

Constituent Support for the FTC's Noncompete Rule



Texas | Statewide Impact

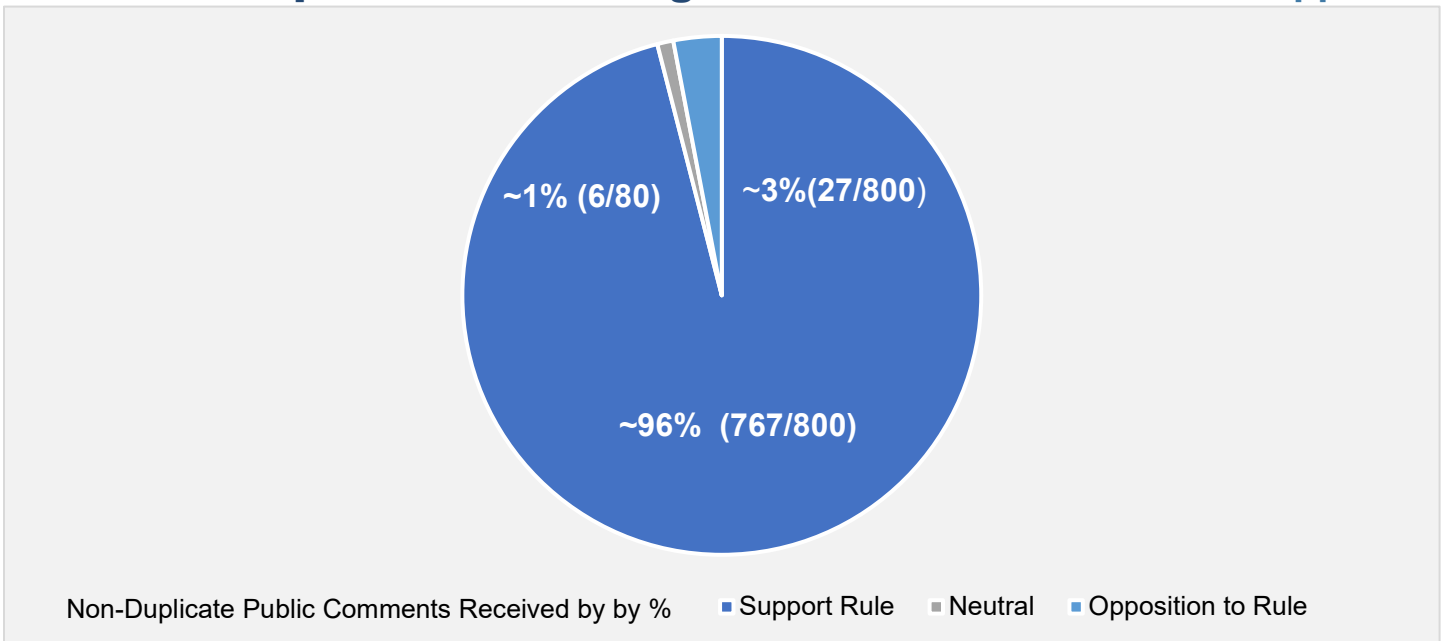


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

| Texas Covered Workers | Increase in Total Annual TX Worker Earnings | Increase in Average Annual TX Worker Earnings |
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| 10,599,295 | \$6,535,957,999 | \$617 |

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

Notice of Proposed Rulemaking: 767 of 800 TX Commenters Support





Support Across Sectors of the Texas Economy

*Some comments condensed due to length.

