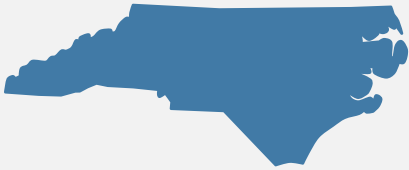


Constituent Support for the FTC's Noncompete Rule



North Carolina | Statewide Impact

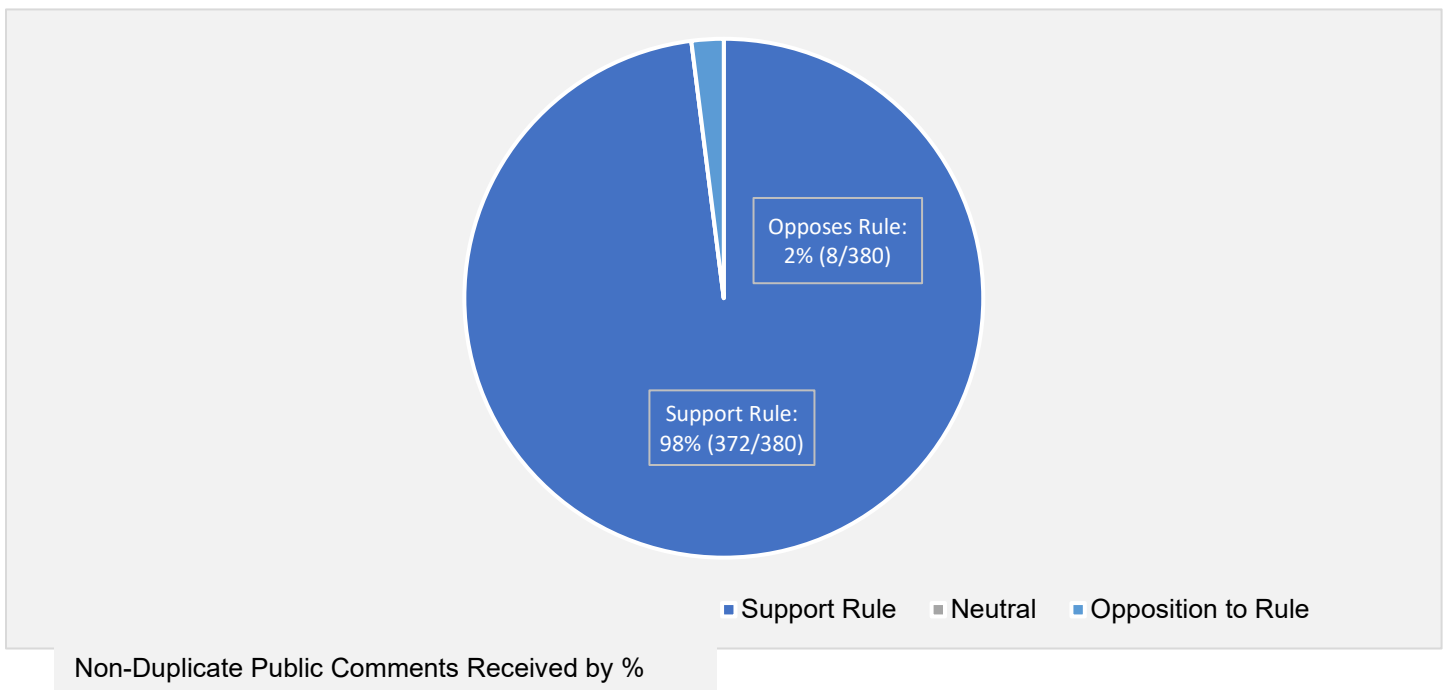


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

North Carolina Covered Workers	Increase in Total Annual NC Worker Earnings	Increase in Average Annual NC Worker Earnings
3,759,643	\$2,105,343,963	\$560





[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](#)

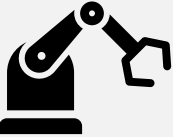
Notice of Proposed Rulemaking: 372 of 380 NC Commenters Support



Support Across Sectors of the North Carolina Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"Physician here, I've had to uproot my family and move 3 times due to non-compete clauses. Disrupting kids, friendships and life. Why? I'm an employed /salaried anesthesiologist. It would be impossible for me to steal patients or some mythical operating room management secrets."</p> <p style="text-align: right;">-Raymond S.</p>
	<p>".... I was a caregiver for a time for my disabled parents. To help make ends meet I took a part-time job that was seasonal and nature for a tax preparation company. Now, I am able to return the full-time work. I would like to take a job as a bookkeeper with another company but because of the noncompete clause I cannot work for that company....it's ridiculous that I am trapped in a seasonal part-time job and have to take public assistance when if it were not for that [non-compete] clause I could go to work full-time for another company that wants to hire me as a bookkeeper...Depresses me to staying in poverty level in a public assistance."</p> <p style="text-align: right;">-Eddie K.</p>
	<p>"I work for a Learning Center in North Carolina making only \$15 tutoring students. Many of the students are special education students. I can't leave to find other work because of the non-compete clause...The clause names explicitly all of the tutoring companies in Charlotte where I can find work. I can barely afford to live on this wage in Charlotte. If I did not have to worry about the non-compete clause, not only would I be able to find a fairly paying job. It would also create more competition for qualified tutors, and wages would increase."</p> <p style="text-align: right;">-Tamara C.</p>
	<p>"I work for a company in the equipment rental business.... I am in sales and have a non-compete agreement that I was forced to sign after taking the job. I cannot go to any other company that rents or sales the same equipment we do. Non-compete agreements stop me for making a better wage, better benefits and the mental healing of working for a company that values their employees and not having to deal with the stress of hying to make it day to day and provide for my family. Because of my skills and knowledge, I have been offered management positions but cannot take them because of a piece of paper. I support the rule to make [the non-compete] vanish so I can be valued and be happy."</p> <p style="text-align: right;">-Bret H.</p>

	<p>"As a veterinary specialist, non-compete clauses have been a part of every contract.... the clauses are so restrictive from a distance and time frame that it forces those who wish to leave their employer to move to a different area of the country. This means uprooting a family in the name of changing jobs. For example, my current employment is in an area where there are 5 other specialty hospitals within a reasonable driving distance. However, the non-compete encompasses all of those hospitals, making it nearly impossible to leave my current position unless changing careers altogether."</p> <p style="text-align: right;">-Marc H.</p>
	<p>"I am a small business owner, and I am asking for the repeal of non-compete clauses to apply to franchise agreements. I own a [franchise] Car Care Center in North Carolina and have been in business for 11 years. This is my first business and when needed financing to open this business I was not able to obtain an SBA loan without the backing of a franchise. My current agreement will expire in 4 years. At that time, I will have the opportunity to sign another agreement...for another 10 years. If I choose not to renew, I will be unable to operate an automotive related business or work for another automotive related company for one year. Since I lease the building where my business is located, I will be left with two choices- renew or sell my business....When this agreement ends, I believe the two parties should be able to negotiate a new contract in good faith without the threat of closure or sale of my business as coercion for me to re-sign, Removing the non-compete clause may give me the opportunity to negotiate for better terms and lower fees too."</p> <p style="text-align: right;">-Gregg C.</p>
	<p>"I work for a very diversified manufacturing company in the automotive industry. All employees are forced to sign a non-compete agreement to join the company and at any promotion. As a result of our diversification, it is difficult for any employee to leave the company and stay within the automotive field without violating the terms of their non-compete. This makes it very hard for those looking to move on from the company and stay within the industry. I am all in favor of eliminating these non-compete agreements."</p> <p style="text-align: right;">-Clint G.</p>
	<p>"As an IT worker, I can be coerced with a noncompete to not work in the same industry for a certain number of years for any or no reason at all. This limits my ability to find gainful employment with the full set of skills and experience that I gain working for a current employer. I was interested in starting a company after leaving my last job but would be unable to do so without leaving because of a non-compete...I cannot afford a legal battle so I have to avoid breaking any current or possible future noncompete and will do my best to avoid having to sign one going forward. This could mean that I avoid an otherwise great job opportunity. This is not useful and hurts the IT field in general."</p> <p style="text-align: right;">-John M.</p>

Additional Support from North Carolina

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Manish	"I urge you to include physicians in a ban on noncompetes. Noncompetes prevent physicians from leaving unethical practices that do not offer patients adequate care or time with each patient. Noncompetes also force the physician to leave the state after she's left the practice, causing patients to lose their doctor."
Edward	"Please end this archaic practice. It is unfair, especially to contractors. I was unable to line up new jobs and had to wait 90 days after my contract to reapply for jobs that had already been filled because of NCAs. They also caused me to collect unemployment."
James	"This is long past due. As a physician , the non-compete clause limits our ability to force organizations to improve their efforts to better patient care through a competitive market. In addition, many medical professions (mine included as an anesthesiologist) have no impact on the competitive nature of a hospital. Patients do not choose to come to a hospital because of the anesthesiologists that work there, but typically because of the surgical care that they will receive. In addition to this, having non-competes for trainees is both unethical and unwarranted (which occurs for non-ACGME accredited trainees). Removing non-compete clauses can only improve the competitive nature of business that should exist in a capitalist society that is driven by competition to constantly and consistently improve. It places the power back into the hands of the common employee to force organizations to improve, which in my world as a physician means better outcomes for patients."
Rediet	"In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc.). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all-time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency."
J	"Don't hinder the American worker- help us! Keep the ban on non/ compete clauses"
Jonathan	"My institution titles a similar concept of a noncompete as a... "Cost Share" clause, and I am very excited about the FTC's efforts to eliminate this practice. I have a concern that my institution, among others, will be creative and otherwise

	<p>rename, redescribe, or find a loophole/workaround to penalize the employee in a way that circumvents the intent of the FTC's effort to eliminate this predatory practice that is indeed antiquated."</p>
Michelle	<p>"Physicians are once again being held to higher standards than any other practitioner while being asked to early those less trained and knowledgeable again and again. Those of us who have longest commitments need to be protected too."</p>
Nicole	<p>"I fully support the FTC's proposal to eliminate non-compete clauses. I have been forced to work under a non-compete clause for 15 years. While I love the city in which I work, I am significantly underpaid and work in a dysfunctional hospital system. Echoing many voices here, my options are to either drive 1.5 hours daily to a position outside the non-compete radius, or to uproot my family and move. However, I have a child with special educational needs. Leaving her current school would be devastating to her and almost certainly provide a worse educational experience for her. Why should my employer force me to choose between staying in an unpleasant working environment or hurting my family by choosing excessively long commutes or moving. I don't have industry secrets. I don't have patients who follow me. My employer didn't put hundreds of thousands of dollars into training me. Their only motivation in having a non-compete clause for my position is to allow them to keep salaries low and to not have to address workplace issues.... The current use of non-compete clauses is applied indiscriminately, but trying to argue against it in court is cost prohibitive for employees. It's hardly a fair fight when going up against a multimillion-dollar corporation who has its own legal team."</p>
Scott	<p>"I am generally in favor of disallowing non-compete clauses for healthcare professionals, irrespective of whether the employer is for-profit or not for-profit, or at least strictly limiting their scope. The hodgepodge of various state rules makes navigating the employment market maddeningly difficult. When combined with no-cause termination clauses, a non-compete may result in disruption of physician practices and patient access to care, not to mention family life, children's education, healthcare of the individual and their family, and limitation of market-based compensation. It is possible to discourage "employer shopping" and to recover employer "investment" in new physician talent via economic forces (for example, cost share agreements or claw back of startup packages for departure within a narrow range of dates after hire."</p>
James	<p>"As a technology senior manager, I fully support ending non-competes for almost all employees. Individuals work hard to develop expertise in a given field and should have the freedom to use those skills in the manner they choose. A previous employer should have no control over my future decisions."</p>
Jennifer	<p>"I believe non-compete clauses in employment contracts should not be legal for anyone. It limits competition. As a physician most employment contracts have a restrictive non-compete clause (not just non-solicitation) that basically requires us to move our families if we seek employment elsewhere. It leads to uprooting</p>

	<p>our spouses from their jobs, and our kids from their schools. It is not fair. Big hospital corporations tend to have cookie cutter contracts and will not remove these clauses. It limits our employment opportunities and keeps us in jobs we otherwise might leave just because we don't want to move our families. I served in the military and moved my family enough as part of my service to my country and moved around my entire childhood due to my father's service to his country as well; my job as a civilian shouldn't require me to move my family just to take another job if one is available in the nearby area."</p>
<p>Erin</p>	<p>"It is EXTREMELY important that all healthcare workers including physicians are free from noncompete clauses. Noncompete clauses for physicians are written in such a manner that a physician would have to leave the city they reside in, if not the county- move completely- in order to leave a job. This is done entirely to limit market competition. As healthcare systems have merged this has further limited competition and put more control over the workforce into a handful of administrators.... This directly harms patients who lose healthcare providers when there is already a desperate shortage. Providers in rural settings who are forced away from serving an underserved area hurts multitudes- and it is done because the fact that the area is underserved has direct profit benefit for the owners of the main healthcare system in the region who can prey upon them. Disruption which occurs when a physician is forced to leave a geographic area can also directly harm Patients who then just scramble to find persons who can continue their care. Allowing physicians and other healthcare workers to seek workplaces which honor their humanity and treat them as respected workers rather than forcing them to remain in jobs which at best area poor fit for them and at worst actively abuse them is harmful to them, healthcare consumers, and the market.... PLEASE do not allow the powerful hospital lobbies to buy an exception to exemptions for physicians...."</p>
<p>Erin</p>	<p>"Nonprofit healthcare systems should not be excluded for this ruling. As has been exclusively researched upon, predatory practices that enrich nonprofit hospitals while sacrificing their care mission are extremely common. Forcing physicians who may have chosen to work at a nonprofit at some point in their career to now have to move to an entirely new geographic area- move their family and lives- should they wish to take another job is absurd. Healthcare consolidation has already limited market competition and allowed abuses of healthcare workers across the spectrum. There is really no reason to exclude nonprofits in general- if they are living up to their mission then the idealistic persons who work for them will be glad to continue doing so even if it pays less. They knew it paid less when they took the job in the first place.... It serves no one but hospital boards and will only further contribute to the mass healthcare worker exodus as healthcare workers continue to burn out and can find no reprieve. If you are going to exclude nonprofits then set radius limits or something for goodness' sake! How is forcing persons to move far away so that health system employers can keep a functional monopoly and artificial scarcity alive in ANY WAY consistent with our supposedly capitalist system...Healthcare if anything is the area that needs competition the MOST at this point in time. If you exclude nonprofits, you are taking out of play the biggest healthcare systems in the country!"</p>

Jimmy	<p>"These archaic and restrictive clauses have made companies treat their employees more like indentured servants than employees. I worked for a company that had so restrictive non-compete clause that I would have had to find a job that was over a two-hour drive from my home. I could not relocate due to family commitments in the area and housing issues. So, in essence I was "bound" to stay there and continue to work in a toxic environment. I can understand that companies need to protect their self-interests but, me leaving and taking a similar position across town would not hurt their bottom line or that I would "steal" clients away from them. We are in a healthcare industry and patients are bound by where their insurance company will "allow" them to receive care not by where their favorite provider practices."</p>
Sherri	<p>"Do not believe hospitals writing letters "on behalf of physicians and employees stating that noncompete should stand as is. These letters do NOT really represent the wishes of the employees. Hospital systems use noncompete clauses to trap employees and avoid paying fair salaries! Noncompete should be illegal!"</p>
Jacob	<p>"This is extremely healthy and welcomed throughout many private sector jobs. In particular, as a physician it helps keep the market reasonable for both academic and private practice positions as non-competes are ubiquitous and nonsensical."</p>
Erin	<p>"I am writing to urge you to consider banning all non-compete clauses, including physicians.... Non-compete agreements are designed to prevent employees from leaving their current employer and working for a competing company or starting a competing business. While non-compete agreements can be appropriate in certain circumstances, they can also be overly restrictive and limit job opportunities for workers. In the case of physicians, non-compete agreements can prevent them from practicing medicine in a certain geographical area or with certain patients for a period of time after leaving their current employer. This can be especially problematic for patients who rely on their physicians for ongoing care, as well as for physicians who may be forced to relocate or give up their medical practice altogether. I believe that including physicians in the non-compete rule would help to promote competition in the healthcare industry and provide greater job opportunities for physicians. By prohibiting overly restrictive non-compete agreements, physicians would be free to pursue new job opportunities and provide healthcare services to patients without fear of legal consequences. I appreciate your consideration of this issue and urge you to take action to ensure that physicians are included in the non-compete rule."</p>
Suman	<p>"Non-compete clause significantly limits employee's opportunity for growth, better pay and should be banned. It is very painful to move to different locations for job change, especially with the people with families/children and almost a form of enforced slavery (work here or move away to different city or state). It is against right to freedom."</p>
Triad	<p>"I am a physician in North Carolina. I have innovated huge for our health system.... The AHA has not business talking on "behalf of doctors".... take down</p>

	<p>this non-compete immediately. Let health systems learn to survive through insurance pricing, culture and fair employee management."</p>
Mike	<p>"I would hope to see the non-compete be forced to go away. A non-compete cost me my home and livelihood for 20 months..."</p>
Jacob	<p>"Non-competes are antiquated and should be illegal"</p>
Kyle	<p>"I support this rule disallowing non-compete agreements. Many industries are very specialized, and years of experience should not lock an individual into working for a single employer."</p>
HJ	<p>"Simply put, there is no valid reason to have a non-compete clause that limits the workers ability to earn what they're worth. I am a retired Building Engineer with more than 35 years with the same agency. I dealt with hundreds of companies with assets and payrolls from the thousands to the millions."</p>
Eddie	<p>"Especially hurts people like me who have a part-time seasonal job in tax preparation. If not for the noncompete clause, I could get a full-time job is a bookkeeper at someplace else, but since they also do tax preparation, I'm banned from doing it. So, it's actually keeping me from making a living keeping me in poverty."</p>
Grace	<p>"I am in support of eliminating noncompete clauses. For my practice in anesthesia, healthcare delivery is limited when noncompete contracts restrict provider practice for the financial benefit of the contracting company. Removing the noncompete barrier enhances free trade in healthcare and all other industries."</p>
Justin	<p>"100% support this"</p>
Tamara	<p>"It is not a good policy to have so many non-compete clauses in the workplace. I know they were originally intended to protect company trade "secrets", but they have gotten totally out of hand and overused. You can't tell me that a fast-food worker should be limited as to where they can get a job because of where they worked before. This is yet another way that employers are keeping the upper hand over workers. A friend of mine has run into this in the health field (what secrets do hospitals have that workers would "take"??) Please help the folks trying so hard to make ends meet in this increasingly fraught time where the U.S. is regulating more and more of our lives- -this time without any greater good...only corporate good."</p>
Vinay	<p>"Please ban this practice that limits a physician's ability to fmd better jobs without having to uproot their lives and move far away disrupting their family and social lives."</p>
Greg	<p>"I currently work for a company that promoted me 2 years ago and they told me that I had to sign a non-compete. I have been recruited by other companies and</p>

	they have offered me more salary and better benefits, but my current employer won't let me out of the contract. I am just a regional manager for a small company, and I am upset that I cannot better myself"
Triad	"As a physician in North Carolina speaking for myself and many of my colleagues we 10000% welcome a ban on non-competes. This is the worst abusive monopolistic behavior generated by corporations esp. health systems to get away with mediocrity of HR practices that involve employment HR abuse and poor listening skills by management. It stifles physician creativity and makes the health system treat us like cogs in a wheel. This ban is long, long overdue"
Ava	"This is essential to allow for patient -physician relationship to prevail over the needs of corporations and large groups. It will allow physicians to continue to serve their communities when it is no longer possible to remain in a group or to remain employed by a corporation for any number of reasons. Why deny a community access to a physician's services just so a hospital corporation or physicians' group can try to force physicians remain in their employ when it isn't in the best interest of the physician or the patients."
A	"I am a physician and strongly support the bill to remove non-compete clauses. They are particularly discriminatory to women and mothers who often are geographically limited due to their family and childcare obligations. Patients suffer as well, as often times there are only a small number of specialists that can treat certain diseases. If one of those specialists are barred from working in an underserved area, it has harmful effects for patients."
Rachel	"I am or was in flooring . My previous employer is seeking irreparable damages from me stating they provide specific performance which is not true. This company...offers cabinets, countertops, flooring, window treatments, Fixtures, lighting fixtures and more...I have been in the flooring industry my entire life this is pushing me out of my career. And even though I adhered to placing my LLC outside of the noncompete mileage and it clearly states this business is Real estate related, they are still seeking damages."
Michelle	"As a long time, massage therapist who has worked in a variety of settings, I can attest that non-compete agreements do more harm than good to our profession and my colleagues. Customers who want to work with an individual are restricted in their free market access to preferred service providers. Practitioners who ethically move into private practice are strong-armed by corporate entities motivated by greed, instead of working together for the benefit of the consumer. Since they...cause financial and mental/emotional hardship on people pursuing the American Dream of starting one's own business, please DO ban non-competes."
Cameron	"Regardless of the length of time no compete clauses have been in use the unfortunate impact of such provisions in employment agreements is coming to light and it is negative in effect. Typically, a no compete clause bars the contracting employee for a one- or two-year period from competitive employment

