to negotiate."
Dronacharya	"Non-compete definitely limits the salary of a <b>physician</b> , particularly those employed by large corporate hospital systems. For example, if non-compete were to go away, I would be in a much better position to negotiate to raise my salary by at least 530,000 at least. Non-compete clause is a weapon employers use to subdue employees."
Charles	"As a <b>practicing physician</b> , I have no proprietary knowledge or information and our employers have no proprietary medical or scientific knowledge. My current employer has specifically stated that the principal purpose of the non-compete I am currently subject to is to retain staff and minimize physician reimbursement."
Jim	"My former employer included customers and suppliers to the list of companies for which I was banned. This was presented after I actually started the job. I needed the work so I signed. They used this as part of their strategy to keep employees longer than otherwise, in place of treating us well. I now know that it was not enforceable. Actual lawyers were telling me that I would win any suit brought against me. But the mere presence of the document caused years of worry and anguish. Nobody else should be subject to this kind of treatment. Please do go forward with the rule. Competition for employees is good for both the employees and employers as satisfied, happy employees produce better results overall."
Eric	"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. This affects my family personally as my spouse who is a <b>pediatric dentist</b> that signed a non-compete with an office that does not foster a healthy work environment. The non-compete has stifled competition as well as my spouse's ability to sign with another employer that would be more in line with how she would prefer to practice. 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. Eliminating non-compete would be boon to American Labor AND businesses. We would not longer stifle anyone from signing agreements that arbitrarily limit a person's potential. This would also signal to companies that America values competition, and that developing a sustainable relationship with their employees, without the need for predatory contracts is valued. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Gregory	"I am fully in support of banning non-compete clauses in employment contracts. These clauses stifle the ability of employees to get better wages and better jobs. They are also a total abuse of power by employers and turn employees into a kind of indentured serf instead of free labor with the ability to better themselves. The faster the Non-compete clauses are phased out, the better!"

Gregory	<p>"I fully support this rule. It is ridiculous that an employer can today in almost all states in the USA, in effect, hold their employees more or less hostage by forcing them to sign a non-compete agreement as part of their employment agreements. END this abuse of power ASAP!"</p>
Joseph	<p>"I'm a <b>practicing physician</b> in Philadelphia Pennsylvania. Philadelphia-based practitioners in my specialty earn salaries that, while quite high, are kept artificially suppressed by non-compete clauses. In countering the proposed rule, the American Hospital Association is attempting to manipulate labor markets in an anti-capitalist manner. Having worked clinically through the COVID-19 pandemic, exposed to a deadly virus on a daily basis, I find it repugnant that a hospital administration association (which represents the very people who personally profited through the pandemic, while suffering near zero risk while working from home) is attempting to punish physicians, nurses, allied health professionals, and all hospital staff in such a transparently manipulative way.</p> <p>Enable to free market to do what it does best - set prices and salaries commensurate to value. Please do not exempt hospitals from this rule. Regulatory capture should have no place in American politics and economics."</p>
David	<p>"As a <b>family physician</b>, I support the FTC rule to prohibit non-compete clauses. This artificial limitation restricts areas where medical care is provided and results in reduced access to healthcare. This is particularly critical to poorer communities that already struggle to recruit healthcare providers. In addition, the FTC should go farther in stopping limitations from employers that limit "moonlighting" or "side jobs" or even provide volunteering services for the same reasons of improving healthcare access."</p>
Patrick	<p>"I firmly support the proposal and I believe it would be a tremendous shame to allow well-funded interest groups to exclude certain groups (eg. physicians) from such important changes. As the evidence shows throughout the proposal, non-compete clauses have been used to artificially lower wages and keep the upper hand against hard working employees. It is a market failure and very un-American."</p>
Dane	<p>"Working in the <b>supply chain/logistics industry</b> provides you ample amount of opportunities to work in various positions to excel at your profession. To limit this with noncompete is an absolute travesty. You were taking away some of the best professionals in this industry from expanding their knowledge and increasing their wealth. There needs to be an immediate stop on what feels like an illegal clause to shackle your employees from leaving."</p>
Arthur	<p>"I support the FTC proposal to ban non-compete agreements. These are not actually agreements they are most often presented on the first day of hire and any refusal to sign them risks losing your new job. Further, they are vague and discretionary regarding what is considered a violation of a non-compete. It is a document that basically locks in your employment to a firm and leaves you with</p>

	risks for moving onto another company. Thank you for seeking to ban this practice."
Tiffany	"As a <b>physician</b> , I and many of my colleagues have been subjected to non-compete clauses in various hiring contracts. As the research suggests, it leads to diminished pay and decreased competition but in medicine it has far more catastrophic results than that. For example, currently it is estimated approximately 300 physicians die of suicide each year (probably more) and physician burnout is at an all-time high. Non-compete clauses are not a direct cause of either, but they often leave physicians feeling trapped in a miserable situation and help push them toward a negative end. I know that in Pennsylvania, one of my colleagues has been unhappy in his job for at least 5 years but his non-compete is 25 miles or any facility associated with the biggest competitor - which would force him to move should he desire to resign his position. I've heard legislators in Pennsylvania state that their little local hospital could not retain staff if it weren't for non-compete clauses. So these hospital systems are aware of their poor treatment of physicians and are relying on non-competes to force doctors to stay. The other big concern is that if a physician does leave, and re-establishes outside of their non-compete radius, the patients who would like to remain with them cannot do so because they often cannot find the physician. The previous employer will not divulge where the physician moved to, and often internet searches do not show the new location for over 6 months. So patients are being forced to switch providers against their will because of these non-compete clauses. Lack of continuity of care has been shown to have a detrimental effect on a person's health. So the end result is unhappy physicians who are feeling trapped, and when they do finally terminate their employment and establish outside their non-compete radius, the patients' health of their previous patients is going to suffer. It is a broken system that needs correction and preventing non-compete clauses is one step in the right direction."
Leonard	"As a <b>physician</b> , I totally agree with banning non-compete clauses. It is a way for hospitals and insurance companies that own practices to force physicians to stay in their practice at a lower salary once their initial contract is up. If the physician wants to stay in the community where he/she built a practice for several years of the initial contract, they need to take a lower salary offered by the insurance company/hospital at the time of their second contract. This often forces the physician to leave a community where the physician and his/her family have built relationships. They are unable to switch to another practice in the community due to severe (often draconian) penalties if they break the non-compete clause."
Kathryn	"Please pass this rule. Workers should not be limited in their ability to seek employment with different companies in their chosen profession. They should be free to offer their services to any employer in their chosen field."
Janet	"Noncompetes to force professionals to keep working a workplace leads to unhappy workers and exploitive conditions. As a <b>physician</b> , we have a duty to patient care as well as our own mental health. Just like in any job, some times the administration is not a good fit/doesn't support what a physician thinks is best for

	<p>their patients. In those situations, we should be allowed to resign with notice and a transition period but not required to displace our families to find a practice that is a better fit for us. In effect, noncompete allow facilities to force professionals have to compromise their work ethics/substainability/mental health va displacement of their families and patient panels. They serve no purpose in the modern world other than to perpetuate suboptimal work conditions in which we are tied to an employer, which adds to burn out and poured patient care. Please ban noncompetes for the sake of our patients and profession, so that we can fight to give the best care we can "</p>
Jo	<p>"Noncompetes have proliferated beyond their original intent (limiting executives who have access to trade secrets and highly sensitive information) and now stymie regular workers from making an even marginally better life for themselves. It is a drag on the American economy and prevent everyday Americans from a better life, liberty, and the pursuit of happiness. They should be eliminated from past, current, and future contracts."</p>
Avinash	<p>"I work as a <b>physician/cardiologist</b> and restrictive covenants are ubiquitous in my field and are often used to prevent physicians from leaving after they are hired and working conditions/terms/calls/workload/salary etc. are markedly changed. You might be hired with no weekend call and then forced to work every single weekend with a 25% reduction in salary with young children and limited weekend daycare. . . but to leave, you cannot practice in a multicounty radius for 1-2 years!!! How do you do that and raise a family? Often times, for physicians to leave, they would likely need to relocate their home/family entirely. Not practicing during the restrictive covenant would alternatively put my medical licence in jeopardy. Non-compete clauses are anti- competitive, limit economic efficiency, and at its most basic level, are un-American. They should be banned with special attention to physicans to prevent loopholes and workarounds."</p>
Ruthann	<p>"I am so happy to see this legislation finally close to a reality. Non-competes do nothing but harm patients access to care. Please do away with non-competes!"</p>
Jeffrey	<p>"Thank you so much for this public comment period. I'm sure there are so many comments. I am a <b>physician</b>, and a complete Ban on non compete clauses would really push hospitals to treat physicians and other health care workers better through a process of open competition. I take significant issue with the recent America Hospital Association letter and the alleged impact. I think instead competition here could greatly benefit the individual worker. To best highlight how banning non competes would help, I think Dr glaucomflecken said it best. Youtube video link below. Thank you for your work on this <a href="https://youtu.be/z9RR81kb5dk">https://youtu.be/z9RR81kb5dk</a>"</p>
Kristen	<p>"I am a <b>hospitalist physician</b> that has been through an incredibly difficult 3 years risking my life to take care of COVID patients. Please do the right thing to allow physicians to be exempt from non-compete clauses. Non-competes give bad employers an opportunity to remain bad employers because their employees are forced to either stay with the company or to often relocate if they change jobs. Essentially the non-compete does the following: 1. Bad employers have little</p>

	<p>incentive to make their workplaces better for employees and it makes changing a bad job for a better one more difficult. 2. It often requires a relocation to continue work, many noncompetes prevent job mobility in a very broad area. 3. Employee's families and others who would be negatively affected by relocation are hostage to the clauses. 4. If relocating requires a home sale, there is generally a 5-6 percent loss of home equity at sale. 5. Patients suffer because they cannot follow their doctor to a new practice if they want. 6. Doctors may have to undergo some terrible lawsuits in adverse situations in order to fight the non-compete. If a doctor has a following of patients, those patients have chosen that doctor and should have the opportunity to continue choosing that doctor if they wish. The non-compete often forces doctors out of the local area, and patients, especially those with complicated conditions, do not get the continuity of care they need and desire. While it can be argued that doctors with a patient following should be exempted from the ban because they would take patients away from an existing practice, the non-competes are still being used on radiologists, pathologists, and others who do not have a patient following."</p>
<p>William</p>	<p>"Noncompete clauses suppress competition and hamper free market functionality. Banning them will ensure fair wages and promote economic growth."</p>
<p>William</p>	<p>"I am a long time practitioner in a small subset of <b>specialty insurance</b>. I have seen the steady increase in the use of non-compete clauses mostly in the past fifteen years. I find them non-competitive, not only for the employee, but also for the non-parties to the contract. For the employee, it is for freedom of movement and to negotiate a competitive wage. The non-parties in the insurance business can be 1) the buyers of the insurance product or 2) their agents or brokers, depending on which level of the distribution channel the employee operates. The existence of a non-compete agreement should not interfere with the ability of that non-party to chose whom to do business with. Some other points to consider: a) if a non-compete clause applies to all employees working for a national corporation, then it can be enforced unevenly, depending on where the employee resides. It is patently unfair for an employee to have freedom from a non-compete clause if he or she lives in California, but have that same clause enforced vigorously in Virginia for doing the same job. This I consider to be a violation of an individual's 14th Amendment right to equal protection under the law. This new rule, hopefully, will settle this disparity, provide consistency, and replace the Byzantine patchwork of employment laws across our 50 states; b) savvy employers use the term "non-solicitation" in place of non-compete in an effort to render that part of the employment agreement appear benign when in fact a careful reading is no different than a non-compete agreement. The rule should make clear that any language in an employment agreement that has the same effect as a non-compete will not be legal and treated as such; Finally, c) Non-disclosures and agreements to protect trade secrets and proprietary information are fine. This should protect the business from unwarranted and illegal misuse of their information, which I believe was the original impetus for the explosion of non-compete agreements in the first place. But the use of non-competes have grown completely out of proportion and have become a hindrance to free and fair competition in America. Thank you."</p>

Robert	<p>"<b>Consulting</b> companies have contracts which state that you can't work for companies that they have a relationship with for up to 2 years. That means that you can't get work in the same city. If you get a job at company y and the consulting company had just a chit-chat with company y, the consulting company will claim that they have a relationship and will want part of your salary."</p>
robert	<p>"I am strongly behind the making non competes illegal. Hospitals increasing use this to restrict movement and opportunities for their employees. Rather than compete by working conditions and pay they they use restrictive covenants."</p>
Janet	<p>"Please reduce the ability of companies to require and enforce non-compete clauses. Employers can fire or layoff an employee at any time, for almost any reason, so long as the employee isn't covered by a union contract. People need to be able to find another job in order to leave an employer, or after being let go. A non-compete contract gives an employer the power to prevent someone from finding another job -- even after you no longer work there. I've been told "Oh, don't worry about a non-compete clause, because it won't hold up in court anyway." But the power between the company and the individual is not the same. The company may have a lawyer on staff who can send threatening letters to your potential new job, or handle court paperwork. The individual can't afford those legal costs. I have seen a <b>system administrator</b> have difficulty getting a job because the job that he quit was threatening his other potential employers."</p>
Ryan	<p>"I believe this rule, if imposed, would greatly increase the possibility for the creation of more small businesses. My company restricted me from competing in all counties surrounding the city I work in, requiring me to relocate my family if I choose to leave. It adversely affects the ability for employment choice, free market and the ability to negotiate for better employment and wages."</p>
Anthony	<p>"Non competes can only help an employer and do nothing for the American worker / tax payer. These documents are being used more and more, even in low skilled and paying jobs like service workers. Since corporations can control workers in the industry, they can also control wages and push them as low as they can go because non competes increase job insecurity and fear among those who sign them. Please step in here and help American workers who have "handcuff's" on because of these agreements."</p>
Josh	<p>"I think we need a very narrow list of valid things a non compete can include. Such as you can ban taking your old clients, poaching your former Coworkers, and can't use industry/trade secrets. But anything beyond that should require that the enforcing company pay you full time at the HIGHER OF your old salary OR your newly offered salary, until the term of the non compete expires."</p>
Zoe	<p>"Non-compete clauses only hurt workers. Having competition is a fact of life and should force businesses to treat workers and clients better. If you only have one skill set a non- compete clause could really inhibit your ability to change jobs to better your life; for example if you wanted to work for a new company closer to home, or a different company that offers more pay or benefits for your position."</p>



