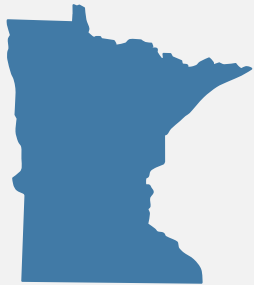


# Constituent Support for the FTC's Noncompete Rule

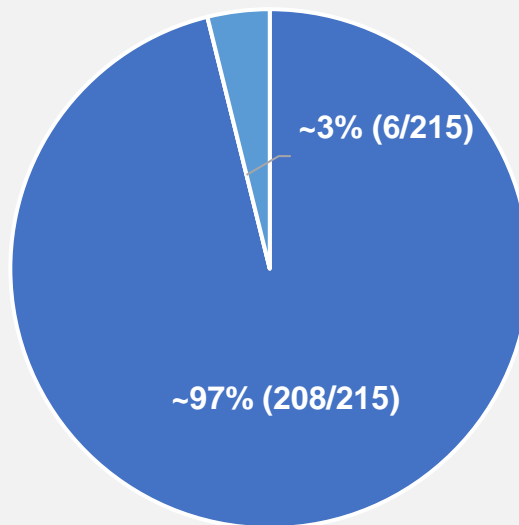


## Minnesota | Statewide Impact



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.




### Notice of Proposed Rulemaking: 208 of 215 MN Commenters Support





Non-Duplicate Public Comments Received by by % ■ Support Rule ■ Neutral ■ Opposition to Rule

**Support Across Sectors of the Minnesota Economy**

\*Some comments condensed due to length.

Profession	Comment
	<p>"Non-Compete Clause Rulemaking, Matter No. P201200 <b>I am a doctor in a pediatric subspecialty</b> field. My contract with one of the children's hospital in my city includes a non-compete. My specialty is fairly small and thus I am generally required to work in a place with a large population. <b>The non-compete essentially bars me from being gainfully employed within the metro area of my city</b> outside of this institution if I chose to leave on my own. This means that I have essentially no bargaining power for myself unless I am willing to move to another city, uprooting my family and leaving our extended. I do not know if your rules will extend to 501-3cs or non- profits. This should be given consideration as some of these companies, like my hospital, are wielding these contracts the same way any for profit company would."</p> <p style="text-align: right;"><b>-Ben</b></p>
	<p>"I'm a <b>Service manager at a dealership</b> in Minnesota, my employer forced me to sign a [non-compete] for what was initially 2 years and 100 miles covering service, sales, and parts....I managed to get it negotiated down to 1 year but the auto industry is all that's on my resume, no other auto shops or sales in the area use them by my employer uses them as employee retention claiming we have trade secrets but I have yet to find any reason our shop is run any different from any other auto shop. <b>Under this clause I can't even go work a minimum wage auto parts store job and I have no other option for employment.</b> Additionally in my pay plan is a clause that allows my employer to change it at will...There's no reason except using the non compete as an employee retention tool...Non competes for high paying executive jobs can make sense, but people like me on the lower end of the spectrum who aren't living in lavish conditions are being pinned down and held in place intentionally using these agreements when a simple non disclosure non solicit agreement would protect the [business] just fine."</p> <p style="text-align: right;"><b>-Brennan</b></p>
	<p>"I am a <b>veterinarian</b> and have been subject to non- compete clauses throughout my 16 year career. When I was young, I was able to uproot my life to move to a new job outside my clause, but that is not feasible with a family. After leaving my most recent job, I've been forced to commute at least 2 hrswartz a day, in order to follow the rules. I'm not willing to move and make my husband resign from a job he loves, and attempt to find daycare in a new location. As the breadwinner of our family, it's outrageous that I can't continue to do my job in the community we have been a part of for so many years. <b>Other vet clinics in the area are desperate for help, yet I am not allowed to provide them with my much needed skills and experience.</b> Truly just harming everyone involved. Non-compete clauses are outdated and harmful to so many industries, I encourage you to abolish them."</p>

	<b>-Brandi</b>
	<p>“(I)am a <b>physician and mother who worked 5 years at an academic center in a rural state</b>. My non-compete was 35 miles. When I was ready to leave the university, I had to leave the state because of the non-compete. Our family left a home, friends, neighbors, and an entire support system that took years to build. <b>Non-compete clauses can hurt parents especially</b>, as we rely on our communities (family, services, neighbors, schools, colleagues) as we raise our children. Many physicians will stay in unfavorable work situations to avoid the toll of a move on their families and themselves. They end up accepting <b>lower salaries and poorer working environments</b> because of this.”</p> <p style="text-align: right;"><b>-Erin</b></p>
	<p>"I strongly support this rule and would be positively impacted. I work in the technology field, which is plagued by onerous noncompete agreements. <b>Non-compete agreements negative impact innovation</b>, because engineers are prevent from moving to new teams within their industry working on new technology to displace existing technologies owned by large corporations. <b>With this rule change I would be able to actively change jobs</b> within my industry and not fear of legal repercussions."</p> <p style="text-align: right;"><b>-Cole</b></p>

**Additional Support from Minnesota**

\*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Alison	"Non competes force good <b>doctors</b> to leave even underserved areas to escape bad situations. Especially when private equity firms buy practices."
Amina	"I'm a <b>physician</b> in Duluth Minnesota, a small town of about 60k residents. This town has 2 hospitals and both have a practice of having non-competes to include each other in their contracts. This is such a disservice to the patient population of this community. Even those physicians who may not want to move from this community are forced to move from the city if they decide to quit their jobs at either of these hospitals. They are both also non profit hospitals. Almost all large hospital systems are nonprofit hospitals where their CEOs and other hospital admin makes million dollar salaries excluding bonuses. Why should physicians be excluded from this legislation? Please consider not restricting it to for profit hospitals, non-profit hospitals all make millions. It's a well known fact. Please include physicians and both non profit and for profit hospitals. Thank you Amina Adil MD"

Pradyumna	"Removing non compete clause is absolutely vital to improve employee wages and not forcing employees to forcefully relocate families due to geographical practice restrictions."
Laura	"Please put this rule in place. Without this rule, employers continue to use these clauses in contracts as an unfair business practice to reduce competition and depress wages."
James	"Non-compete clauses are not fair and rob workers of the right to fully participate in the market. Companies do not offer anything near reasonable compensation for giving up the right to participate in the labor market. Many years ago I passed on a good job because the employer had a non-compete agreement that laid claim to anything I might create or think of during the time of my employment. This di not seem like employment so much as ownership of me and my creations and thoughts whether I came up with diem in off hours or not. It clearly wasn't fair to me and I passed on the job offer. Luckily, I was able to find other employment that did not include such a restriction of my rights. But after being out of work for a while due to my former employer failing and closing I was close to having no other choice for a while. This seemed and still seems unfair and just not right. I fully support the elimination of all non-compete agreements as they are clearly heavily weighted in the employers' interests and provide little protection or acknowledgement of the value employees provide. In a so called free economy they are a severe restriction of employees freedoms."
Anna	"I am writing in support of the proposed rule banning non-compete clauses. Non-compete clauses are damaging to the economy, to communities, to new businesses, and to individual workers. Communities should not lose doctors, nurses, and other health care workers because those individuals are not free to open new practices or seek new jobs in their local area. Businesses should not be blocked from the labor pool by non-competes imposed on workers by competing businesses, but should be free to hire local talent. And no worker should face the choice between unacceptable working conditions or having to leave either their community or their trade in order to find acceptable wages and working conditions. California has fully demonstrated that banning non-compete clauses supports vibrant and innovative businesses. In cases where actual company/trade secrets are involved, of course it makes sense to have NDAs. But everyone should be free to use their skills, training, and experience in their field to make a living where ever they choose."
Anonymous	"I support this rule. Non-compete clauses and restrictive covenants have become a tool used by corporations to shackle workers, communities, and local economies. I work in healthcare, as a rural physician. Rural communities used to have multiple small physician-owned practices working independently but altogether caring for the community. But then corporate

	<p>health systems began buying out these practices and now have a monopoly in our rural communities. These same corporations who claim to be non-profits squeeze struggling rural residents and laden them with medical debt, and overburden the healthcare teams into burnout. But when the healthcare providers like me seek to form our own practices so that our rural communities don't lose physicians we find that we cannot practice in our own communities due to non-compete and other restrictive covenants. My practice has lost five providers in the past 3 years because of this. Rural health is already under a lot of threat from multiple angles and these non-compete practices are adding one more burden that is worsening the healthcare workforce crisis that we are currently facing. Stopping non-compete clauses should apply to both for-profit and non-profit organizations because hospitals are non-profit in name only. Healthcare executives are after self-interests and not after improving the health of our communities, so they will naturally oppose this rule in the name of competition when the workforce trends show differently."</p>
Edward	<p>"I strongly support this measure to eliminate non-compete clauses. Workers of all industries should have the right to seek better employment opportunities at any time, and it should not be the burden of the employee to mete the impact of their departure on their employer. An employer who seeks to disrupt or delay an employee's move to a better job is doing so out of their own failures, not that of the employee. If they have concerns regarding sensitive information or an employee moving to a competitive business then they have other legal avenues to prohibit trade secrets from being misused. It is sad that non-competes single out individual workers when it comes to a situation that is negative for an employer but when it comes to supporting, recognizing, and incentivizing that individual to stay with a company they feel no obligation to provide for them."</p>
Cami	<p>"I don't know what else to say that if you ban Non-competes, you will save the financial life of this Trans Woman, the cleaning industry is ripe with these, i can barely work with them at every company and have insane and over bearing tees. I just want to work again, please, for the love of God, ban Non- competes."</p>
Katie	<p>"I agree with non compete clause. This is particularly important for physicians and physician wellness."</p>
Sydney	<p>"I am a <b>Senior Supply Chain Consultant</b> and I have had a terrible experience with non-competes. At my former company, I was unaware that I was signing a non-compete agreement during my hiring process. I had been at that company for about 2 years before I found another company that offered me a much better salary with a 401k and benefits that I did not have at my current company. I took the offer and let me current company know I was giving my 2 weeks notice. I was bullied, pressured and threatened due to the non-compete and was sent letters from the companies lawyers saying</p>

	<p>I couldn't go to the new company. I couldn't believe that in America, they allowed these non-competes which stops Americans from being able to find a better job and position themselves into a better life. This is the exact meaning of the pursue of happiness and in my opinion, this should not be allowed in America from an employee's perspective."</p>
Dan	<p>"The proposed rule addresses the long held imbalance of power between employees and employers, by returning a workers right to move to where they feel their services are most valued. While I appreciate an employers desire not to lose employees they have invested in, and avoid potential loss of clients to former employees that developed relationships while in the employment of these companies, the current balance of power disproportionately favors companies over employees with the specter of non-compete clauses hanging over workers simply seeking an opportunity to receive fair compensation for their labor, or opportunities to start anew. Abolishing non-competes is the quickest and simplest way to level the playing field, however if exceptions are to exist in the future, a reasonable balance in negotiating power should be required, such that at-will employee should never be subject to such agreements. Non-competes should only be carefully limited to specifically contracted situations, and employers must be required to pay employees full wages from the date of notification through the non-compete period to an employees date of departure, and such date of departure should never exceed a reasonable time period needed to replace that employee or a maximum of 180 days."</p>
Maggie	<p>"I strongly support the proposed amendment to limit the use of noncompete clauses. In fact, I think that power should be reduced even further than what is being proposed. Noncompete clauses only serve the interests of companies while harming workers, consumers, and communities. Women are also at a greater risk of sexual harassment due to noncompete policies as they are often forced to work under predatory employers in order to make a living."</p>
Andrea	<p>"Please know that I and many in my profession strongly feel these non compete clauses must be disbanded or severely restricted. Unreasonable non- compete clauses for veterinarians can cause one to have to move states because of non-competes severely restricting unreasonable ranges. These are anti- competitive for the job market and anti-capitalism"</p>
Sara	<p>"Non-profit hospitals and Healthcare organizations do not equate to "morally good". They are run like businesses often with the sole exception of not having shareholders. If anything, this makes the boards less accountable for their decisions. They should not be give an exemption from non-compete clauses. Limiting the freedom of physicians and other Healthcare professions to change jobs without leaving the geographic area (something that is likely given the ever-growing number of mergers and consolidations) has not and will not be a good thing for patients or healthcare as a whole.</p>

	<p>Having to stay at a job you dislike because you would have to move out of state if you quit, does not make you a better worker. Limiting your working hours to the bare minimum you need to financially survive does not improve patient access. Healthcare organizations and hospitals should be expected to hire and retain workers the same way every other industry is expected to by improving working conditions and offering fair compensation. The vast majority of physicians would 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 physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. 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."</p>
<p>Kevin</p>	<p>"My wife and I work as <b>caretakers at a condominium</b> in Minneapolis. As caretakers we take care of the common area space in the high rise community and also live in the building for the convenience of residents so that we can be "on call" for emergencies. I work for the largest multifamily property service company on the continent, FirstService Corporation. A few weeks ago both my wife and I were fired from our jobs. We suspect this is retaliation from union organizing, and even though the company claimed we were fired over an "incident" with myself, my wife was fired as well because "we were hired at the same time". Now, my wife and I are not only unjustly without employment but also effectively homeless as we live in the building. We both signed Non Competes, agreeing to not work in the industry and being forced to show termination."</p>
<p>Jack</p>	<p>"At my company (<b>an engineering firm in MN</b>), Non-Compete agreements have consistently harmed both the business and the employees. In one instance, an employee who was effective in his role was given a different title, and moved to a different department, while effectively maintaining the same duties. All other employees with this title, were apparently subjected to Non-Compete Agreements, and he was told that he would need to sign one too. He refused, and was terminated. The company felt like they couldn't justify treating him differently from the other employees with that title, and he didn't want to relinquish his right to leave and do the work he had</p>