	<p>and does not provide for regular compensation and benefits during the period of such an agreement. Most employees who are asked to sign such agreements do not have the resources to endure a one- or two-year period of time without compensation. This places an undue burden on creativity on our economy and prevents upward mobility for ordinary skilled people. Work conditioned on such covenants without regard to job content is an overreach based on unequal bargaining power and is clearly an anticompetitive practice. If an exception were to be desirable, other than the sale of a business, then continued compensation and benefits of an employee during the period of such a no compete covenant would protect the employer and enable the employee to be available at the end of that time for other employment. As a former practitioner dealing with these covenants from time to time, it was frequently apparent that no compete agreements provided cover for abusive treatment of employees because some employers would anticipate an employee could not economically withstand the lack of employment for one or two years and would impose undue risk taking without commensurate compensation. Additionally, it is believed that many of the employees subjected to these covenants are not fairly identified to die employee or the company's other employees or even in die annual disclosure documents of the company as essential to the company to the point of needing a no compete. As we are concerned with all of our citizens, the use of a no compete clause especially prevents upward mobility as well as wealth building for minorities both male and female. No compete provisions seem to be particularly unfair when one examines die relative imbalance between an employee and a company or employer as upper management has compensation for the risk of unemployment or the life of a no compete clause. I don't think this is true for other employees. As difficult as it sounds, in my opinion the use of these agreements consigns a large number of our countrymen and women to perpetual serfdom. For these and other reasons I submit that the Federal Trade Commission should adopt a rule banning such agreements as anticompetitive and unfair competition. Sincerely, Cameron Cooke"</p>
<p>Chad</p>	<p>"...I'm all for them being done away with. If an employer wants an employee to not spill trade secrets or something, they should work harder to keep their employees. In a capitalist society, one which insists that capitalism does in fact work, it is amazing to me that we have a practice baked into our society that is literally non-competitive even in name. If the little guy has to compete for his bread, so should the big guys."</p>
<p>Jenny</p>	<p>"This practice seems directly opposed to any concept of 'free trade' I can understand. It unfairly benefits employers and makes innovation and starting up new veterinary practices difficult. If an employee has bought property in a certain area (usually while working for the employer who has written in the 'non- compete' clause), this person is essentially forced to either change professions, or to sell up and relocate. It is unfair to prevent a professional from practicing their profession in the area of their choosing."</p>
<p>Arnold</p>	<p>"Ban non-competes for MDs"</p>

Christina	"As a physician I fully support the eradicating non-complete cause in contracting. Non-competes are used to unfairly restrict physicians from competing in the workforce and restrain fair trade for labor."
Joshua	"I am fully supportive of this Rule. It is sorely needed to protect workers' rights to provide for their families."
Jessica	"I am a Board-Certified Family Medicine physician noncompete clauses can be very detrimental to a physician's career, lead to increased stress and burnout due to being forced to stay in a position, and contribute to the PCP shortage due to early retirement. My personal experience with a noncompete clause is the following: I had been working in a small community for 7 years when the practice was bought by the local hospital system. I was unable to negotiate out of the noncompete clause in my contract. The work environment turned out to be quite toxic and I was very unhappy. I resigned from my position. Since this is a small rural community, with few medical practices, the closest practice to join, due to the noncompete clause, was over 45min away. I ended up starting my own practice, to great expense."
Christopher	"I have worked under an NCA for only one (former) employer, and that NCA was clearly intended to dissuade workers from leaving the company for other employment...in practice, NCAs are most often used to more tightly bind current workers to the employer through the threat of future punishment. legally pitting the Goliath (employer) against the David (worker) in a legal battle that nearly all former workers would be financially incapable of waging. This is by design. As such. I am in favor of a ban as proposed...If a company's business is truly threatened by low-level workers leaving to work for competitors, then the business model of the company is unsustainable. Workers who are so valuable to a company that their employment with a competitor poses a threat to the company will certainly be compensated appropriately, so a fair earnings test would look something like earning >400% of the average (mean) employee/owner/partner compensation. This would limit applicability to the higher earners in a company regardless of geography or industry."
John	"I heartily support the rescinding of the non-compete clause."
Skand	"Support move to stop non-compete clauses"
HoJun	"This would make lives better, too many companies and corporations put restrictions on workers that makes even simple moving or changing jobs too hard. I am a dentist in NC and while I do not have any immediate plans to change jobs non-compete restrictions are always on the back of my mind."
Justin	"As a fully employed physician in a large academic health system, I support the FTCs goal of eliminating the noncompete clause. As an employed physician, we are often forced to sign geographic noncompete causes, which makes it extremely difficult to find new employment if for some reason you separate from

	your employer. This new rule would help physicians find optimal employment, help physicians find fair compensation, and improve the well-being of physicians."
Vijayarajan	"Please don't exclude, as I feel I am feeling being taken advantage."
Micheal	"I support the FTC's ban on non-compete clauses. They harm workers, making it extremely difficult to leave an unfair employer. The proposed policy will make it easier for workers to seek better employment without leaving their field of expertise and construct better lives for their families."
Jennifer	"This is an excellent rule that should be enacted nationally as written, as it protects workers and enforces the social contract engendered in "at will" employment. For at will employment to work, employees need a more equal playing field and movement in the job sector. That is, they should be able to freely move jobs at will in the open market using their skills and experience without restrictions, just as employers can hire and fire "at will." Current practice of non-compete squelches this on the side of employees through contract. Removing the burdens of non-compete on employees will enhance the US economy and help employees in equal bargaining. The control employers have had on common skills through non-competes has not only squelched worker's ability to seek a livelihood but has squelched innovation in many sectors because it removes the movement of people (and their innovative brains) in their jobs. Non-competes are not necessary for employers either, who theoretically want to hire the best people (potentially more experienced) for their positions. Non-competes by their yew nature discourage people seeking experience in related jobs, keep wages low, restricting the ability of employees to move and gain skills in an area, and thwarts competition - all of which negatively affects all employees, all companies, and the economy. These non-competes are especially damaging in retail, food industry, social work, education, eldercare, healthcare, and manual and skilled labor jobs where there absolutely no reason for them. It is high time these oppressive rules are done away with. To be clear - doing away with these rules does not do away with the protections of confidentiality that many employees must retain upon leaving a job. There are many employers who conflate these concepts in support of non-competes, but these are not mutually exclusive. Once can easily protect confidential information and misappropriation of secret company information while still doing away with onerous non-competes. This comment is willfully submitted by me as an individual, not on behalf of any employer, and does not reflect the opinion of any present or past employer."
Andrea	" Physicians with non-competes in their contracts are forced with the choice of uprooting themselves and their families any time they want to switch practice environments, and the daunting challenge of reestablishing a reputation and practice in a new location. Employers know this and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. As a real-world example, I practice at a hospital that has

	<p>several other hospitals in the area. Because of non-compete clauses, it is nearly impossible to change jobs or move to another health system. This has also allowed ALL the health systems to pay far less than the national average and we as die employee have no leverage at all and are held hostage in whichever health system we started at. These clauses give all the power to die health systems to continue to underpay and overwork their staff"</p>
Matthew	<p>"I am writing in support of eliminating non-compete clauses and restrictive covenants. In a remote work world, companies are using non-compete clauses to limit employees' rights over a large geographical area, including the entire United States. In my case, I am a physician with a specialty in digital health product management. My skill set, by necessity, means that any employer who would want to hire me would be considered in the same field as my current employer, and thus a violation of a non-compete. This leave me trapped in my current job, even if my job description, work projects, reporting structure, and expected compensation are all completely changed by current employer, which is exactly what has happened. A world in which a worker does not have the right to work for the employer who most values his talents is antithetical to the free-market system that this country supports. Thank you."</p>
Greg	<p>"Please ban non-compete clauses. This is a restraint that is unfair to workers and destroys the integrity of the free market. How can a market be free when an employer holds power?"</p>
Amy	<p>"I'm a nurse anesthetist and non-compete clauses with hospitals and anesthesia staffing companies have become predatory. Typical clause: Two years legally barred from working within a 30-mile radius from your current facility, which is enforced even when the staffing company you work for loses the contract to provide services at the hospital you were staffing. These non-compete practices are anti-competitive and hurt medical providers and their patients."</p>
Bradley	<p>"This is a much-needed regulation. I work as a middle manager with no trade secrets, yet the non-compete I had to sign to secure the job prevents me from looking at other companies. There is nothing about me that is unique, and I have no super- secret knowledge that would benefit a competitor. Really feel like this clause is preventing me from gaining a job more aligned with my needs and expectations."</p>
Bryan	<p>"I am commenting as a physician...Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout, in large part due to the ways these large health care organizations take advantage of them and exempting them from the FTC non-compete rule would simply continue to exacerbate an already burnt out and at-risk group in favor of the profiteering of large health care organizations. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital</p>

	<p>Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."</p>
Cibele	<p>"I am against non competes."</p>
Kieran	<p>"This...would dramatically improve healthcare worker flexibility. Unfortunately, in the world of consolidated healthcare nearly all employed physician groups/organizations/hospitals require non-compete agreements. This has functionally led to no ability to negotiate with organizations to remove non-competes. This has the effect of artificially suppressing income, choice, benefits, and more practically the patient care environment. Organizations can tell physicians and other healthcare workers they need to increase how much work they do with less and the only alternative physicians have is to complete uproot their families and move a great distance away. This in the setting of most physician specialties there is no practical reason for non-compete agreements as it does not change referral patterns and many hospital specialties are not chosen by patients who arrive in emergencies. Thank you, Kieran Leong"</p>
Tracey	<p>"I'm writing to express my strong opposition to the use of non-compete clauses in contracts for healthcare providers. I urge the Federal Trade Commission to take action to prohibit the use of non-compete clauses in contracts for physicians. Such a prohibition would help to ensure that patients have access to the care they need and would promote competition in the healthcare industry. These clauses or restrictive covenants unduly restrict employed or contracted providers from practicing medicine within a certain geographic area and/or for a specified period of time after leaving a practice or other employment situation. This can lead to loss in income and instability for healthcare providers and their families The use of non-compete clauses in physician contracts is harmful to the physicians and the patients they serve. Physician non-competes limit the mobility and job opportunities of physicians and can prevent them from providing consistent care to patients in need. This leads to shortages of physicians in certain areas and can make it difficult for patients to find the care they need. Furthermore, non-compete clauses in physician contracts can limit competition, which can lead to higher healthcare costs for patients. By limiting the number of physicians in a given area, non-competes can also limit the number of choices that patients have when selecting a healthcare provider."</p>
Abbie	<p>"These non-competes hold workers hostage, stopping them from switching jobs to get better wages. The ability of a worker to leave a job to pursue better opportunities is a fundamental part of how a marketplace works. These non-competes are giving too much power to business, at the expense of workers and their lives. It's time to get rid of the non-competes and allow workers the freedom to choose where to work, and to make businesses compete for the best labor."</p>
Richard	<p>"I am retired for the past three years. Formerly I enjoyed a four-decade career as a software developer for IBM, Lenovo, Itron and Blade. Almost all of these years</p>

	<p>I was required to sign a non-compete clause. I was never in a position financially where I could refuse to sign. I agree with the FTC rule because these non-compete clauses are entirely weighted in the favor of the employer. The employee is never rewarded for honoring the non-compete clause. Now I am seeing the next generation of employees, my own daughters and sons in-law being subject to the same type of clause by their employers. In their cases I see this as an even more egregious imbalance between the employer and employee in favor of the employer. The reason that I state this is the very high level of education that these employees bring to the job on day one with their employer. This education is in part paid for by me. It includes undergraduate, PhD and professional schools and internships. Now when this new employee starts on day one with their new employer their future employment options are severely limited by these non-compete clauses. If they are unhappy or have professional disagreements with their employer, they are restricted from pursuing employment in the same geographic area using the training that they invested in and that I invested in prior to their signing the employment agreement."</p>
<p>Ashley</p>	<p>"The non-compete restriction that employers have in place limit a person to continue their career in a given industry. When the non-compete prevents someone from changing companies with all of their industry knowledge, it puts the person at a disadvantage to better themselves, increase their income and support their family. Companies seek people who are already in the same industry to join their teams. This allows the new employee to be a productive part of the team quickly, benefitting both the company and the employee. When an employee works for a company with a non-compete, they are limited in their financial growth and their overall career growth. With average raises only 2-3% a year, people can get increases in pay by changing companies every few years. With a non-compete, the employee is essentially locked in to working for that employer, unless they have transferrable skills for another industry. The employer thinks they are keeping their 'trade knowledge', but all they are really doing is forcing someone to continue to work for them who feels stuck and eventually will give less to the company based on the feeling of being captured. The worker bees that are doing the tactical work should not be bound by this type of agreement. In our country, people should have the right to change their employment for more professional opportunity and increased compensation. When employers implement non-compete agreements that prevent them from working for competitors, vendors or clients of that company, employees lose those rights. Who wants to have thick career opportunities and income limited? Nobody. I support the effort to reduce or eliminate the use of non-compete clauses broadly across a company. Alternatives could be to only require executives to sign non-competes and/or limit the scope of non-compete agreements to only include direct competitors and not clients, vendors, etc.."</p>
<p>John</p>	<p>"Please get rid of this archaic and abused tactic that companies use to essentially enact a form of indentured servanthip. I could see an extremely small carve out for people that have produced proprietary information and products at the expense of a company from being able to take that investment immediately to a competitor. Or even a principal in a company with a guaranteed golden parachute,</p>

	being able to leave and immediately work for a competitor. But to be able to force lower-level workers into a noncompete clause as a condition of employment is a restriction that defies the competitive nature of capitalism. To borrow a phrase from Ronald Reagan, please throw this destructive tactic onto the trash heap of history. (For context, I am a retired person who would never have the need to sign a noncompete agreement, nor have I ever.)"
Freedom	"Non-compete agreements prevent me from moving up in my industry; I would have to be unemployed two years from current job to get a career advancement at a new company. It totally screws individual employees while protecting companies profit margins. Getting rid of them would be government for the people not the corporations."
Smeet	"This is a much-needed regulatory action. As a physician , I see countless colleagues stuck in jobs with increasing burnout as they feel they have no other options due to their restrictive covenants that sometimes span 100 miles. There is no trade secret we are taking with us just what we have learned clinically through our training. Physicians all across the US would and do support this regulation."
Dawn	"Workers need to be able to leave a job they are not happy with and be able to find a new job using their skills."
Balwinder	"I as a physician strongly support the ban on non-compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Vamshi	"As a physician and patient, I would request to remove non-compete clause"
Jeff	"I fully support the banning of non-compete clauses in employment contracts. Non-compete clauses restrict employees from working for a competitor or starting a competing business after leaving their current job. Such clauses limit an individual's freedom to work and pursue their career, and they also harm the overall economy by reducing competition and innovation. Research has shown that non-compete clauses have a negative impact on the economy, particularly in terms of entrepreneurship and innovation...non-compete clauses may impede the diffusion of knowledge and innovation, as they limit the ability of workers to move between firms and share ideas and expertise. In many cases, non-compete clauses can be overly restrictive and unreasonable. They can prevent employees from using their skills and expertise in the same industry, even if they are not directly competing with their former employer. This can result in talented individuals being forced to leave their chosen field entirely, reducing the pool of available talent and stifling innovation. This is overly evident in the STEM field where we already struggle to maintain a healthy pool of skilled workers and extremely small pools for niche fields like power and nuclear engineering. Banning non-compete clauses would allow employees to pursue their careers freely and contribute to the economy without unnecessary restrictions. This would

	<p>ultimately benefit both workers and businesses by promoting a more competitive and innovative job market. Therefore, I strongly support the ban of non-compete clauses in employment contracts.... Banning non-compete clauses in employment contracts would be yet another step towards ensuring that America remains at the forefront of innovation and economic prosperity. By promoting competition and entrepreneurship, the US can continue to attract the best and brightest minds from around the world and create an environment where creativity and innovation can thrive.... Banning non-compete clauses in employment contracts would be a testament to America's commitment to entrepreneurship, innovation, and individual freedom. It would ensure that the US remains a beacon of hope and opportunity for generations to come."</p>
John	<p>"This is something that absolutely needs to happen. Noncompetes force workers into making the tough choice between staying in a job with poor working conditions and uprooting themselves/their family. Nonprofits should not be exempt from this - and in fact should abide by their own service mission to pay their employees fairly to retain them vs coercion via noncompete."</p>
Robin	<p>"Need to get rid of noncompetes as they are bad for patients, bad for capitalism, create unfair working situations that employees cannot get out of. Nonprofit hospitals should not be excluded from this as the majority of hospitals are listed a nonprofit but their ceo makes millions. Hospitals are not hurt from an employee leaving to a competitor any more than an employee leaving to move to a different state. In order to prevent people from leaving, employers need to work on better strategies for retaining their staff"</p>
Raymond	<p>"Physician here, I've had to uproot my family and move 3 times due to non-compete clauses. Disrupting kids, friendships and life. Why? I'm an employed /salaried anesthesiologist. It would be impossible for me to steal patients or some mythical operating room management secrets"</p>
Daniel	<p>"The non-compete needs to be removed completely. When a person spends any amount of time in a field and they're forced into a non-compete, that's the only field they have skill and experience in, meaning they can't go do the job they know for a livable wage elsewhere."</p>
Priyavadan	<p>"Agree with proposals"</p>
Michelle	<p>"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less</p>

	<p>pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations as well as limit physician autonomy and career opportunities."</p>
Jennifer	<p>"Non-compete agreements keep employees with the passion for their field from finding a better job especially when your working environment is toxic, and you are unhappy with that company and are underpaid."</p>
J	<p>"I am 100% supportive of banning all non-compete agreements. This practice currently prohibits many medical providers, including myself, from being able to seek other employment opportunities without having to completely relocate."</p>
William	<p>"I arrived with my employer through a series of acquisitions over the last 7 years. My current employer required that I sign a non-compete as a condition of keeping my job. The non-compete prevents me from working for virtually any other employer in my field of work. I've spent 25 years in this industry. Where can I take my hard-won skills for employment and be of use to another employer with an employment contract hanging over my head? I signed the document because I cannot pay the bills without a job. There is nothing my employer has taught me that is proprietary information. I acquired those skills and knowledge elsewhere. The only reason for this contract is to prevent me from going anywhere without imposing hardship on my family. This does not benefit me and it does not benefit out economy,"</p>
Avia	<p>"Non-compete clauses patient's ability care and prevents companies from being competitive and raises unemployment for well-qualified individuals."</p>
Max	<p>"End non-compete clauses, they harm the workers in a way in which the workers can not harm the employer. employers get to keep and continue to use any work performed by an employee when the employee terminated their employment, or is terminated, but to say the employee then can't get a new job is ridiculous!"</p>
John	<p>"I fully support the FTC's proposed rule both as a working member of our country's dynamic tech community, but more importantly as a person subject to technology in the public and private sector. These types of agreements should be reserved for issues of national security, not fur banal consumer tech."</p>
Christopher	<p>"This is wonderful. In the research triangle park area, the 3 dominant medical systems were colluding through use of noncompetes and handshake agreements not to hire each other's physicians. This led the Durham Hospital Referral Region on one Medscape physician salary survey to have the lowest physician salaries in</p>

	<p>the nation. When physicians were poorly treated, they had often to leave the state to find work, disrupting their families and children. Thank you for pushing for workers. I hope lobbying doesn't neuter this advocacy."</p>
Gabriel	<p>"I am a young physician about to finish my training of 6 years. There is so much fear and anxiety about joining a practice in a location I actually want to live long tenn because of the fear of getting stuck in a noncompete I would be unhappy with. Noncompete impede physicians from getting the most competitive salaries as when it is time to renegotiate contracts, the employers have the upper hand of knowing you are unlikely to uproot your entire life to leave to an area outside of your noncompete clause. It is becoming very common for physician practices to be sold to private equity and other investment firms and physicians are losing their ability to practice die way they want, and sometimes corporate interests supercede good patient care in these settings and noncompetes only amplify this problem as it creates difficulty for physicians to leave. I hope that you create a new role to get rid of noncompete clauses for everyone."</p>
Caitlin	<p>"I am dealing with an unusually restrictive non-compete right now that has caused me significant emotional distress and financial strain. Brief backstory - I am an RN and worked for a plastic surgery office for over 5 years. I contributed to the company significantly throughout this time and was well-liked by my patients and coworkers. There was, however, a long history of administration actively bullying staff' members, threatening their professional futures, and using manipulative tactics. In my case, I was retaliated against because I confided in and expressed personal concerns with my manager in private...It was pretty obvious they were trying to force me out. Why did I not quit? Because of my non-compete agreement - I had nowhere to go. I was fired about a week later - over the phone, with no opportunity for an exit interview.... I paid my attorney thousands more to write my ex-employer a letter in an attempt to negotiate my NCA and collect my unpaid wages. They refused to negotiate and claimed they owed me nothing. Instead, they threatened to sue me if they ever found the in violation of my NCA terms.... All I want to is to perform the services for which I was trained and love to do. I am not trying to "compete", "steal clients" or "divulge trade-secrets"...the NCA prohibits me from performing ANY of the services I performed with my ex-employer within a 50 mile radius and for a period of 18 months, regardless of how my employment ended....This not only hurts me as an individual, but it has hurt my clients who I built rapport with and treated for the last 5 years who I can no longer treat due to my 2-year non-solicitation clause. This has hurt my family and startup business as I have had to invest a lot of time and money into this situation which could have been invested ill them. This hurts society as a whole as it limits the ability to earn a living and pay taxes. Please consider my story and know I am NOT the only one in this unjust situation. Thank you."</p>
Nirav	<p>"I would be in full support of banning non-compete's and restrictive covenants."</p>
Anonymous	<p>"Non-compete clauses need to be eliminated Non-compete clauses are detrimental to everyday people trying to survive in today's economy. They only</p>

	favor big companies with infinite resources. Please stand firm in implementing these necessary new rules. Thank you"
Jocelyn	"I support this Non-compete Clause Rule. Clinic's/owner's do not own associates or clients. In our society, businesses should keep employees and clients because they treat them well, create a good working environment and provide a good service. Non- compete clauses help to foster toxic work environments in so many ways. Feeling trapped and forced to work in a toxic situation is affecting the mental health of veterinarians in our profession. Please pass this rule."
Connie	"I strongly support the FTC's proposal to federally ban noncompete agreements. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes -- ultimately building a stronger economy for everyone."
George	"As a physician , it locks our hands when we are not happy with current work environment and cannot leave. It is a disservice to our patients when we would like to stay in the area and take care of them but cannot because we have to move out of the state because of the economic burden the physician would incur from a non-compete. Please remove noncompete and/or restrictive covenants."
Anonymous	"I am completely in favor of forbidding non-compete agreements. In this time of inflation and a potential recession, the American people need to be able to obtain employment from any place that is offering employment nationwide."
Carolyn	"I am a physician of 25 years. Non competes have created a dangerous situation where hospitals control the choice of patients to see their physician of choice. The majority of physicians are now employed by large hospital systems. An employment disagreement such as a contract dispute can escalate quickly into the employment relationship being dissolved. Patients are caught in the middle-most physicians have to leave their community after their employment with a particular system ends. Patients are unable to follow the doctor they trust when the physicians are forced to move. Hospitals know their employed physicians are largely captive to whatever they decide unless they are willing to uproot their families and move."
Kevin	"Almost every job I have worked as an employee or contractor in the last 5 years has tried to have me sign a noncompete clause. Some have been open to negotiation while others have insisted it was required for the work. At this point in my career my skill base is so specialized that a non-compete clause would essentially render me jobless and ensure that my particular skills and certifications would be all but useless to the workforce. This trend in these clauses becoming almost the assumed norm has completely removed valuable job skills from the workforce. The idea that a company can still attempt to enforce these