	Your current employer shouldn't dictate who or where your next employer is going to be. We already have laws protecting proprietary information so a non-compete clause just feels like over the top abuse of power and intimidation."
Ed	"This change in policy would be a huge benefit for me. I have worked at the same <b>veterinary practice</b> in Pittsburgh for almost 15 years. 5 years ago we were bought by a large corporation and I have been relatively unhappy with the direction things are going. My original contract states a 2 year, 30 mile non compete and so I can't work anywhere else in Pittsburgh (a good sized city). My wife and kids are very happy where we live and so my only real options would be to commute to Akron or Cleveland (about 2 hours away) until my noncompete expires. The proposed change would be liberating for me and would allow me to seek employment elsewhere in the city I have grown to love."
Anil	"I strongly support proposed rule by FTC non compete clause rule for benefits of physicians."
KAILASH	"This should pass as coroporate employers have taken advantage of <b>physicians</b> "
Tim	"It would be absurd to exclude <b>physicians</b> based on current trends in the labor of physicians. Physicians often had their own practices and their own panels, but now the patients are often assumed to be moreso patients of the hospital than the doctor. Physicians are already excluded from so many other workers rights including striking, unionizing, and more. To exclude physicians from the non-compete clause only seeks to weaken the power of physicians to negotiate for the good of their patients. Example: llealdi system tells doctor that they are changing goals and visits will now have to go from 30 min to 15 minutes per patient or they will try to replace diem with less trained professionals or cut the service line, or their salary. If the physician lives in an area where they are already a member of the community, raising their family, etc then leaving becomes extremely difficult and it becomes the patients who suffer."
Zachary	"Dear Chair Lina Khan, I am fully supportive of the efforts to ban non-compete agreements. In my opinion and generally speaking, workers don't have enough power in the workplace and I believe these efforts will help. As we all know, competition is necessary for fair markets. Thank you."
Kamna	"Non compete clauses have been exploited widely by hospital systems to blackmail <b>physicians</b> and restrict choice for patients. Private practice physicians have disappeared and in the process the relationship of a doctor and patient has suffered. Even the non profit entities/ Hospitals have used it create monopolies in healthcare territories This is extremely damaging to patient health and satisfaction with the system"
Tequilla	"Due to the non-compete clause that I have with my employer, I am unable to continue providing Gender Affirming Care (GAC). I currently work in Wilkes-Bane, PA, which is a rural area and the nearest GAC provider is about one hour away. This significantly affects the health and safety of Transgender patients, many of

	<p>who have limited access to resources and do not have the means to travel one hour away for care. The majority of my patients are from low socioeconomic backgrounds, and when I transferred departments, unfortunately, this left many of them without a provider especially if they are unable to travel. Non-compete clauses restrict healthcare access and delivery, and this affects all patients from all backgrounds. It hurts physicians who are highly trained and are unable to provide care in their communities. Healthcare is already limited due to the physician and nurse shortages, and non-compete clauses only further exacerbate these issues."</p>
Dan	<p>"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. Noncompetes agreements stifle entrepreneurship and hurt working people. 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. I have personally been bound by noncompete agreements in the software industry. While I can't say that they professionally harmed me, I always chafed at the idea that my employer could restrict what I did in the future with my career. Thank you for your work, and please issue a final rule that bans noncompete agreements. Keep up the good work!"</p>
Salvatore	<p>"I haven't attempted to leave my job for better offers several times over the past couple years. I work in the <b>tree and landscape industry</b>, there are no trade secrets or patterns that I could steal and take to another company. I have two daughters in college, and a granddaughter that I'm helping raise at home. Money is extremely tight. The owner of this company has blocked me twice, threatened me, and even stopped paying me because another company made me an offer. I feel like a slave. In addition the work place is abusive to workmen and minorities. It is a very unhealthy environment that nobody can escape."</p>
catherine	<p>"Bravo for considering this rule that would reduce human suffering and benefit our economy."</p>
John	<p>"Excluding <b>physicians</b> from this bill would be an enormous disservice to our profession. We have a right to work just the same as any other healthcare worker. Noncompete clauses disproportionately affect physicians and are injurious to the profession on the whole. Placing limits on where physicians are able to practice hurts not only the profession, but inhibits patient care by intentionally limiting access to providers."</p>
Gary	<p>"This is long overdue. Non-compete clauses put an undue burden on individuals without any recourse for individuals to pursue employment elsewhere."</p>
Matthew	<p>"I am an <b>Emergency Medicine physician</b> practicing in Pittsburgh, Pennsylvania. I strongly support the abolition of non-compete clauses, not only for myself, but for all workers. These clauses are unnecessary and create unfair burdens for those of</p>

	<p>us who provide emergency services (including nurses, techs, paramedics, EMTs, etc...), where even if we relocated to a different employer, we would not significantly change competition, as we typically do not attract patients/business based on our prestige in the community. It significantly restricts our ability to compete for wages and better benefits, and also harms our patients at the same time. Furthermore, I think this is a strong change for those physicians who DO attract patients based on prestige. Patients frequently choose a certain hospital/medical center because of a specific doctor, rather than the hospital itself. Noncompete clauses make it nearly impossible for physicians to retain their patients if they choose to leave an employer, and therefore, harms patients and decreases patient satisfaction. I think it is in the best interest of workers and patients for noncompete clauses to be abolished."</p>
<p>Aswin</p>	<p>"As a <b>physician</b> who has to live within thirty minutes of my work place non compete clauses will require me to uproot my family if I ever wanted to consider a new job. It limits my freedom to choose where I work when considering all aspects of life. It gives my current employer power in negotiating when negotiating my contract. For example last year during renegotiations I was told by my boss "you just bought a house, your family is in the area and your kids are in the schools why would you ruin all that by having to look for a new job and move." As a patient if I have established care with a doctor I love and that has been caring, empathetic and understands all the nuances of my disease process, it should be illegal to have to go find a new doctor because said physician is changing jobs. The university and hospital cannot just replace a doctor with another body. Physicians practice an art of medicine and no two doctors are alike. It is creating a monopoly when I am forced to change doctors when my doctor leaves and can't work close to his current job. We would not allow monopolies like that in any other field. Stop devaluing individual physicians."</p>
<p>Rebecca</p>	<p>"This is a highly concerning practice for all fields and income levels of workers. Non-compete clauses do not only reduce wages, but also reduce benefits and correction of other ancillary issues. They also restrict movement out of toxic work environments, allowing chronic system wide issues to go unaddressed. For older workers that spent many years training, like physicians, often their first job coincides with their first home and child, increasing their ties to a region, but giving them few options without uprooting their entire family's life. Eliminating restrictive covenant laws must include physicians as well."</p>
<p>Michelle</p>	<p>"I strongly support the ban on non-compete clauses. Not allowing someone to change jobs and forcing them to stay where they are not happy or treated fairly is not right. Having to choose between working near home or driving hours away every day is also not right. Please consider passing this rule to allow everyone to seek out better jobs without having to move or drive long distances and miss important family time."</p>
<p>Tara</p>	<p>"I have been a <b>veterinarian</b> for 17 years. My industry routinely uses non-competes for veterinarians to prevent them from leaving a job, working at a nearby practice and potentially having clients follow them there. However, in</p>

	<p>reality they have become a way to prevent employees from leaving their current job, seeking better pay, benefits or a better work environment. In my opinion they have become more of a way to control employees and keep wages stagnant, rather than protect an individual business. Many in my field have no way to work without a non-compete as they are part of most contracts. My current employer has been unwilling to modify my non-compete in any way. Many times they extend well beyond where most clients would be willing to travel to bring their pets. My industry has long had inadequate wages for the level of training, experience and hours worked. COVID related stress has lead to many veterinarians leaving the field. Practices (including my own) are having an extremely hard time finding new full time veterinarians to employ. Many are unable to change jobs and continue to work near their home. Working outside a non-compete may mean moving or enduring an unreasonable commute. This has also lead many veterinarians to be employed solely as "relief veterinarians," working in a role to fill in at practices when an extra vet is needed. This allows vets to work independently and not be subjected to non-competes. I addition, larger corporate groups are buying up smaller practices and imposing very restrictive non-competes on employees. This leads many to quit and find relief work, leaving gaps in care, hours and coverage at many veterinary hospitals. We commonly witness this as there is frequently an unreasonable wait time for pets to be seen by their primary care veterinarian and emergency hospitals now closed overnights or on weekends (with 6-8 hour waits when they are open). In summary, as someone in an industry in which non-competes are common, I do not feel these clauses help business overall as they make it hard to attract new people. They place an unreasonable burden on employees, lead to stagnant wages and acceptance of substandard work environments when options to leave are restricted. My hope is this ban will take place to help my own industry an many others."</p>
<p>Arthur</p>	<p>"I am strongly in favor of a revamp of how non-compete agreements work in this country. Many states already outlaw the practice and many more make the agreements unenforceable (in those states, many employees have signed agreements and are unaware of the legal status). These agreements hurt employees' bargaining power at a time when bargaining power is already fading for employees due to lower union participation and higher education requirements. These agreements are also not good for business. They slow or stop talent moving from economically unproductive areas of the economy to more productive ones. This exacerbates the current labor shortage in many industries, including the current labor shortages in construction, healthcare, and transportation (all relatively high-paying sectors). This hurts every economic participant as it unnecessarily raises the time and money needed to do the projects the economy needs most. These agreements can also make firms "lazy". If they do not feel the market pressure to compete for top talent, they will not try, creating a scenario where workers experience "burnout" more quickly and more often, ultimately causing workers to drop out of the workforce altogether. This further decreases the labor-force participation rate. However, I can see very specific situations where these agreements make sense. I do believe employers may be more willing to invest in new (inexperienced) employees when they sign such agreements. Finns have an understandable desire to generate a return and by signing these contracts, firms have a degree of certainty to base decisions on. I</p>

	<p>also understand that finding highly paid talent is difficult, so I do believe it is a reasonable trade-off for a high-income worker to sign these contracts. There are also rare scenarios where trade secrets are a legitimate concern (however, in most current agreements the term is allowed to be used much too vaguely, or is simply fabricated terminology used as justification). In most of those cases, NDAs would be a better fit. I do believe the best path forward is a middle ground. Allow the agreements in only the rarest of cases: compensation greater than \$250,000/year or when hiring new employees with little or no relevant skills and mandate the contracts expire after 3 years. I would like to finish with a disclaimer. I am currently bound by a non-compete agreement with my current employer. While I am relatively happily employed, I know for a fact that my (and my coworkers) current legal arrangement holds back my pay and future opportunities to focus more on work I like. So please take my comment for what it is: a factual and moderate argument made by an individual who has a personal financial incentive to see my plan through."</p>
Matt	<p>"I have been unable to get certain jobs due to non-compete contract that were far too broad and were created with the express intent to crush the worker's ability to leave a job for a better one at a competitor. I've never been privy to sensitive information that I could possibly use against the company. Non-compete's are created to squash the worker and not really protect the employer."</p>
Mark	<p>"I support the banning of non-compete agreements. In most cases, these agreements are written in a way that essentially prevents a worker from accepting a position with another similar organization ANYWHERE in the country. The idea that an employee who works in Pennsylvania and takes a job with a company in California can be in competition and take business from them. Also, aside from trade secrets, etc., an individual worker earning \$65k/yr is highly unlikely to financially ruin the business of a multi-billion dollar corporation."</p>
Sean	<p>"Non-competes aren't realistic in this age of a shrinking labor market. People need the flexibility and FREEDOM to choose who and where they want to work without fear of legal actions or having to move their families. If people can make a higher income by switching employers and have a better quality of life, this will pay off for future generations. This also forces employers to pay a competitive wage without making people feel like they are trapped, which when a person feels that way, work productivity decreases significantly. Please eliminate non-compete clauses from the daily life of a health care worker who each day puts their life on the line to help make society better. These people need to be rewarded, not held captive."</p>
Brian	<p>"If you work in a toxic workplace, your boss now controls you like a 'slave'. There is no choice left. This is a free nation, so why would such a thing be allowed?"</p>
Steven	<p>"I am in favor of the Non-Compete Clause Rule (NPRM) rule change that will provide greater support to employees to move within the careers of their choice while encouraging more employee-friendly compensation from employers. While the need for certain Non-Disclosure agreements will protect intellectual property, corporate trade secrets, etc., restricting employees from moving to other employers</p>

	with their experience does little to protect these corporate concerns. The current restrictions impact employees at many income and skill levels and no more than those at lower skill/pay levels who are prohibited from moving from jobs in close proximity in hopes of enhancing their income and upward mobility. If the implementation of this rule change causes employers to engage in more employee friendly actions to retain skilled employees this is not a hardship, but the fulfillment of a system of capitalism that allows everyone to experience the benefits."
Jeremy	"Strongly support this measure. Non-compete clauses are un-American and antithetical to the values of capitalism and free market."
MELISSA	"I'm in support of this rule. No one should take trade secrets to competitors, yet there are legal remedies for that which do not involve golden handcuffs for job holders. Please enact this for the benefit of a more perfect union in which freedom and the pursuit of happiness is guaranteed."
Gregory	"I am a <b>physician</b> and fully support elimination of non competes."
Nina	"I am a <b>registered nurse</b> for 49 years. These employers have to become better employers in order to keep the employee. This law is cruel, mean and archaic."
Charles	"I am a <b>physician</b> with a non compete and note that these further increase the stranglehold that big health systems have on doctors and consequently their patients. I enthusiastically support the proposed rule!"
Todd	"Non-competes limited skilled professionals upward mobility in a finite market of their respective job, whether it be <b>IT, Education, Healthcare</b> , etc. To be told by an employer that you cannot hold a similar job within 100+ miles is financially damning"
Jon	"As a <b>physician</b> and retired Army Officer, I strongly favor ending non competes in healthcare. Barring a professional from continuing to be in proximity of his/her patients after leaving an employer is an infringement on liberty both for the patient and physician. Non competes in healthcare serve to preserve the monopoly like power employers cultivate in healthcare. It threatens the integrity and quality of healthcare. Its as also stifles innovation and limits the development and expansion of new healthcare delivery platforms."
Joseph	"This is long overdue. As an employed <b>physician</b> that has worked in a number of hospitals over the years, the "non-compete" clauses in the contracts are used as a cudgel against both doctor—and ultimately—the patients. In enforcing non-compete agreements, hospitals are given all the bargaining power in an employment contract and the physician has absolutely none. The result has been the attitude that the "first contract you get is the best," and there is no where to go on subsequent contract negotiations but down after the initial agreement. That has been exactly my experience over 20 years. Hospitals that employ you take the position that you can not leave because the "non-compete agreement" and will

	<p>push you out of your home and community, and in enforcing them, they routinely do. That is something that should never happen in America, but is has been alive in well for decades in this country."</p>
Lindsay	<p>"I believe that this regulation should apply to all free people in this country. No one body or employer should be able to monopolize or restrict the movement of a licensed individual. We need to include <b>physicians</b> in this as well to allow free trade of our skills and education."</p>
Mark	<p>"I have always thoughts that noncompete arrangements were unfair. Now that most <b>physicians</b> are employed by larger entities who sometimes impose unreasonable work rules, it becomes more important to allow physicians to "vote with their feet" and leave an unfavorable practice situation. We should not have to leave the area or commute ridiculous distances to avoid noncompete issues. If health systems that employ physicians know that providers can leave and set up shop down the street, perhaps the employers will pay more attention to provider needs and strive to create an environment where practitioners don't want to leave."</p>
Ervin	<p>"I fully support the ban on Non-compete Ageements. As an <b>Account Manager/Sales Professional</b>, I would love to be able to consider offers for my services by competing businesses. Throughout my career I've felt trapped, and unable to enhance my experience and my wages due to these restrictive documents."</p>
Gail	<p>"About 10 years ago, in my position as a Nutrition Clinical Manager in a small city's acute care hospital, I was trying to hire additional <b>registered dietitians</b> (RD). Two qualified candidates that I was interested in had lost their jobs at a nearby hospital - they had worked for a Food Service Management Company and the company's contract was not renewed. These two RDs had (I think it was unknowingly) signed a non-compete agreement at the time of their hire which meant they could not work for another local hospital in the area for a year. They possessed NO privileged information, trade secrets or other such data. They were being punished for doing nothing wrong. And so, they had to seek employment an hour or more away from their residences and I was unable hire them at that time. In cases such as this, non compete clauses are unfair and should not be allowed."</p>
Sharon	<p>"Non-compete causes cause more harm than good. To bar someone from seeking employment at another company can cause lasting harm to that employees self and family. A better solution would ban the employee to take or use proprietary information from the prior company to the new company. Although this is harder to determine it does allow a worker to continue in their field of employment."</p>
Alexander	<p>"This a much needed move by the FTC to promote the freedom of the movement of labor wither that be for better wages or working conditions. Several US States such as California, North Carolina, North Dakota, and Oklahoma have already taken the lead on this issue and either outright banned them, or put limitations on them restricting non competes to only trade secretes. They impose needless</p>