	<p>experience doing with a different company in the area. Because of the use of Non-Compete Agreements, the company had to scramble to replace an important employee, and the employee lost his job. Both sides lost. If he had surrendered his rights and signed the Non-Compete, he would lose a critical form of leverage that he has as an employee: the ability to leave freely if he is unsatisfied with the conditions of his work, or if a better opportunity should appear.”</p>
Gina	<p>"As a <b>rural physician</b>, I support eliminating NCC. It is so hard to move a whole family then have the job non be what was promised but unable to move to the other place in town to try to maintain the family stability. Please end them!"</p>
Lillia	<p>"Strongly in support of this proposed rule. Iain a nurse practitioner and my company would like me to sign a non-compete clause which is borderline dangerous in my opinion. I have already suddenly been furloughed (without income) during 2020 for Covid, and to limit my other opportunities to support my family is ridiculous. I still have not signed this and may consider leaving my position if they don't amend the non-compete clause. As a woman working in healthcare, I absolutely think non-competes are inhibiting our ability to earn a living for ourselves and our families and support our local communities should we be called to another opportunity. Please eliminate non-competes!!!"</p>
Nathan	<p>"I just wanted to comment that I believe this is an important rule that needs to be made. It will help increase wages and will stop anti-competitive practices. Being able to change jobs is an economic liberty that everyone should have."</p>
Jerome	<p>"I'm a <b>MN attorney</b> and in my professional capacity I have dealt with non-compete agreements for employers trying to enforce them, companies defending suits initiated by other companies alleging that my client is employing someone subject to a non-compete and individuals who have been sued by a former employer based upon a non-compete agreement. In addition I have advised countless individuals about the validity and scope of non-compete agreements they will be subject to upon termination of their employment. Over the years I have observed the following: No client I have represented to enforce a non- compete or plaintiff employers I've opposed that were attempting to enforce a non-compete (contracts that restrict future employment) experienced actual damages, I would describe every situation as a power struggle; every individual I'm aware of who was forced to defend against enforcement of a non- compete experienced significant personal/professional disruptions and financial burdens because of this; and I can't say that I ever recognized a social value served by enforcing a non-compete clause. PROHIBIT THEM."</p>



<p>Will</p>	<p>"Oh, heck yes, ban non-competes! There's already laws on the books to deal with ex employees stealing trade secrets and confidential information, so the only benefit here is as an additional lever to get the employee to put up with insufficient pay or otherwise intolerable conditions. This is a great idea that will increase competition between employers to treat employees better! The market isn't just for products, after all."</p>
<p>Michelle</p>	<p>"As a <b>physician</b>, I strongly support banning non-complete clauses. They lock young physicians into practices/hospitals whether or not these institutions continue to align with a physician's goals. They give institutions free rein to abuse physicians. There are better ways to retain physicians than non-compete agreements."</p>
<p>Joshua</p>	<p>"I work in the <b>IT industry</b> and one of the most popular and growing methods of obtaining IT service is through what is called a managed service provider. Many of these providers including the one I work at ban me from working at another managed service provider a year after I leave the company. As more and more internal IT positions go away and get absorbed my managed service providers, I have been put into a position where if I quit my job or even get fired from my job I would not be allowed to work for a year after leaving. Non-compete clauses need to be banned. They hurt everyday working people and they only help large corporations who are already powerful enough and don't need the help of something like a non compete clause to maintain that power."</p>
<p>Clara</p>	<p>"I believe the non complete clause should be banned for medical care providers, including <b>physicians</b>. By allowing for non compete clause to apply to physicians, you restrict the free market in competing for physician talent. Non compete clauses for physicians have limited physician services in certain markets and May cause physicians to leave the labor market all together. Please ban non compete clauses for physicians."</p>
<p>Josh</p>	<p>"Non competes stifles innovation and limits the ability for individuals to control their own destiny. Although I have never been impacted personally, I have seen the results of over zealous enforcement of non competes ruin or severely impact many of my colleagues. Please consider passing this nile."</p>
<p>Concerned</p>	<p>"Non-competes are unfair and prevent employees from switching to a better job. Employers do not need to worry that an employee will leave, as they will need to leave the area. They are truly unfair and should be eliminated. We need competition!!!"</p>
<p>ian</p>	<p>"i have worked for a <b>company</b> for almost 12 years and have made more money that i ever expected and i want to say that upfront because the reason i am for absolutely doing away with non competes has nothing to do</p>

	<p>with the money the environment that myself and my co workers are subjected to everyday has created so much mental stress, anger and frustration that everyone of us wants to leave purely to get away from the owner. we are constantly disrespected and threatened over commission deductions and increases to cost markups so everyone lives in a state of fear. i work in the automotive parts industry and parts break which is why we have automotive service shops all over this country. when one of our parts breaks it takes fighting and arguing with the owner just to be able to take it back and take care of the customer so there is zero customer service at the top. every employee understands that is flat our wrong and we need to warranty parts, but we should have to go through the brain damage that we get from the owner to take a \$50 part back. i could go on and on with examples of threats and why the work atmosphere is literally toxic but there wont be enough text space. the main reason i believe non competes need to be illegal is restricting worker movement to get out of a toxic work environment and go work for someone who can be respectful and non threatening. die owner can also control our pay program and make adjustments that lower our commission rate at any time depending on which way die wind is blowing and we as the employee should have die right to go and work elsewhere for a fairer compensation plan without having to stay out of the industry and make money for a year which is the term restriction on our non compete. doing away with non competes can only be good for the American worker, but also for creating new business and growth which only contributes more tax dollars to the system. by restricting employee's rights only one person wins and that's the owner of the company that has their thumb over the employees I attached an email thread from die owner showing the threats lie sends out almost everyday to employees. no one should be subjected to working for someone like this Attachments 85ced7 1 e-7310-4726-be7e- d62cc158b301_Redacted"</p>
<p>Chris</p>	<p>"I emphatically support a ban on non-compete clauses. If we are to exist in a free market society then that market cannot be limited to the ultra wealthy and corporations themselves. Removing these onerous contracts would impact workers across all sectors of the economy and have an inundate boost to the market."</p>
<p>Michael</p>	<p>"The use of <b>physician noncompete agreements</b> has become a common practice in the healthcare industry, despite the harm it causes to physicians and the healthcare industry as a whole. Noncompete agreements restrict physicians from practicing medicine in the same geographical area as their previous employer after leaving their job. The inclusion of noncompete agreements in employment contracts limits a physician's autonomy and career options, and can be incredibly disruptive and stressful for both the physician and their family. The importance of removing physician noncompetes cannot be overstated. Physicians are highly educated and trained professionals who should be free to make their own career choices. Noncompete agreements serve only to limit die options of physicians, making it harder for them to find new job opportunities. The limitations on a</p>

	<p>physician's autonomy create a barrier to their professional development, which is unacceptable. Physicians who wish to leave their job for reasons such as burnout, job dissatisfaction, or a desire to pursue new opportunities may face difficulty doing so with noncompete agreements in place. In some cases, physicians may have to relocate to another city or state to continue practicing medicine, which can cause significant stress and financial burden for both the physician and their family. Additionally, noncompete agreements harm patients by limiting access to care, particularly in areas with a shortage of physicians. The projected physician shortage in the coming years makes the removal of noncompete agreements even more crucial to maintaining access to quality healthcare. The healthcare industry relies heavily on the talent and expertise of physicians, and limiting their career options can make it harder to recruit and retain the best professionals. The healthcare industry must create a more competitive job market to attract and retain talented physicians. Non-disclosure agreements, confidentiality agreements, and trade secret agreements provide alternative means to protect healthcare organizations' interests without limiting a physician's ability to practice medicine in the same geographical area as their previous employer. In conclusion, the use of physician noncompete agreements is harmful to physicians, patients, and the healthcare industry as a whole. Limiting the autonomy and career options of physicians is unacceptable, particularly given the projected physician shortage in the coming years. The healthcare industry must take steps to create a more competitive job market and provide alternative means of protecting their interests without limiting a physician's ability to practice medicine. The removal of physician noncompete agreements is imperative to ensuring access to quality healthcare for all."</p>
<p>Michael</p>	<p>"The use of <b>physician</b> noncompete agreements has become a common practice in the healthcare industry, despite the harm it causes to physicians and the healthcare industry as a whole. Noncompete agreements restrict physicians from practicing medicine in the same geographical area as their previous employer after leaving their job. The inclusion of noncompete agreements in employment contracts limits a physician's autonomy and career options, and can be incredibly disruptive and stressful for both the physician and their family. The importance of removing physician noncompetes cannot be overstated. Physicians are highly educated and trained professionals who should be free to make their own career choices. Noncompete agreements serve only to limit the options of physicians, making it harder for them to find new job opportunities. The limitations on a physician's autonomy create a barrier to their professional development, which is unacceptable. Physicians who wish to leave their job for reasons such as burnout, job dissatisfaction, or a desire to pursue new opportunities may face difficulty doing so with noncompete agreements in place. In some cases, physicians may have to relocate to another city or state to continue practicing medicine, which can cause significant stress and financial burden for both the physician and their family. Additionally, noncompete agreements harm patients by limiting access to care, particularly in areas with a</p>

	<p>shortage of physicians. The projected physician shortage in the coming years makes the removal of noncompete agreements even more crucial to maintaining access to quality healthcare. The healthcare industry relies heavily on the talent and expertise of physicians, and limiting their career options can make it harder to recruit and retain the best professionals. The healthcare industry must create a more competitive job market to attract and retain talented physicians. Non-disclosure agreements, confidentiality agreements, and trade secret agreements provide alternative means to protect healthcare organizations' interests without limiting a physician's ability to practice medicine in the same geographical area as their previous employer. In conclusion, the use of physician noncompete agreements is harmful to physicians, patients, and the healthcare industry as a whole. Limiting the autonomy and career options of physicians is unacceptable, particularly given the projected physician shortage in the coming years. The healthcare industry must take steps to create a more competitive job market and provide alternative means of protecting their interests without limiting a physician's ability to practice medicine. The removal of physician noncompete agreements is imperative to ensuring access to quality healthcare for all."</p>
<p>O</p>	<p>"Over the last few years, several non-medical financial institutions have been purchasing medical practices and using non-competes to control the medical system within several cities. As this continues, it will force good physicians to leave and slowly, those spots will be filled by less qualified physicians and non-physician providers, ultimately hurting patients. Non competes do not help protect practices, but rather force physicians to stay in bad situations versus the alternative of leaving an area they call home. They need to be eliminated in order to allow the our medical system to operate at its best. Simply Look at the fields of ophthalmology and dermatology in the last 5 years and you will find large PE groups purchasing practices, young physicians leaving those jobs, and several lawsuits scattered across the country including DC, Minnesota, California, and a myriad other locations trying to force young physicians to honor non competes even though their offers of partnership were not honored."</p>
<p>Daniel</p>	<p>"I strongly agree with the proposed clause to limit non- compete clauses. They hurt American workers. They are especially harmful to young doctors such as myself, do to the inherent power imbalance between large corporate hospitals and physicians, especially as entering into private practice is no longer a possible practice model for the majority of specialties. Non competes hurt doctors and patients."</p>
<p>Lori</p>	<p>"I would definitely be in favor of banning noncompete clauses nationwide. I would imagine most employees would favor this also. The opposition seems to be large corporate employers."</p>