	<p>even when they lay someone off or break their end of the contract is almost comical in how blatantly unfair and illogical this is."</p>
Franklin	<p>"Non-competes are harmful to the average American worker and ultimately to die United States economy as a whole. They're most frequently used as a tool to prevent employee mobility between companies. This limits Americans' options in harmful way, especially when wages aren't keeping up with inflation. It's well known that wages for jobs at the middle management level and below do not come close to keeping up with inflation. Frequently the only way to get a significant raise to keep up with inflation is to change jobs. It appears that the Non-Compete Clause Rule (NPRM) would be a positive force for the average American in the land of the Free and the home of the Brave. Thanks"</p>
Leon	<p>"I strongly support banning non-competes. Hi. I'm an emergency physician. When the formerly physician-owned, well-run practice I had been working for was bought by a private equity company, the initial proposal was for a 75 mile non-compete for physicians. The younger physicians (no equity in prior company) negotiated that number down to 12 miles. However, negotiating over the non-compete enabled the company to decrease our pay and benefits. That was likely the plan all along. Non-competes in medicine harm physicians and patients. Physicians get trapped in practices they don't want to be in. That leads to burnout and poorer patient care. Additionally, the risk of not having a non-compete is what? The non-solicitation and non-disclosure agreements are separate. Rather than trapping physicians in a contract, regulations should prevent the exiting physician from soliciting that practice's patients & contracts for a fair amount of time and prevent the physician from disclosing the company's secrets. I strongly support banning non-competes."</p>
Deborah	<p>"Please take steps to reduce the use of non-compete clauses. Currently, workers who make sandwiches or prepare fast food are required to sign non-compete clauses in order to be hired at some companies. This restricts their upward mobility and ability to pursue the American dream. Please restrict the use of these clauses to rare situations."</p>
Sandeep	<p>"I strongly support the proposed change. As a physician, given the growing costs of medical care in this country, I am amazed that health care companies are able to prevent physicians from easily leaving and providing more choice for patients by using a no compete clause."</p>
Michele	<p>"Yes please help - I am a nurse anesthetist contractor...If work is done for them then I would understand but the hospitals make us use them and they don't even know what we do. They will keep you on the back burner as someone with experience and take a cheaper person they have nailed down be that means they get a bigger portion of the pay per hour...and then you have no job"</p>
Emily	<p>"As someone who has taught yoga for five years and is currently under a non-compete and non-solicit contract, I have a direct understanding of how these laws being lifted could change the industry. As a yoga teacher you get paid maybe</p>

	<p>\$60/class max, which ends up being less than \$30/hour when you take into account prep time, arriving early/staying after, and more. Meanwhile the owners of the studio make all the money, yet students think that by supporting the studio they're putting money in your pocket. One way to make ends meet as a teacher is to teach at multiple studios. A non-compete prohibits that. A second way is to branch out on your own and offer your own classes or open your own studio. A non-compete/non solicit makes this incredibly hard because of the waiting period between leaving the studio and being free of your contract. As someone with plans to open their own studio one day, have these contracts nullified would directly impact my life. More so it would benefit the local economy to allow people to make a living wage doing what they love and offering more classes in a city with high demand. Non competes are a money grab and attempt to own someone while paying them well below their worth. I'm hopeful the FTC sees that and will nullify these contracts to create a fair labor market."</p>
<p>Jacob</p>	<p>"I urge the FTC to ban non-compete agreements to simplify the law and prevent future employer abuse tactics. In many US states, non-compete agreements already are very limited. However, some corporations choose to use legal loopholes and pay "Registered Agent" companies to set up a P.O. box in Delaware or other employer-first states, even though neither the employer or employee ever step foot in those states. For a mere \$50, you can set-up your company in the most employee unfriendly state and manipulate your employees. Personally, I was a victim of manipulation and emotional abuse by a former employer during college through the use of a non-compete agreement for academic research. What I thought was a good opportunity at the time turned into a complex situation, where I was essentially hostage to my employer, as they threatened me to be unable to find employment elsewhere if I left their company on unfavorable terms due to the non-compete agreement. I was manipulated to work many hours unpaid under the pressure of keeping my job. The employer also pressured me to shut myself off from other undergraduate research opportunities, spending time with friends, and to not seek out any other internships. While this happened in 2020, the situation still impacts my life, as I lost my opportunities for graduate school. Of course, I later found out such a non-compete agreement was unenforceable in Illinois (where I worked at the time), because they did not recognize legal loopholes. But it is not illegal to write a unenforceable non-compete contract, and the laws surrounding non-competes vary, so that combined with their manipulation tactics kept me at this company through fear. I urge the FTC to make non-compete agreements universally banned to simplify the law, and close the opportunity for inter-state loopholes and employer abuse."</p>
<p>Heinz</p>	<p>"As a 25 year veteran of a niche industry business and I am under a 18 month non-compete. The other mid-level managers I work with are also under the same non-competes. All of us have spent our working careers in this industry and if we were to leave, we would have to sit out of our industry and find work in a different line of business. In many respects it keeps us anchored to the current employer since we cannot afford to wait out the non-compete with no option to entertain offers from competitors. In some respects you feel like the employer owns your</p>

	<p>skill set and services in this type of situation. No one wants more competitors in their industry, but it is healthy for the business community which brings down prices for the consumer. Getting rid of non-competes would be a positive step for the employee and the economy."</p>
<p>Kevin</p>	<p>"Non compete's are nothing but harmful It prevents healthy competition in an industry, which hurts not only the employees bound by them, but the customers of the companies imposing them, and the companies themselves. Pm currently under one waiting to expire. I've had to give up 15 years of experience, and take a lesser paying job, which has caused me to struggle. Not to mention the only reason I am under one is because I had to sign a non compete when the original company I worked for was bought out, and the new owner made us sign one. So my option was keep working for us by signing this, or get fired. I was left with no choice but to sign it, and kept in a toxic work environment because I couldn't go out and work for someone else in the industry. So the only way out was to leave the industry completely, and let my non compete expire. I'm constantly being reached out to by my previous customers, as the service I provided to them is no longer available, but I am unable to help thanks to my non compete. So a few of them have actually had to hire people to replace the services I was providing, costing them more money. So, there is no benefit to non competes, even to those who impose them. My previous company even loses out because they are losing customers regardless, as the customers find other solutions. So what is the point? Who are these non competes protecting? Hopefully this proposition passes to allow healthy competition again"</p>
<p>Jennifer</p>	<p>"Physicians should be included in the non-compete ban. Burnout is high in healthcare and the ability to avoid being trapped in a poor working environment may help."</p>
<p>Greg</p>	<p>"I am an independent contractor. One of my clients has the following in their contractor agreement. The name of the company has been starred out. The CAPITALIZATION is mine for emphasis. 'Contractor agrees that during the term of this Agreement and for a one (1) year period after completion or termination of this Agreement, Contractor shall not in any manner whatsoever, directly or indirectly: (i) within the geographic areas where **** conducts business and its clients and customers are located, solicit or accept any Competing Business from, or engage in any Competing Business with, any clients or customers OR PROSPECTIVE CLIENTS OR CUSTOMERS of *55* with whom Contractor had any written or oral contacts or dealings in conjunction with the Services during the term of this Agreement; or (ii) on behalf of Contractor or on behalf of any person, firm, corporation, association or other entity, solicit, influence or cause any employee or contractor of * * * * to leave his or her employment with * * * * or cease or reduce his or her contractual relationship with ****. For purposes of this Agreement, "Competing Business" is business of a nature or type that is the same as, similar to, OR OTHERWISE COMPETITIVE WITH THE BUSINESS being conducted by ****. Contractor agrees that, in the event of a breach of the covenants set forth in this paragraph, ****'s remedy at law would be inadequate, and **** may seek injunctive relief, as well as damages. Contractor acknowledges</p>

	and agrees that the requirements of this paragraph are reasonable in time, territory and scope, and do not unduly burden Contractor's ability to earn a living, and that the aforementioned one (1) year period shall not be reduced or shortened by any period of time during which Contractor is in breach of this covenant.' This is in North Carolina, but the company does business worldwide and its clients have entities worldwide, thus the world is off limits. Anyone the business has ever talked to could be considered a PROSPECTIVE client. Even potential clients that have refused to do business with the company. I FIRMLY believe this non-compete clause is in RESTRAINT OF TRADE and I am IN FAVOR of the Proposed RULE."
Amal	"Physicians should also be included in NPRM"
Victor	"I'm in Tech where these idiotic clauses stifle competition. Which prevents the best workers from going to better, smarter companies. Which results in inferior products and services for consumers."
Kathleen	"California prohibits non-compete clauses yet it has the largest and strongest economy in the nation."
Rebecca	"I strongly agree that the no compete should be dropped and not considered a legal contract"
Josh	"It's entirely unfair that employers get to dictate the terms of my employment for years to come. I turned down my first employment opportunity during the pandemic for just such a reason. The government should ensure that workers have a right to work anywhere, not limited by who previously employed them. If there are trade secrets, limit those under already existing law. Otherwise, let Americans work freely."
David	"I strongly support the proposed rule on non-compete clauses. I have worked in the automotive industry where I had to sign a non-compete that was so broad, I would not have been able to work for 2 years for any other employer that COULD theoretically compete with my employer, regardless of whether the other employer actually competed against them. This hurt my income and career trajectory, as when the plant shut down for a year to retool, they didn't lay off the office staff - instead, they "relocated" our jobs to another plant 1.5 hours away from where I worked, then said the non-competes prevented us from getting other jobs in the local area. This abuse must stop. It hurts the local economy and other employers, who could have hired employees like me. Instead, I had to change fields entirely just to avoid the non-compete, which reduced my income and reset my progress on climbing the promotion ladder. I had to throw away skills that I had gained in the automotive industry."
Joshua	"I see no benefit to workers for non-compete clauses. I was asked to sign one out of grad school which would have prevented me from working within several miles of my home in anything remotely related to the job. Non-compete clauses are frequently abused to the maximum degree and should be outright banned."

<p>Gregory</p>	<p>"Please pass regulations on non-compete clauses. It is not fair to hold employees hostage, or limit their ability to grow themselves and the economy, by restricting their employment options. I have first hand experience with this practice. A former employer had me sign a Non-Compete when I started employment as a internship in college. It was a part time position of 20 hours of work as an Electrical Engineer, while I finished university. After university, I worked for this employer another 4 years full time, but then found a better job in another state. It was not a competitor, but a customer of my former employer. My former employer waited till the day after my 4-week notice to tell me that I had signed a non-compete agreement and that it bared me from working for any competitor, customer or any potential customer up to 5 years after leaving the company with no geographic limitations. This was effectively the entire semi-conductor industry and put my entire career at risk. I had to pay a lawyer \$1500 out of pocket to help, and they were only able to water down the language in the agreement to allow me to take my new job. However, I had to agree to new binding agreements and a "confidentiality" clause so I could not warn my former workmates or post about my experiences."</p>
<p>Daniel</p>	<p>"I wholly support the FTC eliminating the socialist baggage otherwise known as, "Non-Compete Agreements" (NCA), from the American professional experience. Some organizations have claimed management of NCA should be left to the states, but this betrays our system. Interstate matters are the purview of the Federal government, not of lower-tier state governments. NCA are not limited in scope to a single state and are therefore the purview of the Federal government. My own NCA is based in the state where my company is headquartered, a state where I have never performed a day of work in my life. NCA unfairly stifle the American worker, wages, and innovation, they give employers unfair and dishonest leverage to keep employees at their company who would otherwise leave for better employment. It is time to end NCA and restore capitalism to the American workplace. Competition is healthy and good, an employer who only maintains an employment relationship by NCA is not a good employer and should not be protected from the consequences of failing to be a good employer by such means."</p>
<p>Kevin</p>	<p>"Employers have most of the leverage over their employees. That leverage should end when the employment ends! Employers are more than capable of protecting themselves without crippling intimidating a FORMER employee's opportunity to eam a living!"</p>
<p>Patrick</p>	<p>"Hello. I am a husband of a spouse that is also medical like me. The anesthesia company that controls entire large city we live in mandates that she sign a non compete. They do not allow their employees to choose where they want to work. If you want to work within 40 minutes from home, you are forced to sign this. The benefits are terrible and the pay is under the average. However, they know they have a monopoly in the area and that is how they keep people. They don't keep people because they offer a fair wage, good benefits, or even respect. People should not be forced into this. Especially highly trained individuals that have invested their lives to helping people in the medical field that no one wants to</p>

	<p>work at. Please cancel non competes. It only serves the greed in companies. Not die employees. Let people choose where they want to work. For her to leave this company, we both have to uproot and move an hour away or she has to communte an hour away, which would take a toll on our family."</p>
<p>Ralph</p>	<p>"My comments on the proposed FTC ban on noncompete agreements are as follows: 1. For most levels of employees, and most situations, I agree that non-compete agreements should be banned. The countering argument, that noncompete agreements are necessary to safeguard company proprietary information, may have some validity. But on the other hand, for other than employees in certain positions or circumstances, banning noncompete agreements could have a benefit to society in that companies will be discouraged from underpaying or abusing its better employees so that they will not be motivated to leave in the first place. They will want to stay. 2. if noncompete agreements are NOT banned, then I suggest limiting their allowed application as follows: They could be applied to any employee, who was fired for disciplinary reasons. That's because fired employees could be more likely expected to take retribution against their former employer by doing things such as sharing its proprietary information with the new employer, who could be a direct competitor to the former one. It seems reasonable and fair to prevent this specific and more likely circumstance from occurring. 3. If not banned, then noncompete agreements should NOT be applied to laid off (as in Reduction in Force programs) employees who work in a position where proprietary information is unlikely to be known, such as working on the factory floor. In order to maintain this desirable circumstance, it would of course be necessary for the employer to disperse proprietary information strictly on a need-to-know basis, such restriction which the employer should already be doing ANYWAY. There would admittedly be "gray areas" where decisions would need to be made about what is proprietary, such as a more efficient way to distribute materials on the factory floor. Is that really proprietary or not? But again, one way to defend against the "gray areas" is to treat the employees well, so that they are motivated to stay, not to leave. 4. The best application for noncompete agreements, if not banned, is for the riskiest scenario, which is where a high-ranking officer of the company, who would be likely to know critical company proprietary information, is fired for disciplinary or performance reasons. Obviously, this particular employee would probably be at most risk for divulging critical proprietary information to a new employer in same industry as former one."</p>
<p>Jennifer</p>	<p>"Non-compete clauses expose people to undue restriction on employment and are in direct conflict with an individuals right to prosperity. In many circumstances employers that compete, are in the same regional location, meaning people working under a non-complete clauses have few prospects for altemative work."</p>
<p>Elizabeth</p>	<p>"I am a veterinarian who has lived my entire 33 years in practice following and respecting all my non competes. Now I simply want to start a side business as a way to move into retirement while keeping my small animal job. I advised my employer up front about all of this when I signed on with them over two years ago. They informed me then it would not be a problem but now it is a problem.</p>

	<p>Veterinarians already have high burnout, long hours for low pay compared to our human counterparts and non competes are not helping. Please help free our profession from this onerous problem. I simply want to have a side business which in no way competes with my employer who does not even offer these specialty services. Please do the right thing and end non competes for American workers (veterinarians) and give us a chance to be all we can be. Thank you!"</p>
Kathleen	<p>"My wife is subject to a non compete as a veterinary professional and it is literally robbing us of income we could be making if she could search for a better job. Please help us. We are trapped on a hamster wheel and we are ready to start a business ourselves which in no way even competes with her employer."</p>
Fatima	<p>"Physicians have long suffered with non competes as we get bound to one hospital or practice over another. And then unable to work anywhere nearby even after leaving for up to two years. Working hard in this field doesn't mean we are entitled to one hospital or clinic. Our quality of life have declined a lot ever since huge corporations have taken over healthcare. We need some silver lining. Please remove non competes for Physicians as well as a fair rule for all laborers."</p>
Andrew	<p>"The prohibition of non-compete agreements needs to be finalized and implemented now. These agreements, except in the narrowest of circumstances, are unfair, anti-competitive, monopolistic and quite frankly, completely unamerican. They depress wages and worker freedoms and are a net drain on the economy as a whole. Thank you and please do the right thing."</p>
Andrew	<p>"Non-compete clauses have transformed from their original intent of protecting sensitive company information from being easily accessed by competitors to what they are now; which is simply a means to reduce the mobility and opportunity of current employees to negotiate and compete for higher wages at their current employer or at competing enterprises. Noncompetes are now almost exclusively directed toward lowering the wages of lower tier workers by suppressing their freedom to compete in the employment marketplace. This is flat out Unamerican!"</p>
Lisa	<p>"I write to support a BAN on exploitative noncompete agreements. Workers around the country are sharing their own stories about how noncompete agreements have hurt their careers. One in five Americans has been forced to sign noncompete agreements at the time they were hired, leaving these workers with lower wages and worse benefits. Everyone should be free to leave their job for a better opportunity. Noncompete agreements are bad for workers."</p>
T	<p>"I believe this to be a profound change for good. As the press page from ftc.gov states, it will unleash change. Employees shouldn't be held to an employer through coercion but through instituting a work environment and compensation package that doesn't encourage them to leave. The allowing of non- disclosure is still vital and enforceable so that an employee's worth is determined by their general ability to contribute and not a short term market change by disclosing strategic information. While some might view the change to be government overstep, I counter that there has been a fundamental shift in the</p>

	<p>worker/management relationship since the 1970s, this puts power back to the workers to sell their labor to the bidder that best aligns with their price. This doesn't stifle capitalism, rather it unleashes it by removing barriers. Additionally, workers are subjected to layoffs with little to no notice and often with limited to no severance packages. While management knows of these changes and those being let go have an opportunity to plan a departure. Barring more radical changes to the disclosure requirements for layoffs, this will give workers some ability to continue to provide for themselves quickly and reduce government assistance. Personally, I would like to see more European style labor protections, i.e. layoffs can't be restaffed without offering the position back to the holder and months of notice with generous severance packages."</p>
Noah	<p>"I strongly support banning non-compete clauses. As an advanced practice nurse, and I have only seen non-compete clauses used to limit healthy competition rather than for their ostensible purpose of protecting proprietary information. Medical care is generally not proprietary, but instead relies on a large-scale collaborative effort of countless researchers and medical professionals using publicly available in with the single goal of helping those in need. Allowing companies to limit medical professionals ability to easily switch to large multi state hospital groups to abuse non-competes as leverage to keep practitioners locked into non-competitive contracts rather than allowing the free market to force these companies to provide market rate compensation. Non-compete contracts stifle competition, innovation, and the ability of workers to move freely between jobs which harms the public health system. The only thing non-competes do in my field are useful for is to allow companies to provide below market value compensation to health care professionals."</p>
Thomas	<p>"I am for the elimination of the practice of using non-compete clauses in the labor market."</p>
Christine	<p>"This is great news. I work in the therapy field. Non-compete clauses hurt both practicing clinicians and most of all, clients. Clinicians have the right to provide their (much needed and in a shortage) services to clients in whatever environment that is best suits them. I've seen many group therapy practices intimidate and scare clinicians into continuing to work for them by pointing at their non-compete clause. It's completely and totally unethical and all clinicians in the field know that about non-competes. It's time to be rid of them."</p>
Nazema	<p>"Please continue the proposed changes! Non-compete clauses are widespread in medicine. As health care systems have expanded through mergers and acquisitions of smaller hospitals, a non-compete that states one cannot work within 50 miles (for example) of the health care system may now apply to a wide geographic region or an entire state. This impedes competition, and limits the ability for providers to move practices to more rural areas where health care is desperately needed."</p>
Marilyn	<p>"As a physician, I should be free to practice wherever I am licensed. Noncompete clauses exist to unfairly restrict physicians from changing the places</p>

	and conditions of their employment, negotiating for fair incomes, and drives physicians away from practicing medicine, at a time when we don't have enough to fulfill our needs. No employer of physicians (for profit or not for profit) should be able to use a non-compete clause."
Nancy	"I am in support of eliminating non-compete clauses."
Virginia	"I am a veterinarian. Non-compete clauses in our contracts hurt veterinarians themselves, limiting our ability to leave a job that isn't a good fit. I personally bought a house 30 min away from my job so that if I ever left I wouldn't be locked into an even longer commute by living close to my job with its 7 mile, 2 year non-compete radius. They also hurt consumer choice. Since veterinarians find it difficult to leave their jobs because they might have to move, have unreasonable commute times (can be hours long to get outside the radius), etc., they are stifled from setting up their own business, bringing their ideas to a different business, and forcing veterinary practices as a whole to be better to keep their staff."
Zari	"I support banning non-compete agreements. Workers should be able to transfer their skills to any job they want without penalty."
Himanshu	"I, as a privately employed physician , whole heartedly AGREE with the ban of non-competes on a national scale. It is a way for corporate entities to keep wages LOW for workers and have undue power in renegotiations in contracts....I can assure you ALL of those doctors and nurses would WHOLEHEARTEDLY support the banning of non competes. Additionally, if you look at their leadership page for AFIA, there is not a single medical doctor on there. And finally, their letter has an undertone of a potential legal action, which an organization would only suggest if it impacts the corporate profits. Please, I implore you to proceed with a national ban on non-competes WITH NO EXEMPTIONS for ANY SKILLED WORKERS. It is tiring watching our representatives be swayed by corporations."
Michelle	"As an employee that was forced to sign a noncompete clause by my employer, I urge you to pass this rule. Many workers are forced to stay in low-paying jobs or toxic work environments because they do not wish to relocate in order to change jobs. Abolishing noncomplete clauses is just the right thing to do."
Jennifer	"I am in support of ending non-compete clauses. This MUST INCLUDE PHYSICIANS. Physicians are increasingly held hostage in untenable work environments but are unable to change jobs without completely uprooting their entire family and leaving their support systems and even specialized programs that they themselves built for their employers. Physicians are unable to unionize to improve their working conditions and ensure they are being treated fairly. Contracts are changed, reimbursement for services provided are changed mid contract and physicians are forced to sign these unfavorable changes because they cannot leave their current employer and still live in their same city. Of course hospital systems are against this... they want to maintain their unfair power. Physicians should not be treated any differently than any other employee."