	<p>restrictions on laborers to suppress wages; and in blue collar industries we have seen complete abuse of non competes used to trap workers in ways that are modern day equivalents to indentured servitude. With notable examples of the company Jimmy Johns in NY restricting fast food sandwich makers to changing jobs to anywhere else that makes sandwiches, and hair salons blocking cosmologists working for them from ever leaving to work anywhere else. Abusive use of non compete agreements hinders the economy through both wage suppression, abusive labor practices, and hinders innovation. The FTC should move with haste to end these bad practices, and free the labor market from these needles restrictions."</p>
Liliane	<p>"Please remove the non compete clause from employment contracts as it restricts unfairly employed physiand who geographically cannot find another position that is a better fit professionally if it falls within the mileage of the restrictive covenant. It also unfairly burdens patients who cannot find a <b>physician</b> or follow a physician who leaves a position and is forced to find a job far away instead. This disrupts the physician patient relationship and harms both physicians and patients alike. Corporations and private equity groups often gave a monopoly over a certain geographic area and it unfairly limits enterprise and the ability for physicians to fmd another suitable employment in their geographic area as the restrictive covenants often cover a large swath of a metropolitan area."</p>
Nick	<p>"I am a worker currently under a non compete and I also am in a position to hire other employees. Non competes make it difficult to recruit top talent. It also makes it hard for me to negotiate my own income and value. In order to change companies within my field, I would be forced to sit out of work for a year in between. I would be strongly in favor of a non compete ban. They effectively result in a collusion to pay less for talent. A ban on non competes would promote a free market where the strongest employers would be able to attract the best talent."</p>
Leslie	<p>"Non-compete clauses for <b>front line healthcare workers</b> are ridiculous. Doctors don't have "trade secrets". All these clauses do is raise an unfair barrier to healthcare workers looking to change jobs by essentially requiring that they move a significant distance to accept a new position, uprooting their own lives and the lives of their families. It seems individual healthcare companies are trying to lock both providers and patients into their systems, making it prohibitively difficult for workers to exert power at the negotiating table. It's in the name- -it reduces competition. They should be banned entirely."</p>
Rick	<p>"There are plenty of legal recourses against employees who pirate 'Trade secrets". Non-compete agreements are lazy bullying tactics that aim to suppress the workforce's ability to shop their talents throughout the market."</p>
Cameron	<p>"The non-compete clause makes it more difficult for <b>physicians</b> to practice medicine as they were trained and to the best of their ability. A non-compete can cause a physician to choose between staying in a bad job where they may feel that the standard of care is not upheld and moving their family to a new city. Physicians are leaders of the clinical team but increasingly have limited autonomy</p>



	and say in the practice of medicine. Removing the non-compete would allow for greater physician input into patient care by means of doctors being able to "vote w/ their feet" and move to a new clinic."
Andrew	"I am in favor of banning non-compete clauses as it goes against free-market economics and hurts the country in the long-run."
SAMEH	"I support banning non compete for <b>physicians</b> as this will improve access and quality of care for patients. This rule mainly work at this point for the big companies who try to restrict physicians going to their competitors Lifting the restriction will help many areas with dire need for physicians who are forced to leave the area because of the enfocrd rule and the threat of suing physicians who will choose to stay in their area of preference."
Stephanie	"As a <b>physician</b> I believe non competes should be illegal. There is already a shortage of physicians in this country and it can make access in certain communities even more limited. I know physicians who had to stop working for 2 years be forced to relocate their families among other awful hardships. It should not be allowed in the medical and other fields. Limiting competition and creating monopolies in UnAmerica and should be banned."
Douglas	"I support the Non-Compete Clause Rule (NPRM)."
Anthony	"I fully support the abolition of restrictive covenants. Those covenants fly in the face of the free practice of medicine. They hurt not only the providers but the patients too. Should these restrictive covenants end quality of care will improve, access to providers will be simplified and the patient will be made more important and move more to the center of their care."
David	"Non-competes really give an employer the upper-hand over the employee. The document is presented upon being hired and really the employee is made to sign the document under duress, if you do not sign you will not be hired. The employer then has all of the control in the relationship. The employer can fire you or let you go for any reason, knowing that they have the noncompete in their back pocket. Often times the wording of these documents is so loose that they could prohibit a person from working within an industry they have worked in their entire career. Or to speak to people that they knew prior to joining said employer. In short noncompetes allow employers to treat their employees like garbage and the employee suffers in the long term. As an example, I've spent my career in the <b>housewares manufacturing space</b> . All of my professional connections are in this space. A company wants to hire a person because of the experience they bring with them. How is it fair that that employer can say you are no longer allowed to work in said industry when they are finished with you. Non competes are one-sided and benefit bad employers that do not care about their employees. Its predatory and unfair. In theory, I could hire an employee for their knowledge and have them sign a non-compete. As an employer that only cares about themselves, I could then let said employee go, for any reason, and know that I can hold that

	noncompete over their head. Its an example of being held down and not being able to do anything about it."
Brian	"Non-compete clauses should not be legal. It is outrageous for a company to be permitted to hold anyone's professional skills hostage because they have left their employment."
James	"I am wholeheartedly in support of the non-compete clause rule. A company can own trade secrets, but they do not own the skills of their employees, nor should they have any control over a past employee's career. The whole concept of non-compete clauses is absolutely insane to me If a company doesn't want to lose a talented employee to a competitor, then that company should work towards making their working environment so good that those talented employees never want to leave. As opposed to what they're doing right now, which is treating the employees like garbage, then trying to prevent them from working for a competitor out of spite with a non-compete clause"
Raj	"Employee Physicians , just like any other employees are being hurt by the non competes. It is a way to create monopolies on the labor market as only one or two hospital systems exist in a given geographic area. It really hurts the employees as they have to relocate the family when the employment becomes unbearable. It does not affect hospitals as patients choose doctors as per insurance and affiliation with the health system. Most employee <b>physicians</b> such as ED, Hospitalist and Radiology, to name a few, do not have a panel of patients that would follow them."
Haresh	"As a <b>physician</b> I am full support of removing non compete clauses."
Gabriella	"Can you: (1) add a civil penalty for businesses trying to enforce non-competes of treble damages enforceable in any state or federal court for having non-competes, plus attorneys' fees and court costs; and (2) broaden the rule to include contracts between businesses?"
Isabelle	"I write in support of banning non-compete clauses. I'm a new <b>physician</b> , and as a resident, I've seen good doctors loose their jobs when the hospital was bought by a bigger one associated with another group (Dupont vs CHOP). The CHOP physicians employed by the hospital could not be rehired under Dupont due to the non-compete. It was heartbreaking and disruptive to patient care when this happened. Healthcare is constantly changing, and the job that we agreed to often looks different than what we signed up for. Non-competes are just a way to keep us chained, especially those who have bought a house, and have kids in school. Thank you for your consideration."
Katherine	"I am a family <b>physician</b> who is concerned with burnout and the loss of healthcare professionals from active practice. Non-compete clauses are extremely common in medicine and cause significant harm. Knowing I can't get another job in my field without moving or a long commute means I have suffered stagnant salaries, increasing productivity demands and increasingly bad outcomes for

	<p>patients. That resulted, for me, in burnout and leaving primary care to work urgent care- a loss to a county where people are waiting 6 months to see a primary care doctor. If I had been able to leverage offers from other companies I would have had at least a little control- badly needed control in a system where big insurance companies own our practices and don't even put doctors names on the door. Please move forward with banning non-compete clauses which are unfairly putting all the control in the hands of the big companies."</p>
<p>Adrienne</p>	<p>"I fully support the dissolution of non-complete clauses in employee contracts. This is common practice in physician contracts is harmful to the employee <b>physician</b>, and their right to work. This is also detrimental general public health who would benefit from better access to qualified physicians."</p>
<p>Kristina</p>	<p>"This comment is submitted in support of eliminating non-compete clauses. Non-compete clauses hurt workers and their families by forcing them to choose between uprooting their family to look for a better employment opportunity or staying in a job where they may be stagnating at best or suffering abuse at worst. Please eliminate non-competes."</p>
<p>Michael</p>	<p>"Restrictive covenants, also known as noncompete agreements, represent a unique piece of contract architecture that exists in many business fields and, to be fair, may have merit in certain circumstances. When applied to <b>medical practice</b>, however, these agreements can be particularly harmful. In the days when most practices were privately owned small businesses, noncompete agreements existed to protect an established practice from a partner or co- worker leaving and opening their own practice nearby. Now, however, as medical practices are increasingly owned by large hospital systems, the geographical boundary mapped out by these agreements makes it practically impossible for a physician to leave that system without completely uprooting their life or commuting long distances. For their part, hospital systems should focus more on creating an environment where physicians don't want to leave rather than on creating contract rules that make it difficult for them to do so. Such an approach seems particularly prudent during the current public health emergency, when health care professionals are being pushed to their limits as they balance their own health and that of their families with caring for patients stricken by COVID-19. After all, if we can agree that the patient should be the focus of our common mission in health care, should these noncompete agreements even still exist?"</p>
<p>Bryan</p>	<p>"Non-competes should be illegal since they only benefit the employer while simultaneously making life extremely difficult for the employee. The non- compete can be used coerce the employee into doing more work/hours than originally expected. The employee might feel compelled to deal with every beck and call because if they quit over it, they'll have to travel an excessive distance or pick a new career path because of the contract. If an employee does something illegal, they are liable for legal ramifications, but if they simply decide that they need a new place to work, they should be free to move on."</p>

Kevin	"All professions should be included in this ruling against non-compete clauses, including <b>medical professionals</b> ."
Maxim	"I'm a <b>physician</b> with 23 years of experience in the US and I support the ban on the non-compete clauses. Thank you,"
Mr. Registered	"I am 100% in support of the FTC banning no compete contracts. I wholeheartedly agree with FTC determination that noncompetes stifle competition and therefore violate the Federal Trade Commission Act. I am currently employed by a <b>regional health insurance plan in an administrative operating role</b> . Upon accepting my role years ago, I had to sign a non-compete agreement. If I did not sign this document, I would not get the role I have worked so hard for. If I did sign it, I would be in my non-compete forever, yes, there is no end date on this organizations non-compete. So now I have basically two options, change the industry I have been employed in for over 25 yrs or find a lawyer. Both are very unrealistic and not fair to any employees. Thankfully, I am fairly happy at my current organization, but there will be a time in which I am going to have a very difficult decision to make. Allegheny County, in Pennsylvania is dominated by just two health care organizations. With that being said, unless the FTC does something to alleviate non-competes, I'll have to see an attorney when the time comes. Non-competes take the power away from the employee and essentially reduce their ability to provide for his/her family. Thank you for weighing in on this issue that affects so many!"
Aaron	"Love it, non-compete agreements stifle progress and limit employees significantly"
Aaron	"Non-competes are a hindrance to free trade. I would like to take my skills to another company but am restricted in my employment agreement. I will not share confidential business information with my future employer and I will not solicit employees or customers from my current employer. However, I am still barred from employment. This restriction stifles business expansion and my family's earning power."
Michael	"As a <b>practicing physician</b> , I strongly support the proposed rule and the elimination of non-compete clauses, particularly in medicine. Patients deserve to feel confident that they can have an individual relationship with the doctor of their choice near their home, regardless of that physician's current employer. The relationship is with the patient and the doctor, not the health system employer. There is no societal value to limiting a physician's ability to continue to serve the people of a certain area based solely on a disagreement between the health system employer and the physician employee. When I was applying for my first physician job after residency and fellowship, I wanted to serve the people of my hometown in rural upstate New York. The largest, near monopoly, health system, offered me a job, but the contract had a 13-county wide non-compete clause (well over a 100 mile radius). Essentially, if I had taken the job, I would have been locked into a contract that stated that if I wanted to practice medicine outside of that health system, I would have had to completely leave the region, a large portion of

	<p>the entire state. In many ways that contact could essentially be understood as an agreement to not practice medicine in my community if I was not practicing under the employment of that system. I did not agree to that contract, but struggled to find other employment as the few other competitors in the region had very similar contract terms. These clauses severely limit the American people's access to quality physicians and healthcare in their regions. They create circumstances that enable near monopoly control of healthcare services by a very small number of entities in a region, artificially increasing healthcare costs and limiting patient access in most markets in the United States. Non-compete clauses are anti-competitive. They should be banned."</p>
<p>LuAnn</p>	<p>"Non-compete clauses are overused and should probably be banned altogether. They create hardship for many employees. My daughter was fired from a <b>gymnastics gym</b> because she wouldn't sign the non-compete clause for coaches who don't even make much money. And the clause didn't even follow the state regs about nc clauses! The owner ended up taking my daughter on as a sub at a higher rate and at daughter's schedule discretion!"</p>
<p>Alexis</p>	<p>"I am fully in favor of banning non-competes. I recently came across an article on the inquirer about a <b>home care agency</b> attempting to sue an entry level direct care worker who spoke no English for thousands of dollars. I also worked for that same agency and I also signed a non-compete. Although the non-compete was not enforced against me, I'm sure if I had went to an agency that was a true competitor my employer would have enforced the document preventing me from providing for myself and my family. I have potential candidates that I interview who want to leave this agency but are afraid of the backlash from signing a non-compete. There's a difference in having a clause that protects an organizations proprietary information and an agreement which restricts a professional with a specific skill set from moving on or excelling in their career. It's just a bad practice and it keeps the pockets of the rich full while those of us living modest lives lose our livelihood and ability to care for our families and pushes us back to ground zero to now either move outside of the confines of the contract or move into a new professional career which just doesn't seem realistic."</p>
<p>scott</p>	<p>"I would like to support removing of the non compete clauses. This employment tool for hospital systems has only negatively impacted me as a <b>physician</b>. I have left a small town in idaho over this because I could not seek other employment closer and I am stuck in my current position because of a non compete at this point I feel this negatively impacts patient care and the health system in general. This amounts to no more then a modern indentured servitude where we are tied to our current employer by force not by choice. Removal of this rule will only positively impact healthcare as a whole thanks "</p>
<p>HeatheR</p>	<p>"As a physician, non-compete clause are very harmful. When one wants to leave a job they often have to travel over an hour from home for several years. Often patients who want to stay with that provider than need to travel also."</p>

Andy	<p>"Non competes are unfair to worker as we are deprived of the opportunity to freely change jobs without a period of time where we have to obtain a temporary job to provide for our families until the non compete period has passed. I am directly affected by this situation and deeply unhappy in my current job, but fear of not being able to provide for my family or being taken to court by my current employer prevents me from moving on. These practices are cruel and unfair particularly to the middle class which is struggling more and more to make ends meet. Please outlaw the current practice on non competes. It offers nothing to the employee but everything to the employer"</p>
Lelia	<p>"Non-competes need to go. Employees of any company should not be forced to leave their homes just because they want to switch employers. Working for a company you are miserable in only leads to poor work performance. This in turn hurts productivity and innovation. In a free country we should at minimum be free to switch employers."</p>
Debra	<p>"I support making non compete clauses illegal, especially between <b>physicians</b> and large hospital systems. Noncompete clauses have deprived patients from receiving medical treatment and have prevented highly skilled physicians from practicing in areas of need."</p>
elbert	<p>"Pls amend this rule; it's corruption at its worst. A non-compete clause only helps the employer and doesn't protect the employee."</p>
Patrick	<p>"I am incredibly grateful that your organization has asked for public input on this. I am absolutely in favor of abolishing non-competes. My father signed a non-compete clause with a large health network (UPMC) that has a history of being vicious and difficult to work for. When he was let go he couldn't work anywhere within our county and had to get a job about 38 miles away. Non-competes hurt American workers, and they hurt the little guy. My father couldn't harm an organization that makes \$15 billion dollars per year, but UPMC could hurt us (via a non-compete). Thank you for taking the time to listen."</p>
arti	<p>"I would recommend banning non-compete clause in contracts. I have needed to sign a noncompete clause contract with every employer I ever had. It does not make sense that big employers have this much control over employees."</p>
Ketan	<p>"It is a very good idea. I think ftc should also protect new owners buying existing business so that they are financially not hurt. Law must be somewhat flexible and not absolute"</p>
Sam	<p>"<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."</p>
Dustin	<p>"I, Dustin Paul, DO, support REMOVING non-compete clause."</p>