Joseph	<p>"Hello my name is Dr. de Jonge and I am a <b>resident physician</b>. I am commenting to urge you to ban non-compete clauses as they stifle innovation and benefit the powerful. Please also do not exclude healthcare workers from this. Non-competes are not in the interest of patients. Healthcare workers make great sacrifices to serve our patients, don't let hospital systems limit our ability to serve with unfair non-competes. Thanks!"</p>
Stuart	<p>"I think that non-compete clauses are unfair to workers. They put unnecessary strain on the American economy. I think that the rule should move forward."</p>
Lane	<p>"This is absolutely a must. Why are we currently giving employers autocratic reach even AFTER employment? Why are we suppressing the first amendment after employment at all? Workers' rights must be greatly boosted."</p>
Sagar	<p>"It is a tragedy when communities and patients lose access to their specialist physician care and long-standing doctor patient relationships because of non-compete clauses. When a corporation makes a physician's employment conditions untenable, and forces that physician to quit (and then move, because of the non-compete clause), it is the patients that suffer."</p>
William	<p>"Please move forward with this rule change. I have received threatening letters from my former employer because I went to work for a competing company. I feel the non-compete is too long (2 years) and too restrictive. It is very, difficult, expensive and time consuming for individuals to fight these companies who threaten legal action under non-compete agreements."</p>
Drew	<p>"Please implement this for the good of all American laborers!"</p>
Jane	<p>"My employer has continually reduced my commission income on existing clients, but due to the non-compete, I am prevented from leaving to another company that would pay me appropriately and fairly. If the non-compete was cancelled, I would have the right to move to another company, but more importantly, it would force my existing company to treat me more fairly, as well as treating all other salespersons in our office fairly."</p>
Steven	<p>"As a <b>physician</b>, I strongly support this proposal. Hospital non-compete clauses inhibit medicinal professionals from changing employers or starting their own practices which help better serve patients in our community. The current environment of non-compete clauses in physician contracts limits our ability to better serve our patients by overly restricting practice areas,</p>

	sometimes not even allowing physicians to practice in the same state for years after terminating a contract with an employer."
Steven	"Do not allow healthcare lobbyists to create a 'physician, nurse, etc.' exception. This would only allow hospitals to continue exploiting physicians at the expense of better patient care. Such an exception would be absolutely deplorable."
Shanda	"Noncompete clauses should be banned, including but not limited to healthcare."
Mary Ellen	"I have always thought "non-compete" clauses were totally ridiculous and an unfair practice. I should be able to leave an employer and go across town to another or start my own business. My daughter just graduated from veterinarian school and she had me read her first contract. "What is this non-compete clause," I said, "I would ask for that to be removed." "They all do it," she said. "Well, what are you supposed to do if this doesn't work out and you have already bought a house etc?" was my question. This is the stupidest idea in the world. I thought the USA had free enterprise and competition was part of that economic structure. So yes, I am all for getting rid on non-compete clauses."
Dimitri	"Hello- I'm writing in support of the proposed ban on non-compete clauses. I am a <b>physician</b> , working in an academic setting where I advise trainees as they receive their first job offers. Increasingly, health care systems are inserting such non-compete clauses into their contracts. The main consequence of this is that employers recognize that it is now much more difficult for their physicians to leave, which has made administration far less willing to address problems or otherwise make their system a desirable place to work. In short: it's easier to make it unattractive to leave than it is to make it attractive to stay. As a result, I have seen colleagues reluctantly leave the city (or even the state) where their family has settled, since they can't seek a better job nearby. These non-compete clauses stifle competition and impose significant hardship on employees and their families. They should be banned."
Ralph	"Non compete agreements just keep qualified workers under or unemployed. Obviously not good."
Leah	"As a <b>physician</b> I build relationships with patients. They chose to come see me when they are worried or suffering an ailment. They come for their regular exams and screening tests which is part of our shared decision making process. This patient-physician relationship is of the utmost importance in providing patient centered healthcare. However the organization controls my ability to change health systems and thus making me choose to possibly start over creating these therapeutic relationships or

	<p>stay in a system that may not be best for my own well-being or career goals. If the non compete clause was removed providers could choose what was best for them and their patients and also maintain die years of trust built from working in a community as their physician. I feel this non complete should be removed as it is what is best for my patients and our communities."</p>
Keith	<p>"My Son and Daughter-in-law just moved from Minneapolis to Longmont Colorado. My daughter in law worked for General Mills in Minneapolis in the lab. She had to sign a non-compete agreement that she would not work for another food company for 1 year after separation. they are currently threatening her that she cannot work for another food company! she moved over 750 miles away! She also was not salary. I believe making around \$24.00 an hour. She has 2 job offers and is scared but needs to help provide for the family and rent at \$3000.00 a month! I told her to take the job and General mills will have to come after her if they are smart enough to find out! This is a real problem and i support doing something about it! Im alright with signing an agreement not to share company secrets but that is way different than not being able to get a job! Thank You. Keith Edwards"</p>
Reid	<p>"As a <b>physician</b>, I agree wholeheartedly with die striking down of the legality of non-compete clauses. This would allow for a more competitive marketplace in which doctors could "vote with their feet" in ensuring optimal patient care and maximal medical system efficiency are both honored. This is applicable in both areas with high physician density and low physician density. The banning of non-compete clauses empowers the individual against the overwhelming force of hospital corporations."</p>
Kim	<p>"I support the elimination of a non-compete clauses. There's enough business for everyone. Although I do support any no direct contact or stealing of previous company's customers unless they contact you first. And, no harmful disrespect, gossip or spoken about previous company. Everyone should be able to make it on their own merits. I was in an industry for 30 years and signed up with a company that had a non-compete clause. It was my livelihood/career. Unfortunately when 1 chose to leave they diligently reminded me of the non-compete. I was lucky enough to fight for my basic needs to continue my career and eventually was let out of the non-compete. It would have been devastation if I could not have continued in my long-time career (the only thing I knew how to do well)."</p>
Bryan	<p>"Please ban non-compete clauses. They're anti worker and only serve the interests of conglomerates that'll drop us workers like a bad habit."</p>
Jesse	<p>"I worked at a <b>small union commercial paving company in</b> the Minneapolis area was Senior superintendent/ Vice President, the owner was 70 and looking to sell. Our account manager had the idea to buy it but she</p>

	<p>couldn't get the SBA loan without assurances I would stay from the bank. They brought me into the to the room and explained it . I agreed because I liked my job and my men in that paperwork was a non compete agreement and dangling sweat equity ownership after the 1st year of employment and the fifth year of employment. Al's the first right to buy the company. So I signed because I believed everything would stay the same plus there was an opportunity for me and my family. I signed it December 10 2021 . We went thru first paving season together full of struggles due to i inflation her lack of leadership etc but managed to get all the work done in the busy paving season. Which ended November 23 2022. On November 28 2022 I was fired before I got my percentage of ownership without any reason . I' in an asset in our industry. I felt betrayed and she was throwing this non compete in my face with malice. So I signed the paperwork for her to get the company then I'm fired when I'm due sweat equity and this non compete making near impossible to find work near my home. These non competes are unfair and used as tools to suppress the working people of America and needs to be stopped immediately. I'm the one who's being run out of town for my hard work and ownership gets to do whatever they want. This is unamerican -and unfair I'm in 100% agreement on this ban it suppresses individuals and opportunities as well as higher wages. Thank you for your time."</p>
Diana	<p>"This rule should be approved, people should be able to work for the employer of their choice. If we don't have that freedom what other freedoms are going to be taken away? We won't be a democracy any more if this rule stands."</p>
David	<p>"Fully supportive of abolishing non competes."</p>
David	<p>"<b>Physicians</b> must be exempt from any non compete clauses. They are exploited by hospitals."</p>
Kimberly	<p>"I am an Obgyn who has worked for 15 years in Minnesota at the same large company. The environment is so caustic that I and multiple other partners need to leave. The non compete affects not just us, our budget but our patients as well. Patients should be able to follow their doctor who is already close to where they currently live. Forcing us to move to take another position is not just about the physician but patient care as well!"</p>
Kim	<p>"I signed a contract for a <b>dance fitness type of franchise</b> in about 1983. I had a lawyer look at it and the recommendation was to start my own business using my own name. I think that was probably good advice because I was inexperienced and went out of business in three years. The contract had a non- compete clause rule which said that I would agree not to teach aerobics for about three year within the territories to which I had been assigned after I went out of business or sold the franchise. I complied.</p>



	<p>I never did try and start up another franchise for dance/aerobics. I went on to study and receive a B.A. degree in dance instead. My only issue with the non-compete case rule is that it requires a lot of written contractual type of business transactions for worker with a wide span training and/or experience. Business can be tricky in that there's also non- verbal agreements. Some of these franchises work out of church offices or church basements where they hold monthly meetings. Christian churches who teach and preach about Jesus Christ and Him crucified are well known for the verbal agreements of offering one's life up to Jesus in Faith because they believe He's God's only begotten Son. King James Version John 3:16 of the Holy Bible states. "For God so loved the world, that he gave his only begotten Son, that whosoever bcliveth in him should not perish, but have everlasting life." In contrast, breaking of a verbal agreement in business transactions because ithe manager says a franchisee can't prove there was an offer to take over summer classes in a territory where earnings might be large enough to keep a franchisee in business. This happened to me. 1didn't write down a verbal agreement anywhere. I know we agreed upon it in the church. The manager was of a diffrent.faith than me. Possibly it as an object lesson. I don't know but it was particularly difficult because the manager pitted me against another instructor I knew for a long time. !went out of business. I paid cash for my franchise but the other instructor paid with loans. I guess with loans a franchisee has more written documents and proof of agreements, etc. I was frustrated but I tried to cope as best I could and even sought mental health counseling. It didn't help sometimes because the other instructor who took over the summer classes worked for the health insurer where I got medical care. It seemed like for years the names of these people would pop out and disturb my peace but I kept trying to keep my faith in Jesus Christ and Him crucified. I felt a bit crucified and would like to say that's the irony of the Non-complete clause rule. It's a Ruling that marks an employee as a non-profit earner but no the manager had a strangle hold on me there too. They worked in both profit and non-profit. I guess there's another old adage about being weary of a person who doesn't leave a mark on you. That's probably what Non-compete Clause Rule doesn't do it doesn't leave a mark on you so be weary. Let the Buyer Beware. Be ye Perfect as Jesus is perfect is another bible verse I rePall."</p>
<p>Michael</p>	<p>"I am opposed to non-compete clauses in most cases. It is anti-competitive and puts specialized workers, like me, in an impossible position - either stay with your current employer, or move to an adjacent industry and take several steps back from a carrier perspective. With all the power with the employer, there is no incentive to treat employees well. In technically specialized industries like mine (Medical Devices), this is a trap for employees."</p>
<p>Patrick</p>	<p>"This new law allows a worker to leave an employer free to choose a new job....any job."</p>

Rian	"Non competes serve no purpose but to suppress wages and restrict Americans freedom to choose a job that best rewards them for their work. These contracts should be illegal."
Stephanie	"As a <b>physician</b> , I am hoping non-compete clauses are removed. I am trapped in my job due to die non compete clause. I must move cities if I want to go to a different job. 117,000 physicians left practice this year and there is a shortage of physicians. Noncompete clauses contribute to burnout. Hospitals also do not allow fair market competition due to noncompete clauses."
Karen	"I would LOVE to see the onerous non-compete agreements removed from the insurance industry. The fact that any one person could actually move an account, can't say any disparaging things about the employer (even if they are TRUE), can't attract good people away from a poor employer that doesn't care a whit about their employees and makes their live's miserable during employment and afterwards should NOT be legal. Yet, some of the non- compete agreements I've had to sign in order to start a position, are that onerous. In my view, some of the one's I've had to sign could prevent me from making a living - something that should NEVER happen. That's paranoid on the part of the employer. If the insurance broker is that good at what they do, they should never go after an employee who leaves - for whatever reason. If they drive the employee out through bad mouthing, making up lies about their performance, threaten them with the lack of a paycheck, etc. then their non-compete agreement should be null and void - not enforceable. So I'd like to see the non-compete agreements for the insurance industry go away for GOOD!!! Then maybe employers would treat their employees with more respect. Without employees you are out of business!!!"
Rob	"Non-compete clauses are bad for physicians and bad for patients. The American Hospital Association does not speak for physicians. I strongly disagree with the American Hospital Association stance. I vote to abolish non-compete clauses. Robert Fraser, MD"
Lindsey	"Non-Complete clauses should all be deemed not enforceable. As a young professional, I was obligated to sign and non-compete- locking me into my current position before I really understood die possibilities of my career path. I now am locked into where I am now, or if I leave, cannot work within my same field and maintain my desired salary range."
Erin	"I am a <b>physician</b> and mother who worked 5 years at an academic center in a rural state. My non-compete was 35 miles. When I was ready to leave the university, I had to leave the state because of the non-compete. Our family left a home, friends, neighbors, and an entire support system that took years

	<p>to build. Non-compete clauses can hurt parents especially, as we rely on our communities (family, services, neighbors, schools, colleagues) as we raise our children. Many physicians will stay in unfavorable work situations to avoid the toll of a move on their families and themselves. They end up accepting lower salaries and poorer working environments because of this."</p>
Tom	<p>"As a <b>yoga teacher</b> and psychologist I am in full support of the Federal Trade Commission's proposed rule that would impose a nationwide ban on almost all non-compete agreements between employers and workers."</p>
Michael	<p>"In favor of banning non-compete clauses. They cause undue burden on your average worker and are anti-capitalistic in nature."</p>
Hannah	<p>"I am writing in support of the proposed rule to ban non compete agreements. I work as a <b>nurse practitioner in</b> geriatrics. After working in the ICU as a registered nurse while going to graduate school, finding my first job as a new graduate nurse practitioner was not as easy as expected. I eventually landed a job as a geriatric nurse practitioner serving residents of long term care and assisted living facilities. After receiving an offer, I was also told I needed to sign a non-compete upon accepting the offer. I was quite naive about the new world I was entering as an advanced practice provider. I did not consider how restrictive this non compete measure would prove to be in the future. I was told by several that my employer took non competes seriously. After 3 years of working for this employer, I realized quickly that the non compete agreement was a clever trap to reign in cheaper and lesser experienced clinicians, and keep them from transferring to competitors within the geriatric field. This, despite offering no formal performance review process or merit increase. I had one salary increase in my 3 years of working there, and this only happened after raising my threshold to receive a productivity bonus. Essentially, it was a wash. I have a passion for treating the geriatric population. This non compete has impacted my ability to continue this work with an employer that serves both its employees and patients in the way they deserved to be cared for. It has allowed this employer to become stagnant and pay little attention to staff retention and paying fair wages."</p>
Billie	<p>"Please ban noncompete clauses. I am a <b>physician</b>. Non compete clauses only allow corporations such as large healthcare organizations to force physicians and other healthcare workers to stay in positions under disturbing working conditions. It essentially allows for forced labor. Additionally, it is harmful to patients in that it restricts access to good physicians in many areas of the country because those physicians have to move far away from underserved areas. It also leads to decreased choices and poor healthcare for those patients. Hospitals will spend millions of dollars to fight a ban on noncompete clauses rather than spend that money investing in their healthcare workers and direct patient care, which should</p>