anon	<p>"I am completely in favor of forbidding noncompete agreements, I had recently been offered a new tech position, which I was very interested in, but due to their broad non compete clause lasting 18 months, which would be effectively worldwide, I have had to turn down that position which would have been a dream job. The fact that in some states they are illegal and not all is unjust, I shouldn't have to live in CA just for the same position not to have a non complete cause."</p>
Sam	<p>"...I am an outside sales rep for medical devices and am under a strict non-compete agreement. I love my company but have argued for years this practice holds down wage growth within my company. I currently make the same base salary that I made when I started 11 years ago. My commission rate is also the same it was 11 years ago. The only way I get a "raise" is if I sell more than the "quota" that is assigned to me by the company. There is no negotiation, no discussion, no objections. Ending the non-compete clause would force my company to increase wages and more fairly allow for individual growth. In the mean time, I am trapped in the forced compensation package they determine."</p>
Jenny	<p>"I support ban on noncompete clauses for physicians."</p>
Laura	<p>"Non-compete clauses keep physicians bound to undesirable work environments, restrict them from earning a living with the skills they have devoted their lives to developing in communities where they have established their families and livelihoods, and potentially limit patients access to good care with their trusted physician."</p>
Henry	<p>"I am all for it. Non competes unfairly advantage employers. It may even be immediately relevant to my own ability to find extra work as a professional photographer working with studios."</p>
Gina	<p>"I feel that a non-compete limits your ability to grow. It almost feels like your trapped may it be a good or bad job. We have a hard time securing great potential employees as they do not want to sign a non-compete"</p>
Elec	<p>"I am writing in support of this proposed rule. Non compete clauses and contracts are unfair practices that hurt the economy. Furthermore I would encourage the commission to include die healthcare industry in this rule. Healthcare workers should not be limited by an employer in terms of where or for how long they can practice."</p>
Anusha	<p>"Physicians with noncompetes in their contracts are forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician</p>

	<p>leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however, one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave the block and not be a part of that hospital's mission. Arguably, this is exactly where market forces should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients."</p>
Laura	<p>"This is very important and should be done and accepted"</p>
Alden	<p>"Non-compete clauses in medicine prevent competent physicians from making personal career decisions. They are bad for patient care especially in areas of medial need. They should be eliminated completely but especially in the medical field. Physicians are leaving the profession in record numbers. Do we want to continue to prevent physicians from remaining in a geographic area solely to protect the "rights" of a business or corporation. The need for physician is increasing exponentially. Stop the draconian practice of non-compete clauses and allow physicians to make career decisions that do not force them to move and uproot their family."</p>
Frederic	<p>"I am a 30 year physician in NC. Noncompetes for medical practitioners does little to 'protect' the financial interests of the employer. In medicine, there is uniformity of training. Forcing relocation of a family should a group and doe separate does not protect the employer. But it does upend many lives."</p>
Rachel	<p>"I am submitting my support for the proposed rule to terminate non-compete clauses, particularly for physicians, as this would allow them to provide care to patients, especially those in underserved areas. The current state of healthcare in this country is a challenge, and it is essential to explore every possible solution. This is one solution. Non-compete clauses limit the ability of physicians to practice medicine (including where it is most needed), as they restrict their employment options and prevent them from serving patients in certain areas. By eliminating these clauses, we can promote a more equitable and accessible healthcare system by our communities. This step will undoubtedly contribute to the betterment of healthcare in the country and ensure that patients receive the care they deserve. I am being affected by not being allowed to practice as an Obstetrician/Gynecologist....This will provide appropriate and fair wage compensation for healthcare. It's a step in the right direction!"</p>
Jacqueline	<p>"The non compete clause is an infraction on personal rights of an individual to work in an area of their choosing."</p>
Shelileah	<p>"Dear Federal Trade Commission, I am writing to you as an oncology physician, who is bound by a noncompete clause. I am writing in strong support of your proposed change to eliminate noncompete clauses andlor make them illegal in contracts. I think that it fundamentally restricts our freedom as physicians, employees and citizens, to be bound by a noncompete clause that essentially force us to move cities, if we no longer wish to work for our current employer. If</p>

	<p>employers mistreat us, undervalue us or otherwise create a suboptimal work environment we should have the right to leave and work elsewhere, without having to uproot our lives to another city. It is not as though we are taking trade secrets or intellectual property with us as physicians. Furthermore, let it be known that the American Hospital Association does not speak for physicians when it states that it is against the elimination of noncompete clauses. I cannot think of a single physician that I know that is in favor of noncompete clauses. I respectfully ask that the FTC pass the proposed rule to eliminate noncompete clauses from contracts."</p>
Becca	<p>"I am commenting in support of the proposed rule. I have been a practicing physician for over 10 years. Most physicians are now employed, typically by large healthcare systems, and frequently required to sign non-compete clauses with employment contracts. These non-compete clauses allow the employer to modify the job expectations, support structure, and compensation, knowing that their employees are less likely to leave since they are unable to obtain a new job within a reasonable commuting distance without moving or facing a significant legal battle. In this area, non-compete clauses are clearly detrimental to competition and limit the employees' ability to seek better employment or improved working conditions."</p>
Lauren	<p>"As a veterinarian I strongly support the FTC's proposed changes to non-compete rules. Both large corporate practices and small single-owner hospitals/clinics use non-competes to depress wages and suppress career growth by keeping us from starting our own businesses or taking to a better job in the same area. I have worked for three veterinary hospitals in my 16 years in practice and each one of them had a non-compete clause in my hiring contract which they said was non-negotiable. As a result, when I did leave for another job I was forced to uproot my family to avoid costly litigation. This rule would be a boon for the thousands of veterinarians who are trapped by non-compete clauses and a boon for consumers as well. The elimination of non-complete clauses would increase competition between practices and would make starting a new hospital or clinic much easier, leading to more choice and more affordable care options for the consumer."</p>
Kim	<p>"Non compete clauses in employment contracts should be illegal. They are not compatible with a free market economy. They give far too much power to an employer and force people to stay in work environments where they are unhappy. They are hugely detrimental to workers and I urge you to consider making them illegal in the U.S."</p>
David	<p>"I am in full support of the proposed rule. Non-competes are basically just a way for companies with a lot of money and resources to bully employees who can't fight back. The only way to fight back is to not work for them but in our current economy we need to work to survive. I recently left a job where I was being held back in terms of upward movement in the company. I made the decision to leave to pursue other opportunities. This decision though forced me to work farther from my home than I already did because of the size of the non-compete radius. This</p>

	<p>makes my commute longer and takes me away from my family for longer periods during the day. Unfortunately, the company I went to also made me sign a non-compete. I work in healthcare and there are no groups in the private practice sector who operate without non-competes. It is unfair and I hope that you all will find it illegal."</p>
<p>Jane Doe</p>	<p>"I am a veterinarian, as is my spouse. Non-compete clauses are abusive to employees. My husband is subject to a non-compete clause that makes it so that he'd have to commute an hour to be able to work elsewhere. How is this ever fair? His employer lured him in to working for him by promising him partial practice ownership. The owner has worked part-time since my husband started, taking many long weekends and entire weeks off to vacation and spend time with his family. My husband, as a reliable long term associate, works long hours and gets little time off. Instead becoming a part owner, my husband worked for this man for several years, substantially adding to his client base and heavily lining the owner's pocketbook. The employer then sold the practice to a corporation for a massive profit, or which my husband sees none of. Many times, he has asked to negotiate the non compete clause, but this was flat out denied. He would like to start his own business, since his took away any opportunity to run the practice he helped build, but he cannot do anything related to vet medicine unless we move our family. The practice owner plans to retire in his early 50s, owns a luxurious beach home, multiple new luxury vehicles, and has more money than he knows what to do with. Meanwhile, my husband and I continue to have endless student loan debt. It's appalling that these practices continue regularly in the land of the free. My husband could build a wonderful practice to serve our community and our family could stay in the area we know and love without non competes. Instead, we are saddled with the choice between him working locally for a corporation and owner that will not repay his loyalty, or we move and uproot our lives to start somewhere new. Also, it's time we stop giving corporations such a leg up over individuals. They already have more buying power to negotiate better prices, more capital to use as they wish, etc. They do not need the additional prop of controlling their employee's ability to choose to work elsewhere. Non competes can and do trap employees who don't have the means to move their lives elsewhere. The transition of medical, dental, and vet practices from small businesses to corporate-controlled machines is taking the humanity out of these services. Practice ownership is one way that these people, who have dedicated their lives to constantly learning and serving in order to help others, can earn enough to pay off the immense student loan debt that comes with a public school medical/dental/vet degree. Even small businesses should not be permitted to use non competes with their employees. They should be challenged to be considerate or their employee's needs and of the fair and competitive benefits that other businesses offer in their area. My husband's boss used deceptive promises to get my husband to join in with a non compete, and now the employer reaps all the benefit and keeps my husband from being able to negotiate at all."</p>
<p>Mahesh</p>	<p>"Non-compete clauses deprive patients of continuity of care. If a physician leaves an organization with has non-compete clause that provider is arm-twisted to sign initially, he has to leave town. This is unfair to patients and causes harm. Hence</p>

	there is no place for non-compete clauses. Also, it forces physicians to leave town. This in my opinion, is against the freedom enshrined in our constitution."
Richard	"I am absolutely for removing Non Compete clauses in the workplace!"
Joshua	"This law needs to go into effect, I specifically am an individual that would benefit greatly. I am bound by an 18 month NC and it has stifled my ability to grow and have any chance of higher wages no Matter how successful I am at my position."
Mataia	"I don't believe non-competes should exist, mainly because in the world where an employer can terminate you for no reason at all, they don't have to actually have a specific reason to let you go. I think that this disproportionately the working class I also believe that this can affect minorities at a heavier rate, because of the things that they could potentially face during employment, and then this can also affect their ability to provide for their families and cause yet another economic disadvantage for people that are in their communities."
Stephen	"I support the FTC proposed rule banning non-compete clauses. What they have been doing is wrong and should be banned."
Holly	"I work as a programmer in small companies. I have had extreme distress and economic hardship due to these noncompete. I cannot change jobs easily due to thing banning anything to do with credit card transactions, or air conditioners. Every time I have to get a new job I have to change industries and start from the bottom again. I make 1/2 what most programmers make and I largely attribute it to these non compete. I have had to turn down several jobs due to this."
Patrick	"I am an individual covered by a non compete that essentially limits me from working in any capacity by any organization that touches HVAC equipment for 5 years, covering about a 500 mile radius from my house. Leaving my current employer would result in me needing to make a complete career change. This essentially means I must choose to continue working for this person or risk the ability to provide for my family. I understand in certain circumstances a non-compete is needed to protect investment and training, but making something so broad like in my case essentially limits my ability to seek additional compensation or benefits due to the sweepingly broad language used. My non compete was offered with no additional compensation, years after I was fully employed by this individual. I was told to sign it or my employment would end."
Shazia	"As a physician serving the local community am against non compete clauses limiting the scope of practice of a physician. The admin monopolies and blackmails the physicians with such restrictions."
Randie	"Non competes seem prohibitive to clinicians to successfully change jobs if unsatisfied with their work environment and remain local. This seems absolutely unfair, is an extreme hardship to the clinicians and their families The clinician has to cease working for a period of time (unaffordable for most) drive very far to avoid violations (unhealthy/unsustainable for the good of the clinicians, their

	patients or their families) or relocate which also an egregious expectation because you want to change jobs. If I was a cashier at target and I quit, I can easily work at Walmart. In fact my experience is helpful not feared due to liability of non compete violations. If I am a pilot, I can switch airlines right? A pharmacist-pharmacies? I just don't see how large hospital systems can monopolize where doctors can and can't work. It is wrong!"
S	"This is no brainer non compete should have been eliminated decades ago if FTC was in favor of more access and fair competition. Impossible to believe that individual physicians can compete against behemoth hospitals"
Shoba	"I am a Physician who is affected by the non compete clause of 30 miles for one year. I don't want this clause."
Vishal	"I support this proposed ban on non-compete clauses."
Elsa	"It is time that these archaic deals that only protect employers end. Equine vets are often forced by them to have to sell their homes and move out of the area if they disagree or don't like how they are being treated by a practice owner."
Roy	"Non-compete clauses are unfair to employees, restricting their ability to work (and innovate) within a specialized skill set. Employers demand months or years of guarantee for no consideration paid during the restriction period."
Charles	"The actions to remove non-compete clauses are long overdue. Employers use non-compete clauses as a means to restrain die employee's flexibility to seek and secure jobs with higher wages or better working environments. I am an optometrist and have been forced to pass on better jobs for 12-18 months because of broad non-compete clauses. Thank you for taking actions to end this unnecessary practice."
Evan	"Trying to enforce noncompetes on physician while disallowing them on every other profession is absolutely ridiculous. What happened to your healthcare hero's?"
Michael	"Please pass this rule on banning non-competes in the workplace! They are anti-capitalism and unAinerican and hurt employees by limiting their wages in preventing them from working for competing companies in the same locations. This rule is totally pro-company and anti-employee and I can't understand how it was ever passed."
Uchit	"Should healthcare field be included in this, then definitely one of the best things to have happened to healthcare over last several years. This would improve patient's access to different specialists in an otherwise access limited (or delayed) scenario."
Kevin	"I regards to. Non compete the ruling should apply to all hospital systems non profit vs for profit is a meaningless distinction for the physician and in realty for the

	health system since they are all for profit. Everything else is just how they file their taxes"
Hiren	"Absolutely doctors must be free from non compete clause."
Anil	"This ban will be very helpful and fair for physicians"
Randall	"I cannot truly express how much banning non competes would truly help the American worker. Since graduating college over 10 years ago, I have been forced to sign a noncompete at every single job I have had. This has severely limited my career options in several instances and forced me to stay with a company that was holding me back and negatively impacting my mental and subsequently physical health."
David	"I previously worked as a physician for a large hospital system in North Carolina that had a severe non-compete clause. If I left my job, I would not be able to practice medicine, period (not just in my specialty), in my county for at least a year. Given the size of the system, this would de facto mean that I had to move or face 2+ hour daily commutes if I wanted to get another job. The system would not have lost clients/patients if I'd left: I was a hospitalist and did not have personal or lasting relationships with patients. There was no proprietary information that I knew or developed that competitors could have exploited. They explicitly used this non-compete to compel physicians to continue working under ever-worsening conditions: unsafe patient loads, shifts several hours longer than their stated duration, and increased frequency of call duties. It allowed them to cap and suppress salaries, despite increased health risks (daily exposure to original COVID) and rising inflation. I was able to get out of my non-compete clause thanks to a personal connection with an upper-level executive, but other doctors could not. My former teammates have children in school and families they couldn't easily uproot. They wouldn't be uprooting immediate families, but also close relatives who either helped with childcare, or suffered ailing health themselves."
Ornob	"I am strongly against non compete clauses. This stymies innovation, competition, and is antithetical to the economic philosophy of capitalism. It also promotes formation of monopolistic business models."
Sam	"I support an end to non-compete clauses for physician hiring."
Dan	"I am not in favor of non compete clauses. This prevents competitive salaries and benefits. Please stop the non compete."
Eleanor	"I strongly support restrictions or a ban on non-competes. I am a veterinarian and my first job after graduating required a non-compete. After 8 years at that job, I needed to move on, but because of the 25 mile non-compete, I would have had to drive over an hour each way to work. Since veterinary jobs tend to be long hours anyway, this was not possible for me at the time with kids in school and sports. After almost \$10k in lawyer fees, I was able to work closer to home, and I have refused to sign a noncompete since that first job. Thankfully the market allows for

	<p>me to make that requirement right now, but when the market changes, I won't always have that ability. For me and for new vets that follow me, I hope you pass this rule. While I understand an employers concern of 'stealing' client, they had a non-solicit clause in the contract that prevented me from soliciting previous clients."</p>
Kenan	<p>"Pm writing in full support of outlawing non-compete clauses. As a worker, these are extremely harmful and limit our ability to find new jobs when necessary. Confidentiality of trade secrets can be protected with NDAs, so there exists no reason to additionally limit where else a person can work. If another company can provide a better working situation, or if a worker wants to start their own company in the same industry, nothing should stop them. Preventing that is anti-competitive and anti-worker. Also consider that non-compete clauses can frequently prevent a worker from working anywhere at all and force workers to stay in poor working conditions. In some professions, a non-compete could essentially cover any other job a worker would be trained / qualified to do. So a worker would be faced with the choice of never leaving their current company or leaving and waiting for the non-compete to expire (oftentimes over a year), which isn't feasible without pay."</p>
Joan V	<p>"Agree the non-compete clause in an unfair portion of many physician contracts that can limit life decisions"</p>
James	<p>"Thank you for proposing this rule change. Companies' broad use of these noncompete clauses- -even for entry-level, low-paid jobs- -is out of control."</p>
Amanda	<p>"Non-competes make no sense for physicians, like myself, who only take care of ICU inpatients. Patients don't "choose" where they go for ICU admission. There's no way I could "steal" patients from another ICU. Stop the madness. All these non-competes do is force physicians to uproot their entire lives just to find a new job because it means they have to move to a new city."</p>
Tamara	<p>"I work for a Learning Center in North Carolina making only \$15 tutoring students. Many of the students are special education students. I can't leave to find other work because of the non-compete clause...The clause names explicitly all of the tutoring companies in Charlotte, NC where I can find work. I can barely afford to live on this wage in Charlotte. If I did not have to worry about the non-compete clause, not only would I be able to find a fairly paying job. It would also create more competition for qualified tutors, and wages would increase."</p>
Ariel	<p>"I am a sales representative and non competes have hindered me significantly in the rental industry! I moved out of state to avoid violating a contract. After my contact was up I moved back to my home state. I was fired 1 month after being in the new territory they want to hold me to another non compete in both states. I had to switch industries as I did not have the time or resources to fight the case. They then threatened my severance and sent me a letter of intent to protect themselves via lawsuit that could cause issues for me, or future employers making me essentially unable to be hired for a entire year within the construction rental equipment industry unless I got a release of that contract which they</p>

	<p>refused. I was only in my new territory for a month. They essentially eliminated competition by enforcing a non compete in my home territory after being there for such a short period of time with their company. They allowed me to enter contacts and previous relationships I had in the area to salesforce and then fired me for being "too bubbly and giggly"</p>
<p>Christine</p>	<p>"I have already commented but since that time, my non compete has come into play. I was being starved out of my media sales position with Gray TV in Charlotte, NC by new management, so I was unable to remain employed due to financial responsibilities that must be met. I have had 2 compensation plans violated, which HR is telling me is fine and normal. I've been doing this for 10 years for several different companies and have never seen annual income reduced by 75%, due to managers moving accounts around as they please just because they want to do so. I left my job last Friday, after having only been there 6 months, due to management changes and account shifting, which I was assured would not happen. The manager that assured me of that was let go a month ago. I can't do any damage after only 6 months, but after having multiple tense conversations with the new General Sales Manager, I believe she is not letting me out of the agreement due to spite, just to make my life harder....My 81 yr old mother loves with me. We relocated for this job and I bought a home, which I am now going to lose, since the 3 stations I've spoken to cannot hire me due to being sued for interference by Gray TV. This should be illegal. No company should have that much control over a previous employee."</p>
<p>Brian</p>	<p>"I am currently 3 months removed from my position as a client support rep....I started at \$38,000 as the lowest ranking employee. Didn't even realize when signing (being I was getting paid so little) that I signed a non compete. I quit in late October because my roles and tasks increased dramatically. My hours and days worked also increased then... [and] asked for a raise that got denied....I was happy with the workload and to work in sports but wanted to be compensated accordingly. They weren't willing, so I'm the end, I left. After I quit, I took a local job...paid me more money than Vald did. During this time I was seeking employment with sports tech companies in the industry as I wanted to be happy doing something I loved and got hired to do client support. I have since received a letter from Vald trying to take me to court for breaking my non compute. I have a grandmother in the hospital whose bills I help pay. A wedding a year from now that I need to pay for. A fiancé in PA school and two dogs that I care for. This is causing me undue hardship as they are trying to make me quit and be without a job. I found a job I love and people who treat me right and pay me accordingly...I just want to work. A non compete is against all human rights. I have the right to work wherever I want and this absurd....This has given me an unbelievable amount of anxiety and they're causing me to feel a way I've never felt."</p>
<p>Chris</p>	<p>"Please, this limits the ability to utilize learned transferable industry knowledge that will benefit the employee. Without necessary skills and knowledge, growth as an employee within their industry is nearly impossible. Banning non-competes will promote progression and competition. Will some abuse? Absolutely, but the absolute majority will not. Companies can protect themselves in other ways."</p>