| Profession | Comment |
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|  | <p>“Non-compete clauses are absurd. When I worked at a burrito place, they claimed a non-compete. I couldn't go down the street to another burrito shop because I might bring with me the knowledge of how to roll a tortilla around a mess of rice and beans. If you don't see the absurdity in that situation, you have no place making decisions that affect other people's lives. It's out of control. Stop allowing corporations to have control over the lives of people after those people leave the corporations' employ.”</p> <p style="text-align: right;">-George B.</p> |
|  | <p>“I served my country in Afghanistan for over 2 years of my life, devoting my life to the service of others. The sacrifices for my country and the experiences of that war shape the work effort and devotion I have for my craft, which is and always will be to help others. I work in the medical equipment industry where I serve veterans and injured Americans with their recovery from injuries and ailments. At the time of my hire I signed a non-compete because, well, I needed the job. Due to my devotion to helping others I have gained the trust of my providers and customers who also follow the same desires and goals in their career. I understand that my job is sufficient enough to make a good life for my family, but there are better options for my patients and providers. Because of my non-compete I have to fight and attempt to keep my providers from using a better alternative treatment option. The concept of forcing someone to fight for your inferior product at the possible expense of patient care, all because your employee is forced by law to "serve" you feels extremely un-American and unconstitutional....As it stands now, I am legally forced to work for my company out of fear of a mega million dollar company ruining my life and my families livelihood. Patients will continue to face the possibility that their outcomes could be diminished and ineffective. Pretty sure that's not what I fought for. Please ban non compete agreements for the sake of American progress.”</p> <p style="text-align: right;">-John R.</p> |
|  | <p>“I fully support eliminating corporations' powerful overreach in using non-competes. I was let go from a major gaming retailer. In order to receive severance after 18 years I had to agree to a 2 year non-compete that included 'any organization that buys, sells or trades gaming or pop culture products' This specifically called out Walmart, Amazon, Best Buy, Microsoft, Sony, Nintendo, Google, Facebook, Hot Topic... the list was almost a page long and ended with 'or any other deemed competition even if not named'. The non-compete is wildly overly broad and there is virtually nothing that I had access to that could be used to profit a competitor over my former employer. This basically eliminates me from pursuing a job in most retail and entertainment industries for 2 years.”</p> |

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| | -James |
|  | <p>“I am a pediatric radiologist. My employment contract contains a two year non-compete clause that would effectively prohibit me from working in my metropolitan area. To buy out of it requires a payment of 2 years of my gross salary. My specialty is mostly connected to children's hospitals, which are only found in big cities. If I were to leave this job, the next closest children's hospital outside the non-compete zone is 3.5 hrs drive away. I would have to move my whole family. Non-compete clause gives my employer an unfair leverage over me. It allows them to pay a lower than market rate salary. This also has a negative impact on recruitment and, as a result, we are chronically understaffed.”</p> <p style="text-align: right;">-Neil F.</p> |
|  | <p>“I worked for a concrete supply company in Grand Praire and was offered a job making way more money for a concrete supply company in Dallas. They drag me to court and lawyers got involved and i had to be moved to a different department. I felt like i didn't something wrong but all I was doing was making things better for my family. PLEASE get rid of the Non Compete. All were trying to do is take care of our families.”</p> <p style="text-align: right;">-Cameron</p> |
|  | <p>“Physicians are very intelligent, when it comes to things medical, but not when it comes to contracts, and they consistently sign contracts, agreeing to noncompete. When they finally realize they're being treated lower than market value, they are trapped, and their established patient care suffers if they leave the practice. It causes harm. Physicians are generally ignorant when it comes to management, and there is no trade secret they are stealing. Noncompete is simply a way to restrict fair competition.”</p> <p style="text-align: right;">-Geo V.</p> |
|  | <p>“I'm writing to support the adoption of the Non-Compete Clause Rule by the FTC. As a prior healthcare executive, I was forced to insert non-compete clauses in clinician employment agreements as part of negotiation tactics for business contracts. These non-compete clauses use staff clinicians as pawns by corporate entities (Team I USAP, NAPA, NorthStar) to secure and maintain business contracts. Because of this, anesthesia clinicians are forced to leave their job and many times travel outside of their communities for work, leaving hospitals with fewer staff members to provide care to patients.”</p> <p style="text-align: right;">-Wendy O.</p> |
|  | <p>“7 years ago for the first time in my life as a mother I was able to improve my sales skills in order to support my daughters and myself without any government assistance as well as make investments. The company I have been working for the last 7 years sold to a larger corporate company that forced us to sign a noncompete, but with doing so also lowered the commission rate. This has put my daughters (oldest daughter going into her senior year who wants to go into</p> |