Joe	<p>"Non competes should be illegal at this point in our country. We need to allow the employee to have some protection and some ability to move to a better life if they have the chance to acquire it. Let's not forget the American dream."</p>
Andrew	<p>"Recently tried to recruit a <b>physician</b> to our practice who was being terminated from his employer, but had a 10 mile restriction on joining any healthcare entity. This physician was retired from his outpatient practice and only seeing inpatients (in critical care). Our hospital was recruiting him to only see inpatients and is 11.2 miles from his hospital by car on google map but less than 10 miles on a map. Our region is very hilly. This employee would not have been drawing from his old hospital's patient panel as he only saw inpatients and he was terminated by them. In addition our group recently had to resign with our organization and have a 10 mile restriction (air miles) from employment with an healthcare entity for the initial term (3 yrs), plus 2additional. If we are terminated this continues for the full 5 years. Please put an end to these outrageous restrictions. I acknowledge a need for hospital's to protect their patient panel, but with a shrinking healthcare workforce we are struggling to recruit within our region and if terminated fumed to relocate our families and leave patients without a provider. Our attorney noted in conversation that the state legislature has a committee looking at this issue, but the larger healthcare entities use their lobbyists to keep it suppressed."</p>
A	<p>"Non competes stifle competition and should be illegal. This should absolutely include <b>physician</b> contracts as well. Medical institutions require leaving physician to go across town, often uprooting their families, to stifle competition and this should be an outlawed practice as it forces a physician to leave the community. Including physicians in this non compete allows them to continue serving their community."</p>
Dr. Physician	<p>"Hello, I am a <b>physician</b> practicing and living in rural PA. I recently had to find a new job. There is a competitor clinic less than a mile from my house. Instead of being able to work there, I now have to move 100 miles to another town in PA for a new job. I have to uproot my family. This has cost me over \$5000 and countless hours cancelling rental contracts, movers, insurance, etc. I think non-compete clauses should be banned. The government needs to take care of its doctors. Business owners will have the ability to hire doctors regardless of their arguments. My new job made me sign another non-compete which, if I decide to leave, will basically ban me from working in the whole city to which I am moving. So, I can see another major move coining in the next 10 years. Having non-compete clauses decreases salary which when coupled with the high tax bracket that I am in, basically decreases my work satisfaction. Please ban non-compete clauses and give more rights to workers. Thank you so much, Physician."</p>
Jeffery	<p>"I fully support removing non-compete clauses from employer contracts. Simply stated it limits or eliminates completion for services; capitalism is built on a foundation of completion. By limiting workers from performing similar services for any given period of time in their chosen profession it perpetuates an environment that breeds substandard services from effected fields. This is direct opposition to the tenets that created strong business and strong industry for the nation. Limiting</p>

	workers choices in any given area or profession is a recipe for substandard businesses to essentially make indentured servants out of workers who are left with few options in their chosen field. Let's make a return to the true spirit of a free market economy; where organizations and people are free to compete."
ELAINE	"I want to see non competes banned"
Erica	"Non-compete clauses are used by hospitals to keep <b>physicians</b> from seeking better employment. The situation effectively becomes indentured servitude. Please end the noncompete clause."
Madhusudhan	"agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow <b>physicians</b> to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families Given the growth of large hospital systems, a noncompete clause for a physician often means that leaving a job would require a physician to leave the geographic area in which they practice. This raises several issues of the downstream effects of noncompetes in coercing physicians to accept conditions they are not comfortable with, eliminating checkpoints that market forces allow that ultimately would have led to better systems that served clinicians and patients, and contributing to the physician shortage."
Robert	"Non-compete clauses not only ban workers from changing employers to improve their situation, they eliminate the need for the employers to compete with each other for employees. When an industry in general uses non-compete clauses, they are protecting each other from the need to attract employees by offering better pay, working conditions, etc. Thus non-compete clauses have two adverse impacts on workers, they keep them stuck in a job they want to leave and they allow employers to offer below-market compensation. I am completely in favor of rules that forbid non-compete clauses. Of note, many years ago I had a small business in a field that frequently used non-compete clauses. I purposefully did not include these in my contracts with employees, because I thought it was unfair. This actually did end up costing me business, but even so, I do not regret the decision."
Jose	"Please ban non-compete clauses. They are even used in <b>medical training</b> to prevent trainees from competing. They have proliferated massively in medicine and affect patient access."



<p>Matt</p>	<p>"I believe this rule should be removed as I have been negatively affected by non-competes I signed which forbid me from working at specific companies even when that company didn't apply to my business unit. I was denied a position for a company that competed with a sister BU but not mine directly and the company that intended to give me an offer was afraid to hire me because they had their name on the list for a different BU. In addition, my current company has a non-compete that includes a company with multiple BUs and I am trying to get a job at a company for a role that is not directly competing with my current position which is focused on a specific industry. I will not be working in that industry in the new role but the company I am interviewing with is skittish about the non-compete and considering dropping my application because of this. The reason seeking new employment is that current company is not keeping up with market rates for m my line of work. I asked them for a raise last year based on positive performance metrics and they denied it saying that my pay was in line with the market. However, during my job search it is apparent that my position in similar companies would pay me 15-20% more than I currently am being paid. In both cases the non-compete did exactly what the FTC is claiming they do- stifle wages and prevent career advancement. ."</p>
<p>Robert</p>	<p>"I support the banning of non-compete clauses in general and realize business executives and leaders will object to it completely, so I recommend a compromise. Non-compete clauses for individuals making less than \$400,000 per year should be unlawful unless the individual is fully compensate, with full health benefits, for the full period stated in the clause. Full compensation includes all bonuses and equity awards that would vest during the period specified in the non-compete clause."</p>
<p>Nikki</p>	<p>"I am against non-competes. I wanted to climb the proverbial career ladder- and I finally made it to Director level only to be slapped with a non compete. The non compete has knocked my mental health as I feel like I have no options. <b>Healthcare</b> is all I have ever worked in and now I work for the largest health insurer with nowhere to turn- I'm now middle aged, the sole provider for my family looking down the road with very limited options. The non- compete had me completely deflated. When applying to other jobs the application questions usually ask if I have a non-compete- and I respond in the affirmative. When I was originally given my offer I had accepted the job- then the next day I received additional paperwork which had included the non- compete. I felt it was all a slight of the hand. I don't ever want to sign a non compete. I believe it makes emoliiyees feel powerless, makes me feel like I've limited my future prospects, it only benefits the employer. The far reaching provisions feel as though I've been handcuffed. There is also another issue- if you want to keep what is rightfully yours -something you've earned- like stocks, you are then even more so locked into a non compete. It's absolutely ridiculous and the practice needs to stop."</p>
<p>MARK</p>	<p>"Completely banning Noncompete clauses is not good for businesses, or for that matter employees. If Noncompete agreements (NCA) are banned, company secrets walk out the door, hurting the business. At the business side, the business will further restrict the business trade secrets employees have access to,</p>

	<p>restricting their ability to contribute to the business and do their job. I suggest a 2 part solution. 1) NCAs will only be allowed for officers of the company. Not worker bees or lower managers. 2) NCAs would be allowed, but for the period of time following employment the agreement covers, the company must continue to pay the officer full salary, benefits, bonuses and raises S/he would have been entitled to (if employment had continued) during the time following employment. This ensures the departing employee does not suffer economic nun, and also safeguards business secrets. If the trade secrets are as valuable as the business believes, this is a very small price to pay. A potential 3rd point might be, if the departing employee accepts a new job at a non competing firm at a substantial pay cut, the employee would continue to receive the benefits listed above, but assign the new lower wages to the original business for the time remaining in the original NCA."</p>
Stephanie	<p>" Dear Chair Lina Khan, I am in full support of your effort to ban noncompete agreements. I work in <b>Human Resources</b>, specifically Employee Relations. The main reason I ended up in this field is because I want to do my part to make the work environment a positive one for employees and managers, which in turn will lead to more positive experiences for customers. Instead of forcing employees to stay at a job through noncompetes, we should be providing great pay, benefits, and leadership to encourage workers to stay with their current employer. Everyone knows that turnover is a huge cost to any organization, but limiting career opportunities for your employees is not the answer; creating an amazing workplace is. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Adam	<p>"<b>Physicians</b> should be included in any ban on non-competes"</p>
David	<p>"As a privately employed <b>physician</b> I fully support banning non-compete clauses in physician contracts. Doing so will support proper physician compensation, fairer treatment of does, and be less life disruption if physicians change jobs."</p>
Rebecca	<p>"Non compete clauses are unethical. Both myself and my husband have been offered jobs in our profession with non compete clauses that say we promise not to work in our (specialized) field within a year of leaving the job or we can't work independently in addition to the job. It makes sense a company doesn't want you to actively draw business away from them by advertising your services directly to their customers, but telling an employee you simply can't find work is unduly exploitive. If jobs don't want to face competition or a loss of talent, they should offer the best services and employment standards so that competition is inherently deterred rather than relying on cuffing their employees with such unfair practices."</p>
Kevin	<p>"Non Competes are always predatory and anti worker. There is never a case where the public at large benefits from Non Competes. It is a horrible way for a company that no longer has any claim to the effort and abilities of a worker, lock them from moving to another company, hobbling that worker's opportunities for the malicious benefit of their previous employer."</p>

Joseph	<p>"This is a common sense decision that will immediately improve the lives of working Americans. Non-competes have been abused by employers for too long. Many people covered by these agreements are in low wage positions. All this serves to do is hurt middle and low wage workers at the expense of employers."</p>
John	<p>"I sold my <b>real estate</b> business on June of last year thinking that by binding together we could accomplish much more than each of us separately. I signed a non-compete clause and now I regret it. I am treated very unfairly and my hands are tied. Before the sale I was a top performer. I finished last year with it being my worst in almost 20 years. I feel like they purchased my business to shut me down so that their team could prosper, which they did. Please rule that non-compete clauses to be illegal so I get out of this situation. Thank you. You are welcome to please reach out to me for any questions."</p>
Mark	<p>"I am all for banning non compete agreements. Non compete agreements are detrimental to worker compensation. My wife's company required her to sign a non compete before she started work and it is an abuse of power. There are no trade secrets to disclose, it is simply there to force her to stay with that company and promote stagnant wages."</p>
Debby	<p>"It is important to end this rule for most jobs. People need to be able to move freely from employer to employer, especially in low paying jobs. Having liberal non-compete clauses benefits employers to coerce employees to stay in untenable positions. People need to have the freedom to change jobs when they think it is necessary."</p>
Cher	<p>"I work for an <b>agri-business</b> and was forced to sign a non-compete several years ago. It would ban me from working for any competitor or supplier for two years. I have extremely limited access to confidential information and have already signed a confidentiality agreement that would cover that concern. This prevents competition by impeding my ability to freely sell my labor, talents, and experience."</p>
Nadeem	<p>"Excellent initiative. Hospital CEOs of non profit organizations making millions while MDs &amp; CRNAs are being restricted with draconian non compete clause. Non compete must end"</p>
Michael	<p>"Non completes should be eliminated to help workers that help run the U.S. Economy. It limits a workers ability to find a better opportunity."</p>
Carla	<p>"Thank you for this. These practices are widespread in the <b>health care industry</b>, and result in hurting patients, who often cannot afford the time or money to travel and follow their practitioner to another practice. I have been subject to these over the years, and am glad someone realizes how deleterious they are to healthcare."</p>
Hannah	<p>"I support the banning of non-competes. Being a <b>dermatology Physician Assistant</b> this has hindered my ability to switch jobs in my local market. You are</p>

	forced with the decision of leaving town or forcing yourself to stay at a job that doesn't make you happy for one reason or another."
Elizabeth	"I read about this proposal from the Philadelphia Inquirer. A health care aide was sued by her employer for following her patient when he moved to another agency. As a <b>health care aide</b> myself, this is a very common occurrence, and not only should the aide be allowed to continue caring for her client, but she should be protected from a lawsuit from her previous employer. I realize that she signed a contract, but even if she had known the full ramifications of quitting to work for another agency, and the potential for being sued, she might have still signed the contract. In this case, because the welfare of her client was a priority, along with her paycheck, the entire concept of limiting someone like her to a geographic area and with a term limit puts an undue burden on both the client and the aide. The basic human need for dignity and welfare is entirely compromised with a contract like this, written with greed and intimidation underlying it's content."
Michelle	"This is long overdue, especially for <b>hospital workers, physicians and other staff</b> . It is harmful to the public at large to not have physicians be able to work at surrounding sites that may be in need."
Samantha	"Non-compete clauses need to go. They hinder a healthy workforce, and do nothing to encourage competitive wages. They serve only to restrict the rights of the people being paid to work for the company."
Randall	"Do not regulate <b>physicians</b> employment options. Non competes affect people's ability to seek care and adequate availability. There is no reason physicians should be excluded from this law. None whatsoever"
Kyle	"I feel that the non-compete clause in medicine hurts the patient and allows to the employer to have more power/control over the staff with non-compete. Removing non-compete clauses will increase freedom of <b>medical providers</b> , make the employers treat their staff better and increase free market drive and access to care. I feel that it should not be legal to have this type of monopoly allowed in the medical field."
Bogdan	"Literally in the middle of this now. I left my old company because I HATED my boss and my pay was being dropped. My friend also had his pay dropped so he left also! My old company heard chatter of people comparing so they threatened with the non compete and used scare tactics to get people to stay! Instead of people improving their lives AND income, they are being forced to work somewhere they don't want to! Is this a form of abuse? I think so!"
A	"Non-compete agreements have become increasingly mandatory as a condition of employment in many sectors. This runs afoul of the basic tenets of the free market and imposes undue burden on the individual's right to contract"

Dr. Russell	"Non-competes should be outlawed as a restriction of freedom & gives too much power to corporations over the individual."
Ruth	"Non compete rule takes away individual's freedom of choice. Corporations should not have this power over an individual."
Debasmita	"Would like to see this apply to <b>physicians</b> too."
Miss	"I am for the new law making non- competes illegal. I am a recent <b>Nurse Practitioner</b> graduate looking for employment. I have declined positions requiring non-competes, in PA regions that are in need of providers. I believe non-competes are harmful to communities in need of providers, and further increase Healthcare disparity."
Sandra	"I recently read with interest that the Federal Trade Commission is proposing a new rule that would ban employers from imposing non-compete clauses on their workers. I have been a <b>veterinarian</b> for 30 years and within that time frame I have both signed contracts with non competes as well as required employee doctors to sign contracts with non compete clauses. The standard reason why a veterinarian would have a non compete in their contract would be so that they do not open a clinic right down the road and " steal" clients. Veterinary medicine has changed significantly in the last 30 years. The profession struggles with supply of enough veterinarians to meet the demand of clients. Corporate ownership of veterinary practice has become almost the norm. Specialty veterinary medicine has become a much more significant part of veterinary medicine as well. There are a large number of pet owners that are willing and able to pay for specialty care. Corporate ownership of specialty practices in particular has reduced the likelihood of new hospitals opening within the same area as there are too few specialists to assume that they will be able to hire from outside the area. While the specialty hospital may be owned by different corporations, compensation and treatment of employees and costs to clients are similar between them. Some specialties in particular have a very small number of veterinarians board-certified in their specialty. Corporate specialty hospitals are more likely to have and enforce aggressive non-competes that will assure that a specialty veterinarian has to leave the city that he or she is practicing in if he is no longer happy working at the specialty practice. This is unfair to the specialist as well as limits competition from independently owned specialty practices that could give owners more of a choice in where they want to seek specialty care. Prices may be higher at the corporate veterinary hospitals because they have a significant management chain of people off site that need to be compensated as opposed to a smaller independent specialty hospital where all the money is retained locally. I believe these restrictive non compete clauses suppresses wages, hampers innovation, and blocks entrepreneurs from starting new businesses as stated by the FTC. It prevents a professional who has invested a significant amount of money in his/her training from moving to different hospitals within the same city and they are forced to move their family to somewhere else entirely or continue an employment in which they are unhappy."

