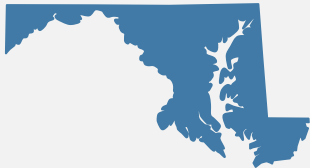


Constituent Support for the FTC's Noncompete Rule



Maryland | Statewide Impact

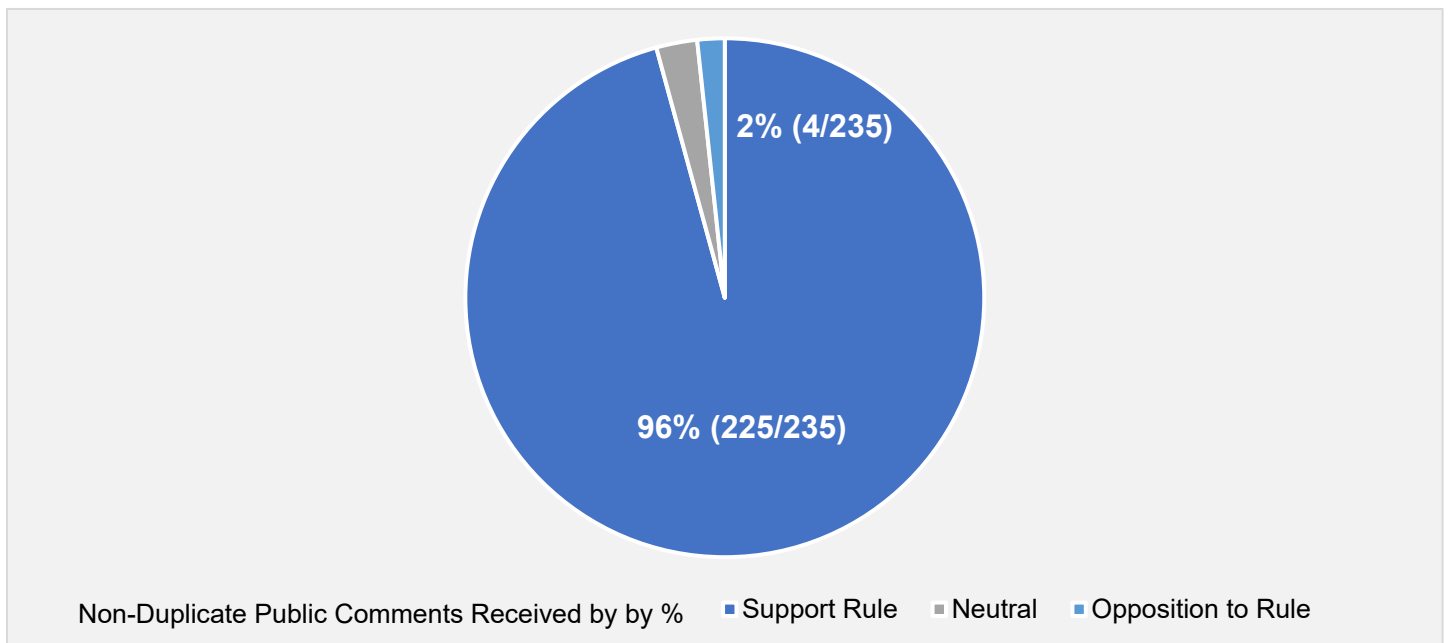


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

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




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

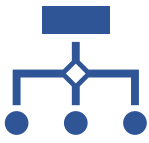

Notice of Proposed Rulemaking: 225 of 235 MD Commenters Support



Support Across Sectors of the Maryland Economy

*Some comments condensed due to length.

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

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

Additional Support from Maryland

*Some comments condensed due to length.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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