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| | <p>forensics/military) in a big bind. We and many others will benefit greatly to do away with non competes period.”</p> <p style="text-align: right;">-Lisa H.</p> |
|  | <p>“As an entrepreneur, I find non-compete agreements to stifle innovation and opportunity. We all share in the hope of achieving the American dream. That hope should not be taken away for prolonged periods of time by a few hundred words of fine print legalese.”</p> <p style="text-align: right;">-Shinggo L.</p> |
|  | <p>“I'm a dental hygienist. My work preference is with the elderly providing mobile dental cleaning. Those jobs are few and far between and some companies make you sign a noncompete clause in order to work there.</p> <p>Companies treat you unfairly when you're an employee and you are then forced to go back into a traditional dental office because of the contract. Not fair to me that I can't continue doing what I love.”</p> <p style="text-align: right;">-Teresa</p> |

Additional Support from Texas

*Some comments condensed due to length.

| Constituent First Name | Comment Highlights |
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| Jeff | <p>“Noncompete clauses that don't protect genuinely proprietary information are abusive and should be banned immediately.””</p> |
| Dr Maria | <p>“Noncompete clause for doctors, providing care in the community should be made illegal. Patient care suffers when this is practiced by hospitals and corporations.”</p> |
| Thomas | <p>“I've been defending a lawsuit from a prior employer for a non-compete agreement for almost 4 years now. I was 18 years into my consulting career when I went to work for this company. After they let me go following a "restructuring" in which my position was eliminated, they then filed suit less than month later after I become employed with a consulting firm that does not compete with them. They claimed that because all technology was integrated, it was impossible for me to not have the potential to compete with them and they sought to end my new employment. The judge found the non-compete overly broad and illegal on its face, and despite no evidence of any competition between the companies, he restricted my employment for 1 year. Based on that unfortunate, and incorrect ruling, my former employer is now seeking attorneys fees from me in excess of \$500,000. \$500,000 with no actual taking of business, employees, or even a shred of evidence of competition. Non-competes should be banned universally for employees.”</p> |
| Faisal | <p>“There should be no non compete for hospital employee physicians like inpatient hospitalist, Intensivisit and other inpatient only fields. Also there</p> |

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| | should be no non compete if person is simply switching his job without opening a competing practice.” |
| Michael | “Speaking as an employee currently under such an agreement, the biggest issue I see, is that employers in particular industries and markets have adopted these as a hiring condition universally creating near collusion results. They have a captive workforce and have no true incentive to give normal wage increases or benefit improvements, knowing there's not much to worry about.” |
| Robert | “While they can protect employers proprietary information, goodwill, and investment in training employees, non-compete agreements also have several disadvantages. First, they can limit employees' career options and earning potential, especially in industries where a few large employers dominate the market. Second, they can discourage entrepreneurship and innovation by making it harder for employees to start their own businesses or join startups in related fields. Third, they can lead to legal disputes and costly litigation, particularly if they are overly broad or restrictive. Finally, they can harm economic growth and competitiveness by preventing the free flow of talent, ideas, and investment between companies and industries.” |
| Debbie | “I support eliminating the non-compete agreements for lower level employees. Any employee below the CXO level should be able to change employment without limits on where they can work!” |
| Paul | “I agree that workers at any level except for the C-Level should not be subject to non-compete clauses at any time.” |
| Caroline | “Dear Commissioners, I am writing to urge you to use your regulatory power to protect workers' right to work in their communities. While there may be valid narrow arenas in which non-competes make sense to protect trade secrets, the breadth of their use in the service industries is not a question of trade secrets. The widespread use of non-competes in service industries results in depressed wages for low wage professions and essentially requires migration in a time in which housing and education are major challenges. This is burdening the shrinking American middle class and exacerbating economic inequality, among our most pressing national issues...Please act to end the broad use of non-competes in service industries and support a healthy, competitive labor market for middle class Americans.” |
| VINCENT | “As a physician , non-competes limit where I can practice and force me to stay in a bad job so that I don't uproot my family. Competition is good for physicians and business. My wife got just 4 weeks of maternity leave. If there was adequate competition and the elimination of non-competes, these benefits would have been much more.” |
| Azizul | “ As a physician , who are the top one percent earners in the United States, I think federally banning noncompete's is a very long, awaited an appropriate action by our government. Noncompete can be very predatory, selective, exclusive, restrictive, which can prevent and delay, any professional growth. I think this new proposed law will be great for physicians and non-physicians to allow for a better market and improve competition for a healthier growth in all markets from medicine, tech, industrial, scientific/research and more. I hope the government makes a decision and bans all non-compete.” |