	show you how abusive die system is. I urge you to please ban them. Billie Jo Grieve MD FACS"
Erika	"I work in <b>healthcare</b> in Minnesota and have faced some very restrictive non-compete clauses. This significantly impacts my ability to find a job and also reduces the options to find a more competitive salary. The healthcare system is already losing workers and many of the clinics or hospitals are short staffed. This therefore reduces both the quality of care and access to care for patients. I believe we should not have non-compete clauses, especially in healthcare, because it is impacting our essential workers and patients."
Heather	"I am in full support of the FTC banning non-competes."
Laurie	"I support this rule. Non-compete clauses have gotten out of hand and make it too difficult for workers to switch to better-paying jobs."
Ryan	"As a <b>physician</b> , I completely support this proposed rule"
Thomas	"I'm glad to see action being taken by the FTC to get rid of this anti-competitive corporate behavior. Non-competes stifle worker mobility and have become so common place they are an unavoidable part of working for any major business. I support ending all non-compete clauses."
Charles	"The FTC should implement the ban on non-compete clauses as proposed. These clauses are unjust and destructive the to societal well being brought about by employment. It is contradictory to demand the unemployed work but allow these destructive barriers to employment to remain in the marketplace. Please ban them without exception."
Jonathan	"Non-competes may be responsible for stifling the ability of workers to freely leave corporations, move between areas, and negotiate a competitive wage. It is in the best interest of the government and businesses to discontinue this practice, as constraints on the labor market are not helpful to either the employer, who suffers an artificial shortage of viable candidates, or the government, who suffers an artificially lower tax-take born from the lack of growth in highly productive sectors, born from a lacking competition between companies. If the law should punish the transfer of trade secrets given in-confidence, then it should punish that activity. It should not punish workers, companies, and governments as well."
Mike	"Ridiculous concept! You can bet that these "rules" don't apply to the people who are coining up with them! Imagine if you told an executive that *they* couldn't leave their position for a better offer! It's truly preposterous."

<p>Erik</p>	<p>"Please institute this change. As a <b>practicing physician</b>, I have seen noncompetes severely stifle innovation and mobility. They also unfairly harm providers who become stuck in jobs that are not working for them but they are unable to leave for a better job in the same area because it would violate their noncompete and we can't just easily switch professions. Noncompetes are an unfair limitation on an individual's ability to work for an employer of their choice and should be abolished."</p>
<p>Ryan</p>	<p>"A ban on non-compete clauses would be a win for The American Dream."</p>
<p>Vince</p>	<p>"Things began to get worse years ago. We were in the middle of another court case where *** was suing someone that had left the company for allegedly violating their no compete clause. On this day we were called into another meeting where he looked at all of us and said...."I AM GOD we will do things my way. If you don't like it you can go work for somebody else." When asked if he would release us from our no compete clause he said NO. That's the kind of person that owns the company I work for. One of my coworkers told me that he said "I AM GOD" again in another meeting I wasn't there for that one. Myself and 3 coworkers are the only ones brave enough to step forward at this point. Our employer is a narcissistic, toxic, aggressive, degrading human being. Unfortunately, I was forced to sign a no-compete clause when I started working at *** out of Minnesota. I dread going to work every day. This no compete clause is like a chain and I am the dog that can't escape my daily beatings. It's not just me as I mentioned I have 3 co-workers that are brave enough to step forward. Us four made over a million dollars last year and we still want out. All we want to do is escape."</p>
<p>Emelie</p>	<p>"In medicine, <b>doctors</b> have become employed service providers. It is unfair to subject them to a noncompete that prohibits them from working within a certain mile radius of any office owned by a practice for 2 years. Doctors cannot do no clinical work without losing their license in the meantime. And moving is disruptive to families in particular school children. in each area there are only a few health systems, job opportunities are. It plentiful (despite a doctor shortage). It is not fair to prohibit work in areas where people need to be. Especially when doctors spend a decade training and incur high debt. Nonsolicit of patients can be reasonable, but not compete is not."</p>
<p>Karen</p>	<p>"<b>Physicians</b> are leaving medical practice at an incredibly high rate. Each physician who leaves medicine in their prime represents a loss to our society. Noncompete clauses make it much more difficult for physicians to balance work life responsibilities and can push physicians out of medicine. There are no trade secrets in medicine."</p>

<p>Karen</p>	<p>"<b>Physicians</b> are leaving medical practice at an incredibly high rate. Each physician who leaves medicine in their prime represents a loss to our society. Noncompete clauses make it much more difficult for physicians to balance work life responsibilities and can push physicians out of medicine. There are no trade secrets in medicine."</p>
<p>MMaria</p>	<p>"Please complete this ban. As a physician and got all it is inappropriate."</p>
<p>Kyle</p>	<p>"I agree with the proposed rule to end the ability of employers to use non-compete clauses in employment contracts. My fiancé is subject to such a clause as a physical therapist and this harms not only her economic prospects but her patient's care. That is because many of her complaints about her current employer is how she is forced to treat multiple patients at a time, even if one of the patients is a fall risk. If she was able to find a new job nearby, not only would she be able to keep her commute distance low (the location of the clinic was a large part of our decision to buy a house in the area) and therefore keep our transportation costs down, but her patients could receive better care."</p>
<p>Michele</p>	<p>"Please end the non compete clause contracts so many workers are forced to sign. I recently met a young hairdresser who can't work within 30 miles of her former employer's salon for 5 years! It was her first job &amp; she had no idea what she was signing when hired. This is not right. End the no compete contracts for low wage workers."</p>
<p>Penny</p>	<p>"I support the FTC proposed ban on noncompete agreements. These agreements don't allow workers to find better jobs with better wages and benefits. I believe workers should have the right to seek employment elsewhere if they are not satisfied in their current position. Companies have enough control over hirings, firings, wages and benefits. Workers need control as well."</p>
<p>Mitchell</p>	<p>"I know commentators have provided exhaustive commentary about the negative effects of non-competes. All I have to add as a physician is that I'm literally not allowed to serve patients in a 50 mile radius of my current hospital because of these arrangements. I would love to work with rural clinics that need psychiatric support, but my current hospital forbids outside employment. This is especially unfortunate since they don't provide any opportunities to nearby small towns."</p>
<p>Adam</p>	<p>"Non-compete clauses or contacts are a significant issue across many industries. They put workers at an unfair disadvantage when seeking employment from a corporation that requires them. In many cases, employees have no choice but to sign the non-compete and hinder their</p>

	future career prospects should they choose to leave. Non-compete clauses/contracts must be eliminated"
Lia	"As a <b>doctor</b> that has practiced for 20+ years I have been limited to moonlighting or finding a better paying job throughout my career My hospital pays me <50% percentile because they know that if I leave o can't work anywhere close to my family This has affected my investment in my wellness and my productivity I think banning all noncompete would push hospitals to strive for excellence the same one they require and expect from us Thank you"
Michael	"Used to work for a <b>Canon copier outlet</b> that had a burdensome quota. Left employment for an office supply store. The fact that I could sell paper & generic toner prompted legal actions against us both."
Joyce	"After being held under a non-compete for 17years I am praying this ruling goes through."
Brian	"I can't thank you enough for undertaking this endeavor. I am a <b>physician</b> and an independent business owner who was previously employed by a large health care system as medical director for nearly a decade. The medical community has long lobbied to eliminate these horrible and un-American clauses that only function to prevent people from obtaining gainful employment. In Minnesota, after one health care system incorporated a non-compete clause 11110 their contract, they have all now incorporated them, making it nearly impossible for physicians and other health care professionals to change employers. This is highly problematic if a provider needs to move to another suburb, say to change school districts for their children. It is especially terrible in rural areas, where providers must move to another city or state in order to secure employment. All of our health care systems are overwhelmed by patient care needs - especially in my field of mental health. Each health care system has more patients than they can service, yet they still enforce a non-compete clause for mental health providers, which deprives their own patients from obtaining services from smaller, independent clinics that are in no way a threat to the larger health care systems. This is a disservice to patients and creates an undue burden on primary care providers, who are ill-equipped to deal with the challenges of patients struggling with severe mental illnesses such as schizophrenia and bipolar disorder. Obviously, these large systems are more concerned about retaining providers who bring in larger dollar amounts for patient care (surgeons, cardiologists, gastroenterologists, etc...), but since they must treat all providers equally, they force everyone to sign non-compete clauses across the board. The reason I say that a non-compete clause is anti-American, is because competition is the heart of capitalism, and America is built on small businesses. To forcibly prevent competition by law eats at the heart of the free market, causing irreparable harm to the economy through consummate legal wrangling. When you graduate from medical school with

	<p>over a quarter million dollars in education debt, you are obligated to work and repay the money the government invested in you. But when all of the contracts you sign contain a non-compete clause, this is by no means voluntary, but compulsory, which subsequently transforms any willful employment into indentured servitude, as no matter how things get with contract changes, a global pandemic, staffing shortages and even mandatory furloughs (all of which we recently experienced), you are forced to remain with an employer who may not have your best interests in mind, or even the best interests of the patients. There are so many other ways to entice providers to stay within a health care system. I know about simply supporting their needs or using financial incentives, such as signing bonuses, retention offers, and phased-in vestment for pension plans? This is the carrot as opposed to the stick. Again, thank you for righting this terrible wrong."</p>
<p>Heather</p>	<p>"My husband has worked for 15 years at a <b>small, family-owned fire protection company</b> and has loved his job. Just recently however, this company was bought-out by a national company, and everything has changed. They forced employees to sign a non-compete agreement, even though we live in a state where those are prohibited. This corporation has also made moves to shut out any local customers that cannot afford their drastically increased prices. So now my husband has to explain to these long-time customers why all of a sudden prices have increased by 200%. For this reason alone, myself and my husband would like to start our own small business selling fire extinguishers in order to help out all of the customers who can no longer afford to buy from his current place of employment. But now before we can even get started, we have to hire an attorney to see what can be done about the NCA he was forced to sign. This shouldn't have to happen. We should be allowed to pursue our dream of having our own small business and not worry about being sued by a huge corporation...one that won't even consider taking on the small customers that we would be helping. Needless to say, I am in full support of the FTC's proposal to ban these types of agreements."</p>
<p>Lauren</p>	<p>"Non-compete clauses are a significant life altering piece of legalities aimed at protecting large companies, allowing them to undervalue their employees and treat employees poorly. If the employee asks to be treated fairly, the employee is forced to make a decision to completely upheave their lives due to the restrictiveness of the ability to provide/work to support their families. No one should have to sell their belongings, homes and relocate due to a job not working out."</p>
<p>Ryan</p>	<p>"As a <b>future physician</b> I think banning Noncompete Clauses would have huge benefits for the medical community as a whole. If an employer is not treating an employee fairly or how they view they should be treated they should be allowed to shop their skills elsewhere to see if they can find a better fit. The optimal fit leads to the optimal use of one's skills and</p>



	<p>noncompete clauses directly prevent this. Abolishing this will help remove employers who treat their employees poorly while also giving good employers a chance to flourish."</p>
TJ	<p>"The compete clause significantly impairs clinicians ability to practice freely, especially when there is significant shortages. Corporates cannot be allowed to dictate where clinicians practice"</p>
Kaitlyn	<p>"Non-compete agreements prevent workers from leaving poor working conditions. It's important to me to see workers mobility open up."</p>
Elizabeth	<p>"I am in favor of banning the non-compete clause. I am a <b>healthcare provider</b> and am subject to a non-compete clause. This means that if I ever want to stop working for my organization I will need to move, or commute out of my own community to practice elsewhere. It is antithetical to the idea of adequate access to healthcare, during a crisis in primary care."</p>
Samantha	<p>"I believe that companies should not be able to "force" people into a non-compete agreement. It hinders competition, growth for the company and employees, as well as a person's income. I had to sign a non-compete agreement once and it did affect where I could apply for jobs when I wanted to leave the company. My dad had a non-compete agreement and when that company laid him off he had to make a tough decision. He was only able to get severance pay if he continued to follow the non-compete agreement. He decided to not take the severance pay that he deserved and needed! Non-compete agreements hurt people and company growth."</p>
Jessica	<p>"Non compete clauses unfairly limit <b>physicians</b>. I work in a large metro area, and was limited in where I could work after the work environment I was in became toxic. There is no shortage of people needing primary care here. The "justification" of non compete as not taking patients makes no sense. In primary care we are booked weeks out. The non compete was only in the contract to try to force me to stay at the practice. They would not take it out before I signed."</p>
Elliot	<p>"Specific to the <b>crop insurance industry</b>, which is supported heavily by die US taxpayer, and administered by USDA's Risk Management Agency, is stricken with non-compete employment contracts on the private-sector side that provides agriculture grower support and service. The AIP (Approved Insurance Provider) private companies use non-compete widely for upper management, sales staff and claims adjusting staff. Even IT staff are restricted to pursue employment with another crop insurance company for a period of time when leaving current employer. Many of the covenants restrict employment up to 2 years to work for a competitor. The Federal Crop Insurance system advances quickly with necessary changes and new insurance offers as frequently as monthly as Congress and USDA react to</p>