<p>Kermit</p>	<p>"I am totally against non-compete agreements as they clearly stifle individuals from starting their own business. My current company gave me a non-compete agreement while I was on vacation and said I didn't have a job if I did not have it back to them in 48 hours. That was 6 years ago and I have been trying to leave, but this agreement is being held over my head. The United States has been prosperous because of entrepreneurship and this is crushed with these agreements. Please pass this law and do not allow the large corporations to keep it stuck in court for years."</p>
<p>Shannon</p>	<p>"I have been a veterinary specialist for —25 years and have been asked/ required to sign a non-compete agreement at 70% of the positions that I have held. My experience with non-compete clauses as they relate to service driven professions such as mine, is that they are used to prevent competition and limit opportunities for growth of the profession locally and regionally. I was once asked to sign a non-compete clause that spanned 1/2 of the state of SC, part of southern NC and part of northern GA. This is a ridiculous restriction but not necessarily that unique in my profession. When working in a service industry such as veterinary medicine, the non-compete clause really functions as a means of trapping employees in a situation that they may want to leave. If this is a free market society, then no one should be threatened by a competitor opening a business down the street. Competition is good for the community and leads to innovation in the profession. Also, the individual practitioner is being denied credit for their contribution to their workplace/ employer. Although a client may enter a practice because the practice has a good reputation, it is incumbent upon me as the practitioner to foster the doctor/client/patient relationship such that the client wants to return to the practice again and again. In that scenario, the practice benefits from my hard work and productivity. However, if I choose to leave a practice after having signed a non-compete clause or get released from the company without cause, all of my sweat equity is lost. Meanwhile, the practice retains all the goodwill I have created with the clientele. Even if I "sit out" my non-compete period, typically 12 months in my profession, I have nothing to show for all my hard work; meanwhile, the practice can continue to grow and build on my reputation and sweat equity. This is an unfair competitive advantage for the practice. The other loser in this equation is the client/ patients. When a practitioner is forced to leave a region due to a non-compete clause, the clients/patients are left scrambling to find a replacement. Often the choice of replacement is made by the practice; whereas the client/patient do not have/get a choice. The replacement chosen by the practice may not have the same skill set or clinical experience of the practioner being replaced. To mention nothing of the need for the client/ patient to build trust with a new caregiver. This takes time and while that new relationship is developing, patient care may suffer. Again, where is the fair market? I strongly urge the FTC to move forward with abolishing non-compete clauses. I believe that doing so, professions such as mine will become stronger, more innovative, and far more productive. Every community, region and ultimately the country will be better for it."</p>
<p>Kari</p>	<p>"I am an OBGYN physician. I recently moved and now my commute home is an hour. Because of noncompetes, I am unable to join the group (close by my home)</p>

	<p>for a year. The "solution" to satisfy my noncompete is to work only hospital based in a hospital outside the noncompete for a year and then return to the office. Fine - I'm doing it - but my goodness. These are my skills that I've worked over a decade for. I was with my previous office for 10 years. Let me go where I want to go! Enough with the noncompetes."</p>
Daniel	<p>"I support the ban of non compete clauses. My wife has one as a doctor in NC where she wouldn't be able to work anywhere within 100 miles of either of her work locations, which means we'd have to move to another city. This breaks apart family bonds, friendships, and the spouses job."</p>
A.	<p>"I strongly favor the proposed rule by the FTC to disallow noncompetes. As a physician, these noncompetes greatly hinder our ability to find the best job fit for us and for our patients. Noncompetes need to stop now."</p>
Jasmine	<p>"Please vote to get rid of non-compete clauses. I have been forced to sign many in my career in marketing, and they are clearly a tool to scare employees and keep them from looking for better opportunities."</p>
Angelica	<p>"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>
HARLEY	<p>"I am fully in favor of the FTC eliminating non-compete clauses. I am a physician, an anesthesiologist specifically, and I was required to sign a non-compete clause with my employer. I have always thought that a non-compete clause for anesthesiologists was ridiculous. If I moved from Hospital A to Hospital B within the same city, I would never draw a patient away from the other hospital. Patients simply do not make a decision about their care based on where an anesthesiologist practices. So why do these large medical corporations require us to sign a non-compete clause? It is simply a business tool to monopolize a market and reap the largest profits at the expense of the employees and the local hospitals. When the hospital that I worked at decided to cancel the contract with my employer, our entire group of over 90 highly specialized anesthesiologists suddenly found ourselves unemployed and unable to work in our city for two and a half years. The personal consequences for each of us; selling homes, leaving family and friends, finding new jobs, pulling our kids out of school was bad enough. For the hospital system and the patient community it was devastating. Ask yourself, how do you replace over 90 highly trained physicians that have served the community and the hospital surgeons for over 35 years overnight? The simple answer is that you cannot yet that was what was done. As a result, there was a chaotic and dangerous transition where unfortunately, patients suffered and worse. As the FTC's position is discussed, the question in the medical community is what comes first, patients lives or corporate profits? The answer is obvious. With Thanks, Harley Geller, MD"</p>

Anna	"Please do not omit physicians from the noncompete!"
Rex	"Non-competes traps me in my technical job position. I can't go anywhere else for two years or I will be sued by my current employer. They didn't decrease my pay but changed my job position and limited my merit increases to below the norm. I'd have left years ago if it wasn't for this employment clause"
Helen	"I firmly support a new regulation that forbids non compete clause. Reason: unjust, anticompetitive, hurts the lower level managers, workers who want to strike on their own, can be seriously discriminatory and simply unAmerican. However do believe employers should be fairly with clear fair definitions of forbidding solicitation of current clients/customers from your current employer for your future planned business. That would be immoral and should be illegal. However again the language should be clearly defined by the FTC. The FTC approved language should be die only language put in any employer contract to be signed by a future employee. In fact that language should be in quotes and directly attributed to the FTC. An official FTC Imprimatur so to speak!!!"
Yizhen	"Please ban non-compete clauses for all employees, including physicians in all levels of training, including residency. As you know, non-compete clauses restrict an employee's ability to work for a competitor for a certain period of time after leaving a job. While these clauses may be useful in protecting a company' s proprietary information, they can have a significant negative impact on employees and the public. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Additionally, non-compete clauses can limit career opportunities for physicians and discourage them from seeking employment in certain areas. This can exacerbate physician shortages and reduce access to healthcare for patients. Therefore, I strongly urge you to include physicians in any ban on non-compete clauses. It is crucial that we prioritize patient care and ensure that individuals have access to the healthcare services they need. By prohibiting non-compete clauses for physicians, we can help to increase access to healthcare and improve the overall quality of care. Thank you for your attention to this important matter."
Tama	"Non compete clauses hurt employees. It stifles free and fair competition and puts people in a position that they might not find a job in their given field in the town that they live in."
Samuel	"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"
Allen	"I am a physician recently employed by non-profit health system. I was treated very poorly and made to see 2,000 patients in a clinic with no nurse no manager and no other doctors for over two years. To join a better group that provided

	<p>adequate support, I was forced to move 15 miles for one year. Many of my patients delayed care until I returned to the region; others had to drive on tollways and had significant burden to reach me to continue care. Please include non-profit hospital systems in rules reducing non-compete agreements as this is an unfair regulation hurting patients, when doctors must choose between leaving or being able to support patients adequately."</p>
Christine	<p>"I work for Gray TV, WBTV in Charlotte NC. I previously worked for the same company, different station (WECT) in Wilmington NC for 5 yrs. The only position in the entire company that must sign a non compete to be hired, is that of Account Executives. The only damage that can be done is sharing rates, which managers know as well or better than AEs do, but can also be shared by any client that either advertises with a station or has been pitched by a station. Advertising agencies have rates and products as well Engineers and IT employees can shut down systems but don't have to sign one, and talent is free to go wherever they like once their contract is up. Our agreements read that up to one year after separation from the company, we can't work for a competitor, even if we are fired. I have seen Gray TV intimidate a company that was going to hire a previous coworker of mine, keeping him from being able to eat a living unless he moved out of town for one year. I am currently being squeezed out by new management, after relocating for my current position, buying a new home, and uprooting my 81 yr old mother to a new town. New management sees no value in me, even though 3 previous managers that hired me did, offered me enough to make a move across NC both desirable and profitable. Now just because new managers can do whatever they want to, I can't survive on what they've reduced my current income to, which was not in the offer I accepted, but they are also making it impossible to earn a living without relocating again. I spent \$10,000 to move here and buy a home and am going to go bankrupt if I can't find other employment within 30-60 days. How can that be fair and/or legal?? I have 2 other companies that would hire me if this agreement was not in place. SHOULD BE ILLEGAL"</p>
Adrienne	<p>"I fully support eliminating non-competes."</p>
Kelly	<p>"There is nothing proprietary about a physician's knowledge. Every specialty has societies, organizations, and regulatory bodies to ensure they are meeting practice standards. Corporate hospital systems, both for-profit and non-profit, do not have trade secrets when it comes to practicing medicine. They are using non-compete agreements to force physicians to comply with often poor working conditions or be faced with being abruptly stripped of patient relationships, be forced to uproot their families, or be forced to leave home for extended periods of time to make a living. It also limits patient access to physicians when physicians are forced out of an area. There is absolutely no reason non-compete agreements should be upheld for physicians. Be get these banned asap."</p>
Kaustubh	<p>"Non-compete clauses are used against physicians to increase responsibilities while compromising patient safety. E.g., 1. physicians are asked to cover calls at multiple busy hospitals simultaneously. 2. Physicians are asked to supervise multiple PAs & NPs simultaneously since the healthcare system can generate</p>

	<p>additional revenue. Both these examples create significant patient safety issues. The healthcare administrators understand the safety risk. However, they also know physicians must leave town if they oppose the excessive responsibilities. So, a lot of physicians have become a part of this unsafe patient care culture."</p>
Laura	<p>"Please include ALL physicians in the elimination of noncompete clauses. Do not give exemptions to non-profit hospitals, many of which are non-profit in name only."</p>
Kate	<p>"I am completely in favor of forbidding noncompete agreements."</p>
Michael	<p>"I strongly support this rule. Non-compete clauses tilt the balance of power away from employees and toward large corporations. They unfairly inhibit business and trade. They force many employees to choose between family and work, with employees having little option but to stay at their current employment due to non-compete rules."</p>
Sunil	<p>"Current non compete clauses are nothing but ensuring indentured servitude. The current proposed agreement and explicitly categorizing non compete as anti trust and monopoly is what any free citizen should demand.. Also its nice that the proposed rule would clarify that the term `Worker" which includes an employee, individual classified as an independent contractor, extern, intern, volunteer, apprentice, or sole proprietor who provides a service to a client or customer. (12) as this definition will not give much wiggle room for corporations and their lawyers to get around any non compete clause rule ban"</p>
Mary Ann	<p>"The non-compete law should be abolished. It's skewed to benefit the employers and punish the employees. It keeps the employees hostage in their jobs even when they're unhappy or being treated unfairly."</p>
Elizabeth	<p>"Noncompete clauses are what firms use to sequester your human capital from competitors. I fully support the removal of non-compete clause to support individual workers. Noncompete agreements contribute to wage stagnation because one of the most effective ways to secure higher pay is switching companies. These clauses have become so commonplace that they have swept up even low-wage workers."</p>
Ranadeep	<p>"It's a very important and most needed rule to help average employees. Employers have long exploited non-compete rules to under pay and keep employees in jobs that are not very satisfying and fulfilling"</p>
Brett	<p>"...I am an accountant. I support the FTC's ban on non-compete clauses. Corporations don't want to pay workers what they could earn on an open market, so they make claims about "fostering innovation." It's a load of crap. Workers describe themselves as "hostages" and "indentured servants" to their bosses. But impacted industries will run their own campaigns in an attempt to keep the rule from being implemented, sometimes even using tricky astroturf tactics that can be hard for the FTC to detect. These clauses hold workers' wages down, stifle</p>

	<p>innovation, and harm working people. The ban on non-compete clauses will make it easier for workers to earn what they're worth! It would open job opportunities for about 30 million Americans and raise wages by \$300 billion a year. Non-compete clauses also make it harder to move on from a job that underpays or mistreats people by allowing their fonner employer to sue them if they go to work for another company in the same industry. Please do the right thing and ban non-compete clauses."</p>
Judith	<p>"Non compete clauses forces employees to choose between keeping a terrible job or feeding their family. This is absolutely an unfair labor practice."</p>
Tedra	<p>"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>
Shan	<p>"We need a non-compete rule. I support it for the sake of healthcare!"</p>
Katrina	<p>"I am a Paralegal currently working on the review and research for a Non-Compete Agreement in order to facilitate the ridiculous restrictions that only benefit the company. And what I found funny is within the one I am working on (which has been previously executed by the way) mentions the word "indefinitely", however the term is two (2) years extinguishment after the employee leaves the company. A lot of them are quite ambiguous and enoneous. I am ecstatic that the FTC even discussed and researched this as being a very serious issues not only for the working class and the public as a whole, but also for many businesses. I not only support die Non-Compete Clause Rule, but very much look forward to the final outcome!"</p>
Paul	<p>"Noncompete clauses are limiting physicians ability to make a living without having to disrupt their family. I strongly urge the FTC to go forward and eliminate this practice."</p>
Paul	<p>"Noncompete clauses are limiting physicians ability to make a living without having to disrupt their family. I strongly urge the FTC to go forward and eliminate this practice."</p>
Sarah	<p>"Non- Compete's are for die benefit of the employer and the employer alone. Yoga is already a profession with very limited income and benefit opportunities. NC's restrict our financial opportunities even more. In addition to this, Yoga is meant to be shared to all and NC's prevent teachers from having that ability to help their community."</p>
Scott	<p>"As a physician, I oppose noncompetes universally. It has no place in medicine."</p>

Gwyn	"Non-compete clauses are bad for the American public and American workers. Please ban them."
Thomas	"As an anesthesiologist for over 25 years, our group of over 35 physicians has endlessly hated our non-compete relationship with our private equity owners. This "non-enforceable" rule has kept most of us in check through the threat of litigation and has ultimately limited anesthesia care in our community. Our physicians are entrenched in the community and most of us are unwilling to make the wholesale move to another location. We can't just pick up and leave without serious family and financial disruption. The concept of an anesthesiologist having trade secrets or competing for local business is laughable. No one chooses their anesthesiologist for surgical care although some might like it when they see a familiar face, but ultimately we are not involved in the decision tree of locating surgical care. Limiting our ability to leave our current position to work ultimately leads to higher medical costs and a disgruntled workforce. I would surmise that most physicians would support the removal of our non-compete clauses in the contracts that we must sign to work and that a mobile physician force would be good medicine for our communities. I have attached a section of our 2014 contract's non-compete clause for your review. Attachments Anesthesiologist non-compete example"
Charlotte	"We need to get rid of non compete in healthcare worker contracts. Patients need options, not monopoly from big hospitals."
Melissa	"The non compete title should absolutely be abolished. No one should be prohibited from furthering their career or just changing employers for better quality of life. It allows companies to keep employees at lower wages because it stops competition. Companies do not have a trade mark on a position, therefore they should have no control over an employee taking a new position with another company. It truly is one of the most absurd rules of employment."
Anonymous	"I support amending non-compete agreements laws. They are unfair and unrealistic to the funeral director."
Dan	"The biggest establishments that you're trying to excuse from this bill is between the franchisor and the franchisee. Franchisee's are forced to sign non-competes that keep them locked into a franchise for life or give up everything they built. Franchisors own the data (Customers) that the franchisee paid for through sweat, tears and marketing and that with a non compete in their territory leads to be completely controlled by the franchisor. I am ok with Personal, Confidential agreements about how the franchisee performs but not the non-compete or ownership of customers clauses."
Matthew	"Non-competes are controversial because they can have negative consequences for both employees and the economy as a whole. Here are a few reasons why non-competes can be seen as bad: They restrict employee mobility: Non-competes limit employees' ability to seek new employment opportunities in their field, potentially limiting their earning potential and career growth. They may also

	<p>prevent employees from leaving a job that they are unhappy with or moving to a new city or state. They can stifle innovation: Non-competes can discourage employees from leaving to start their own businesses, which could potentially be innovative and beneficial to the economy. This could limit competition and result in a lack of new ideas and products. They may be unfair: Non-competes are often included in employment contracts without much negotiation, meaning employees may not fully understand the implications of signing one. Additionally, non-competes can be overly broad and prevent employees from working in any company in their field, regardless of whether that company is actually a competitor. They can be difficult to enforce: Non-competes can be difficult to enforce, leading to costly legal battles for both employees and employers. This can be particularly challenging for low-wage workers who may not have the resources to fight a legal battle. Overall, the negative effects of non-competes on employee mobility and innovation often outweigh their benefits for employers. While there may be certain circumstances in which non-competes are appropriate, they should be used judiciously and only when absolutely necessary."</p>
<p>Ryan</p>	<p>"I own a freight brokerage company with no non-competes. I pay wages that are top of the industry, have great health benefits and many perks for die employees. We have roughly 800 workers with very little turnover. During Covid, many of my competitors laid off employees and then enforced their non-competes. This seems ludicrous to me, an individual is out of a job during a pandemic and can't look for work in his profession. I strongly support ending non-competes."</p>
<p>Michael</p>	<p>"As a surgeon in North Carolina I am bound by an 18 month non-compete clause and would support eliminating all non-compete clauses"</p>
<p>Kim</p>	<p>"Hi I totally support the FTC's proposed ban on non-compete agreements. I worked for a company that I brought 12 clients with me to and to get the job I had to sign a non-compete clause. I had never heard of one before- after 3 years of emotional abuse and bullying by these 2 owners I decided to move to another agency - they picked the clients from my caseload they wanted to keep and let me have the others- some they picked were some that had come with me three years prior. One person was on my caseload did not want another therapist and came with me anyway. It's a client's right to choose where they want to get services. As soon as the old company found out I received an ethical complaint from my licensure board with the complaint. I had to hire a lawyer to respond to this complaint. The ethics board were exceptional letting me know they had to go through the protocol to address this and once the letter was as written it was dropped. I was never considered to be practicing unethically. This board's response to me gave me the understanding that the ethics board had dealt with these people before and I did find out that they did this to every employee that left their company. The consequences of their complaint caused by liability insurance to drop me because they had to pay the lawyer to write the letter. (Which was what I was paying the liability insurance for. The other consequence it caused me was to be completely traumatized, as I was in the middle of divorcing a narcissistic husband and becoming a single parent, losing my job because of the stress of the</p>

	<p>situation - almost losing my house and having to file bankruptcy. As a single parent of a then 4.5 year old I felt helpless and I had no family support. Then I found out all the stress that put me under it took the Drs 6 months to find out that my thyroid had stopped working, then trying new meds to level out my blood work and fix the numbers. This triggered me to go into full blown menopause . The entire process took about a year to get my hormones straight. I did get new liability insurance and eventually got the help I needed to keep my house- I ended up opening my own private practice. So I have to say that I'm very grateful for the second chance. But the plethora of stress and sleeplessness. I look back at that time - 2013-2015- and wonder how I made it through out that situation."</p>
<p>Leslie</p>	<p>"This has been due for many years. Thank you so much for addressing this issue."</p>
<p>Ashraf</p>	<p>"This ban must be approved because it is inline with the spirit of this country. I am a previous employee of a company that had me sign a non-compete when I started and was told that all employees signed the same non-compete. That wasn't true and was just one of many other untruths during my employment. When I was leaving the company, they had their lawyers enforce the non-compete so they wanted to make sure I don't provide the same ideas to others. Although these ideas were all from my creation and not the company's. Non-competes are being used by few greedy and unfair organizations to steal people's hard work and gives the company an undeserved advantage over other companies that may deserve this advantage more and who actually want to do good. I strongly support the ban which is inline with the spirit of this country."</p>
<p>Jennie</p>	<p>"I believe non compete clauses need to be done away with immediately. Those clauses are financial and career suicide for individuals looking to work and provide for themselves and their family if they leave their employer. It causes individuals to be tied to companies even if they are being treated unfairly, passed up for promotions, or working conditions aren't ideal. Non compete clauses allow companies to be bought out by larger corporate companies because the individual can't typically take on the corporation or pay the egregious amount to get out of their contract. The individual may have an excellent working relationship with their current company. When they are bought out by a larger company there are many risks. The new company that comes in could make changes to production or have unrealistic expectations that can't be met to get a raise, and yet you are tied to that company if you signed a noncompete with a he prior company. Your rights are stripped away and you no longer are free to make a living. Often times these contracts are signed prior to an individual ever working for the company and most people are unaware of working conditions prior to signing their life away. I have personally witnessed individuals have to find a new line of work or move hours or even states away to be able to work and provide for themselves and their family. This means having families that are settled in a community where they live, work, go to church, intend to raise their family, in a blink of an eye are gone if they no longer are with the company they signed the non compete clause for. They now have to uproot their family and move so they can get another job in their field of work so they can provide for their family. Non compete clauses are unethical and</p>