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| Andrew | <p>“Non-compete agreements are very common in the technology business related to software development. These agreements are very limiting since gathering experience in a given field can be a key factor to get higher paying jobs or being able to leave for better opportunities or more stability. They create a substantial imbalance of power between employer and employee. An employee should be able to monetize their work experience by being able to apply for jobs that are substantially similar to their current employment.”</p> |
| Ishaq | <p>“I am in favor of eliminating noncompete law. It is hanging sword on the employees especially physician head and most the employer abuse it. There should be no noncompete and everyone should be free to practice wherever they want. It will creat a healthy competition.”</p> |
| Christopher | <p>“Non-compete clauses are a way for companies to lock employees into predatory contracts that prevent them from leaving to work for competitors. I have personally witnessed non-compete clauses force people to stay at a company while said company stripped them of their benefits and pay, because there was no where for them to go outside of the radius of the non-compete. They are a practice of big business to force workers into poorer working conditions, and should be done away with.”</p> |
| Zeshan | <p>“Noncompete restrictions hurt both workers and competing businesses. I believe the FTC SHOULD pass the ban on non-competes!”</p> |
| David | <p>“I am currently working at a below market pay rate for a Data Science company. Many potential employers won't even give an interview if an applicant is subject to any non-compete irrespective of the details. It's essentially a "check the box" disqualifier. This is causing me a hardship.”</p> |
| Jeff | <p>“I think the ban on non competes will have a positive impact on the economy in two ways. First it will create more opportunities for entrepreneurs as they will beunencumbered by noncompetes. As an nursing executive, noncompetes have personally limited my ability to pursue certain job opportunities or create my own business. Second, it will put further pressure on employers to treat their employees well. Employers will no longer be able to use the leverage of noncompetes against employees to maintain the awful status quo. Instead employers will have to treat their employees with better pay, benefits and working conditions.”</p> |
| Aaron | <p>“Non-compete agreements are not acceptable under any circumstances. As a former business owner, their only purpose was to limit employees' ability to change jobs and negotiate higher pay. I knew that they would sign because people were desperate for a job. As an employee, they have limited my income dramatically because I could not work in my field of expertise and therefore completely change profession every time the work environment became unbearable. 1100 percent support eliminating these agreements. This will also force employers to pay employees fairly because now they have options.”</p> |
| Alison | <p>“If the FDD content/terms have been changed by the Franchisor at the time of the Franchise Agreement renewal, the non-compete should not apply. I request the FTC include franchises in the ban on non-competes in the event the Franchisor changes the FDD from the first contractual agreement to the next. With my franchise, the FDD content/terms have changed dramatically since I first signed it, which forces me to choose between signing a renewal agreement</p> |