Priya	"There should be no exceptions for <b>doctors</b> to the removal of non competes. Our lives/families deserve just as much consideration as anyone else's."
Louis	"Employers have used the non compete clause/contract as a hindrance to employees success. I have a marketable skill, I must benefit from the open market. In addition, employers use their timing to take advantage of those afraid to speak up upon hiring. Thanks for your consideration"
Jacob	"As a future <b>podiatrist</b> , I know from many of my friends the anticompetitive nature of non-compete clauses. They force us into unfair contracts and give us little recourse to leave our current position and force us to move somewhere else. Non-competes are also used by practices that have offices all across the state. For example, there is a large practice in the state of New Jersey with offices everywhere. Guess what happens if you try to leave the practice: you are forced to leave the state of New Jersey. That's despicable!"
Carol	"Please ban employers from doing Non-compete clauses. Employees, workers, and entrepreneurs should be able to work for whoever wishes to employ their services. <b>Medical Doctors</b> should be allowed to move to other opportunities without moving far away. It gives unfair advantage and control to the Employer."
Michael	"I understand that the FTC is considering a ban on "non-compete clauses" in employment contracts. After thinking about it a bit, I can see these restrictions as a form of serfdom, it not outright slavery. A person who is doing well in a job; but wants to advance themselves cannot leave to do so. That is he is tied to his place of employment. Serfs under Czarist rule could not leave without the permission of their lord (known then as a Boyer). What's the difference? The American revolution threw off colonial mercantilism, encouraging innovation and competition and in less than a century became the world's largest economy. A position that allowed us to win two World Wars against almost overwhelming military enemies. Why would anyone want to allow these gag rules to restrict our economic growth? It is clearly in the country's best interest to ban these restrictions."
Jack	"I have read the proposed rule regarding non-compete clauses, and would like this chance to make some comments. In short, I fully support this proposed rule, and believe it is essential to establish the principles outlined as soon as possible. As a <b>medical physician</b> , I have been on "both sides" of the situation, as an employer for many years, and as an employee for the past eight years. In both instances, I believed that non-compete clauses were unfair, and detrimental to physicians and patients. In today's world of employed physicians, this is an even greater problem. Large healthcare organizations exercise tremendous power, and now frequently use non-compete clauses to restrict a physician from practicing their profession. One excuse often provided is the "investment" made in the development of someone's medical practice. This is a weak reason, and not one that should be used to allow such clauses. If an organization is able to offer quality healthcare, then it should never be a problem if one particular physician leaves but practices in the same geographic area. The only real reason for these clauses relates to control, and ability to force other terms on a physician. There should be

	<p>no exceptions in the case of any healthcare worker, whether a physician, nurse, or advanced practice provider. I am very pleased to read this proposed rule, and hope to soon see its enactment."</p>
Alexander	<p>"I firmly support the FTC's proposed change to non-compete clauses. While originally developed for high level executives with potential trade secrets, it has extended far beyond where it should. As a <b>veterinary resident</b>, I am matched to a program with no opportunity to negotiate a contract. As a result, many of us begin 3+ year residencies where we are forced to sign non-compete clauses or lose out on our hard-fought-for spot. After making our home in a new location for 3+ years, we then often have to uproot our families because our non-compete clauses cover all the other hospitals in the area. This leaves hospitals in the area without residency programs to have more difficulty filling their openings and it leads residents to having less bargaining power, both not beneficial situations for the free commerce that is so vital to our country"</p>
Elizabeth	<p>"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. Before I retired, my company had a broad non-compete agreement that seemed to read as though it was impossible to get a different local job in my field (IT) and my industry (<b>Insurance and Financial services</b>). So nothing I had studied and no prior experience that I had could helped me get a different job near where I lived. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
Abraham	<p>"Dear Chair Lina Khan, As a 32 year old <b>software engineer</b>, I've had my fair share of experience with non-compete contracts, and let me tell you, they're not pretty. These agreements can feel like shackles on the mind and career. They limit our mobility and flexibility as professionals, preventing us from exploring new opportunities and taking on different roles within our field. And where's the fun in that? We should be able to spread our wings and fly, not be tethered to one employer for fear of legal repercussions. But it's not just about our individual growth, non- compete contracts can have a negative impact on the entire industry. They stifle competition and innovation, restricting the flow of talent and ideas between companies. Can you imagine a world where the same people and the same ideas stayed put? Boring, isn't it? In short, non-compete contracts are bad for everyone. They hold us back, both as individuals and as an industry. We deserve better than that. agreements."</p>
Lori	<p>"Non-compete clauses are unethical and create an inequity between the employer and the employee. Often these clauses can restrict employees from working at all in their geographic area even in situations where there is significant demand for medical providers in primary care fields. I strongly feel that they should be illegal.</p>

	<p>Unfortunately even in situations where one would deem them "unenforceable" the new employer is often afraid to fight the battle and may not make a job offer."</p>
John	<p>"I've been a <b>business owner</b> for over 40 years, I've been an angel investor in startups and a coach/consultant to growing companies. I have never seen an instance where a non-compete clause was beneficial to the overall economy or to innovation. I applaud your proposal to eliminate them. It will benefit the American workers and the economy as a whole."</p>
Mike	<p>"The need for this regulation is best visualized by imagining the "perfect" no-complete clause. In a perfect world (as viewed by a small, very wealthy minority), over 90% of jobs would require such a clause. The clause would prohibit alternate employment of any kind, even self-employment, within an unlimited area, for an unlimited time. In short, most workers would be forced to "consent" to chattel slavery by some owner, even if they had some small range of options in which contract to sign. The government overseeing and enforcing those contracts would be in flagrant denial of the 13th and 14th Amendments, not to mention basic humanity and common sense. Given that some regulatory limit to these clauses is needed, the next question to ask is where that may be. To read that 20% of employees are subject to them is already quite shocking. The intent clearly appears to be to keep them working for employers they do not prefer, due to the practical difficulty of moving for ordinary people. That effect differs from the "perfect" scenario only in degree. Critics of your proposal may say that intrusive rules should be enacted by legislation rather than regulation. However, this is anything but an intrusive rule. Its effect is to prevent public resources and public coercion from being misapplied toward private, non-competitive purposes that severely constrain the rights and lifestyle of the ordinary citizen. I believe the current economic situation makes it very important to pass this regulation without delay. The country is facing a serious crisis from inflation, due in large part to lack of genuine competition in the marketplace. Even though your proposal may tend to raise employee wages by promoting competition between employers, it should be obvious that allowing some 20% of workers to change jobs immediately, without moving from state to state, will reduce the level of "structural" unemployment. That should provide an immediate infusion of job candidates into the economy, comparable to increasing the unemployment rate by the same quantity, but without the associated social costs. With faster job transfers, employees should be able to compete for higher wages _and_ companies should be more capable of entering new markets and offering cheaper products. This win-win combination should help to tame inflation the way that most people want to see it tamed -- by pressuring company leadership and investors to accept reduced profits. That in turn should have an effect comparable to raising interest rates, making bonds more attractive relative to other forms of investment, but without creating inflationary pressure by increasing the financial needs of mortgage payers. Please follow the lead of several states and move forward with this measure to restore the right to work to all Americans."</p>
Audrey	<p>"I oppose non-compete agreements. They do not apply to most jobs. They only serve to obstruct freedom of movement in the United States. Companies used</p>



	<p>health care to hinder a person's ability to change jobs. Now that that is no longer possible, companies seek to indenture employees by use of these 'agreements'. The non-competes restrict labor markets and give an unfair advantage to the employer. People are not free to seek a better life for themselves and their families"</p>
Michael	<p>"I would like to comment on the Non-Compete Clause Rule(NPRM) I was a part owner of an agency for 13 years without a Non-Compete or Restrictive Covenant, In March of 2019 our agency sold out to another agency, without any Non-Compete or Restrictive Covenant. On April 1, 2022 the owner sold out to a Company and we were pretty much told that we needed to sign this restrictive Covenant or not have a job. I complained that why should they restrict me on my having 16 years worth of clients, whereby if I left I would not even be able to speak with a current client. I did leave to go to another agency on April 2023. I was reminded of the Covenant'Non-compete and advised by them that I could possibly be sued if I ad any further relationship with a client. I have attached a copy of the covenant for your perusal. I think it is extremely invasive for my future earning Thanks."</p>
Vik	<p>"Please implement this at the earliest. Non-compete are fundamentally wrong and limit and individuals freedom and liberty and makes a worker a slave in essence. This rule should apply across to board to all employer, small, large, for profit or not for profit (frequently used as shield)."</p>
chuck	<p>"Please BAN non-compete clauses."</p>
Ruth	<p>"It is simply wrong for businesses no matter their size to force employees to sign papers which disallow them from working for other companies that have a similar business if they choose to leave. Those "rules" should never have been permitted by the FTC, the Dept. of Labor. or anyone else. How that was allowed to creep into all kinds of businesses is not clear, but it needs to stop. It condemns people, particularly in small markets to keep working for an employer under terrible conditions at lousy wages. It just needs to stop completely. Now, if someone takes a company secret elsewhere (not too likely), then they can be sued for stealing information. That is a different story altogether. So, make these ridiculous non-compete parts of a contract gone."</p>
Jay	<p>"Don't listen to the lobbyists! Get rid of noncompetes. How can they really say they support a free market and continue to fight against the market truly being free?"</p>
Jessica	<p>"As a <b>physician</b>, I want non-compete clauses removed from physician contracts. This change allows doctors to choose to remain in a community where patients know and depend upon them, while also standing up for themselves as employed individuals."</p>
Christopher	<p>"I am a Pennsylvania resident living in Erie County. I support any effort to ban non-compete agreements. I worked as a <b>vehicle salesperson</b> prior to and during</p>

	<p>the Covid lockdowns. With the dealership being closed due to state Covid regulations, and lack of inventory due to national car shortage, I experienced a large reduction in pay. I began to search for another job, and was informed by my employer that the hire paperwork I signed years ago included a non compete agreement. The document prohibited me from working as a vehicle sales person for 24 months within a 50 mile radius of the dealership I currently worked for. This put me in a financially difficult position. I was not making the money I was used to, and was not able to take my skill set elsewhere. I could not afford to move, nor did I have the desire to. After speaking to former employees of the dealership, I was told that my employer would jump at the opportunity to pursue legal action if his noncompete was not respected. My position at the dealership did not involve working with proprietary information in any way. This cost me the opportunity to take employment options that would be more lucrative and not require a 100 mile round trip daily commute. I do not believe I was compensated in any way in return for signing the noncompete agreement. In effect, I was forced to enter a new field of work or accept lower pay in comparison to similar business. As a citizen, taxpayer, and employee, I do not believe noncompete agreements benefit employees. I believe they do benefit employers, because it gives them leverage over their employees to keep them in uncompetitive earning ranges by removing their opportunity to move to a more competitive employee. Thank you for reading."</p>
Steven	<p>"I'm an <b>anesthesiologist</b>. I think non-competes are anti competitive and punitive and drive down local wages. They exploit vulnerable populations that cannot work elsewhere. They prevent people from leaving a bad job because eventually you get entrenched in a neighborhood and it's very difficult to leave. Please eliminate this ridiculous clause from being possible."</p>
Bethany	<p>"I believe non-compete clauses contribute greatly to work place dissatisfaction, reduce work ethic, reduce learning and expansion within a field by limiting an employees learning opportunities, and may ultimately reduce local economy in a community because of dissatisfaction of employees."</p>
Damian	<p>"As a current medical student and future physician, the AHA's attempts at creating an exemption for <b>physicians</b> in regards to eliminating non-competes directly impacts the availability of patient care, increases system consolidation, oppresses competition, and drives specialists away from underserved areas. The only benefit to exempting physicians is to healthcare system shareholders and executive compensation."</p>
Tatjana	<p>"I am absolutely for banning non-competes. I am a <b>physician</b> with a young family that doesn't want to move. It is forcing people to stay in the hostile, toxic practices and be miserable."</p>
Dennis	<p>"I support the elimination of all non-compete restrictions for all workers. It has long hampered creativity and innovation as well suppressing earning potential for millions."</p>

Ed	"After being subjected to noncompetes myself over the years. This is one of the best things I have seen, to counteract such limitations allowing individuals to advance and further their careers instead of being stuck in situations where they have no other options but to stay. Great Idea!!"
Emily	"I believe that non-compete clauses should not be allowed. As a <b>physician</b> , non-compete clauses are prevalent in my field and restrict doctors for moving from toxic work environments or re-negotiating terms and this hurts patient care."
Perry	"It is truly appalling that an employer can punish a former employee by suing them for gaining beneficial employment and continuing to employ their skills in the same industry. Treating employees like slaves should be illegal, and refusing to allow people to find gainful employment outside of an abusive employer is beyond the pale and only serves the embolden the malice of the wealthy."
Steve	"Non competes are used as leverage by employers against their employees. It makes it very hard for someone to make a living when a n/c is in effect. You can take a job with a company while not in violation and if that company expands it's operations and becomes a violation, what are you supposed to do? I'm all for banning non competes on every level."
Mark	"I strongly support the proposed rule. Non compete clauses have been routinely included in <b>physician</b> employment contracts for many years and have been used to abuse employed physicians. A frequent scenario is where a young physician joins a group after completing training and is promised specific hours, working conditions, advancement to partnership which induced him/her to accept the position. When these promises turn out to be false, the physician is left with the unfair and unsatisfactory options of just putting up with the situation or relocating his family out of the area to avoid being sued for violation of the restrictive covenant. This practice has become more onerous in recent years as a result of hospital system mergers and purchase of independent physician practices by these hospital systems. These systems have imposed much more stringent restrictive covenants in their contracts in terms of geographic area and duration, and now often include financial penalties if the physician violates the restrictive covenant. Most young physicians have little choice but to work for a hospital system at this point, and are not in a financial position to defend a lawsuit brought by a large entity. If restrictive covenants were not allowed, the systems employing physicians would be incentivized to treat them fairly because of the potential of the physician leaving to work for a local competitor if treated poorly."
Michael	"Please prohibit the non-complete clause. The practice is hurting lots of workers and undermined the basic principles of free enterprise. It is outrageous that employers can require their workers to sign such a clause. Please rule against this practice."
Rayman	"Non-Compete clauses are a deterrent to individuals being able to change jobs to better themselves. Although some clauses may be very limited and are reasonable, most are overly broad and restrict legitimate movement of workers."