	<p>take away our right to work and we live and work in a right to work state. An individual shouldn't be punished because they made the choice to leave their employer. If people or businesses decide to follow the person that is the choice of the individual or the business. When we interfere w/ decisions preventing individuals or businesses from making their own choice on who they want to do business with we become a dictatorship. We live in the United States of America. The home of the free.....until you sign a noncompete. Corporations large and small will still be successful without non compete clauses because they will be relying on the employees they hire to do their jobs. It is unconstitutional to prevent an individual the ability to work and that is what non compete clauses do. They take away a right that Americans have fought for."</p>
<p>Michael</p>	<p>"As a franchise owner, I had to sign a non-compete agreement initially 9 years ago to acquire my franchise. My contract is up in 2024 and I fully intend on semi-retiring, only working when my health allows it to supplement my income from SS. I would have to move over 40 miles from my territory to avoid prosecution on my non compete agreement, which requires me to build a Client network again. In semi-retirement, I would not be able to atibrd the minimum franchise fees if I decided to continue to work part time. I would have to give up my loyal Clients, forcing them to find my services elsewhere. I believe that this type of agreement serves only the large corporations and franchisors and stifles my continuing contribution to the workforce and to my craft. I support outlawing of non-compete clauses in contracts because of the way it would idle me and individuals like me and keep me from working and paying taxes while providing a service."</p>
<p>Jon</p>	<p>"I think it would be terrible for healthcare to leave physicians out of regulation. CMG s are using non completes to worsens patient care and abuse physicians and other medical staff."</p>
<p>Chad</p>	<p>"I am an optometrist. I have worked at four different practices during my career and have had to sign a noncompete clause at three of them. Their reasoning for the noncompete clause was they didn't want all their patients following the doctor if he or she left. Each time I left I had to move to another town because the noncompete clause prevented me from working in that area, except for the one company that didn't make me sign one. These companies, that were corporate or private, did not want to increase my pay despite having worked there for several years. Even though their fees to patients and insurance went up every year, my salary did not increase. In order to find fair and competitive compensation I was forced to move to another town. The companies with whom I had a noncompete clause were not willing to negotiate my salary because I had no leverage. They knew most people were willing to deal with the lower salary just so they didn't have to move. The one practice that I left that did not require a noncompete clause did just fine after I left despite only moving down the road by 5 miles to another location. Most companies offer doctors a low "base salary" and then offer large bonuses based off work completed or revenue generated. Then these companies will find reasons not to pay the bonuses stating the doctor didn't meet certain requirements but never being willing to show the actual numbers generated and the doctor is left with a low base salary. They know that most</p>

	doctors don't want to uproot their families and they're willing to take the chance that those doctors will stay and just deal with a lower salary Taking away the leverage of a noncompete clause will force these companies to negotiate with their employees so that the employees can earn a better wage."
Anne	"Ban non competes. They are forcing us to stay in jobs"
Kristie	"I was layed off and prevented for working in my state for 2 years for any customer facing accounting activity. A whole 2 years of being held back from my chosen profession. An employer should not own employees in this way. We have a right to work."
Regina	"Studies show that ending non-competes would boost wages for countless American workers, one out of five of whom are currently bound by a non-compete. But business interests led by die Chamber of Commerce the main business lobby group in the U.S. are now carrying out a full court press against the ban proposed by FTC Chair Lina Khan. Pass the ban on non-competes."
Sarah	"These non compete clauses, made swoping engineering jobs difficult, locking in more experienced engi eers. These rules are rarely enforced, except if you succeed in competition with the patriarchy or established system. Change brings risk to incumbents, who are incentivized to suppress it. Thus, a key role of government is to ensure efforts to suppress competition are blocked"
Ho	"Forcing non-compete contracts creates problems for consumers seeking good competent care being readily available."
Harry	"As a machinist in the late 70s skills acquired from low paying jobs always had the potential to lead to a higher paying job. One place I worked treated it's top workers so well I once witnessed them bail a gentleman out of the drunk tank to do a job. That's job security. Is it wrong to seek a better life? Or more precisely, life is not fair and employers should evaluate each employee and if valuable pay that employee accordingly and treat them well. Or competition in the workforce makes for better workers?"
Allison	"I've always worked for a small company with small town values. My employers just recently merged with a large corporation. It was a necessity to sip a noncompete agreement so we all still had jobs after the merger. The merger has been a nightmare and had an attorney look over my noncompete I had to sign. It says that if I have a separation of employment with the company, I can not provide the same services I provide now for anyone else or anywhere else for 2 years. I have a family to take care of. I am a CPA and have worked in the industry for 17 years now. It is not right. That basically tells me that if I want to continue to have a job, I HAVE to work for them. That should be against the law! I am completely on board with the FTC cancelling out these agreements. As employees we should have rights."

<p>Buddy</p>	<p>"Non-Compete Agreements should be outlawed. They are unfair and should be made illegal. Any active Non-Competes should be rescinded immediately. Not only do they hurt the worker, but they can also be devastating to their families as well. Especially for those that did not voluntarily choose to leave their employment. Non-Competes prevent growth in many ways. They are bad for the individual, the consumer, and for the economy. They prevent the opportunity for higher wages, new worker opportunities, and new business growth. All of this has an affect on our economy. Both direct and indirect. The potential for increased tax revenues are automatically lost. This loss effects local, state, and federal coffers. Not good."</p>
<p>Barbara</p>	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! Why should workers have to change careers when they want to change a job?"</p>
<p>Dirk</p>	<p>"Please eliminate the non-compete. It is so punitive to workers, and generally is non-negotiable"</p>
<p>Caleb</p>	<p>"I support this! Non compete agreements are an unfair tool used by companies to keep you from personal progress and hinder competition in the markets."</p>
<p>Andrew</p>	<p>"I am a physician in a rural area. There are limited options to practice where I live. The non compete I was forced to sign allows me no other options for gainful employment."</p>
<p>Gregory</p>	<p>"My wife and I are both primary care physicians and have been hurt by. Incomplete clauses that are used by large hospital based systems to not only limit competition, but punish employees when the corporations work requirements change. My wife was hire to work part time as a primary care physician by a large hospital system in Charlotte, NC. After building a successful practice working 3 1/2 Days/week as she was hire to do the company decided that their new requirement was that all providers had to work a full time schedule. With two small kids at home that was not possible. Even though this was different then the job she was hired to do her company held her to her no complete clause and she was out of work for 12 months. They punished us via a noncompete to try to force her to work only for them. At a time of a severe health care provider shortage this is simply manipulative. My current employer is planning on implementing a severe noncompete clause in an effort to keep under paid providers from moving to any potential competition. Primary care providers are in high demand and they bring value and patients to hospital based systems. The hospital systems add little to the physicians skill set or knowledge base. Noncompete clauses typically attempt to make an argument that the employer has made huge investments in the provider, that the provider has made no personal investment in the new job, and in primary care this is simply not true. I requested that my employer reconsider their proposed noncompete clause. The lawyer for the hospital said that if a competitor moved to town they might lose their providers. At the same time a decision was made to NOT implement a pay raise to bring certain providers up to</p>

	nearly die median pay scale for their specialty. Clearly the noncompete is being used to restrict competitive employment opportunities. As nearly all hospital systems (in states that allow noncompete clauses) both have extreme noncompete clauses in all of their provider contracts and entbrce these, their is an appearance of collusion."
Paul	"I have read and support die proposed rule clmnges. Non-compete clauses are generally detrimental to workers, small start-up businesses, and the economy. This proposal fairly addresses the legitimate concerns of large established organizations that may use non-compete agreements to mitigate their risk, but would prevent the use of such agreements to unfairly extract value from workers and the employment market. Please enact these rules to protect the rights of workers, new businesses, and the economy."
Sanford	"My comments are in support of eliminating "non-compete" agreements....Forcing one of my employees to sign a 3 year agreement was threatening and required an additional non-compete year than the majority of the Hanes Companies management who had 2 year agreements....A company can destroy someone's moral, self-esteem, and confidence after they have signed these types of agreements. In conclusion, non-compete agreements are not needed in a country that has the ability to patent products, designs, and ideas like the United States. There is no doubt these agreements are detrimental to new products, new companies, job growth, tax growth and most importantly the consumer."
David	"I am a Physician Assistant for the last 25 years- I (and more importantly my patients) have been subject to non compete clauses- This has harmed both myself but mostly patients who must drive the (in my case 20 miles) to continue their health care with the provider whom they have chosen and entrusted with theoir lives. The non compete in the medical arena serves to bolster hospitaFhospital organizations control (read money here) over health care providers and patients alike. This is un american, harmful to patients and of course medical personnel's mental health. Ever wonder why the now > 60 % of health care workers want to leave medicine? THIS is a primary reason- we cannot strike out on our own or move to a different hospitaloffice without uprooting our families and the families of patients we serve. Non competition clauses further inhibit competition, and serves a corporate interest (again read money here) but is inherently un-american, and isn't how our society works. Please consider ending this practice for the betterment of the american patient, economy, and allow us to "pursue happiness" as the constitution intended."
Nancy	"This rule is a good start -- but only a start. Please also outlaw TRAP requirements as well as NDAs. These are just as restrictive in a supposedly free country. Also, universal healthcare would free up many employees who now feel they must remain due to familial or personal health problems."
JOANN	"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts

	<p>that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. I have personally witnessed excellent doctors having to move their practice to another town 30+ miles away. Their patients have to decide to choose another doctor or choose to DRIVE longer distance to the physician of their choice."</p>
AARON	<p>"Please, please, please pass this. As a primary care physician in a small community we have seen first hand the challenges and unfair advantages non-competes have on our ability to get and keep medical specialist and primary care physicians we need. Abolishing non competes would help shift the balance to fair market employment and compensation."</p>
Kate	<p>"Non competes have given monopoly healthcare systems power over physicians that are now employed but not allowed to unionize. Consequently they are treating the experts in medicine with the most dedication to training and education The worst. I live in a small town and physicians have to move out of town while disrupting their entire families with 100's of thousands in debt when a hospital system treats them so poorly because they are not allowed to work within driving area. It is cruel and should be absolutely illegal to treat people like this. My own physician had to leave. It isn't good for patients, the community or physicians. Everyone talks about rural healthcare but continues to allow non compete clauses."</p>
Kim	<p>"Non-compete clauses do nothing to promote patient care, and in fact detract from it. I was employed by a practice that insisted on a 50 mile non- compete, which I was able to negotiate somewhat lower, only to find after I started working that the practice was rife with fraud. By that time, I had a healthy and happy panel of patients that I had to leave behind completely. Without the non-compete, I would have been able to carry on making positive impacts for the patients."</p>
Matthew	<p>"Non-competes stifle innovation, violate free enterprise and create pseudo career monopolies for skilled workers. In the spirit of capitalism, they should be abolished."</p>
Mark	<p>"They should be banned. They stifle workers rights in favor of businesses. I am and independent contractor and even I have one. This makes no sense at all. PLEASE do away with non compete agreements!!! I'm trapped and mine even says my employer can sue me. How can this be possible if my skills as an independent contractor would not allow me to put on the table for my family? I'm at a loss."</p>
Sherri	<p>"FINALLY! Highly restrictive No compete contracts are not fair. I work in rural America. I can be abused in my job and have no choice but to stay ... or move my</p>

	entire family! I understand restrictions regarding specific propriety information, but years/miles? I definitely support the change!!!"
Stephen	"As a young sales rep at a tv station in 1995, my income was limited by established, senior reps at the station. I was offered a job at a competing station in the same market and doubled my income that year after the switch. I did not have a non compete and most reps at the time did not. When I become a sales mgr at that station several years later, all the reps in the market were forced to agree to non competes. I couldn't hire the talent I needed at my station. Reps couldn't increase their incomes since they were locked into their jobs. I retired in 2020, and I can say conclusively that tv stations are desperate for talented reps in all markets. Non competes have damaged reps incomes and hurt the very station groups that enforce these terrible agreements. They are the single biggest reason talented sales reps overlook media sales. NCs should have been eliminated years ago!"
Susan	"I urge you to eliminate non-compete agreements! My daughter works as an esthetician at a spa where she was asked to sign a non-compete agreement on her first day of work. Her contract stated that if she left the spa within one year, she would have to pay the owner \$20,000 for the "training" she received. She receives no paid time off and is "riot-allowed" to take a sick day. She must request her unpaid days off 2 months in advance. Working conditions are tough and she'd like to leave but she would not be allowed to work at another spa anywhere in her current county for 1 year and cannot open her own business for 5 years. This seems so unfair. It allows employers to keep employees from earning a living should they choose to leave a workplace where they are being taken advantage of. All employees should have the freedom to change jobs in order to get ahead or to just maintain their physical and mental health. These employers have their employees handcuffed."
John	"Ban non-compete clauses."
Madison	"As a new business owner, it would be devastating to my company to hire an individual who takes the information and knowledge we share with this employee and they then turn around and use it against our company. Non-competes assure that companies can invest in their employees and provide insider knowledge without fear that this employee will later have the opportunity to take business away from them. It can allow a certain amount of trust between employer and employee. I would be hesitant to hire any worker to invest time, money, and energy teaching them the trade if there isn't any basic protection that would assure my investment isn't going to be taken advantage of or used later against my company."
Kyle	"I strongly support the FTC's proposal to federally ban noncompete agreements. It doesn't make sense for fast food workers to have non-compete clauses."

David	"In a country ostensibly centered on a ethic of free association and self-determination, non-compete clauses are anathema to those values and should be put aside."
Alaina	"I am fully on board with this proposal. This would be very helpful to my current situation and provide more opportunities to live a quality life as a yoga teacher."
Gayle	"It is about time that we did something to even the playing field between businesses and workers. Workers give their time and bodies to benefit businesses. And they get stopped from progressing at every stage. This is one small step that the FTC can take to be fairer to those who labor and remain the working poor. We need to do better. This rule needs to pass not."
J	"I fully support a ban on non-compete clauses. My employer has moved most of their manufacturing to Mexico and will most likely close this US plant. A competitor has announced they are opening a facility within the year in our town. Some employees have already been offered higher wages and have gone to work for the new company setting up their factory. My employer is intensely pressuring us to sign a non-compete that would stop us from working for 12 months after we are laid off or give notice. The intention is to retaliate against their competitor. The result is preventing people from being able to work in their trained profession at a competitive wage. The majority of the almost 100 workers impacted make less than \$50K a year. This creates a hardship for many. I hired an attorney at my expense to help me understand the document. I am not signing it and am worried about losing my job and health insurance."
Phillip	"I support the elimination of any/all non-compete clauses from employers. Please pass this legislation ASAP!"
Carmen	"I strongly agree with this sentence from your document: `In the Commission's view, the existing legal frameworks governing non-compete clauses formed decades ago, without the benefit of this evidence allow serious anticompetitive harm to labor, product, and service markets to go unchecked.'" My husband worked for John Deere works for 17 years as a welder , and we have great health insurance too, and that represents an example of an American man who contributed to the health of our country and Democracy and both parties benefited. The company was happy to have him, and he was happy and grateful to work there, and felt valued. This needs to be the way things are in our country, in our opinion. Of course he was a UAW union member, which is a different topic, but anything, including non-compete negative affects, which strengthens the fabric of our country needs to change for the better. For some people less fortunate than my husband was, it's more like modem slavery out here than good solid conunon sense ways of operating, and even though it is improving, when I was talking to people recently who work aat our local Walmart, they feel taken advantage of for specific practices such as only being allowed to work 30 hours a week or less so the corporation does not have to provide health insurance for them. So what happens instead? A drain on the U.S. economy because healthcare and privately purchased health insurance are so expensive. Please do

	<p>everything you can, including this, to make our country strong, which includes any support you can give the working citizens. The only thing I would change regarding this specific non-compete clause issue is a document that is less than 216 pages for the public to read and comment on which possibly can achieve the same result as reading 216 pages? thank you so much"</p>
<p>Josh</p>	<p>"The proposed ban on non-compete agreements by the FTC is a step in the right direction towards promoting fair competition and innovation in the job market. Non-compete agreements are often included in employment contracts and restrict employees from working for competitors or starting their own businesses for a certain period of time after leaving their current employer. Such agreements limit employees' career options and hinder their ability to contribute to the economy by starting new businesses or creating new products and services. The proposed ban would promote job mobility, allowing employees to seek better opportunities and employers to attract the best talent. It would also encourage competition among businesses, leading to greater innovation and better services for consumers. Moreover, the proposed ban on non-compete agreements would help to address the power imbalances between employers and employees. Non-compete agreements are often included in employment contracts as a condition for employment, leaving workers with little bargaining power to negotiate the terms of the agreement. The ban would protect employees from being trapped in jobs that are not a good fit, and would also prevent employers from using non-compete agreements to control their workforce. In summary, the proposed ban on non-compete agreements by the FTC would create a fairer job market, promote innovation, and empower employees to pursue better opportunities."</p>
<p>Casey</p>	<p>"I love this! When I was 22 I worked for a company that got sold. I was sold as an employee with the company. DAY 1 the boss came in and told me I sign this complicated contract OR I lose my job. I had no idea what any of it even meant at the time. I just knew that I had bills to pay. My mom's house was in foreclosure *2012* still fall out of 2008 effects... I had no choice. I ended up only being hired to train my replacement and then they let me go just a few weeks later with a warning not to do anything related to the industry for a few years within 100 miles. I had nowhere to go. I ended up moving from NC to Washington DC/Baltimore to start my 1st company. Away from family, friends and support. I could have stayed close and my life would have been much happier. I know I could have been a competitor and done a great job for the community I loved. They knew I was great at what I did but out of fear they denied that so they did not have to work as hard. They actually tried to sue me even still! I had never been so stressed. I was just trying to make a living at 23. I luckily got passed the threats but I know as a now experienced business owner that these contracts are very unfair and used for bad more than good. Competition drive innovation. If you are scared of your employees then you are doing something wrong. I grew my company to be the largest in the nation for the niche market I am in. I sold it in 2021. I know this will have litigation against it. The FTC absolutely has authority here. We need this to pass. I would stand before the entire country and tell my story and explain why this rule is needed. I feel this will only bring positive economic growth. Drive innovation and speed up market changes. Non-competes are predatory and used</p>

	to extinguish new flames of fresh thinking in an industry. You want to see job creation or higher wages? This is it. Yes YES and YESSSS! - CC"
Carmen	"I am a veterinarian and have worked close to 40 years. I have been an associate and a practice owner. I see no justification for non-competes and in fact feel it hanns the entire profession. Non-competes are pervasive and notoriously difficult to tight. For many years now I have worked for corporations and have watched colleagues both attempt to negotiate non-competes and bear the brunt of legal battles if they attempt to challenge the non-compete. Should you really have to move your entire family to acquire a job? How do I harm a company by working for their competitor?"
Mary Ellen	"I support this proposed rule! Thank you!"
James	"I work in an industry that across my 16 years of work have always required a non compete agreement and they always hung that over my head. I recently had to move 700 miles away to avoid the non compete agreement. Please make non compete agreements illegal and allow employees right to provide for this families. Thank you"
Jeremy	"Please enact this as soon as possible! We are held hostage by non-compete clauses, forcing us to work for companies that don't take care of their people. No one can work a lifetime in one industry and wait a year to switch employers!"
Sean	"I am a physician in a rural underserved area of Appalachia. As has become the trend over the past 2 decades, die hospital system in our area has been acquired by a national for profit hospital system that now has a functional monopoly in our area. Prior to my arrival here, die hospital system had purchased all the physician groups in my specialty giving me no other options for employment. After significant protest, I was forced to sign a non-compete agreement that would bar me from working in a 25 mile radius, which covers all the major hospital systems in our region. If I were to leave my employer, not only would I have to leave my local community, but would have uproot my family from the Western North Carolina region completely. These "non-compete" clauses have become ubiquitous in die healthcare industry. With Hospital systems merging, providers with aggressive non compete clauses must abandon the community that they serve if they chose to leave their employer. This can have devastating effects access to care for patients in a healthcare system that is already severely understaffed. This disproportionately effects rural areas, where there is often only one healthcare employer for a large geographic radius. Healthcare providers feel trapped in their current employment situation, leading to significant burn out that can shorten their carer longevity. Many are forced to retire early or take a prolonged pause in their career when they have no other recourse to combat their employer. I am very much in favor of the proposed "non compete clause rule" and feel that it should be enacted in its current proposed fonn as soon as possible. Applying Non compete clauses to physicians is inappropriate for many reasons. First, these clauses are supposed to encourage corporations to invest in developing their worktbrce. However in healthcare the training and expertise