	<p>natural disasters. Some of the best and brightest are contractually detained, as exiting the industry for 1 to 2 years would cause these individuals to lose expertise. The second tier, the independent licensed agent, is heavily restricted by non-compete contracts. This has created regional monopolies. New talented agents are held at compensation level that they could easily exceed with the ability to create their own agency or take a higher compensation offer from another agency. Rural America and America's farmers and ranchers need the best of best to deal with the risks that they face on a daily basis. Innovation and expertise is being thwarted by die viral use of non-compete employment agreements."</p>
MICHAEL	<p>"Non compete agreements depress wages and oppress workers on every level of the economy. If the talents or knowledge of an employee is valuable, that value should be compensated fairly. The market is not fair, if it is not fair to all of the participants."</p>
Mark	<p>"I am a <b>physician</b> in my final year of training, and I am currently in the process of finding my first job. There is a relative shortage of physicians with my skillset and in my specific field. I am astonished by the number of employers that try to include non-compete clauses in their contracts. In many of the towns or cities I am considering employment, I would be the only provider with my skillset. If honored, these clauses would effectively prevent thousands of patients from having access to cutting edge care--all in the name of corporate profits."</p>
mick	<p>"I have a very niche profession as a Competitive Intelligence Analyst in the extremely saturated cybersecurity market. I've been doing this for over ten years, and it is the only profession I intend to pursue. When I left one company to join another, I was threatened with legal action for months if I even spoke the name of my previous employer to the new one. It was extremely unsettling. I know that my current employer has taken legal action against colleagues that decided to resign and take a new position with a competitor. The company was successful in forbidding this person to take the new job for one complete year, costing this individual who knows how much in lost wages and legal fees. This is not acceptable. I fully support the eradication of non- compete orders between companies and employees."</p>
Brandi	<p>"I am a <b>veterinarian</b> and have been subject to non- compete clauses throughout my 16 year career. When I was young, I was able to uproot my life to move to a new job outside my clause, but that is not feasible with a family. After leaving my most recent job, I've been forced to commute at least 2 hrs a day, in order to follow the rules. I'm not willing to move and make my husband resign from a job he loves, and attempt to find daycare in a new location. As the breadwinner of our family, it's outrageous that I can't continue to do my job in the community we have been a part of for so many years. Other vet clinics in the area are desperate for help, yet I am not allowed to provide them with my much needed skills and experience. Truly</p>

	<p>just harming everyone involved. Non-compete clauses are outdated and harmful to so many industries, I encourage you to abolish them."</p>
<p>Victoria</p>	<p>"I support the proposed rule to ban employers from imposing non-competes on their employees. I am a <b>veterinary student</b> and we learned about non-competes because they are so prevalent in our industry - I believe about 85% of veterinarians' contracts have them. Veterinarians have some of the lowest income: debt ratios of any profession and adding a non-compete clause to contracts continues to exacerbate that issue. Oftentimes if you want to switch jobs you need to relocate, not just to another neighborhood, but to a completely different city, which can mean relocating your whole family. It also prevents veterinarians from starting their own practices where they live, which is a great way to increase one's earnings, and increase competition in the area, thereby lowering prices and increasing the quality of veterinary care. Veterinarians are also 2.5x more likely than the average person to commit suicide. I also fully support this proposed rule because it will help give veterinary professionals the freedom in their lives that they need to be successful and happy."</p>
<p>Greg</p>	<p>"§ 910.1 Definitions (b) (2) "Functional test for whether a contractual term is a non-compete clause" should be amended and broadened so that its second sentence includes language to the effect of: "The non-compete clause includes a contractual term that is a de facto non-compete clause because it has the effect of prohibiting the worker from seeking or accepting employment ***or executing job duties associated with employment*** with a person or operating a business after the conclusion of the worker's employment with the employer." It is important to include a direct reference to language to the effect of, "or executing job duties associated with employment" or else this rule will be immediately and completely circumvented via a contractual provision already in place and used to enforce non-compete clauses at Epic Systems Corporation. I have no doubt that similar companies would also adopt similar language to prevent their employees from achieving employment in their field of work. Background: I am a former employee of Epic Systems Corporation ("Epic"), based in Madison, WI. which requires all employees to sign a non-compete clause when they begin working. Their non-compete clause prevents employees from seeking employment at their competitors. My role at Epic was as a software developer working on improving a narrow aspect of their scheduling software. Epic's non-compete requires that former employees do not work at a list of their competitors. This list has thousands of entries, and includes many of the large, high paying companies in the healthcare software industry. The contract also prevents former employees from working for their customers. Epic's market share is so large that this precludes working at all large hospital systems in the United States. I have attached an old version of this list. I believe that this non-compete: * Substantially and adversely affects the ability of former Epic employees to be employed at the market value of their skills and services * Forces former Epic employees into work outside of the healthcare industry, where their</p>

	<p>previous work experience is less relevant Epic Systems Corporation employs at least two different strategies to force employees to abide by its non-compete. First, they require new employees to sign the non-compete clause for a term of 1 year after the last date of employment, and extend the clause to two years if they receive stock. In practical terms, the combination of a one or two year lock-out from any medical software consulting company, or any direct competitor, is a death knell for the former employee's career for one or two years. Many former employees have discussed "waiting out" the non-compete in less lucrative fields. The second, and more pernicious strategy, is that Epic has signed contracts with their customers, as well as with any consulting companies who work with their customers, which prohibit those companies from employing former Epic employees. Epic enforces this contractual agreement by not giving former employees access to key pieces of job functionality for their (potential) new role working for their customer. They do this by restricting "UserWeb" access."</p>
Kacia	<p>"I strongly support elimination of non-compete clauses. When non-compete agreements are enforced, workers are simply stuck in their jobs, even if their circumstances, or the job itself, changes. This is especially true for physicians. Highly trained physician specialists, who can only find jobs at tertiary care centers in dense urban areas, can essentially be forced to stay at the same job for their entire career unless they are willing and able to move their entire life to a new urban area outside the non-compete radius. This also stifles recruitment by other employers who would benefit from their expertise. Ultimately, non-compete clauses end up being harmful to both employees and employers. I urge you to enact this rule, and eliminate non-compete clauses as an option in employment contracts."</p>
Emma	<p>"Non-competes should be abolished"</p>
Sina	<p>"My non-compete kept me in a job that had me incredibly burned out because I couldn't work anywhere within 30 miles of my practice. My mental health suffered horribly, and when I finally left I had to drive 1.5 hours each way to stay outside the boundary for another two years."</p>
Dr	<p>"This rule is long overdue and within healthcare will have a huge impact on improving patient care, access and provider satisfaction. We know the healthcare system in the US needs to be changed and with the shift to value based care, a crucial component has to be the ability of patients to continue to see the physicians that have cared for them for years, and noncompete rules unfairly restrict patient access, limit a provider's ability to practice medicine effectively and cause undue hams and financial burden on essentially everyone involved. Please pass this post-haste!"</p>
Jackson	<p>"As a physician, I have twice been subject to the deeply unfair nature of non-compete clauses. My first experience was in Utah. I joined a clinic on a</p>

	<p>handshake and at a later date, the owner had me sign a contract. The contract had a 50 mile radius non-compete. This effectively kicked me out of Utah since the clinic was in the Salt Lake City area. My second experience was in Minnesota. I moved from one clinic to another. The nature of how I left the 1st clinic made the non-compete null and void (I paid a lawyer \$7500 for the privilege of learning this fact). Nonetheless, die new clinic placed me far away from the main site. This adversely impacted my productivity and my contract was not renewed. In my opinion, and based on my past experiences, non-compete clauses should be eliminated nationwide."</p>
<p>Jackson</p>	<p>"I wholeheartedly support a ban on non-compete contract language. As a <b>physician</b>, my career depends on the unique and personal knowledge in my head. A clinic, hospital or physician group only provides infrastructure, not intellectual property. I have been burned several times by a non-compete and I have also had a new company ban me from certain geographic areas for fear of a non-compete lawsuit (despite there being no basis for that fear). By banning me from going to certain locations, I lost business and had to seek new employment. Non-compete contract language should be banned from ALL businesses nation wide."</p>
<p>Joseph</p>	<p>"This proposition is especially important in the software engineering world, where the very definition of "non-compete" can get very murky. It's not uncommon for software engineers to look for work in fields that are familiar to them, and for companies to look for engineers whose work history aligns with the company's line of work. I understand the need for corporations to protect their intellectual property and investments in research and development, but non-compete clauses are not the answer. Agreements that hinder one's ability to find work in any way should be at least easily disputable, if not downright illegal."</p>
<p>Katelyn</p>	<p>"Hello, due to a non-compete that my previous employer was known to enforce, I had to leave my career for an entire year and take a job that paid about 1/4 of my wage. Most other coworkers who left the company end up paying approximately \$20,000 for their right to work because our previous employers loves to sue anyone who leaves. I was sent a certified letter threatening legal action against me during my year off even though I hadn't even found a job yet. We are hairstylists, and having a non-compete like the one we had prohibits us from entrepreneurship or ever being able to leave the company without fear of being sued for \$20,000. That is a ton of money for working families!! Please help us be able to thrive instead of work in fear and get rid of non-competes!"</p>
<p>Joan</p>	<p>"Dear Chair Lina Khan, Thank you for reading my message. 1100% support banning of noncompete agreements. Noncompete agreements only benefit corporations and place undue restrictions on individuals. This creates a monopoly of sorts, which regulators try to block when companies try to merge, so why do noncompete agreements get a pass? These agreements</p>

	<p>handcuff individuals who could advance their income or opportunity by being able to move to a competitor. Individuals do not have the legal or financial resources to risk a violation of a noncompete, so they stay. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Joan Maher Excelsior, MN Original Comment Dear Chair Lina Khan, Thank you for reading my message. 1100% support banning of noncompete agreements. Noncompete agreements only benefit corporations and place undue restrictions on individuals. This creates a monopoly of sorts, which regulators try to block when companies try to merge, so why do noncompete agreements get a pass? These agreements handcuff individuals who could advance their income or opportunity by being able to move to a competitor. Individuals do not have the legal or financial resources to risk a violation of a noncompete, so they stay. Thank you for your work, and please issue a final rule that bans noncompete agreements.”</p>
<p>Brianna</p>	<p>"Non-compete clauses are the modern-day vestiges of indentured servitude. They are created by those in power to benefit those in power. And, in order for all of us to live in a more just world, those in power are going to need to give up some of their power Banning non-compete clauses is one step toward a more just world and a more equitable distribution of power. Ban non-complete clauses now!"</p>
<p>Megan</p>	<p>"I am a <b>PA</b> from Duluth, MN and I'm hoping the NPRM is banned. Myself and colleagues have struggled with being forced to sign a non-compete clause when new hospitals or facilities open up in the area. We live in a smaller area with only 2 hospitals to choose from. Because of this, providers in northern Minnesota are grossly underpaid and forced to work in unfair conditions (understaffed, higher work load than feasible, and not given time or tools for continued education). This affects patient care and local economy negatively. I hope for the preservation and safety of the public the non compete is banned."</p>
<p>Jessica</p>	<p>"Non-competes are excessive and abusive to employees. As a professional, if I decide to leave my job or get fired, I would have to move my family to find another job with a 30 mile and 3 year non-compete which is what my original contract states. This doesn't protect the business as I'm prohibited from using trade secrets and from contacting previous clients anyways. It does nothing but cause us to upend our lives"</p>
<p>Nathan</p>	<p>"I think all non-compete contracts should be illegal and void. It greatly affects doctor/patient relationships when a Doctor is forced to move miles away when fired. This affects not only physicians but also veterinarians like myself. They have great negative affects on the family of any worker subjected to these horrible contracts, forcing children to move miles away from their friends and relationships that they have built for years. Both the AMA and Bar associations have called non-compete clauses as unmoral. I agree. The reason California has the best technology companies in the</p>

	<p>world is because workers are able to move from job to job or create their own company at any time. Innovation is greatly stifled if workers are prevented from capitalizing on their great ideas. The tech companies haven't suffered any from this either as they are the leaders in the world. These contracts only benefit the companies and not the workers or citizens."</p>
Kate	<p>"I support the opinion that non compete clauses should no longer be apart of employment contracts. Non compete clauses in Healthcare interfere with continuity of care which is extremely important in patient care. A non compete clause also reduces employment options with out having to completely up root your family. In addition it reduces work place competition."</p>
Cole	<p>"I strongly support this rule and would be positively impacted. I work in the <b>technology field</b>, which is plagued by onerous noncompete agreements. Non- compete agreements negative impact innovation, because engineers are prevent from moving to new teams within their industry working on new technology to displace existing technologies owned by large corporations. With this rule change I would be able to actively change jobs within my industry and not fear of legal repercussions."</p>
Michael	<p>"I strongly support the Commission in adopting the rule to ban noncompetes. I have often seen these abusive contractual limitations in employment letters for family and friends in low-level positions, such as entry-level sales associates on the floor in big box retail stores that sell hardware and home improvement materials. Also in engagement letters for college students in internships. These were people who had no access to any kind of important trade secret information, who were paid minimum wage or low hourly wages, and whose employers kept them below 40 hours/week to avoid providing benefits. Their noncompetes were completely non-negotiable and were abusive, terrifying blocks on their ability to look for better jobs to improve their situation. An exception to the rule can be made for high-level executives and people who sell their businesses, and trade secret law and confidentiality agreements can be used by employers to protect legitimate trade secrets. But ordinary workers should never be subject to noncompetes. Please adopt this rule."</p>
A	<p>"I am in support of NOT allowing employers forcing non-compete clauses on employees. It traps individuals to work for an employer and limits their freedom to take their skills and talents elsewhere if they wish. Most people need to job hop to get a raise, a non-compete agreement would make the ability to seek higher wages and a better life difficult to impossible depending on where they live."</p>
Trevor	<p>"Non-compete clauses unfairly restrict right to work. They also unduly burden me as an individual if a company decides to enforce a non compete</p>