	Reasonable ones are the exception. Workers have no choice but to sign them as there is no possibility of bargaining over the scope and length of the restrictions."
Charlotte	"I don't think employers should be able to hold this over any employee There is so many good people stuck at jobs and can't move up or better themselves"
Brian	"I strongly support the proposed change in eliminating non-compete clauses from employment contracts. I am a resident <b>physician</b> nearing completion of my training and beginning searching for jobs. It is very stressful knowing that if things do not work out with my first employer (as frequently occurs with early career physicians) that I would need to move my family out of state in order fmd a different employer."
Anthony	"I support the proposed rule. As a primary care <b>physician</b> who is contractually employed by a large health system, I have seen the shortage of primary care physicians worsen because of non compete clauses in our contracts. When employment conditions worsen for burned out front line health care providers, they have little choice but to move far away from their long time patients which hurts patient care. Large corporate health systems wield non competes like a gun to keep employees hostage."
Mark	"If not competes are still going to be allowed, the employers should be required to pay full salary for the time of the non-compete. Why should it be the employee who suffers? Plus, often the non competes are unnecessary and vastly over broad."
Charlie	" <b>Physicians</b> should NOT be excluded in any way. We are workers like everyone else and deserve equal protection. Any argument made by big hospital are just to under pay us. We deserve freedom like everyone else."
Dominique	"Please take away non compete so independent contractors can compete and earn a living wage. Licensed independent clinical <b>Social workers</b> are being forced to sign these clauses so big companies like Walmart and Teladoc can monopolize the Telehealth market and squeeze small solo providers out even though theses small community integrated providers have been serving the community for years."
David	"Stop hospital greed and allow <b>PHYSICIANS TO PRACTICE MEDICINE!!!!</b> "
Michelle	"It should not be legal to have a non-compete clause. I work 7 miles from my work and have a non-compete clause for 25 miles for 2 years. My family lives in the region, so it is very inconvenient if I want another job in the local region."
Scott	"As a person that works in a field that requires non compete clauses I can say without a doubt it is used to hold us back. They use it to keep us with them and not have to increase our salary. It's has nothing to do with us using our knowledge against them but rather to control us. The same reason companies don't want unions in our country anymore. The companies want to keep us as poor as

	possible so they have control. Put an end to this unjust action and free up our country."
Matt	"I am a <b>physician</b> working for a large health system and in favor of eliminating non-compete clause in our contracts. It should also apply to nonprofits that are owned and run by for profit insurance companies. Eliminating the clause will help preserve the patient-physician relationship and ensure continuity of care. It would be a "win" for the patients we serve. There are no trade secrets that would be lost in the health care sector."
Matt	"I am a <b>physician</b> working for a large health system and in favor of eliminating non-compete clause in our contracts. It should also apply to nonprofits that are owned and run by for profit insurance companies. Eliminating the clause will help preserve the patient-physician relationship and ensure continuity of care. It would be a "win" for the patients we serve. There are no trade secrets that would be lost in the health care sector."
lisa	"Non-Compete agreements are contractual slavery! My child was offered full-time position upon completing college internship. Naively she signed non- compete without legal representation. In the beginning she enjoyed work which gave her confidence to buy house and get married. Employer slowly changed terms of contracts, service area, and reimbursements. Methodically they began to schedule long work hours, biweekly on-call requirements to perform services at hospitals across (2) states. Reducing her to 4-days off in a 4week period. Human resources and Legal team boasted of iron-clad contracts when she complained about work conditions. Deterioration of mental and physical health eventually forced her to quit. Employer then demanded S25K reimbursement for breaking contracts, or 55% of her already reduced 545K salary. ** That non-compete left her unable to use education and/or certification to find a new job in 5-states.** The entire state of New Jersey and 55miles outside any PA, or, NJ hospital she serviced during employment. She was forced to retain a lawyer. Dissolving contracts took months and employer brazenly withheld final expenses. Her career suffered. No longer actively logging required hours to maintain certification while working in similar field for less money. In her tenure 3-fellow employees had same story. Non-Compete agreements are contractual slavery! Stop this practice. FOR GOOD - FOR ALL."
Dennis	"I have never been able to understand a non-compete clause for any <b>physician</b> in any employment situation. I disagree with non-compete clauses completely"
Afnan	"To Whom It May Concern, Non-compete agreements make it very difficult for employees to maintain and switch jobs. It's not fair to be forced to not be able to work for a competitor for a set amount of time as living expenses (especially without a job) are difficult. Even getting a temporary job unrelated to the non-compete is not helpful as it does not allow a prospective employee to gain meaningful experience the same way a full time job does. In spite of these challenges, how does one define the criteria of a non compete? Merely switching from one job to another in the same industry does not necessarily mean the new

	<p>company the employee gains employment at is a competitor. The upsides to abolishing non-competes are many. These include employees being able to work on their passion projects outside of work, furthering innovation. This is actually how Jobs and Wozniak started Apple while working at Hewlett-Packard. If there was a non-compete stopping them, Apple would not exist today. The other upsides include far more opportunities for prospective hires as they do not have to wait to apply and get a new job in the same industry. Please abolish non-compete agreements as they restrict talent and make industries less competitive."</p>
James R	<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>
Mausumi	<p>"Hospital non-competes hurt the patients and populations that desperately need care! Expand the language to include non-profit hospitals!"</p>
Ashad	<p>"Here are a few ways in which non-compete clauses can negatively affect <b>physicians</b> working at non-profit organizations:</p> <p>Limited Career Mobility: Non-compete clauses can limit physicians' career mobility and their ability to seek out better job opportunities, even when working for a non-profit organization. This can be particularly problematic for physicians who are passionate about serving a specific patient population or working in a particular field of medicine, as they may be unable to pursue other opportunities in those areas if they are bound by a non-compete agreement.</p> <p>Reduced Access to Care: Non-compete clauses can also limit patients' access to care, even when provided by non-profit organizations. If a physician is the only provider in a certain geographic region or for a certain patient population, patients may have to travel long distances to receive care if the physician is bound by a non-compete agreement and cannot practice in the area.</p> <p>Negative Impact on Health Outcomes: Non-compete clauses can negatively impact health outcomes for patients, even those receiving care from non-profit organizations. If patients have limited access to care due to non-compete clauses, they may delay seeking medical attention, which can lead to worsened health outcomes.</p> <p>Reduced Compensation: Non-compete clauses can also limit physicians' earning potential, even when working for non-profit organizations. Physicians who are bound by non-compete agreements may be unable to negotiate higher salaries or benefits, as they have limited options for pursuing other job opportunities.</p> <p>It is important for the FTC to address these concerns and take action to limit the use of non-compete agreements in the healthcare industry, in order to protect the rights of physicians and their patients."</p>
Omar	<p>"This is a wonderful initiative, that needs to continue and must be enforced to ensure a proper free market that is fair towards the workers"</p>

Andrea	<p>"As a <b>physician</b>, it is very hard to change jobs. I would have to leave my family or move my entire family to another metro area. The cost is so great that it promotes stagnation, burnout, unhappy employees, and unmotivated employers. A free market should allow employees to change jobs when it's best for them, without the undue burden of relocating an entire household. Employers who are listening to their workforce and creating good working conditions do not have to worry about excessive turnover. Employers who have abusive labor practices shouldn't be allowed to trap skilled practitioners and hold them hostage in their own towns."</p>
Steve	<p>"I strongly support the proposed rule to ban non-competes. I am currently unemployed due to being prevented from starting a business or working in my industry (in technical/engineering services) under the threat of legal action from a former employer. While working for the employer, I had no access to any sort of company secrets or sensitive information and believe the non-compete I had to sign to work for the company is entirely unenforceable. Yet, my former employer has made it clear that they are willing and able to force me into a costly legal battle if I attempt to work in my industry in any capacity for the next year, a tactic that also intimidates current employees from leaving the company. I've personally seen this tactic used to lock employees into their current company under threat of legal retaliation if they want to leave and remain in the industry. Enforceable and unenforceable non-competes have both caused, and continue to cause, massive harm to American workers by preventing free and fair mobility and competition. Very few workers can afford to fight a legal battle against a former employer or wait a year or more without working in their industry of choice. Employers should not be able to retain employees by intimidation or by threatening legal action and devastating financial harm to their workers."</p>
Donald	<p>"This is long overdue. There are no trade secrets in medicine. Noncompete clauses are intended to make it onerous to leave employment, rendering them somewhat indentured servants. I fully support this rule, and applaud your efforts."</p>
Donald	<p>"I am strongly in favor of eliminating non-compete clauses for <b>physicians</b>. All physicians practice medicine. There are no trade secrets. No-competes are used as an economic cudgel to have physicians accept less than comfortable work conditions, because the social, professional and economic burden of changing employment, due to the non-compete, is too great. Hospital systems want physicians as serfs, limited in their ability to move off the land, rather than employees."</p>
Mark	<p>"I support the ban for non-compete agr"</p>
Randall	<p>"Ban noncompetitive agreements"</p>
O	<p>"I am a <b>physician</b>, and because of the noncompete I signed in Pennsylvania, I have to basically move to another city for a new job. I should not have to uproot my entire life just to get a new job. Thanks. We need to get rid of non competes so that physicians can have rights."</p>

Arthur	<p>"I am in favor of the government making it illegle to enter into or maintain non-compete clauses. I work in medicine and I believe non-competes adverse affect patient care. Patients develop a relationship with their <b>physician</b> and if a physician leaves a health system, they often have to go many miles away making it difficult or impossible for the patient to maintain a relationship with that physician. Many large hospital systems use non-competes to obtain a predatpry monopoly on physician services that is unfair to the physicians and not in the best interest of patient care"</p>
Manju	<p>"Restrictive covenants and non competes for <b>physicians</b> are inherently unfair. This adversely impacts patient care and exacerbates clinician shortages. They need to be outlawed."</p>
Amy	<p>"Non compete clauses should be removed from <b>physician</b> contracts. Having them in place has the potential, for competing hospitals, to lock in lowers pay rates in a local area which is unfair to the physicians. Non compete clauses could also cause inability to staff underserved hospitals."</p>
Amanda	<p>"I am a <b>mental health counselor</b> (licensed professional counselor in Pennsylvania). The company I work for Springfield Psychological, made me sign a non- compete. The non-compete says, among other things, that I can't work for another company that offers mental health services within 7 miles of my office. (It initially said 10, but I negotiated down to 7.) I am a 1099 contractor, and when I first started, the company paid me 50% of the insurance rate for each session with a client. However, they refused to give me the total rate the insurance company paid, so I essentially didn't know what I was making until I received my monthly paycheck. They have since changed this, and I now receive a flat rate for each session. I have learned through the grapevine that new hires are making up to \$20 more per session than I am. I am trying to figure out how to get out of this contract, as the working conditions aren't good. I am constantly thinking through different scenarios in my head, trying to figure out if this job opportunity or that one will keep me from being sued. Additionally, the contract I signed says that I can't take clients from Springfield Psychological with me to a new job. From what I understand, this is not enforceable, as clients get to decide where they will attend therapy. However, when I was hired, HR told me that the company would likely not enforce the non-compete unless I "took" clients from Springfield Psychological with me to a new job. Essentially, the company is using the non-compete to pressure therapists to not inform clients of their choice in treatment location. I am in favor of ending the non-compete, as it has negatively affected me."</p>
Seth	<p>"I am in strong support of the proposed rule change. As a <b>speech-language pathologist</b> who trains SLP students in an educational setting, many of our students go in to work in private practices after graduation. And, many are forced to sign non complete clauses that force them to stay working at places that devalue, under compensate, and under support them. Removing this barrier directly supports worker rights, increasing equity."</p>



Diane	<p>"Please change this rule that forces people who are geographically limited to stay in unhappy positions.... Recognizing that there are some situations where employees may abuse having a nearby competitor as an alternative workplace, more commonly non-competes in medicine do not protect large health systems who are unaffected by a physician leaving, but are a constant unspoken threat to physicians looking for better pay, benefits, or even a move into a leadership role that is not available."</p>
Brenton	<p>"I am for abolishing noncompete clauses."</p>
Nathan	<p>"Put an end to this please!!"</p>
Michael	<p>"As a <b>resident physician</b> about to start my first job as an attending physician in a few months, I can tell you how as I went through the interview process different healthcare facilities use the non-compete as a negotiating tool and if you want to reduce the mile radius a small amount or which locations of their system it involves they want to cut your salary significantly. It is blatantly used to depress wages"</p>
Alexandre	<p>"Banning non compete clauses will benefit both employees and bring more job opportunities and competition not only in competitive markets and regions, but also promote growth in areas dominated by a single institution. Noncompete clauses offer no benefit to any party, essentially just forcing employers to relocate and thus negatively impacting the local economy or forcing them to undertake work from home/tele radiology jobs, and negatively impacting patient care in the long term."</p>
Melissa	<p>"As I write this comment I am 17 months into a 24 month non-compete imposed by my former employer. Non-competes allow health care corporations to continue to drive down wages and increase workload for <b>physicians</b> without fear of competition. As a result of increased burnout, more physicians are choosing to leave jobs that demand longer hours, increased non-clinical workload, and poor staffing. Many chose to leave the field altogether rather than relocate their families to start a new job. Provider shortages increase and the patients suffer. Removing non-competes would force large healthcare systems to compete for the highest performing physicians and allow physicians to remain in their community where they are able to serve their patients while achieving professional satisfaction. In my former practice, four of the five pediatricians chose to leave the healthcare system due to poor management and poor patient satisfaction with the system. Two of us may practice in the area again after our non-compete expires. The other two have left the community and will not return. All of us have left behind patients we had known for decades. A similar exodus occurred in the family medicine department. There are plenty of jobs for those of us who left but we are prevented from taking those jobs by our non-compete clauses. So the community lost multiple physicians in short period of time. This archaic practice leave patients without access to high quality care in their own communities."</p>