	<p>required for the job is not provided by employers, rather through the rigorous schooling and post graduate training that providers pursue individually. In the US, physicians are asked to take on massive amounts of debt that can take their entire career to pay back. Second, patient do not seek consultation by a physician because of the corporation that employee diem; they come to a physician due to their individual expertise, bedside manor and reputation in the community. Thirdly, Excluding Physicians from this rule would allow corporations to further control the market, limiting access to care and increasing the cost of healthcare in our country by squelching competition. Patients in rural and underserved areas are already struggling to have access to high quality, affordable healthcare, and non-compete clauses are a large part of the problem. I would ask that non - compete clauses be completely banned from the contracts of all healthcare providers to help stave off the oligopoly within healthcare that I fear is already at our doorstep."</p>
<p>Kathleen</p>	<p>"Many LOW PAYING jobs in the areas of retail and education (tutoring and teaching) that have made me sign non-compete disclosures and shared information regularly with 'competitors' to ensure their workers were trapped where they were. These exploitative companies are also the types of employers who are constantly policing any talk among employees about their rights or right to organize."</p>
<p>John</p>	<p>"Noncompetes limit our ability as physicians to adequately practice how and where we want to. A noncompete is simply a contract that you will work for a hospital system until you retire/die or you will have to up and move your family to another city/state and leave the community and patients that you have been caring for. Hospital systems know this and use this to suppress wages, understaff clinics, and overwork employees. I have seen this first hand in practice and like many others have know way out unless I move 90 miles away. This is not practical and if feasible only increases the cost of healthcare unnecessarily. Noncompetes will lead to more physician burnout and early retirement which we can't afford in our current healthcare climate Banning noncompetes would incentivize hospitals to abide by fair pay practices, encourage healthy competition, incentivize adequate staffing of hospitals/clinics and ultimately lead to better patient care."</p>
<p>Brian</p>	<p>"Non compete clauses are used by hospitals to limit competition and bully physicians into sticking with existing contracts. Please unwind these burdensome, anti completevative practices"</p>
<p>Erik</p>	<p>"Lawyers have banned non-competes across their profession stating that this is necessary to protect individual attorney autonomy and protect the attorney- client relationship. Obviously lawyers are aware of the damage these agreements can cause to society. How are these not banned in similar professions such as Physicians? The doctor-patient relationship is surely equally if not more important to preserve than a relationship with a client. I support this ban across all professions and employment situations."</p>

<p>Andrew</p>	<p>"I am writing in support of eliminating non compete clauses from employment contracts. As a practicing physician, I have dealt with this issue first hand, having had to navigate an excessive non compete in order to continue providing care for my local patient base and maintain their continuity of care. The practices argue that this protects their "business" or "intellectual property," but in the medical field, we are dealing with actual patients, who have actual problems. Luckily I have patients who trust me and were willing to follow me to my new location, and most did. Nothing from the old practice translated into the care I had with an individual patient. I did not learn techniques from my practice that influenced how I performed surgery, or cared for patients. Their surgical experience was based on my skill, and die experience at the hospital. In the medical field, these contracts are written just to limit employee options, which does have a direct negative reflection on the patients we are trying to care for. Often, physicians have to choose to completely move from an area because they don't have the financial resources to fight a major healthcare system in a non compete argument. The reality is that in some states (CA), these non compete causes have been illegal for years. it's ridiculous that this would be a state to state difference that only benefits physicians in CA. Obviously the health systems in that state have been able to survive/thrive for many years, even without the protection of a non compete. Obviously in the cases of a coffee barista, having a non compete in effect is ridiculous. I would argue that these tenns also affect higher income earners (physicians), which also has a more significant effect on patient care, which is more vital to the population than being able to get the appropriate venti latte. My thimer practice was basically stealing money from me, but thought they were in a position to continue doing so just because of an onerous non compete clause that I would not want to fight. They were never willing to renegotiate any of my contract because they felt they were in a position of ultimate power, and that I would be forced to move if I wanted to get out. I got to the point where I was willing to fight, and again, basically every patient desired me to continue their care. Interestingly, the old practice even started telling patients to come see me when they couldn't provide the "same care" for them that they advertised they would do after my leaving."</p>
<p>John</p>	<p>"To Whom it May Concern: Thank you for proposing this critical rule change. I am a physician, and non-compete restraints within health care have led to monopsony at my health system, leading to decreased wages across various categories of workers, decreased mobility, and decreased access to care for patients. I am strongly in favor of the proposed legislation, and firmly believe that it will benefit my personal career, the career of my physician and non-physician colleagues, and the community that we serve."</p>
<p>Erica</p>	<p>"I support elimination of non compete clauses to help promote competition and hopefully increase compensation of workers in the US workforce. Iain and employed physician."</p>
<p>Mike</p>	<p>"I support elimination of non-compete clauses to help foster competition and help worker pay in the US labor force. I am an employed physician."</p>

ROBERT	"I fully support the banning of non-compete agreements."
James	<p>"Dear Sir/Madam: I am writing to express my support for banning non-compete clauses nationwide. In this day and age, these clauses tend to bind and bog down the American worker. 'The freedom to change jobs is core to economic liberty and to a competitive, thriving economy,'" said Chair Lina M. Khan. I feel that the workers should be free to change jobs in die same field without the threat of litigation from a former employer for simply continuing employment in said field. By stopping this practice, the FTC estimates that the new proposed rule could increase wages by nearly 1300 billion per year and expand career opportunities for about 30 million Americans. As a worker with another 30+ years ahead of him in the workforce, I hope to see the use of non-compete clauses eliminated in the upcoming vote. Thanks,"</p>
Chris	<p>"I work as a general dentist in a private practice owned by one other dentist, in the heart of a very desirable town to live and work. Due to the appeal of living in this town, the associateship opportunities were so thin that this was the only open position within 30 minutes of town when I began applying for an associateship position. However, along with my contract came a non-compete clause which bars me from practicing within 8 miles of my current practice within 2 years of discontinuing my associateship. The clause specifically points out that it doesn't matter who ends the associateship or for what reasons; regardless, I'm unable to practice dentistry within 8 miles of this town for 2 years after departure from the practice. Once you travel —3-4 miles outside of the heart of this town, the population density become drastically thinner until you quickly reach very rural areas that would be difficult to start a new, successful dental practice. The owner of the practice I work for has no desire to bring me on as a financial partner/part-owner, as he and his wife handle every aspect of the operations behind the clinical scene. So as long as I continue working for this practice, I will continue to be an associate and will never have the opportunity to become a partner, which would substantially increase my income and allow for personal growth in my career, I am a proponent of banning non-compete clauses for situations similar to my own. While it may be true that a small handful of patients may decide to follow me to a new practice if I ever leave my current practice, the effect this would have on the owner of my current practice would be substantially smaller than the effect the non-compete clause has on my career growth and income potential. Dental patients almost always stay with the practice they're comfortable with, especially when the doctors staying on board have a much longer history of treating the patients at that practice. The tangible effects on my current practice, even if I moved directly across the street and started a brand new practice, would be very minor, and inconsequential in the short-to- medium term. The harsh subclauses prevent any escape from this non-compete clause, regardless of cause for departure. Please continue forward with banning these clauses."</p>
Amanda	<p>"I signed a non-compete clause with my former employer that is now limiting my ability to get a new job. The employer, Ross Stores, proposed the non- compete in a year that I would not be receiving my regular bonus pay, something that I relied on for income. It was at the peak of COVID when many retail employees</p>

	<p>were terrified of losing their jobs. Let's just say it was management's full-time role to ensure their employees signed it. Every discussion was about whether or not we had signed it yet, and they wanted us to do it ASAP. I was afraid that if layoffs happened I would be the first to go if I didn't sign the agreement. Now I am no longer with the company and have started my own small business, and the fear of this non-compete hangs over my head. I don't really understand what I am legally obliged to and no one has taken the time to let me know. I worked hard for that company for seven years and now I feel unemployable in my new location because of this clause. Giant corporations shouldn't restrict their employees' ability to advance their own careers. Please ban non-compete clauses."</p>
Nicholas	<p>"As a physician I have seen how noncompete contracts have negatively effected patient care. If a doctor wants to leave a hospital or a practice they often have to leave the area all together. This has happened in my area where a hospital was bought out and doctors had to make a commitment to a new employer with the risk that if it was not a good fit they would have to leave our area to find another job. The new owners of the hospital where operating with unsafe practices. Doctors would typically leave to not risk their license and to not promote unsafe care, but they risked up rooting their kids from their schools, spouses from their job, leaving their family, friends, and church. Doctors should be able to practice where their is need not based on what is going to protect corporate healthcare profit. People over profits"</p>
Dinah	<p>"I really like banning the non- compete clause for workers, this protects their choice to work where they want. If it is a good employer you wouldn't leave. Poor work environments cause this. Non-combat ban protect employees Dina Duckworth"</p>
Daniel	<p>" As a hospital physician I have no personal patients. I admit and see whoever shows up. Rest assured in the 20 years I've been doing this and after seeing many thousands of patients not one has said they come the that specific hospital just to see me. Yet the hospital makes us sign a non-compete clause. I have no proprietary information to bring to another competing hospital. Medicine is medicine. Yet hospitals continue to force non competes. Why? Ownership. They want to own doctors. They want to force them to follow their rules or risk having to find work in a different field or else upend their family and move or drive for hours all in the name of control. This isn't legal and must end now! My last non compete was for two years. I had no proprietary information on how the hospital was run, logistics, billing, coding, etc. after I left I asked a year into the non compete to be let out. They refused and threatened a law suit against me. This is about control of the market. Control of compensation. Keeping doctors in jobs they aren't happy with lest they upend their family. I'm happy to talk further about it and my experience as a doctor that has worked in three states and in over 25 hospitals."</p>
Lynne	<p>"Protection of industry secrets is sensible, total noncompetes is nonsensical. People must be able to change jobs without excessive restrictions."</p>

<p>Vaibhavkumar</p>	<p>"I am in strong support of banning non compete. It only benefits big corporations, since they can buy out skilled or trained employees from small business if they want even though small business may have non compete. But cannot be true the other way around, since small business doesn't have that type of extra money. And once this is allowed, the employees have no choice but to accept that in their contract as there is no other option... During pandemic in June 2020 a corporation " cone health" decided to end their contract with other corporate " sound physicians" for hospitalist services at their hospital in Burlington, North Carolina. 18 doctors, 2 nurse practitioner and 3 office staff worked for sound physicians at this hospital. This was a " very good time" for hospital to make this move due to "very less" work secondary to pandemic....And in that "slow business season" hospital can wait to hire and replace the whole team in few months. Usually it is very difficult task, since this work never stops and even difficult to hire 20%of your staffs at a time if left vacant. Now the corporate greed comes to surface. As not going to be employed by sound physician group, physicians reach to hospital management for job, since they are in need of doctors... Sound physicians company wouldn't release them of non compete clause so they can't work within 20 miles of that place for 2 years or with that employer at other place. Most of the team had to relocate at other places. Sound physician company was having only one other place contracting in the whole state at Rocky Mount,NC and didn't have any openings. They offered to continue to employ them if they move out of state to their other places: but wouldn't release Noncompete without money... Please ban non compete."</p>
<p>Bryan</p>	<p>"I think this is long overdue. Employers have been using Non-Competes as leverage against employees for too long. Now all employees that are being held back from bettering themselves have nothing to fear if this is approved"</p>
<p>WESLEY</p>	<p>"As someone who has seen first hand the weaponization of noncompete clauses by employers against employees, I support a blanket ban on their enforcement. Non-compete clauses were born out of sensitive trade secrets, and have now evolved into simply a tool to allow modem day servants. As someone with a blue collar background, I have seen people with 0 trade secrets drug through court and sued by employers. These people were not making enough money to survive, and were doing what they had to for their family. Their ex-employer rewarded their sacrifice by driving them into bankruptcy with summary judgements and legal fees. Before anyone says "noncompetes are managed by the states and often aren't enforceable" they should understand just how these corporations use the judicial system. Sure, if you fought a non-compete suit as an employee you would probably win, in many situations. However, you would spend tens of thousands of dollars on legal fees to do it. I ask you, what common citizen has that much money to fight an employer? All non- competes should be ruled invalid"</p>
<p>Ashley</p>	<p>"As a physician working under a noncompete, I beg you to eliminate noncompetes. If I decide to pursue other employment, I will be required to uproot my family (including four children). I would hate to leave my community based on</p>

	<p>this archaic rule. Please consider that non-competes eliminate good, healthy competition in areas of our country, and greatly affect healthcare."</p>
Oscar	<p>"These agreements are overused by corporations and limit individual citizens right to work and support themselves. The existing trade secret and Intellectual property protections existing already protect companies information. These agreements are used solely to limit employees ability to seek alternative employment."</p>
Jessica	<p>"I strongly believe in the FTC taking action on the non-compete regulations that are in place. In the past, these regulations at my previous employers prevented me from growing my career and earning more income for myself and my family. As a single mom, this is a critical issue for me and my family. Please make changes to this horrendous rule. Thank you for supporting the public in this matter."</p>
Laura	<p>"Good day, I am an Emergency Physician who travels for work. I live in the Asheville, NC area. I have been greatly affected by non-compete clauses in several of my prior positions. Employers and employees are hampered by such clauses. I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth!"</p>
Beth	<p>"The whole idea of Non-Compete contracts is ridiculous. Corporations and franchises base their whole existence on free-market competition. How is it that the American Worker should be hamstrung by this limitation?"</p>
Beth	<p>"What do Non-Compete agreements do? Only give the employer an unfair advantage over the employee and take away the primary tool the employee has to better his lot. This allows the employer to trap workers in stagnant wages and positions, while reaping the benefits of their work, kind of like slavery."</p>
Ryan	<p>"To whom it may concern, I am a young physician just starting in my career. I have a non-compete as is "standard in the industry". I also have a young family and hundreds of thousands of dollars of medical school debt. I fully support the prospects of making non-compete agreements obsolete as this would boost competition and allow workers increased opportunity. This would also improve the economy and the worker's rights environment as a whole. Additionally, before medical school I had a small business that had a non-compete clause for its employees. Even with that background and knowing that non-compete agreements help businesses (big and small) maintain their employees, I feel a shift towards pushing those employers to focus on compensation and benefits to keep their employees provides a greater good. Thank you for your time."</p>
John	<p>"I completely support the effort to ban non-compete clauses. I've been in a new job less than 2 months and feel trapped. What about an escape option from bad work conditions? My non-compete is effective for a year after termination."</p>

Richard	<p>"I believe this clause will further our industry, economy, and markets in a positive and meaningful way. This clause would reinstate die competitive nature of our workforce, and incentivize companies to innovate, explore, and capture the right talent to join their ranks. This clause would allow millions to freely move to better, more advantageous companies that offer higher pay, and allow many young aspiring workers entering into the workforce to adapt to a more competitive environment in order to secure their future from the start. The American Dream can only become possible if the non-compete diminishes!"</p>
Meg	<p>"I have worked for a company for 7 years. The company has recently been bought out and I've been "forced" into signing a non compete. I have spent 7 years learning thus industry and now will be stuck here or will need to find s completely new industry to work in. Non competes are not for those of us trying to support our families, it is only for big business. It is unacceptable. Please get rid of non competes."</p>
John	<p>"Non competes are outdated and need to be banned. There's nothing worse than being stuck in a position because you are only allowed to use your talents for 1 specific employer."</p>
Justin	<p>"I strongly support the proposed ride to ban non-compete clauses. Non-competes depress labor market competition by making it challenging to switch employers. This depresses wages and inhibits employers that treat workers well from accessing the best talent. As a student in a high-tech field, I am particularly excited about this proposal's potential to unlock latent innovative capacity, giving disruptive employers a chance to recruit top talent and forcing large companies to offer stability and interesting work. I believe this will contribute to the development of some of the technologies we will need as a species to weather the disruptions caused to humanity by climate change and environmental degradation."</p>
T	<p>"I am faced with the same as an Emergency Physician. I do not agree with this. It limits where I work and it hinders others from hiring me when they are in need."</p>
Matt	<p>"This is a GREAT piece of legislation. My wife is a Physicians Assistant and works for a private company that has a non compete for one year after leaving. The enforcement area is huge and they simply use it as a tool to keep people in place. They won't negotiate salaries with any real intention and when people try to leave they call upon the non compete and try to scare people into staying. It's just a scam to keep pay low and not be too worried about keeping excellent working conditions. Thank you for proposing this and I hope it happens!"</p>
Janet	<p>"I agree that non compete clauses need to go away. The American worker has has been feeling used and abused during and since die pandemic. "The great resignation" and subsequent rise of employees embracing unions should show all corporations that we are tired of the boots on our necks and ***** pay while shareholders and CEO's make profits hand over fist. Eliminating the non compete clauses would go a long way to give the average hard working American a feeling of security and trust in their company and perhaps even cut down on union</p>

	building efforts if employees are allowed to change jobs that aren't working for them. Nobody wants to feel trapped."
Sam	"I am a large proponent of this bill. Please do all you can to make this a reality. Would be a big game changer for employees and help encourage economic growth. Good for you guys taking the initiative on this. :) Very pleased"
John	"As an employee bound to a non-compete agreement I can testify that the non compete agreement has prevented me from increasing my annual income of an additional \$501c a year. What is makes these unfair is like in my situation the non-compete agreement was not a condition of employment nor a condition of a promotion. The company I work for terminated a manager, that manager accepted employment from a competitor. When this occurred my employer mandated we sign a no compete in order to keep our employment. I consulted an attorney and was advised if I needed to maintain my current job I had no choice but to sign the no compete."
Kristin	"In favor of this. As both a manager trying to hire staff and also a worker myself, the freedom and flexibility to have talent and skill sets be used where best fit is a wonderful change to see coming."
Drew	"I work in sales management with 6 direct reports covering die entire US Eastern seaboard. As a distributor, wee represent 30+ manufacturers and sell to more than 700 customers in my region alone (well over 3000 across the entire US). My non-compete prohibits me for a period of 24 months 'post separation' from my current company from working for any of our suppliers, or from working for any direct competitor (we have at least a few dozen that would fall in this cateogy), and from even speaking professionally to any of the customers I or anybody on my team has dealt with during my entire tenure with the company. It's restrictive to say the least. Recently I have been looking for new opportunities, both to expand my skillset within my industry, and to seek higher wages to support my family. There have been at least two companies that were interested until they saw my non-compete, and then declined to interview me based on that document alone. Fortunatley I still have a job, but the non-compete agreement has made seeking new employment challenging."
Amelia	"It is vital to our healthcare system that noncompete clauses do not limit physicians. Physicians hold no trade secrets and practice independently. Non competes exist only to limit physician to patient relationships outside of a branded healthcare entity. It exists to stop negotiating and stifle benefits and competition."
K	"As a physician , I strongly support the proposed measure to ban non-compete clauses. Non-compete clauses for physicians only protect the profits of large health care systems. It is otherwise unethical for the employed physicians and their patients. These causes force physicians to uproot their families and leave their beloved patients if they ever need to leave a toxic work environment. Many patients can be left without a physician since their physician had to move outside of a certain radius so as not to violate the non-compete clause. These non-

	<p>compete clauses also stifle negotiations and bargaining, and continue to perpetuate the abuse that health care systems can impose on their employees."</p>
Jackie	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I face enough hardships and employee/owner power imbalance in employment as it is, I don't need this limitation as well, and I consider banning non- competes and even going further to ensure liberty from coercion by further limiting the power of employment contracts in general. This is a good and concrete first step, and I support that. Thank you for your work, and please issue a final rule that bans noncompete agreements, Don't stop there either. Sincerely, Jackie Fox Ocean Isle Beach, NC 28469"</p>
Carl	<p>"I am in favor of banning non-compete clauses and I don't believe pre-existing contracts with non-competes should be grandfathered in. These clauses inhibit competition in die labor market, suppress wages, and prevent basic freedom of movement in our country."</p>
A	<p>"I am a registered nurse that due to back injury during a patient transfer would have to switch specialities. Since I'm working for an agency, I had to sign a contract that said that for a year after tennination I would have to not work 50 miles away from the hospital where I was injured. There's a hospital 2 miles away from said hospital but the closest one besides that is 80 miles away. That would mean that not only I lost my job but I also have to move my entire family to a different state in order to continue working as a nurse. Please change this law for die sake of the average working people"</p>
S. Madisom	<p>"As a new pediatric ophthalmologist, I have been recently interviewing for my first "real" job at the age of 30. I have spent die last 5 years living separately from my husband due to the life of a resident / fellow and the match system (he is currently a fellow as well). Now, as a I am offered contracts most contracts include non-competes ensuring that if I leave my first job ever, I either must leave the city (most cut out the whole metropolitan area and beyond) or pay between 300 and 400 thousand dollars. As we will be starting our family in the next several years— my first job choice seems to determine if we will get to stay in the city that we would like to live in— or if once again we will need to move across the country to find work. My education of non- competes is admittedly lacking for all occupations, but surely few other occupations have such large and restrictive non-competed as physicians."</p>
M	<p>"I commend this proposal as it will improve access to care while broadening opportunities for practicing clinicians. Dr. M. Lucas"</p>
Kathryn	<p>"Yes, please ban non-compete clauses"</p>
Michael	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. My wife and I's career growth and even mental health</p>

	<p>have been directly impacted by onerous non-competes. Several years ago my wife left her employer, Red Ventures, and when Red Ventures found out she had interviewed (not worked, interviewed) with a firm being run by someone with a personal dislike for the Red Ventures CEO the non-compete clause was used as a guise for harassment...All because they knew they had far deeper pockets and legal expertise than my wife and were quite willing to use that in order to intimate her, damaging both her career and the would-be new employer. Over the years I've heard countless similar stories, always told 'off the record' due to employees fear of an employer taking legal action. In my experience non-competes PRIMARY purpose is employee intimidation which creates a highly distorted labor market and is antithetical to the virtues of our capitalist system. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
<p>Vanitha</p>	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements. The present institution that I work for will not allow me to moonlight with other institutions as a physician even if I purchase my own malpractice coverage. Therefore, I am enslaved by the below market value my institution pays. They make the claim that my freedoms are intact and that all we have to do is get approval from leadership to moonlight elsewhere. Leadership always rejects these requests and we are left constrained by the motives of the healthcare institution imprisoning us. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
<p>Janet</p>	<p>"I agree that non compete clauses need to go away. The American worker has been feeling used and abused during and since the pandemic. "The great resignation" and subsequent rise of employees embracing unions should show all corporations that we are tired of the boots on our necks and shiny pay while shareholders and CEO's make profits hand over fist. Eliminating the non compete clauses would go a long way to give the average hard working American a feeling of security and trust in their company and perhaps even cut down on union building efforts if employees are allowed to change jobs that aren't working for them. Nobody wants to feel trapped."</p>
<p>Sean</p>	<p>"I would very much be in FAVOR of a ban on Non-Compete clauses in contracts. They are held over workers in my industry, with a threat of lawsuits the employee would be difficult to defend, mainly due to cost. As a doctor, we are sometimes forced to move from an area, with our families and children in school, due to the limiting of options and restrictions from these Non-competes. It gives companies the authority to treat us as poorly as they wish, unless we wish to resign and leave an area. Even if we decide not to sign a new contract, we have been banned from earning a living in the area we often live and our children go to</p>