	<p>clause, potentially coating me legal fees just to continue working. Please make non competes a thing of the past."</p>
<p>Matthew</p>	<p>"As a physician, non-compete contracts limit opportunities to engage in care improvement, impede collaborative efforts and negatively impact providing health care. In 2023, there is no longer a valid reason that non-compete clauses should be a part of physician contracts, much less any professional contracts."</p>
<p>Paula</p>	<p>"Seldom is a non-compete clause anything but injurious to the worker. I applaud this rule and support its goals."</p>
<p>Richard</p>	<p>"This is long overdue. I work in a field with a very limited number of employers, and I have been forced to relocate and change industries several times over the last 30 years because these agreements are standard It has cost me dearly in both monetary and quality of life terms."</p>
<p>Bethany</p>	<p>"My name is Bethany. I am a <b>Licensed Independent Clinical Social Worker</b> and work in Outpatient Mental Health Therapy in Duluth, MN. I am currently bound by a non-compete clause. If and when I choose to transition to a new agency, this non-compete clause negatively impacts the clients who would want to continue seeing me for therapy. I would argue that it also negatively impacts the agency, as they would have to find therapists who often already have full caseloads for my clients to see. This often results in clients having lapses in care, which can lead to lack of follow through with the new therapist, thus leading to worse mental health outcomes. In addition, any research out there will tell you that the therapeutic relationship is the most significant factor in what makes therapy effective. When this is disrupted due to non-compete clauses, and an individual is transferred to another therapist, this is a setback at LEAST in the change/healing process, and potentially can stall progress altogether, especially when the client has difficulty with trust and building relationships. In addition, the pay for mental health can be abysmal compared to the cost of obtaining the degree. If mental health agencies were forced to offer more competitive wages in order to retain staff, this could likely mean that there would be less turnover from agency to agency."</p>
<p>Diana</p>	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die 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</p>



	aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements."
Martin	"Support revised changes because they will allow for lower health care costs. As a consumer, this is very important because non-competition means higher prices."
Monica	"I strongly support the FTC's proposal to federally ban noncompete agreements."
Jamie	"I am in favor of abolishing these contracts based on the abuse I and other co-workers face on a daily basis. The owner of our company publicly threatens us, shames us with name calling, and abuses us if we even think about leaving his company to do our same job at a different business. This non compete contract has us unfairly imprisoned. I feel like I am in an abusive and dysfunctional marriage with my current employer. Many of us have commented in support of this ruling."
Carolyn	"Hospital non competes lead to <b>physician</b> burn out and many leaving the profession. Hospitals will use die fact that a doctor has community connections and doesn't want to uproot their families to push profit over humane working conditions. When physicians are over worked and cannot leave to practice elsewhere in the community everyone suffers, including patients."
Shirley	"I've heard & read about the negative impact of 'non-compete clauses' on departing employees...many who just want to improve their lives....I am for limiting the power of these businesses to impose such clauses."
glenn	"As a <b>physician</b> , I strongly advocate for a ban on these clauses. Not only are health care professionals handcuffed - with limited options on where to seek new employment, but patients also suffer as they need to find a new provider when theirs is forced to leave town because they desire a better employment situation."
Gary	"The <b>veterinary</b> clinic I work in was recently bought by a corporation in another state. Besides die suppression of competition, which is antithetical to a free market, the non-compete clause can stifle ones ability to stay in a community they are rooted in. I live in a rural area near family where I want to be. If I choose to leave the corporation, I have to leave my community and home to work somewhere away from home while a corporation in another state grows roots in my home that they have no interest in. Seems to infringe on my right to life, liberty, and the pursuit of happiness as well."

<p>J</p>	<p>"I worked for an abusive boss and had job offers from other companies. I was forced to stay at my position due to a non-compete clause, even though the new employer did not directly compete with my current company. Threatening letters from my current employer's lawyers were sent to me and the new employer who wanted to hire me. I had no choice but to stay as I could not afford to quit. I stuck out working for the abusive person for a few years and the retired early. I would have normally worked 3 to 5 years longer and would have been able to save additional retirement money, but did not. This non- compete from the abusive boss will impact me for the rest of my life. Last year the abusive boss was finally walked out the door-too late for me but good for rest of employees."</p>
<p>John</p>	<p>"I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a formal rule that bans noncompete agreements. This should be banned in the USA as i see it only hurts the people of this country. Sincerely, John O'Grady Original Comment 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 die 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. This should be banned in the USA as i see it only hurts die people of this country."</p>
<p>Betsy</p>	<p>"I support the FTC taking action to limit the use of non-competes, especially for lower wage workers. This is a discriminatory practice that is limiting access to opportunity for many workers."</p>
<p>Heather</p>	<p>"the FTC should eliminate noncompetes altogether or at the very least severely restrict the conditions under which they may be applicable and enforceable. Other mechanisms such as non-disclosure agreements and patents already exist to prevent trade secrets from being disseminated. Companies are using this as a proxy to force retention in substandard working conditions, reduce wage competition, and restrict the economic freedoms of individuals. Companies should bear the burden of creating environments where employees choose to stay without coercion; if they are</p>

	<p>not capable of taking good care of employees, perhaps they should not be in business."</p>
<p>Emily</p>	<p>"I support the FTC to ban non competes. Imagine your child looking up at you, and telling you she wanted to be just like you and style hair for a living. My non compete as a hair stylist and regional director to 4 different salons said: I couldn't do hair for 2 years within 25 miles from ALL locations. Nor could I do hair of any client that T serviced for a year prior to my departure, within those same parameters- that included my mother. IF I decided to leave, I would be sued and have to also pay their legal bills on top of mine. I had to short sale my house because I couldn't pay my bills. I had to use my 401k (after being taxed) to support my family. Your see, I had bills that my income of over a decade in the industry afforded me. I had to start all over at the bottom of the totem pole. I had to apply and receive, welfare, even though I was able to work and make a living. If I went 25 miles away from the closest business, (doesn't mean from my home) I had to work there for 2 years and rebuild my clientele because they were considered "property" of the salon. Then what? After 2 years come back to the cities to start all over again just so I could work close to home? This is absurd!! I couldn't solicit my clients- Even the ones that had been referred to me because of MY work. The clients that I brought with me to that salon- I was not allowed to do their hair for 2 years within 25 miles of any of the salons. I received my education from a school- not a salon. Since when is coloring someone's hair a trade secret? I only did hair out of one of those 4 locations- why is it 25 miles from ALL locations? This is abuse of power. Modern day slavery. How is it legal that she hijacked my career? She destroyed my ability to provide for my family- a simple notion. The income threshold should NOT be tested. It will not change the behavior of the non-competes. Very young people walk into a salon with little to no education past high school. They are given a non compete to sign or they wont have a job- They don't know what it says and they feel the pressure to sign. This is signing under duress. Something that would be valuable for the stylist in court. If they had the money to have someone represent them- OUR LEGAL RIGHT. The companies have deep pockets and they stylists/ spa employees can't contend with that. We have to claim bankruptcy, short sale a house, go into foreclosure, or use up our 401K. Often times the stress of this, (speaking from experience) splits up a family. The children of this world are affected because a young adult chose the right to pursue happiness; unaware of the wolf in sheep's clothing, about to destroy their future if they ever decided to make a lateral career move. This is unjust. This is abuse. This should not only make non- competes illegal; The people behind such non-competes should be prosecuted."</p>
<p>Colleen</p>	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die 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</p>

	<p>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>
Emily	<p>"I cannot overstate my support for the elimination of non-compete clauses. I am over-the-moon happy that this action is under consideration by the Federal Trade Commission. I commend the dedicated FTC staff who have demonstrated vision and the bravery to bring this action forward to die benefit of employees and workers across many industries and professions. I have read many of the existing comments and appreciate others who also oppose non- compete clauses. I, too, have seen first hand in my own occupation (the medical profession) how such 'non-competes' keep physicians in unhappy positions or force unwanted relocations of families to find new work. Over the years, I had read that 'non-compete clauses' should not be allowed due to die restraint of a person's 'trade'. I believe that this is true. Please, please, please get rid of the non-compete clauses across the USA in private and public sectors!"</p>
Jennifer	<p>"I'm a retired RN &amp; worked mostly in the state of MN during my 45 year career. Thirty plus years of my career I worked in hospitals under the MNA union contracts. But I also had a number of friends in other states &amp; at hospitals who weren't under the MNA union contracts who were told they weren't supposed to talk about their salaries with others. These weren't non-compete contracts; but once these nurses did talk about their pay, it was found that there were huge discrepancies between hospitals for salaries, benefits, and workplace conditions. It also became apparent that men were paid more than women across the board, just because they were men! I don't know what I'd do in a non-compete contract back when I was just starting out in nursing (in 1969); but I definitely knew by the mid-'80's that what was being done back then was wrong. I can't imagine a non-compete contract working in a nursing field now-a-days either. I do worry about my kids &amp; future generations being enslaved by such contracts, however."</p>
Elaine	<p>"Non-competes need to be made unlawful. They prevent competition and all for bad behavior by leadership. Please get rid of them"</p>
Amelia	<p>"I support the proposed ban on non competes because they help suppress wages, not just for high earning positions but also in low wage industries. In some cases fast food workers or janitors have to sign non competes, forcing them to stay at their jobs even when they many have opportunities to make more money at another company within their industry."</p>
Anne	<p>"My brother thought he had found his dream job. He signed the non-compete clause as required by this company. This job turned into a nightmare Due to the non-compete, he was not able to work in the same **state**. Commuting to another state for years to support his family caused</p>

	<p>lost wages and extreme stress on his wife and young girls. He eventually had to leave the field he had trained for which caused further loss in wages, impacts on his health, and even more stress on his family. And why? Not because he had any special information. It was just because the company wanted to control its employees and prevent them from finding better opportunities. RIDICULOUS!"</p>
Patricia	<p>"Non competes are extremely harmful to competition, creativity, and mobility. When they are used in situations in low-wage jobs they can limit someone's ability to have a stable economic life...They should not be allowed to continue. If employers cannot pivot, be creative and retain good employees that is on them. Workers should be free to find employment where they can."</p>
Brett	<p>"I am currently a <b>physical therapist</b>. Please ban the non-complete clause."</p>
Tiffany	<p>"I entered into a non compete in a buy out situation of my families company. I am still working for the new ownership but felt in order to get the business sold I needed to sign that non compete. It's a 3 year after termination non compete. I've been in this business for 15 years and it is all I really know. I regret this decision because I do have better opportunities that have come up. I am a single mom, with two kids. I sell powder coating and have a good knowledge in the industrial manufacturing field. These people pay not the greatest, add on tasks, their benefits package is bare minimum, but I am stuck because of the non compete I felt I had to sign in order to get the buy out done for my family (mom). I would be extremely pleased with the FTC to get rid of these restraints employers think they have upon their valuable employees. As a mom of 16 and 6 I want to explore my options for making money to provide for the well-being of myself and my kids."</p>
Zach	<p>"This is great news!! These oppressive non-competes are so widespread and overused. It especially cripples independent contractors. This is a critical step forward for worker's rights and hope you don't scale it back or leave any loopholes for businesses to hold people hostage. This is especially important when small businesses have such strict language in the non-compete that prevents people from leaving even when they discover unethical behavior by the company leaders. This is happening to my wife in Minnesota as I write this comment! Thank you."</p>
Harley	<p>"I am in favor of the FTC's non compete ban. Non compete agreements are detrimental to the average worker, preventing them from pursuing better paying job offers or from starting their own business in the same industry. I am directly affected by a non-compete clause I had signed as part of a job acceptance. I am now forming my own business in the same industry as my employer, and cannot do business within a 50-mile radius of my employer. That radius covers the hometown I live in. Even though we are in the same</p>

	<p>industry, we have very different target markets. I believe non-competes are unfair to positions that don't involve "trade secrets" or any other high level information."</p>
Anonymous	<p>"As a <b>physician</b> with a non-compete, we have had many physicians in our practice who want to go to a better practice and cannot as they have a non-compete. Even physicians who have been fired by our organization are not released from their non-compete. Non-competes limit competition and give the organization more power than they should have."</p>
Jim	<p>"Non-compete agreements for legitimate company protecting purposes represent less than 1% of the situations in which they are imposed on employees. I was the victim of one for four years and after ultimately being laid off, could not find a job in my field for five years at which point, I had to change careers. Morally, no company has control over your life once you leave or are asked to leave except in exceptionally rare cases where one has created a unique product. How judges have EVER sided with a company over the individual is insulting to any decent person because it harkens back to the days when workers were dehumanized. Well, we are Truman. Our futures are our own and unless a company can prove financial harm, employees should NEVER be bound by non-compete agreements. To prove the point, a sandwich shop franchisee uses these things in MN to prevent minimum wage employees from working for a competitor. That is an example of how egregious and repulsive these GD things have become."</p>
Adam	<p>"I am currently under a non-compete and think that they are a terrible idea. There was a time in the past where it was held over me and I was unable to take another job for a substantial increase in pay. My job had been eliminated and department closed down (my employer didn't even offer the service anymore) and they still would not let me take a position at another competing company doing what I had been doing. I consulted a lawyer and was even to the point of willing to move. The lawyer did say that they thought they could get me out of it if we went to court but would cost anywhere between \$25,000-75,000 in fees. I do not have that kind of money sitting around. I ended up taking a different position with the non-compete employer and still was not the salary offered by the other previous position. I am still under a non-compete with this employer. In my opinion, this unfair practice, should be eliminated and should not be allowed."</p>
Patrick	<p>"I think it is a burden to a former employee to not be able to work for a competitor. Perhaps they just gained competency in that field and now have to wait out a year and go to a different field and wait 1 year before continuing to refine their skills. It puts that employee at a significant disadvantage in a competitive work environment. They also fear legal action by a well financed former employer should they break their non-compete."</p>