Rob	<p>"I am a <b>physician</b> and it is fairly standard to see a non compete in a contract. This creates an environment where the employer(hospital based healthcare in my case) does not have any motivation to make for a pleasant work environment. It therefore creates disgruntled physicians and poor healthcare outcomes. Any employee unhappy in their job and feeling stuck will inevitably do a poor job and create more dissatisfaction. In this case an entire patient base feels the effects. Non competes are cowardly as they indicate an employer does not feel they are good enough to hold onto their employees without a mandate."</p>
Donna	<p>"Why should an employer be permitted to hold an employee hostage in a job with a non-compete clause? With more and more consolidation of industry, particularly the healthcare industry, it is increasingly more difficult for an employee to move to a position that is a better fit for herself or her family. Employees should be able to move to a job regardless of the milage distance from the current employer."</p>
PURNA	<p>"Thank you so much. This means lot. I was going through so much because of no competition thing with previous owner. They keep telling me I can run new business an so on. Now this make me feel so happy that I am able to run my own business and create so many new platform for others starting my own businesses. Thank you thank you thank you."</p>
Tom	<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 and prevent frivolous lawsuits."</p>
Gabe	<p>"All American Home Care has a reputation of harassing <b>caretakers</b> with using scare tactic . I was an employee there and witnessed them cheating aides out of over time wages and they have had legal issues over it. In addition if a client chooses another home agency it's consumer choice. You can not blame the aide if they leave. And if the aide chooses to go to another agency it's their right. All American tactics to scare uneducated home care aides. They should def be investigated. Legally you can not force a client to stay of an aide to stay Provide better services and they won't leave"</p>
Richard	<p>"The NPRM clause used by businesses are essentially anti -democratic in nature curtailing the right of workers to seek better employment circumstances. Allowing these measures to continue curtailing worker rights is to my mind unconstitutional. As the Supreme Court's ruling that corporations are people is being used as justification for these clauses highlights why the ruling by the FTC is needed."</p>
Richard	<p>"Non-compete agreements are to ensure corporate control of employees. There's no other reason for these agreements."</p>
Kelley	<p>"I believe that non-compete clauses (aka restrictive covenants) should be completely eliminated for every field of work. I believe they are inherently un-American and represent a severe restriction on free-market. They disproportionately harm American workers and benefit large corporations. I am a <b>physician</b>, and non-compete clauses have been used by large hospital systems</p>

to maintain control over us, mistreat us, and strip us of all negotiating power. We get much lower salaries than we are owed because of them. Hospital systems know that we either need to stay and deal with our mistreatment and inappropriate pay, or we need to uproot our entire lives and families in order to leave. In addition to being completely unfair to physicians, non-complete causes also harm the patients that we have taken an oath to serve. Medical practices historically were independent mom-and-pop small businesses, and restrictive covenants were thought to be necessary to ensure that your business partner could not just abruptly decide to set up shop directly across the street and lead you to bankruptcy. This scenario is now the rarity and is no longer valid, as the majority of physicians are now employed by major health systems. (Although even in the above scenario, I'd make a strong argument that Americans have the right to a free market, and if you provide a better service, you should not be worried that your patients will leave you). The major problem is now the fact that most physicians are now employed by major health systems, and restrictive covenants imposed on physicians by a health system prevent us from being allowed to practice within a large geographic vicinity for at least a year or more. They also prevent us from being allowed to tell our patients where we will be going and where they can reach us. We are simply expected to abandon our patients without a word about it. And with major health systems, the geographic area of the restrictive covenant has grown much larger; with many contracts now including a radius around not just one single location, but all of their hospital and office locations. For a major health system, this can lead to an entire region spanning multiple counties, and sometimes multiple states, being off limits. For one particularly large health system in Pennsylvania, you are almost black-balled from practicing in the entire state. As soon as I see a patient's name on my schedule, my brain is immediately triggering all of my memories of that patient's care. I remember that 5 years ago she came in with abdominal pain that ended up being inflammatory bowel disease after being misdiagnosed 3 times. I remember to myself that if she has any new abdominal complaints that it may be related to this. I remember that her mom (who I also treat) has a history of malignant skin cancer, and so if this patient is here to see me today for a skin complaint that I need to have high suspicion for cancer because it is genetic. These things are all ingrained in my memory because I have cared for her and her family for years. These are not things that can be found in a medical chart. The physician-patient relationship is sacred and it should not be hindered by multi-million dollar healthcare systems any longer. If physicians are mistreated by a system and have the desire to no longer work for them, we should have the freedom to continue to practice in our own communities, without having to move and uproot our lives to a new geographical location. We should have the freedom to continue caring for the patients that we have cared for years. No one will know these patients' history more than we do. It is ingrained in our minds and our hearts. Not allowing this relationship to continue, simply for the financial gain of million-dollar health systems, is a danger to the health of these patients. It is also a large barrier to the ability of a physician to practice and earn a living. It is a violation of our rights to practice our trade. Now, when we are mistreated by the system which employs us, we have 3 options: continue to deal with it and get burnt out, uproot our lives and move somewhere outside of the restrictive covenant, or completely leave the practice of medicine (which many of my colleagues have done). None of these

	options benefit the patient whose life we have cared for. This is becoming a dangerous situation in my opinion and a serious hindrance on our rights to practice medicine, the rights of our patients to choose their own physician, and our rights as American citizens."
Rachel	"I'm writing to express my support for the Federal Trade Commission January 5th Notice of Proposed Rulemaking (NPRM) to prohibit employers from imposing noncompete clauses on workers. Noncompete clauses hurt workers by restricting them from pursuing better opportunities that offer higher pay or better working conditions, and hurt employers by preventing them from hiring qualified workers bound by these contracts. Noncompete agreements stifle competition, squash independent entrepreneurship from developing, and severely limit economic liberty. There are other ways for employers to protect trade secrets and other valuable investments that are significantly less harmful to workers and consumers. We know this because the three states in which employers can't enforce noncompete clauses - California, North Dakota and Oklahoma - continue to have flourishing industries that depend on trade secrets and other key investments. This change would promoting fair competition in labor markets. I couldn't be more in support of it."
Georgina	"I want to voice my support to end non-compete rulings in contracts!"
Logan	"I fully support and endorse this rule change. While I have never personally been affected by an NCC (that I am aware of), the field I work in makes liberal use of such contracts and it would be devastating to be on the receiving end of an NCC due to my limited employment opportunities. Beyond that, the idea that corporations can create safe spaces to avoid competitive market forces and keep their employees bound to them like serfs is both detrimental to the economic health of the country but also the nation's soul and overall stability. A discontented populace is never a positive for the status quo."
An	"I support the new rule to get rid of non-compete clauses. Non-competes chain employees to their place of employment and stifles innovation."
armen	"This is a proposal that should have been made long ago. As an employee I wholehearted support this law."
Michael	"I am strongly in favor of the FTC stepping in and banning non-compete clauses. As a <b>surgeon</b> myself, I have seen these extremely unfair rules in practice frequently. Hospitals use them to force surgeons and other physicians out of town if the surgeons want to seeks a better job. The rules literally make families' lives miserable as they are forced to pick up and leave for a different city, pull their kids away from schools and friends, and sell their houses just to move out of the radius of a non compete. It makes the lives of healthcare workers miserable, causes undue stress as well as financial hardship, and is an extremely unfair negotiation tactic. These rules are not going away without the FTC's help. The time to end these practices is now. If you want to improve American healthcare for its workers and its patients, this is a direct action that can be undertaken right now."

Roger	"Non-compete clauses are a great burden to those who are forced to sign them in order to enter certain industries. They should be banned!"
James	"Non competes only limit the worker and are archaic."
Thomas	"I'm hoping this is the comments section for the Non-compete clans. If not could you please remove this to the proper area. Non Compete P clauses On fairly restrict personnel and employees from changing jobs While forcing them to travel inordinate or on realistic distances to maintain employment. I can understand a 1 or 2 year non-complete claws for jobs that provide on the job training but after that it becomes unrealistic to state that it is not sustainable for employers."
Alvin	"I agree with removing noncompete clauses, particularly in the domain of the Physican practice of medicine. For too long, hospitals and health systems have been permitted to unfairly restrict physicians from caring for patients that depend on them through these restrictive covenants that only increase profits to hospitals at the expense of patient health."
Christopher	"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to <b>physicians</b> 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."
Catherine	"As a resident <b>physician</b> who will be joining the workforce in a few short years. I support this proposed rule. In this day and age most employees will change their job within the first 5 years of employment. Finding the correct fit can take time. A person should have the freedom to do this without being forced to move to another state/city."
JAMES	"As an employee of an <b>IT company</b> , currently working in the Commonwealth of PA, a few years ago I was coerced into signing a non-competition agreement, even as an existing employee of almost 15 years (at that time). The notification to me read something like "During a review of our records, we see that we do not have this document on file for you. You have until 4pm Friday to sign this non-competition agreement." --- At the time I was working as a subcontractor for another IT company, who had better benefits and pay structure. I first went to my management chain and asked what the possibility of switching to them was - before signing this document. They were non-committal, so I signed and sent it in (the way the email was written, it seemed like there was a "sign by 4pm ... (or else!!!)" implied, and I was in no position to lose my job. Later the other company asked me if I would want to work for them if they approached my employer and asked for a release, I said yes, they did, and were told "No". So a decade later, I still work for the same company. There were a few years of faltering steps to get me a pay raise or two, and life goes on. What I did not immediately realize is that in the Commonwealth of PA, employer requiring employee to sign a non-competition agreement must be accompanied by something of value (as a condition of employment, that could be the employment itself, but as an existing

	<p>employee, it would mean a bonus, promotion, raise, etc.) For me, I received nothing - and the following action between employers resulted in some dismal management practices berating me for being an ungrateful employee. But I digress. By the time I pushed back to HR and legal and ethics teams regarding this, I just received a boilerplate answer of "At the time you signed this contract, we believe we were following the laws and rules of the Commonwealth and see no need to take further action." — I eventually made peace. Because of the nature of my work, switching to a new employer without relocating and still being able to do what I specialize in wasn't going to happen unless I could afford to take many months off between the jobs. And, I do enjoy my work, so it is what it is. All of this story is to say, that I think the Non-Compete Clause Rule should go into effect, banning NCP. It may be too late to fix my circumstances. But for other staff and employees, it may make the difference in having a successful career versus being stuck in a dead-end job."</p>
<p>Andrew</p>	<p>"As someone that has been effected by a non compete, I whole heartedly support this. I made my living in my field for a decade before taking a role with a company that offered a better wage, yet had a non-compete buried deep in their contract and of course in the excitement of onboarding, I did not review. When it came time for me to move on years later, I was sued the moment I left the company without any proof or knowledge that I was even staying in the field. Months and thousands in legal fees later, I was left without a job or any prospects and I had to essentially lose years of my life working outside my field of expertise for much lower wages in order to make it back. Don't I have a right to work? Isn't it stifling progress by supporting an entire industry of lawyers and "turn and burn" employers whose entire goal is to target ex-employees and make their life a living hell? Additionally, I kel like this whole process is stunting further growth of the economy and forces experts in their field to essentially delay any progress or innovation they might have been able to develop prior to this unforeseen detour in their professional lives. I think we should move on from all non-competes, and our country will be much better for it."</p>
<p>Chase</p>	<p>"Noncompete agreement for H1B Visa workers is extremely unfriendly because there's a grace period for H1B Visa workers to change jobs. The grace period is as short as 30 days which is easily below the noncompete period. Some employers have noncompete period set for over a year WITHOUT pay. In a situation of lay-off unfortunately, this essentially forces non-resident workers to exit the country which was not the original intent of noncompete agreements."</p>
<p>Jason</p>	<p>"Please, it makes such a big difference to me as a human being and it's unfair that hospitals can do it."</p>
<p>Bryan</p>	<p>"As a 24 year old in the work place (I was recently terminated for standing my ground and not signing a non compete contract) I worked a highly skilled job <b>installing fire suppression systems</b> (requires state certification that goes to myself not the business I was employed for), not signing that contract led me to be terminated, but it also led me to a new job with more career advancements, a higher salary(in the same feild) , I tell all my former co workers to not sign it."</p>

	<p>Employers walk all over us young generation in the work force (maybe that's why so many are not entering it). Here in America you shouldn't not be prevented from the right to earn a decent living, and these papers do just that. Their contract stated I couldn't work in the felid 2 years after employment. I would be working a minimum wage gas station job if I had signed that contract. Let we the people be free and allowed to work. They are one sided documents that only look out for the employer. On a side note- there is no such document with unemployment, Or urinalysis and that sort. Why is the working class held to a different standard 9 It's wrong to be terminated for being forced to sign a contract that does NOTHING for me. Thanks for reading, let's get this passed to help us Americans during this unpredictable times!"</p>
<p>Brendan</p>	<p>"My name is Brendan Wissinger and I want to voice my strong support for the Federal Trade Commission's proposed rule on banning non-compete agreements which would protect working individuals from monopsonic companies pushing wages and benefits lower than they would otherwise be and denying workers of opportunities. Non-compete clauses unnaturally prevent competition between employers for employers, allowing employers to have a power of monophony over workers, thereby keeping wages and benefits unnaturally low, preventing workers from going to other places and preventing workers to fight for higher just wages that allow them to put food on the family dinner table. These non-compete clauses, affect workers even if they only affect close competitors because workers are who to go college or technical school have training and they need to pay back loans as well, and there are a lot of jobs that require college or technical school that only pay \$10-\$15 an hour and that isn't enough when rent is \$1,492. If they can't go into a field they are trained in or have experience in because of non-compete agreements they'll be much less likely to paid with the same or higher pay and benefits. We ask that you institute this rule that bans non-compete clauses. Thank you!"</p>
<p>Corey</p>	<p>"I think this is well needed. I'm in a non compete that doesn't allow me to relocate within a 2 hour radius for 1.5 years after termination. This limits my potential to seek another job in my career. I feel this is also suppressing my wages and limits my ability to negotiate. I'd like to see this rule passed to allow for my competition on these often over reaching requirements."</p>
<p>Patrick</p>	<p>"My name is Patrick Wolkoff and I fully support this proposed new rule. Non compete clauses not only take the power out of the hands of American workers, but also restricts the economy and keeps it from growing. The freedom to change employment is a vital and irreplaceable American liberty that must be protected at all costs. Good for the FTC for fighting for American workers and the spirit of free competition in the marketplace!!!"</p>
<p>Cullen</p>	<p>"I support the banning of non compete clauses, specifically for health care workers and physicians. I am a <b>physician</b> and banning non competes would make it easier to work in a competitive labor market in my local community, and would be a benefit for myself and my family."</p>

<p>Kim</p>	<p>"I believe employers should NOT be able to have non-compete clauses. I personally do not have one but my daughter-in-law does. She is an excellent <b>hairstylist</b> who works in a shop that is often times a hostile environment due to owners. She is unable to leave due to this clause and the distance she would be required to open a shop for herself."</p>
<p>Elizabeth</p>	<p>"Noncompete agreements for <b>physicians</b> reduce the number of physicians in the workforce by forcing physicians to retire, move out of state, and uproot families when working conditions are poor. This can reduce the number of highly skilled medical providers in the state and reduces choice for patients. Nonprofits should not be exempt from this regulation because they impose the same restrictions on the medical workforce with these practices. I am a highly skilled medical professional faced with the decision of having to move my family and uproot friendships in order to find better working conditions. My area already has a shortage of physicians and non physicians are largely taking over this healthcare system to the detriment of our patients."</p>
<p>Zhan</p>	<p>"Dear Federal Trade Commission, am writing to express my strong support for the proposed ban on non-compete clauses within employment contracts, particularly as it affects <b>physicians</b>. As a healthcare professional, I have seen firsthand how non-compete agreements can have negative consequences for patients, healthcare providers, and the industry as a whole. Non-compete clauses often limit access to care for patients, especially those in rural or underserved areas. Physicians who are bound by these agreements may be unable to work in areas where their skills and expertise are desperately needed, leading to longer wait times, higher healthcare costs, and decreased quality of care. Moreover, non-compete clauses can also drive up healthcare costs by restricting competition among healthcare providers. When physicians are unable to move to new employers, they may be stuck in a job that pays lower wages and offers less competitive benefits. This can drive down wages across the industry, resulting in less incentive for physicians to provide high-quality care. Finally, non-compete clauses can also have a detrimental effect on physician job satisfaction and career advancement. Physicians who are unable to leave their current employer may feel trapped in a job that does not align with their career goals or offer opportunities for growth and advancement. In light of these concerns, I strongly urge the FTC to consider eliminating non-compete clauses within employment contracts for physicians. By doing so, we can help ensure that patients have access to the care they need, healthcare providers are able to negotiate fair wages and working conditions, and the industry remains competitive and innovative. Thank you for your consideration of this important issue."</p>
<p>Danielle</p>	<p>"Noncompetes are terrible for workers and are very unfair, especially when the employee is employed by a large organization. Workers should not be trapped in bad jobs!"</p>
<p>D</p>	<p>"I fully support the proposed ban on Non Compete contracts. I agree that is a "exploitative practice that suppresses wages" and I think it should go away."</p>