	<p>school. I look forward to this passing and the end of Non-compete clauses in all contracts."</p>
Donald	<p>"Dear Chair Lina Khan, Non-compete agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with higher non-compete agreements suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements I am encouraged by your work to ban non-compete agreements. Please issue a final rule that bans non-compete agreements."</p>
Gil	<p>"I am strongly against non-competes. They should not be allowed in healthcare. As a physician if I would like to change jobs I would have to uproot my family and move to another city in order to remain employed and provide care. Patients inevitably suffer as well as they lose access to their doctor. Local communities also suffer due to loss of a potential healthcare practitioner. The only entity that benefits from non competes are the employer. It's a one-sided and profoundly unfair power balance. It leads to abuse of employees as they know that they have no option other than to stay in a bad job or move to another city. Extremely unethical. Please ban them from healthcare."</p>
Jamiellah	<p>"Non-Competes are used to scare and stifle employees from moving on. Most of the time the employees are not executive-level and are not running off with trade secrets or a client list. Companies use non-competes to bully and this they should be illegal and unenforceable at the federal level."</p>
D	<p>"I am strongly in favor of the proposed rule. I am in an industry that frequently has up to 3 year noncompetes globally. It is ridiculous and unfair, and anti-competitive. 3 year noncompetes for all workers are insane. Even relatively "good" firms will give you 1 year."</p>
William	<p>"Employed physicians, particularly in academics and nonprofit hospitals are an important class of workers that need to be rid of non compete clauses. The current environment discourages hospitals from investing in patient care."</p>
Shekinah	<p>"I am writing because I hope that physicians, and therefore our patients, will benefit from inclusion in the NPRM. While hospital systems are classified as not for profit, it is unfortunate that a profit motive is seen clearly in their decision making. Physicians want to stay in their jobs. Yet, there is little that we can do to ensure fair working conditions to make this possible. Our working conditions are the healing conditions for patients and when they are harmful, it's patients that are harmed. Non-compete agreements mean that physicians are often trapped in unfair and unhealthy working conditions, or forced to leave communities and patients entirely by leaving medicine for roles that are not only more lucrative but allow them to stay with their families Physicians deserve to be included in the NPRM rule regardless of where we are employed. The leverage it provides will ensure that hospitals are improved, more physicians are retained, and patients benefit."</p>

D	<p>"I am completely in favor of forbidding noncompete agreements. As a physician psychiatrist, I have witnessed first hand how healthcare organizations bully physicians with non-competes that lead to a huge restriction in access to care for entire communities. Non-competes are a way for big corporations to take advantage of those with less resources, creating situations that cause negative impact to individuals and entire communities."</p>
Suz	<p>"Non-compete agreements should not be allowed in the health care field. It limits the freedom of patients to see the provider of their choice. This is also true for mental health professionals in addition to other health care workers. Voting against non-compete clauses protects the therapeutic relationship that is vital to the patient's mental health care and can take months to solidify. Non-compete agreements are an outdated practice and in our times today are unethical and unAmerican."</p>
Peter	<p>"I am a pediatrician in Charlotte, NC. Two health systems (Atrium and Novant) employ almost every pediatrician and both systems have non compete clauses in their employment contracts. These two systems have all die leverage in insurance contracts so it is not financially feasible to practice primary pediatrics without working for one of the two systems. If I were to try and leave my health system lam prohibited from working for 12 months within 15 miles of my practice. The effect of this practice is that doctors have to stay with one os the health systems and have little leverage in any negotiations regarding working conditions or else they will be faced with loss of employment x 12 months. You can try to move to the other system but would be forced to practice in a different area x 12 months which effectively disrupts established patient-doctor relationships and access to care for patients. The systems claim that they have invested in our professional development with unique and proprietary health delivery models necessitating non compete clauses but in reality our professional training and development occurred during medical school and residency, not with these large health systems. As systems nationwide merge and become larger they create monopolies that control doctors and the end result has become less patient access, disruption of doctor patient relationships and less personal healthcare. Eliminating non compete clauses would force the systems to respond to physician concerns, re- instill competition, and empower doctors to seek employment that best serves the doctor and patient, which after all should be the center of healthcare, not the interests of corporations! The public good is best served by physicians having the freedom to practice without being controlled by corporations incentivized solely by profits. Next, the government should eliminate "non-profit" tax status for these mega health systems that pay their CEO's multimillion dollar salaries and invest die tax revenue in making Medicare and Medicaid more financially stable. DO not increase payroll taxes on hard working Americans to shore up government funded health care, just tax corporations that have been enriching their administrators by evading taxes under a non profit disguise!"</p>
Marguerite	<p>"Veterinary Non Compete agreements are unfairly restrictive to veterinarians and their families, their communities, and to animal owners. Animal owners have the right to seek treatment from the veterinarian of their choice. Veterinary practices</p>

	<p>should rely on goodwill generated in die community among animal owners rather than non-compete agreements. Veterinarians should be able to treat animals that need help, wherever they are. They should not be subjected to the undue hardship of having to find employment outside of their community with expensive, long commutes to another area, or of having to move from an area in which they have roots in the community, where spouses and family may be employed and children may be in school. I have known several veterinarians whose work and lives were impacted severely and unfairly by non-compete agreements. Non-compete agreements stifle the industry by limiting innovation, competition, and freedom of movement. They also result in substantial anxiety and fear of litigation in many veterinarians who have entered such agreements as a requirement of their employment. Corporate practices are increasingly pushing the limits of geographical area and length of term on non-compete agreements in order to wield control over employees who may find better practice environment elsewhere. AVMA's Principle VII states that veterinarians must be able to choose the environment in which they practice veterinary medicine. This principle suggests that veterinarians should be free to leave a practice in which they do not believe they can provide care that is consistent with their ethical beliefs. Where a non-compete agreement is in place, the veterinarian before leaving such a practice environment must consider: What would I do if the job does not work out? Will I be able to commute to a different job? Will I be forced to move? Is my family in a situation to move if that happens? Veterinary non-compete agreements are not ethical and should be banned."</p>
<p>Taylor</p>	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I myself have dreamed for years to start my own data analysis fum but cannot due to my idea being too closely related to the work that I do in my current job where I have a non-compete. Despite my years of experience and research, and working for a firm that does not care about any of my ideas, I cannot begin this business venture until 2 years after leaving that firm. Proposing this ban on non-competes would allow me the opportunity to start my business as soon as possible which will ultimately contribute to the local economy"</p>
<p>Ashley</p>	<p>"I am writing to express my strong opposition to the use of non-compete clauses in contracts for healthcare providers. I urge the Federal Trade Commission to take action to prohibit the use of non-compete clauses in contracts for physicians. Such a prohibition would help to ensure that patients have access to the care they need, and would promote competition in the healthcare industry. These clauses or restrictive covenants unduly restrict employed or contracted providers from practicing medicine within a certain geographic area and/or for a specified period of time after leaving a practice or other employment situation. This can lead to loss in income and instability for healthcare providers and their families The use of non-compete clauses in physician contracts is harmful to the physicians and the patients they serve. Physician non-competes lunit the mobility and job opportunities of physicians, and can prevent them from providing consistent care to patients in need. This leads to shortages of physicians in certain areas, and</p>

	<p>can make it difficult for patients to find the care they need. Furthermore, non-compete clauses in physician contracts can limit competition, which can lead to higher healthcare costs for patients. By limiting the number of physicians in a given area, non-competes can also limit the number of choices that patients have when selecting a healthcare provider."</p>
Ryan	<p>"I agree, please discontinue Non Compete agreements. It has the potential to restrict myself from starting a new business our community needs!"</p>
Peter	<p>"I support the elimination of the non-compete. There already trade-secrets, NDA, and IP assignments to protect my employer, their stuff, and the fact that I know how to build their stuff. The non-compete just limits me though, burning my bridges for me before I ever reach them."</p>
Meenal	<p>"Strongly oppose non-compete clause. In urban and rural areas physicians and physician extenders should be able to take care of patients wherever the need is. Healthcare is dwindling in the number of providers when compared to the population growth (20% of population over 65 by 2030). We need to understand how care will improve with non-competes. For reference, some academic institutions don't have non-competes. They don't offer more than fair market value salaries, but yet are able to retain physicians based on the work conditions and other leverage. Often they are amazing places to work. Non-competes are unfair to highly trained professionals, such as physicians, limiting their ability and will to provide care where needed."</p>
Doctor	<p>"As an MD in an anesthesia group owned by a private equity firm I can state that non-compete is the only thing keeping me working for them. It's a 30-mile radius non-compete clause precluding me from working in any nearby medical facility. PE is banking on us not being willing to relocate and truly I can't until my daughter is done with school. What an evil!!! PE firms taking a generous amount of our money without contributing zero value. Patients indirectly paying for all of that, if you think about it. Patient care suffers greatly since the only thing PE does well is cutting care and staffing ratios to improve their reimbursement. Non-competes must be banned! It's a free market and hospitals actually will benefit from it too."</p>
Royce	<p>"I am an emergency medicine physician and have been negatively impacted by non-compete clauses. I worked in an area under a non-compete contract that would have required me and my family to move if I switched employers. This essentially meant I had no options at all and had to work under whatever conditions and wages my employer decided. Eliminating this rule would have allowed for a rural market competition and less unfair employment conditions."</p>
Mag	<p>"Doctors have worked long and hard to care for patients. And the reward? Non-compete clauses that force us to stay in jobs that abuse our time and energy. We deserve to work freely with the right to change jobs without fear of non-compete. We are not indentured servants. We deserve freedom of choice."</p>

Chris	<p>"Non competes should be dropped for healthcare workers including physicians regardless of salary earned or employer (non profit vs for profit). Having physicians forced to leave an area can disrupt therapeutic relationships and create significant costs to the healthcare system as patients struggle to re-establish care with a new doctor....Non compete clauses create artificial and unnecessary disruptions in the physician/patient relationship. In addition, non compete clauses can exacerbate physician shortages. I live and practice in such an area and have seen doctors leaving unnecessarily because of non compete clauses making it hard to meet patient demands for care."</p>
Zeni	<p>"I strongly support the ban of non-compete clause. Non-compete prevents competitions to allow patients to get the best care available. Shortage of physicians already make appointment time months in advance, limiting medical access. Noncompete also allows big health system to monopolize the health market while suppressing the establishment of independent physicians to serve the communities they are already in"</p>
Hakim	<p>"Agree with banning non compete clause. It goes against a market economy"</p>
Brian	<p>"As a physician, I wholeheartedly support the abolishment of non- compete clauses for physicians nationwide."</p>
Chai	<p>"Ban non compete clause"</p>
E	<p>"There is already a legal tool available to business owners to deter the disclosure of corporate secrets, it is called the Non-Disclosure Agreement (NDA). Business owners do not ALSO need to shackle workers to a non-compete agreement. Competition benefits the consumer; forced non-compete agreements only benefit the business owner, and they also work contrary to the establishment of a fair and free marketplace. Please vote to ban the use of non-compete agreements as a requirement to employment."</p>
Cindy	<p>"As someone affected by a noncompete agreement, I have experience the ay/fill difficulty of finding a new job. Employers want individuals with industry experience, and the non-compete bars, those of us with experience from earning a livelihood. I can't tell you how difficult it has been trying to find a job. I finally Obtain one at a 32% decrease in pay. Not to mention worst benefits. I cannot vocalize how difficult this has been on me and my family, the sleepless nights, the anxiety and the stress. This is caused all because of the noncompete. I know for a fact, as competitors did offer me positions if I could get out of the noncompete. I have no issues with signing a nondisclosure agreement to keep trade secrets. But die noncompete prohibits those of us that want to earn a living to find income and employment in the industry we know and love. I hope Congress will act and illuminate the restrictions, placed on individuals who want to work, but are prohibited because of non-complete clauses"</p>

Valerie	"Non-competes prevent freedom to work and should be prohibited. I support this proposed regulation to prohibit non-compete clauses. Thank you."
Robert	"I have been a physician employed for 16 years at a hospital-based practice. Our noncompete prevents us from practicing within 30 miles of any of 16 locations for two years. Even though this may not be enforceable in court the corporation has voiced the opinion that they would bankrupt any physician trying to fight this in court, with legal fees. This policy would in effect, force us to move away from our patients who we have treated for many years and deny them continuity of care for corporate profit. Hospitals claim they need the noncompete to protect them from losing training costs and recruitment cost. Past majority of physicians take out loans to cover their medical school and residency costs prior to obtaining any position that requires noncompete. The only training usually provided would be on that specific hospital standard operating procedures. This is not something that the physician could use to get another job as that hospital would have to train them on their policies. As far as recruitment costs go, all businesses that do not use non-competes are required to treat and compensate their employees so that they do not want to leave. Requiring employees to stay by contractual agreement is evidence that this is an unfair practice, otherwise why would it be required. Preventing physicians from working at other hospitals/clinics inflates the cost of care to patients and the government. Private practice physicians charge much less for the same procedures performed in office versus hospital outpatient departments for the same procedure, The hospital outpatient procedure is usually in an office in the hospital office building, providing an identical environment at 2-3 times the cost. Physicians have no proprietary information regarding the hospital's financial information. For the most part the hospital has not paid for any of the training or education of the physician. The noncompete in the healthcare scenario, is simply to limit trade and prevent workers from obtaining fair market value for their services."
Thomas	"Non-competes are not perfect. In fact, most of them are used putatively, without merit. But plenty of others are necessary to protect proprietary information. It is definitely a matter that needs attention, and even regulation, but not a binary solution."
David	"As a small town attorney in a county where working for a lawyer is a somewhat coveted position because of its access to people in power and its 'bankers' hours," I would like to comment on what a ban on non-compete agreements would mean to small/solo law firms in smaller communities. I instituted non-compete agreements, as a solo attorney, because of the predatory behavior of older, more well-established attorneys who would steal good employees. As a solo attorney who was looking for a person of good character with a good work ethic that could be trained, I was less concerned with prior experience, education, or contacts than I was the aforementioned traits. Consequently, I trained my first assistant when I was still attempting to establish myself. She has been my best employee I have ever had because of the time dedicated to her training. She helped me establish many of the client handling systems that I still use twenty years later, she networked well with our local judicial staff, other law offices,

	<p>clerks, and our clients and their families. She learned a lot and offered a lot to me and my young firm. All of this was while continuing to increase her salary and giving her a new marketable trade. Numerous attorneys tried to hire her out from under me with offers of better pay, more time off, etc. But for her loyalty, my time and effort training her, introducing her to innumerable contacts, and helping her to establish a good name would have been in vain and my business would have suffered tremendously. It was after that experience that I instituted non-compete agreements. Smaller businesses cannot compete with larger, well- established businesses all the time and a non-compete agreement that is not unconscionable is not an insurmountable hindrance. The non-compete that I have had employees sign is a stand-alone document that is for a duration of three years and a radius of fifteen miles. Additionally, when I have hired well- established legal assistants with their own reputation locally, I have not had those persons execute non-compete agreements because the firm was not offering them anything exceptional to add to their resume. In support of some common sense, however, I do believe that employees should be made well aware of the fact that, by accepting employment with ABC company, employee is restricting employee's options for employment thereafter. I have always ensured that is done by a clearly labelled stand-alone document. No employer should be permitted to deceive potential employees. Adding to the common sense theme, as well, I believe that minimally skilled labor positions where employers are offering little to no training or experience should not be permitted to bind those in the most need of opportunities who are applying for these positions out of necessity. All in all, I believe that this interferes with my ability as a small businessperson to negotiate contracts with individuals meaningfully while still protecting my small business' ability to remain competitive, a violation of my First Amendment rights. While I may not be able to offer all the salary and perks of my larger competitors, I will give someone a chance that a larger employer will not. This regulation allows the larger employers the opportunity to then interfere with my business by hiring the person in whom I invested so much time and training I think this regulation defeats the very purpose for which it is intended."</p>
<p>Jack</p>	<p>"Non-competition clauses are an important tool that businesses use to protect their business and their intellectual property. It appears that the intent of the FTC for the current rule is to prevent companies from unfairly restricting economic activity (i.e. unfairly restricting workers from being able to make a living). Non-competition clauses are generally disfavored as they are viewed as a restriction of an individual's ability to freely participate in commerce. Courts typically weigh the business necessity of the non-competition clause with the right of an individual to make a living. Many times there are less restrictive means to protect a business's intellectual property and customer lists (non-disclosure agreements and non-solicitation agreements are two such less restrictive means). However, there are times that a non-competition agreement is not only appropriate but promotes commerce. Specifically, non-competition agreements should be specifically allowed (via a safe-harbor provision in the final Rule) in the event they cover business owners who are selling all (or substantially all) of their business to another party. In this example, if a buyer of a business is unable to ensure that the seller will agree to not compete, it is highly likely that buyers will determine business purchases are much riskier than they are now (and they are already</p>

	<p>risky), and this would suppress mergers and acquisitions (and thus economic activity). Therefore, the FTC should include a specific exception in the rule and allow non-competition agreements to be effective for owners who sell their business to another. Non-competition agreements are also important and necessary to protect a business in the event its highly paid executive level employees leave the business. In this example, some executive level employees are highly paid and as part of their incentive package, they are offered a golden parachute. These workers have a greater level of bargaining power than non-executive level employees, and also have more information and a greater overview of the business. If these executives are able to leave the business and immediately start competing with their former employer, the business would most likely be damaged. Therefore, the FTC should provide a safe-harbor in the final rule allowing businesses to enter into non-competition agreements with highly compensated executives for the duration of any agreed upon severance agreement/golden parachute. The non-competition agreement would terminate at the same time that the severance agreement/golden parachute terminates. Finally, regarding franchises, the FTC should allow non-competition agreements for a certain period of time (i.e. 6 months) in the event a franchise agreement is terminated due to no fault of the franchisor. If the franchisor terminates the franchise agreement/fails to extend the franchise agreement, then the non-competition agreement should not take effect (unless the termination was "for cause"). However, if the franchisee terminates the franchise agreement or if the franchise agreement is terminated for cause, then a non-competition agreement with a limited geographic scope and a six month duration should be allowed. Without allowing such an agreement, the FTC may discourage companies that offer franchises from participating in this commercial activity (i.e. it could have a "chilling effect"). Further, the FTC should consider that any individual that negotiates with a franchisor to be a sophisticated investor. In conclusion, the FTC should pass a rule banning non-competition agreement for ordinary workers as non-competition agreements do restrict commerce and ordinary workers lack the bargaining power to push back against non-competition agreements. However, the Rule should have specific exceptions and safe-harbors for non-competition agreements effecting owners who sell their own businesses, franchisees, and highly paid executives with a golden parachute. The FTC should consider additional exceptions in the event the two parties have equal bargaining power. The reason for these exceptions is that individuals who have more bargaining power than ordinary workers should be allowed to freely contract and make bargains with potential employers. By enacting the non-compete clause rule with such exceptions, the FTC will be promoting commerce. Yours truly, Jack T. Brock II, Esq."</p>
<p>Bob</p>	<p>"I would suggest a legal time limit like 12 or 24 months. Some jobs require you learn trade secrets that possibly made that company successful and is proprietary to the company. (the recipe for Coca cola, or Pancake syrup for example) Without a non compete clause they could possibly share that knowledge through a new job at a competitors company."</p>

<p>Kenneth</p>	<p>"Non-competes are a mis-use of contract law used to bind employees to employers. Occasionally, you hear a specious argument by employers that they are necessary to allow employers to "invest" and get a return on their investment. If true...why are they necessary for some positions and not others? Why are they used by some employers and not others? And why would they not have sunset requirements for when the investment return has been achieved? Because, they're simply a corruption of the law. My daughter turned down a job she wanted, on my counsel, because they were a nationwide firm and had a 100 mile clause. It would have shut her out from most any city in the US. This was for a job as a "Nail Technician" paying low teens per hour. I commend the FTC for addressing this long-overdue problem. I don't care at all about executives. They can afford lawyers. But for any job making less than about \$150,000, they should be prohibited. Thanks for listening."</p>
<p>Patricia</p>	<p>"Non-compete clauses should be banned for all but the top echelon of companies. Too often, they are being used to force hourly employees to remain in poorly compensated jobs or substandard working conditions. When I worked at a newspaper, the company that bought us tried to force us to sign non-compete clauses until the newsroom at one of our sister publications raised hell. They still required newbies to sign one. There is no fair reason a fast-food or retail worker should be forced to sign a clause effectively preventing them from seeking other employment. This clause amounts to indentured servitude for too many people. If someone is in a position to have trade secrets, then a non-compete clause is appropriate. If it is just there to prevent your poorly paid employees from seeking a better deal with a competitor, then it's indentured servitude."</p>
<p>A</p>	<p>"I believe non-compete clauses should only be enforced IF the employer : a. Is willing to compensate the employee in FULL (including benefits) for the duration of the non-compete agreement if the employee resigns without a competing offer. b. agrees to waive it in cases of an involuntary termination, not for cause c. In case the employee is getting a higher offer at a competitor, is willing to compensate the employee at that higher wage for the duration of the non-compete This is my long way of saying - away with non-competes."</p>