	<p>This is troublesome for the little guys who have no recourse to legal protection or hiring an attorney."</p>
<p>Stuart</p>	<p>"I am an employee of 8 years at a <b>printing company in Minneapolis</b>, Minnesota. I have been in the print industry all of my adult life and I am 47 years old. Upon hiring I was asked to sign a non compete. As a printer I have never heard of such a thing. It was never explained to me and was part of a string of paper work. I foolishly signed it. Months later as a coworker tried to leave he found out that he could not get a job at another print shop for 18 months. That is when I found out what a non compete actually was. I asked our HR department, when we had one as we do not anymore, if I signed this form and I did. Many others at my shop were unaware of what they signed as well. We all admit our mistake when signing but we do not hold any trade secrets. It was something that is unheard of to us. It is just a way to keep us working for them. To hang on to talent if they choose. I have been there 8 years now only amassing an extra 3 dollars per hour in pay since my hire. The non compete to me feels like I am trapped. And in a way I am. Other print shops have not hired other coworkers of mine because they do not want the hassle of having to go to court to fight it. I am VERY glad you are taking this up as it seems it is frequently used to lock down employees and not give them the ability to move on and find better pay. Thank You."</p>
<p>Andrew</p>	<p>"I support banning non-compete clauses. 1. They have a broader societal impact than just the employee and employer. The employee must weigh whether to move his/her family (if any) outside the non-compete zone, to change employment type, or to simply put up with an employment situation which is injurious to their physical and/or mental health. 2. They deprive the public access to the skills and advantages of a particular employee. An employee may leave and enter a business activity slightly different than their prior work, but sufficiently close in nature that a non-compete clause prevents the employee from transferring their skills to a new opportunity. Example: Mary works for a coffee roaster that does not provide any flavored coffees. She sees a market opportunity and wishes to start a boutique roaster}, which only makes flavored coffees. A non-compete prevents her from "any coffee roasting activities," and so she cannot expand into a new niche of the market, one which her current employer has not entered. 3. Non-compete clauses mean consumers may lose the ability to use the services of a specific individual- -one who is important to their well-being. Example: Florence has been treated for her breast cancer by Dr. Smith. Faced with a poor work environment, Dr. Smith's departure means Florence's health may be adversely affected; she now has to find a new oncologist, learn to work with that person, and the increased waiting time for access due to Dr. Smith's departure may mean her chemotherapy is delayed--reducing her likelihood of survival."</p>

<p>Nate</p>	<p>"Non-compete clauses should be banned and uplifted. I am currently battling with a former employer because of a non compete and it is the most ridiculous thing. Employers should have no hearing over where and who you choose to work for. If you are good at your job and you are effective that sometimes leads to better opportunities."</p>
<p>BRENNAN</p>	<p>"I'm a <b>Service manager</b> at a dealership in Minnesota, my employer forced me to sign a noncompete on disclosure/nonsolicitation for what was initially 2 years and 100 miles covering service, sales, and parts. Basically the entire auto industry, I managed to get it negotiated down to 1 year but the auto industry is all that's on my resume, no other auto shops or sales in the area use them by my employer uses them as employee retention claiming we have trade secrets but I have yet to find any reason our shop is run any different from any other auto shop. Under this clause I can't even go work a minimum wage auto parts store job and I have no other option for employment. Additionally in my pay plan is a clause that allows my employer to change it at will. My position is a high stress high turnover position claiming 5 managers in the last 8 years but I have no other option than this 7014ear position. There's no reason except using the non compete as an employee retention tool. Minnesota is pretty tough on non compete agreements but they're still vastly legal and enforceable, and even with my pay affording an attorney to challenge it in court is next to impossible. Non competes for high paying executive jobs can make sense, but people like me on the lower end of the spectrum who aren't living in lavish conditions are being pinned down and held in place intentionally using these agreements when a simple non disclosure non solicit agreement would protect the business just fine."</p>
<p>Patrick</p>	<p>"I support the ban on non-compete agreements. As a <b>worker in the tech industry</b>, I have been compelled to sign them, and always found the practice dubious. I agree with the sentiment that if a company wants to invest in their employees and ensure that the investment pays back, they will treat their employees well. The use of non-competes treats people like they are things, like they are property. Employees thrive when they are treated like people, with wants, and desires, and personal motivations. When employees thrive, businesses thrive."</p>
<p>Sandra</p>	<p>"Non-compete clauses in employment contracts need to be stopped. I am a physician who has seen significant damage to the medical profession and patient care due to such clauses. Too many excellent providers have had to move and leave their practices and patients when in an unsustainable, miserable work environment. If an employer is responsible and good to their employees there should be no need for a non-compete clause. Only the abusive employers need such clauses to hold on to providers/employees. We have lost so many in the medical profession to the regulations. The non-compete employment clauses only add to the onerous craziness of our</p>



	health care system contributing to the burn out of the medical professionals."
Paul	"Non-compete clauses in employment contracts do exactly what their name states, prevent competition. And since a freely competitive market is at the core of our capitalist system, we need to support a freely competitive job market as well. I believe this policy will not only help individual workers better their lives, but it will also help employers value their employees labor for what it is actually worth."
Lois	"Get rid of noncompete contracts. This isn't a country of communism. If a person wants to leave a job, they can do that. Stop protecting die businesses for once. They have too much control over employees or what shit their product is, that it needs to stop. The employees shouldn't have to give up their rights when the company doesn't"
Mel	"One of America's mythologies is that it's an unfettered land of opportunity for those willing to work hard enough. Non-compete clauses in employment contracts are an example of where that mythology fails. They're a method of controlling labor for the benefit of large business entities, especially when enforced upon people making non-executive wages (massage therapist, general office staff, hair stylists, etc.). An argument could be made that some people really have "trade secrets" that should not be shared, but that's not most of the people to whom non-compete clauses apply. A job skill is not a trade secret. A personal example of non-competes causing harm. My aunt finally found a good rheumatologist, after years of insufficient care for a chronic condition. When he moved from Practice A to Practice B, he wasn't allowed to practice in the county where my aunt lives (where his old practice was), for a period of 1 year. My aunt's relationship was not with the Practice A entity; it was with her doctor, who she suddenly couldn't see anymore unless she drove to a different county. For a healthy person, this might have been doable, but for a woman in assisted living whose transport options were limited to her own county, this removed a trusted doctor from her reach, to the detriment of her health. She has a new doctor now. He's inattentive and doesn't have rapport with her. Her doctor could have retired or moved to another part of the nation and taken himself out of her orbit without the non-compete, but the non- compete in this case is what severed their relationship, to the detriment of the consumer. The doctor, a well-paid specialist, will be fine, but his patients suffered an unnecessary loss."
GEOFFREY	"One in five American workers have signed noncompete agreements -- and it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly hound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete

	<p>agreements could grow paychecks for American workers by nearly \$300 billion per year and open up new career opportunities for 30 million people. Corporate lobby groups are bitterly opposed to banning noncompete agreements because they want to keep competition for the labor force as low as possible. BAN NONCOMPETE AGREEMENTS."</p>
<p>Emily</p>	<p>"I am commenting in favor of the proposed ban on noncompete agreements. I am a <b>psychologist</b> and currently personally impacted by an overly restrictive noncompete agreement that impedes my ability to serve my community, which has a profound need for mental health providers. My current employer has implemented increasingly unhealthy and borderline abusive practices in recent years including being unwilling to support needs imposed by my documented disability. I must leave my employer for my own health, yet they will not release me from the non-compete agreement. In order to leave my employer I must take a job with a long commute for a year, as the noncompete has both distance and time restrictions. This harms my clients who benefit from my care, the community that has a profound need for services, and harms me, my quality of life, and my ability to support my family financially. I have no trade secrets to steal and I cannot possibly provide enough competition to harm my current employer in any way as the need for care in my community is so great. The noncompete is simply a device allowing my employer to bully people into continuing to work for them and put up with their abusive practices. Noncompete agreements have no place in industries where there are no trade secrets to protect. They only serve to limit employees ability to hold employers accountable for maintaining healthy, ethical work environments. Quality employers do not need to strong arm their employees into staying. Eliminating noncompete agreements will help restore balance in employer-employee power that will promote increased fairness and standards across many industries."</p>
<p>David</p>	<p>"Non-compete clauses give unfair power to big hospitals corporations and administrators and diminish the individual rights of physicians. Given the bum-out crisis in our already-stretched physician work three, putting an end to non-compete clauses would be an important step in reinforcing physician well-being. As it stands now, non-compete clauses facilitate physician abuse by hospital systems."</p>
<p>Mark</p>	<p>"I couldn't agree more strongly with getting rid of non-competes. As an <b>IT worker</b> (not in CA), I've had to sign a ton of these. Most recently, my old company was bought by a competitor. When they merge platforms, a bunch of features/ideas are going to be lost. In addition, we had a bunch of ideas for improvements queued up for the old platform. In order to make a living in the here and now, I needed to sign a document saying all ideas I had ever had belong to the new company (whether they were going to use them or not), and I couldn't go to work for a competitor for 4 years. I can't imagine anything more stifling to innovation than letting a company basically put a wet towel over the implementation of any ideas generated by an employee if</p>

	<p>that idea was related to their business and they came up with it while they were employed at company X (even if they thought of it while at home). If I wanted to have the option of joining a competitor and implementing even ideas/systems that the new company wasn't even going to use, I would lose my current employment immediately. And if there hadn't been a bankruptcy and re-setting of contracts even that wouldn't have been an option unless I found a job in some other sector for 4 years. These clauses in contracts are inimical to a dynamic economy."</p>
Daron	<p>"In the best interests of workers and innovation please ban non compete clauses"</p>
Jay	<p>"I would love for non-competes to go away. There are times I feel trapped by not even really having the option to explore, or gather information about other companies, opportunities, and pay. It's potentially really stunting career growth. I would be in favor of this ruling."</p>
Tabitha	<p>"I am writing in support of the proposal to eliminate non-compete clauses. I am a STEM professional currently bound by a non-compete agreement with my employer. The phrasing suggests that I cannot work in any area where my employer does business for two years, even though my work for my employer has been narrowly focused. This is a considerable hindrance to any job search I might pursue. My employer has additional specific trade secret policies and protections in place for which I have signed agreements. I believe the trade secret agreements are adequate to cover any risk to intellectual property loss to my employer, and the additional highly generalized noncompete puts me as an employee at a significant disadvantage in the marketplace."</p>
Luke	<p>"Dear FTC and Chair Lina Kahn, Thank you for proposing a Ban on Non-Compete clauses in employment contracts. I work in pharmacy, which like many industries has experience significant concentration into a small handful of firms. Non-compete clauses trap pharmacists into terrible working conditions and prevents them from leaving and finding a better job. Please do everything you can to fully ban Non-Compete employment contracts across the entire country."</p>
Dave	<p>"I am a <b>physician</b> and owner of my own practice for the last 10 years. I had a non-compete clause when I left my previous practice and feel it puts an undue burden on physicians and often times their families. In my case I did locums for 6 months 120 miles away while my wife was home with our 6 and 8 year old boys. I believe that there is no reason a physician should not be able to leave a practice and not have patients follow if desired. We have our own pediatric now and employ 3 doctors/3 physician assistants/6 psychologists/3 occupational therapists—none of which have non-compete clauses. Healthcare professionals should stay in organizations where they</p>

	are valued and retained out of a mutual partnership—not financial and career blackmail. Thank you. Dave Smith M.D."
Randall	"I write regarding the FTC's proposal to ban noncompete clauses. I am a retired attorney who at one time specialized in employment law. I attempted to enforce noncompete clauses, and I resisted them on behalf of employees. I can tell you two things from my experience. First, noncompetes are abused by employers and encourage employers to abuse their employees. They are often hidden in employment contracts. If the prospective employee asks about them, they are described as a technicality of little significance. They often appear late in the process of negotiating an employment contract, when the prospective employee has already mentally and emotionally committed to the job. And, employees who sign one may be unable to take another job in their field if they leave their job, no matter how unfair or abusive working conditions may turn out to be. Second, noncompetes are applied in a fashion that is almost arbitrary. Their enforceability varies by jurisdiction. Judges apply them, or don't, largely based on the judge's political and social biases. And all of this leaves employees in a legal quicksand that is much more easily navigated by the comparatively wealthy employer. Please abolish noncompete clauses."
Andrew	"Non-Compete Clause Rulemaking, Matter No. P201200 I support this measure. Please pass this."
Karen	"Noncompete clauses hurts <b>sales representatives</b> . There are no competitive wages for us. It's -this" base salary and only 1-2% commissions. There isn't any negotiation involved. Also they can change the commission structure as they please. If you are unhappy with changes you can't leave the company and go to a competitor. We literally have to leave our industry for 12 months. Which is so stressful and hard on your career. Which makes life miserable for you and your family. Even if you take a different position within the company and you aren't making enough money to feed your family they will not let you leave and if you do they will sue you. This clause gives the employers all the power. For a single mom like myself it makes life really tough! Please ban this terrible clause! Please free us!"
Chris	"I fully support the proposed changes to regulations governing non-compete agreements. I have worked in several jobs in the <b>healthcare sector</b> which required as a condition of my employment that I sign a non-compete agreement. The first two positions were in retail pharmacies, followed by a more rewarding and enjoyable position with a medical records software vendor. The working knowledge of retail pharmacies which I gained in the first two positions were critical in building the skills and knowledge needed to succeed in that position. To be very clear, at no point would it have been necessary or even advantageous to leverage anything considered proprietary from those businesses in my current role. The critical knowledge that I gained was entirely around general business practice, and hands-on