Richard	<p>"Regarding "Non-Compete Clause Rulemaking, Matter No.P201200", I agree that non-compete clauses should not be allowed because they hurt workers and limit competition."</p>
Hector	<p>"This is a horrible way to don't let the employees to get much better pay ! I'm totally disagree"</p>
Jane	<p>"<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."</p>
Zachary	<p>"I support the Non-Compete Clause Rule that is being proposed. I hope that my personal experience that I express below helps the commission make a decision that doesn't only benefit me but thousands of others in similar situations. After college I got a role in the <b>recruitment industry on the agency/consulting side</b> with a small firm that focused on niche industries In construction, engineering, and manufacturing. When I started I was asked to sign a non-compete without any understanding of what that means. The non-complete at that time outlined that I was not able to work for any other firm for a period of 2 years that crossed over in anyway to the work that my firm does in these specific industries. After being there for a couple months I was tasked with building a new industry for Civil Engineering that was not previously established at the firm. After about 2 years of employment with the firm there was a co-worker who left and joined a company that was a client in his industry not a competing recruitment agency. After he left we all received an updated non-compete that added we are now not allowed for a period of 2 years to join a competing agency firm OR a company that falls in the industry we are recruiting for. In addition to that upon signing the new agreement we were given a bonus of \$300. I am still with the company now but have recently decided to look into other employment opportunities and this non-compete will hold me back significantly in finding new employment as all of my experience in the professional world has been in recruiting in the Civil Engineering industry. For reference, the Civil Engineering industry has thousands of firms across the US who would see my experience as highly beneficial to their business and because of this non-compete I am bared from working at any of them. This has severely limited my potential employment opportunities and put me in a position where I am going to have to find a new role in a completely different industry which will come with a pay cut because of my lack of experience in other industries. I have put my life into building this industry at my current firm for almost 5 years now and all that knowledge gained in that industry is going to be for nothing because of the non-compete. I have a new-born baby at home and taking a significant pay cut at this time is something that will change the future for my family in a negative way. At the end of the day if I was to leave and work for a company in my industry not a</p>

	<p>direct competitor there would be such a minimal impact on my current firms business but they don't see it that way. The new clause will allow not only me but thousands of others in similar situations move freely in the market without having to take a step back in our careers and will allow for strong career growth and increased opportunities. I hope that the commission sees the harm in these non-competes and how it is negatively impacting the lives of many people. Thank you for your time."</p>
Perry	<p>"Non-compete clauses in contracts should be hands-down eliminated in the U.S. I have been the victim of non-compete clauses (except in CA where they are not in existence) for 24+ years in <b>Medicine</b>, as have many of my colleagues in Ophthalmology. The employers uniformly use these clauses to control your salary, patient assignments, bonus pay. Essentially, it is a strong hold they use against you to work you hard with zero recourse. You are left to take it or leave it. They use physician employees for 1 to 3 years typically to build up accounts receivable, use your good will to build up a practice, then come up with some nonsensical reason to terminate your contract or not renew it. Then you have to practice outside some zone which is usually outside their drawing area. Even if another practice wants to hire you, they cannot because the original employer holds the reigns for 2 years minimum This an absolute sickening and abusive practice which has been permitted for years. Take states that don't have non competes in Medicine: they treat you completely differently as they know if they abuse you or don't pay you properly, you can move across the street. The whole premise of the noncompete to protect the business is over called. In this day and age, no one opens up a new practice as it is prohibitively expensive. Please get rid of these unfair noncompete clauses."</p>
Harmony	<p>"I believe eliminating noncompete clauses would improve the quality of American lives"</p>
Michelle	<p>"I am strongly against non-competes. It limits the free market and is against everything America stands for."</p>
X	<p>"It seems to me that if an employee works at a company for 20 years and demonstrates their loyalty and if the principal owner(s) sell the company for a billion dollars, the owners get compensated which is fine but the employee potentially gets a watch, a pat on the back, possibly dismissed because new owner downsizes and employee may have boxed themselves out of a new job because they signed a non-compete clause. I can see multiple scenarios where it doesn't sound equitable."</p>
Katie	<p>"I would like to support the proposed rule banning non-compete clauses for employees. As a <b>veterinarian</b> nearly 10 years post-graduation from veterinary school, this has affected me professionally in restricting my job prospects and ability to earn a living. Nearly every contract I have been presented with or signed in my career has contained a non-compete clause inclusive of at least a 20 mile radius, and was applicable during my employment + 2 years following cessation of employment. I concede that non-compete agreements were likely designed for</p>

more reasonable situations, such as owners of a business agreeing that owners are restricted from selling their equity and starting a competing business one mile down the road. However, the majority of clauses developed in veterinary medicine today are predatory and restrictive, essentially trapping employees in a particular job without reasonable geographic mobility--even if the employee leaves on good terms. I have several colleagues who have stayed in jobs in which they are miserable for fear of the legal consequences of violating their non-competes. I know another handful of others that are commuting over an hour (myself included) each way to work in order to work at an alternative location outside of their previous employer's restrictive area. One anecdote of importance is that these non-compete agreements are often in the contracts of veterinary interns and residents, most of whom are matched to post-graduate training programs via The Veterinary Internship and Residency Matching Program (VIRMP). This program uses an algorithm to match applicants to institutions, and there are significant professional ramifications for a intern/resident who declines a position at an institution at which they are matched. This limits, and in most cases precludes, contract negotiation. Interns and residents are also almost never provided with institutional contracts prior to applying or ranking programs. Given the competitive nature of the matching system and the realistic possibility of not matching, most interns and residents are pressured to "take what they can get", for lack of a better term. As an individual with a professional degree, during my residency I was paid 536,000-538,000 per year. While this may not be an entirely unsustainable salary in isolation, residents are often required to live within 10-15 min. of the residency-associated teaching hospital due to emergency on-call requirements. This stipulation can significantly limit housing options, and thus affordability. Couple that with an average student debt load between \$ 150,000-\$180,000, and the financial picture for veterinarians seeking advanced training in a residency is quite bleak. Wouldn't it be nice if a resident who was motivated enough to provide per diem veterinary services to another hospital and supplement their income could do so without fear of breaching the contract for the residency they worked so hard to get? Unfortunately, to do so one must find a companion animal hospital over 20 miles away (sometimes 40+ miles away if you are providing mixed or large animal services), and also obtain written approval from your section chief. Granted, I recognize that applying for and accepting a residency was a choice. However, I would also bet my current salary that if one were to survey every single pet owner whose animal underwent general anesthesia during the years I was a resident, not a single one of them could tell you the name of the resident who anesthetized their pet. This is also likely true in my position as a veterinary anesthesiologist. Therefore, in my experience I don't feel as though non-competes have been tailored to keep individuals from specifically taking business to another hospital. Rather, they have been used as a tool to provide intense friction to those seeking additional or alternative employment opportunities. Now, I am a managing partner of the specialty veterinary hospital and between myself and the other veterinarian owners, we have all agreed not to include non-competes for our employees. It is something we feel strongly about. While I would hope that stances like this in private ownership could pressure both corporate and non-corporate owners to do the right thing as well, I truly believe that regulatory action will be the only thing to effect lasting change in our profession. I have attached two protective covenants that I have received in my career. I have removed the names of the institutions,

	<p>because quite frankly it is not important which individual institutions they are. The point is, these types of non-competes are pervasive in the industry from academic, corporate, and privately owned institutions alike and what I have attached are just two examples of the likely hundreds that are out there."</p>
<p>Heidi</p>	<p>"As a <b>Nurse executive</b>, I would agree that this rule is indeed important. I am held to a non-compete as others in my corporate building from the executive suite to our cleaning service. My non-compete keeps me from working in any other healthcare-related position in a 30-mile radius as do those in other disciplines. That means our cleaning lady could not work as a cleaning lady anywhere in a 30-mile radius and I find that excessive. As for myself, this non-compete has permitted the company to treat me poorly and dictate my ability to leave unless I move. These actions are unfair and need to be corrected. I believe some companies may utilize the non-compete appropriately while others, like mine, abuse its power. I would support the removal of the non-compete or at least a version that would have oversight and strict rules to follow. With the lack of workers created by the pandemic, having a very restrictive non-compete is damaging"</p>
<p>Dennis</p>	<p>"I am in agreement of this non-compete clause being illegal to implement."</p>
<p>Hong</p>	<p>"I am a <b>vascular surgeon</b> currently practicing in PA. I would like to express my FULL support in removing non-compete clauses in labor contracts. It is a fact that the vast majority of physicians, especially those of us in procedural fields, are no longer in private practice arrangements but are now 'hospital employed.' I have negotiated contracts with several hospitals since completing residency and fellowship training During all of these negotiations I have been informed that a non-compete agreement is mandatory and no contract would be offered without it. These agreements serve to limit our ability to stand up for ourselves and our patients. Due to these often extremely large non-compete agreements we are often unable to leave our current hospital without uprooting our entire family. In my case, my non-compete clause written in my contract prohibits me from being employed by any other hospital/practice within the entire Berks County for TWO years. Of note, is the fact that as a physician on call we are required to live within a certain distance of the hospital. Especially as a vascular surgeon, I must be able to respond to the hospital within 30 minutes for a bleeding emergency when on call. This combination of a requirement to live close, and non-competes which are often in excess of 25 miles makes it impossible to switch to a new job without the difficult dynamic of moving houses, families, schools, etc. My husband and I are both vascular surgeons living in PA. If one of us would need to leave our job due to untenable working conditions, it would likely result in our moving out of Pennsylvania completely due to the non-competes we were required to sign to secure a position. I urge you to provide support for this measure in any way you are able. Removing non-compete agreements would improve physician retention within Pennsylvania and be an enormous boon to many middle class Americans. I very much appreciate your time and attention to this matter and would be happy to discuss further at any time if I can provide more information or assistance in any way."</p>

Andrew	<p>"I support the proposed rule to ban the use of non-compete clauses by employers on their employees. This practice prevents competition, maintains artificially low salaries and benefit packages. This practice is found throughout the video journalism industry where some journalists earn minimum wage. The lack of true competition prevents journalists from capitalizing on opportunities that arise."</p>
Danielle	<p>"I used to work in Center City Philadelphia at a bank. Workers from All American Home Care Agency would come in to cash or deposit their checks. After awhile we became comfortable with each other, and they would share the awful working conditions they were provided. Including the low wage, for work that is taxing. A no compete clause should not exist in most industries and it only protects corporations. As do most rules lobbied by them. Please work to get rid of this rule so the working class can seek fortunate opportunities and not be punished for it. If you have a skill in one workplace, it is yours to take to another workplace, not theirs to keep."</p>
Jeff	<p>"Noncompete clauses that don't protect genuinely proprietary information are abusive and should be banned immediately"</p>
Robert	<p>"To Whom It May Concern, I am a <b>business owner and executive in a small software company</b> with approximately 50 employees that has operated for more than 20 years. While we included a non-compete clause in our early employment contracts, I came to realize that these clauses were not fair to our employees and we removed them about 15 years ago. We operate in a highly competitive technology environment in which the knowledge people gain while working for our organization can easily be transmitted to another organization. However, I have come to believe that as long as they are not violating confidentiality or copyright law, this transfer of experience and lessons to other organizations in our ecosystem is, on balance, beneficial to everyone as it contributes to an open knowledge ecosystem that benefits both individuals or society over both short and long term timeframes. That said, when my organization has had assets acquired by other firms, I have had noncompete agreements imposed on me. While these agreements have limited my action as an executive and entrepreneur, they were understandable within the context - the acquiring firm did not want to pay for an asset while enabling me to create a new competitive product. These noncompete agreements have had three key components that I believe made them relatively fair: they were limited in time (2 or 3 years), they were very narrow in scope, and they were limited only to senior executives or shareholders. Further, they were part of a larger financial transaction in which there was clear compensation the the agreement not to compete. I therefore urge the FTC to move forward with the banning of noncompete agreements in the vast majority of employment contexts but to not ban them in all contexts. The contexts in which they are used should be limited in time (no more than 3 years), limited in scope (not prevent employment in an entire industry, but, rather, to a specific, narrow type of work), and have be limited to senior executives, major shareholders, or other highly compensated individuals. Thank you for the opportunity to provide comments and input."</p>

Michael	<p>"Worked at a <b>MSP (managed service provider)</b> doing server setups and client on boarding in Virginia. Started at 43k. They actively went after anyone that quit the company and went to other MSPs, which made it very hard to find relevant work in the area. Granted, the idea of poaching clients in that industry makes sense, as it's easy for a sales person or support person to take a dozen clients out of --400 if the business saves money. And one of our competitors literally got bought out by xerox, and they were trying to poach every employee. There's a thin line to walk here to make it work. Outright banning them doesn't fully make sense, imo, especially from a sales standpoint. At the worst, the length of time should correlate to the person's total monetary take home including overtime and bonuses."</p>
Bridget	<p>"Non-competes for <b>health care providers</b> are nonsense and stifle competition. There is very little that is proprietary about practicing medicine. A non-solicitation agreement makes much more sense than a non-compete. Non-competes should be reserved for higher level executives with access to actual trade secrets. They were never intended to be used blanketly across all levels of professions. Their abuse is egregious and needs to stop."</p>
Amy	<p>"Non-compete agreements should be abolished for all employees except those at the highest executive levels. They limit the ability of workers to advance in their careers and serve no legitimate purpose except to shackle people to jobs they seek to leave. People should be free to compete in an open labor market just as companies are."</p>
George	<p>"See attached file(s) Attachments Restrictive Covenants"</p>
Jane	<p>"Non-competes should be illegal in all but the most senior professional situations and in that case paid 'Garden Leave' should be mandatory Taking away someone's ability to work is plain wrong."</p>
Eric	<p>"Non-compete clauses are normally heavily in favor of the employer. These agreements eliminate competition and the basic rules of capitalism - that is, supply and demand. Workers are put at a distinct disadvantage regarding the sale of their labor. It is especially true for younger workers just entering the workforce and are unaware of the ramifications non-compete clauses can cause in future employment. Non-clauses should be unlawful."</p>
Lisa	<p>"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I have lost my business to a non compete after abusive business practice from my partner, and had to start over lost entire business to fires and a mudslide trying to start over in another part of the country because I had s non compete and could be sued. I was extremely successful in my business field and had been an early entrapeneur online in the w-commerce space."</p>

	<p>I have lost my business savings, life and marriage due to the unnecessary burden of a non compete, it actually ruined my live economically and personally and sometimes you can't recover.</p> <p>I have had several now at the small businesses that have hired me, it kept me from working near where I live and had me commuting hours to my home and now my health has succceeded ass a result, I had to drive hours to work to open a business and hours then to co</p> <p>Mute Dudu g the fires and catastrophies( fires happened then the mudslide) had a non complete which forced me to drive hours from</p> <p>Where I live also due to cost of housing and the noncompete. I was forced to drive for hours to be a business owner -commute for hours even during disasters, no where to stay!</p> <p>It is all horribly sadly connected.</p> <p>Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
James	<p>"Any regulation like this must be thoroughly thought out. Although the rule does not specifically ban non-solicitation agreements, sonic speculate it may open them to legal challenges. Non-compete/solicitation agreements (within reason) must be available to small businesses to help protect them. There are many cases where employees have access to confidential/proprietary information which they can easily steal and use to directly compete with the existing business. I personally have a business where, prior to using non-solicit agreements, had an employee leave my business, steal at least some of my customer list, and use it to directly contact them. This is a business where there are limited customers with the product I support and finding those people are part of the challenge of running the business. Why should an employee allowed to steal the benefits of my work locating and securing these customers for my business`' Banning these clauses would make it very easy for someone to go work for a company for a short time, take critical information, and use it against the business. My business does not prevent anyone from working for a competing company. This should be allowed. But there must be options for businesses to protect themselves from unscrupulous employees who will steal information, trade secrets, customer lists, etc. Small businesses work hard and invest a lot of money to develop these things and having no protection could be devastating to many businesses."</p>