	<p>experience filling prescriptions for patients. Because my both pharmacies required me to sign a non-compete, I was very worried about the possibility that my previous employer could take legal action which easily could derail my employment and future. Fortunately this never happened, and in retrospect it likely never would have happened. In my opinion it would have been a waste of time and resources on their part. The simple fear of having an unnecessary and very broad legal arrangement which limited my employment prospects hanging over my head is something that I still deal with today. Every employer I've had in my adult life has also required this sort of agreement, so this is very much an ongoing worry. In summary, I find the current law which allows employers to hamstring former employees is both exploitative and unnecessary. It hampers not only innovation, but a young worker's willingness to be bold and take risks early on in their career. It is my hope that young women and men entering the workforce in future years will not have to confront this issue, as I did."</p>
John	<p>"The business that pays all the fees for licensing and training should be able to have that employee for at least two years. Employees should not have more authority than the employer when it comes to leaving employment and starting work with a competitor."</p>
Nick	<p>"I've been in industry for 20 years as an <b>engineer</b> and the trend lately has definitely been towards highly restrictive non-compete agreements. The employee is at a distinct disadvantage in every case, it limits compensation, and is used by organizations to restrict career growth of employees. I am in strong favor of the proposed FTC rule change to nullify these kinds of agreements."</p>
Gary	<p>"I worked for 30+ years with a \$3 Billion private company who acquired over 50 companies in the <b>packaging machinery industry</b>. I left the company and took a position with a Company that did not compete with my old company, then my new company was bought by a parent company who did compete with a division of my old parent company. My old company threatened my new smaller company on a non-compete basis and I lost my position and have been unemployed since October 1, 2022. I cannot find employment in entire packaging machinery business because my former large employer has a division in many machinery building companies in the entire packaging field. Since I was in Sales, they feel that I am a threat to any company that builds packaging capital equipment machinery. So, most companies will not take the risk as the lawyers of the \$3 Billion company have much money to keep me from working to support my family. Very Sad that I gave this former company 30+ years, I helped sell over 7700 machines. Hard to believe the treatment I am getting."</p>
P	<p>"Non competes should not exist in healthcare."</p>

<p>Anthony</p>	<p>"Fully support rule with no exceptions: Behind every unfair and illegal employment contract is a lawyer who drafted it. It's unethical for a lawyer to file a frivolous complaint, and it should be unethical for a lawyer to encourage a client to enter into an unenforceable contract. chilling their ability to get a better job and reducing their leverage to seek better wages or working conditions in their current position. no time to review the contract and no choice but to sign if he wants the job. Restatement, and noting that the initial evidentiary burden is on employer to show that the restriction is reasonable on its own as well as necessary for the protection of legitimate business interests)."</p>
<p>Jack</p>	<p>"I am in support of the rule limiting non-compete clauses. They are an unnecessary burden on individuals and the broader economies by greedy employers. The FTC should enact this rule as soon as possible."</p>
<p>Owen</p>	<p>"I know that large hospitals are probably advocating to make an exception for medical staff to be not included in the ban of non-compete agreements. I emphatically plead not to do so. Hospitals and healthcare companies use these clauses to reduce competition and restrict our ability to leave bad practices. They serve nothing but interests of billion dollar companies who don't want to have to work to actually retain their staff. Thank you"</p>
<p>Cal</p>	<p>"Non-compete clauses are inefficient taxes on career growth and innovation. They should be considered illegal immediately."</p>
<p>Leslie</p>	<p>"I support banning noncompete contracts. My family was impacted by a previous employer trying to enforce a noncompete. It went to litigation, and the noncompete was thrown out and my husband was allowed to work. We incurred legal fees to accomplish this. the main outcome of the noncompete appears to be to hinder Americans from providing services and providing for their family, or clogging judges and courts with litigation. Both a tragic and colossal waste."</p>
<p>Mindy</p>	<p>"I agree with banning non competes. There is too much power with companies (who continue to grow and monopolize communities) Eliminating the NC will help the employees."</p>
<p>Sandra</p>	<p>"I am a <b>physician</b> and in our space, noncompetes are a standard part of most contracts, and routinely enforced. Noncompetes benefit corporations and employers but deter competition and harm the individuals providing the actual health care and ultimately the patients and their access to care and to choice in their care. Hospitals and health care CEOs may tell you they will suffer, but in fact, who has the high salaries and profits? CEOs and especially insurance companies... not physicians. The market should be free for physicians to vote with their feet if their employer has policies or requires</p>

	<p>systems of work that the physicians deem unsafe or inappropriate patient care, or otherwise problematic, such as unfair compensation. We should not have to move - and leave our communities with physicians - in order to do this! 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. 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. Physicians should also be able to speak out about issues of corporate profit and patient safety and quality care, or leave their jobs, without fear of retribution or the inability to provide for themselves and their families. Noncompetes effectively prohibit this. With physician burnout and people leaving the practice of medicine, the proposed rule is a prime opportunity to give physicians better incentive to focus on quality care in their communities, and be able to pursue fair compensation for it. A single physician leaving a large hospital system would not 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 bloc and not be a part of that hospital's mission. Physicians don't leave easily or take the decision lightly, regardless of noncompete clauses, so it would have to be something big and problematic to cause a large exodus. 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. To clarify: I am in favor of ending noncompetes in both for-profit AND NOT-FOR-PROFIT health systems."</p>
<p>Joshua</p>	<p>"NCAs stifle employee mobility, career growth, and a healthy exchange of ideas. The only beneficiaries are the largest companies who can afford to over hire, leading to concentration of talent, uselessly."</p>
<p>Benjamin</p>	<p>"Banning Non-Compete Clauses is a great policy. They are only used to suppress competition and wages for workers. They also being massively abused for jobs that should not require them just to control the workforce. It's an abusive practice."</p>
<p>Nicholas</p>	<p>"As a physician I have worked in 2 large non-profit healthcare systems, both of which are one of the largest employers in their respective states, and one of which is a multinational corporation. Many of these nonprofit health care systems are very large entities who behave like many other large for profit corporations, including the prioritization of profits over patients, fierce competition with each other in order to capture larger portions of their market shares, and the use of unilateral contracts with their employees in order to limit benefits and to restrict movement within the healthcare sector."</p>

	<p>This has a negative impact on all involved, including employee retention, and disproportionately affects primary care patients and health care providers in rural areas. It is absolutely critical that a non-compete rule addresses nonprofit healthcare systems, as they contain a large portion of the health care sector workforce and have a substantial negative impact on tax-paying employees and communities."</p>
<p>Alex</p>	<p>"Remember the High-Tech Employee Antitrust Litigation in 2010, where several SF Bay Area tech companies illegally conspired to suppress wages by not competing with each other for talent? Non-compete clauses are a legal way to do the same thing. Non-competes harm the economy by causing inefficient allocation of resources, and harm workers by making wages artificially low. I support the proposed rulemaking by the FTC to ban them."</p>
<p>Ben</p>	<p>"I am a doctor in a pediatric subspecialty field. My contract with one of the children's hospital in my city includes a non-compete. My specialty is fairly small and thus I am generally required to work in a place with a large population. The non-compete essentially bars me from being gainfully employed within the metro area of my city outside of this institution if I chose to leave on my own. This means that I have essentially no bargaining power for myself unless I am willing to move to another city, uprooting my family and leaving our extended. I do not know if your rules will extend to 501-3cs or non- profits. This should be given consideration as some of these companies, like my hospital, are wielding these contracts the same way any for profit company would."</p>
<p>Edward</p>	<p>"Hello, I wish to express my utmost SUPPORT for this rule. I believe that non-compete clauses are incredibly toxic and damaging to prosperity. They are a perversion of the free-market, directly (and brazenly) removing the single-most powerful tool in the hands of employees to improve their station: the ability to leave their current job for one that provides greater reward to them (however the employee would define that). Non-Compete clauses directly suppress wages on an individual and economy-wide level by providing a legal framework for reinforcing monopolistic and -- more specifically -- monopolistic action. In addition, from the point of view of the country as a whole, non-compete clauses are immensely destructive toward economy-wide innovation. By their nature, such clauses restrict the flow of information throughout die economy by keeping experience and expertise "siloeed" within particular firms. This prevents wide- scale adoption of innovation and makes it less likely that a given technology, practice, or strategic position is available to a firm that may make use of it. From a personal standpoint, non-compete clauses are both present and deleterious in the medical field (the field in which I am fortunate to be working). Physicians straight out of residency are often shackled with non-compete clauses of one kind or another, locking them into disadvantageous "initial" contracts that leave them ripe for overwork, underpay, and (eventually) bum-</p>



	<p>out. The latter point in particular is relevant to American society given the significant shortage within the healthcare workforce. By restricting the ability of a physician such as myself to take up a better job, non-compete clauses prevent us from seeking out a career that would leave us less burned out. In the later stages of a physician's career, this would make them far more likely to just retire and leave the field entirely rather than seek out a different practice -- something a non-compete clause frequently legally prevents them from doing. I urge the Federal Trade Commission to follow through with this salutary and important rule. This will make a meaningful difference in the lives of many individuals, and leave the economy of the United States of America much better positioned to bring prosperity to all."</p>
Michael	<p>"Non-compete clauses encourage bad behavior by employers and are often used as a part of severance packages where the employer will decline to provide promised severance without the employee agreeing to non-compete language. This practice gives way too much power to employers both control former employee's fate and application of skills in finding a new role, along with the threat of loss of severance funds and health care provided as a part of the severance agreement. Making non-competes illegal is a good choice and will make the US a more competitive economy."</p>
Mason	<p>"I can't tell you how overjoyed I was to see this proposed rule. As a sales professional in the medical device sales space, the opportunities afforded to me in the call points that I work are severely limited should I choose to pursue a new job - my non compete lasts for a full year, which is ridiculous. Thank you for this. It will change my lite and grant me opportunities that I wouldn't have had before."</p>
Kirk	<p>"Eliminate non-compete clauses and support workers"</p>
Bethany	<p>"I have been under a non-compete/non-solicitation now with two different companies where I was prohibited from calling my clients for a year. The second time was after only 4 months of work. I definitely support removing this clause as my ability to choose where to work and how to make money was limited in both of these cases."</p>
David	<p>"Please enact this legislation to prohibit noncompetes, specifically for medical practitioners, MDs, nurses, PAs and other medical technical specialists. I have worked in ophthalmology fur 34 years and have known scores of younger and older MDs and optometrists whose livelihoods and family security have been unnecessarily traumatized by corporate medical entities who chose to inflict the threat of legal action to bind their employed practitioners to desist from seeking employment outside of their employment with the big entity. In a time when many medical practitioners are in high demand due to limited availability of care givers, many have to sit out for months or years and suffer the financial strains of doing so because of the</p>

	<p>avarice and predatory activity of the larger corporations. Case in point, a very large national LASIK company currently holds the majority of the country's full time refractive surgery practitioners (of where there are relatively few) hostage by noncompetes. I personally know of dozens who have had to move to different states to change work. Many of the noncompetes extend to most or all of the US states as well, wherever the company has other clinics. As a consequence, they can suppress the pay of the indentured staff, technicians, and doctors. Many have been threatened with lengthy or costly lawsuits if they dare to breach a noncompete. I believe it is wise counsel for the FTC to take a stance and protect the work force, if not for the benefit of the medical workers, at least for the safety and welfare of their patients who should be able to seek care from their desired medical practitioners wherever they want to work. Thank you for bringing this issue to consideration."</p>
<p>Kimerly</p>	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and hams working people. This policy will make it easier tier workers to earn what they're worth! I think there are better ways to prevent industrial espionage and secret-sharing."</p>
<p>Gerry</p>	<p>"Non-compete clauses are a harmful and predatory practice that inflicts harm not only on workers but on American industry as a whole. There is a fundamental imbalance of power between employer and employee in the first place that gets exacerbated by these practices. At the VERY minimum, employers should be required to pay a worker for the duration of any non-compete clause to avoid them being able to take away the worker's means of support for potentially months or even years on a whim. To pretend that employers provide so much value to their employees that they should be able to retain the employee's skills without pay is ridiculous. Anything so valuable provided by the employer is already adequately protected by NDAs and patents, non-compete clauses are simply an additional power grab in a quest to kneecap wages and employment mobility in order to avoid fair competition on die free market. As such they should be eliminated completely."</p>
<p>amy</p>	<p>"I would support a rule eliminating the non-compete clause as it pigeon holes those of us who have one into our jobs and does not allow seeking employment at nearby opportunities in the same field. Making the market more competitive is a good thing for employees and requires employers to do their due diligence and offer honest, well paying jobs."</p>