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| | with much worse terms than my current agreement, which I don't want to do, or not be able to work in my field of expertise.” |
| Stephen | “I have been in the HVAC industry full-time since 1999 and I have been training in this industry since 2014 to present. I signed a non-compete in 2019 with my current company and as I have an amazing job offer to train for another company in the same industry, I am limited to this one-year agreement and I cannot take this new opportunity. This really limits me to advancement and now I am stuck.” |
| Jonathan | “As an employee with a non-compete, I have had to decline offers and have been denied offers because my non-compete is overly broad and any new employer is concerned about potential litigation. This has cost me several thousands of dollars in base salary. I believe non-competes do more harm to employees than good. Employees should have the right to work for whomever they desire without fear of litigation. Any company that is afraid of a former employee poaching clients should be more concerned about why that client is leaving rather than the former employee taking them.” |
| Amin | “I would support new rulings for NPRM to remove non complete clause in contracts. most of the tech companies use non complete clause in contract or in addition to contract to prevent employees to join another company in the same field. In long term, non complete clause gives the employer the opportunity to keep employee underpaid since employee cannot afford to stay out of job for the period of 1-2 years.” |
| Miranda | “I am currently being denied the chance to be hired in a senior role for an amazing agency due to non compete. I would be paid 30K to 40K more than what I'm making now, and I would be working for a more diverse team (women, people of color, more friendly to LGBTQIA+). So, exactly as it is being reported right now, the noncompete agreement keeps me from getting better pay and having better working conditions.” |
| Adriana | “I am a small business owner and I don't think NCAs are fair to employees. Please protect the worker's right to earn a living. Non-compete clauses only protect the company. If anything limit their stronghold (distance, time, etc).” |
| T | “I am in full support of this non-compete clause. The current non-compete I am in is hurting my family's ability to take advantage of my skill set to simply earn more money. The non-compete is essentially creating a monopoly in my niche in which my former employer takes full advantage of with little to no competition. Anyone that tries to compete with him, he takes to court and spends thousands of dollars on high price lawyers and bullies us to comply and not go through civil litigation. If I was to lose the civil suit, it would be hundreds of thousands of dollars and the risk is too high for me.” |
| Kevin | “Please do not listen to the agencies fighting to stop your rule against non-compete clauses. These are lobby groups supporting big business. Non competes hurt the average American and it's time to stand up for us. Tell big businesses no. They argue that non-competes will cost them millions in labor costs which is true because it puts more money in the people's hands. Non competes hurt the people! Stand up and fight for us and tell the lobby groups that you hear them but you will not support them.” |

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| Gruman | <p>"I wholeheartedly agree with the noncompete ban. Most employees don't know of any trade secrets worth anything so that argument is false. They are just designed to trap employees. The customer suffers because the employee does just enough to not get into trouble. Anybody who thinks noncompete clauses make sense for anybody but high level business executives is not smart."</p> |
| J | <p>"I support removing the non compete agreements. I suffered loss of wages and restriction of employment by entering into a non compete with Parametric Solutions inc. Who are currently under investigation with Pratt and Whitney (Raytheon) for participating in a "no poach" scheme aimed at reducing the wages and mobility of skilled workers... As an engineer the companies I work for already own any and all ip and patents generated. Further restricting employment is anti-competitive."</p> |
| T | <p>"I work in the staffing industry and my previous employer, Kelly Services, had see them. They laid me off after 17 years (and at 60 years old). They told me they'd stop me from working for any competitor for a year. Period. I was lucky, my boss trusted me (I would never do anything unethical) and made an exception. But at 60, to be "lucky" to get around this? That's not right. Please force employers to limit non competes to protection of their IP. That's fair. Not being able to work is not!"</p> |
| Priya | <p>"End ALL non-compete clauses! Including non-profit hospitals. This is another form of slavery."</p> |
| Andy | <p>"I support a complete ban on non-compete agreements. I have practiced labor and employment law for 31 years as an attorney. Non-compete agreements area way to keep employees handcuffed to their employers and prevents tens of millions of workers from being able to accept a better job. There is no business justification for having non-compete agreements except it allows businesses from having to raise employee pay."</p> |
| Scott | <p>"Non comps for non executive employees who are employed at will is anti competitive and harmful to employees who can not leverage their chosen skills as needed. They should be abolished for all industries, not just tech companies."</p> |
| Mark | <p>"I support ending non compete clauses."</p> |
| Michael | <p>"Non-compete clauses in veterinary medicine impede the ability of the individual veterinarian to make a living under their license, while forcing them to work outside of their solemn oath to serve the community through the relief of animal suffering. These clauses are now used solely for the benefit of large corporate employers to hamstringing employee veterinarians. They are unethical and should be banned."</p> |
| Dr. Vijaya | <p>"Please remove the non compete for physicians as they should be able to work independently without big corporate world or other employers bending their arms backwards to help their patients."</p> |
| J | <p>"1100% support this. At Kyndryl, a non-compete and non-solicit agreement is used in exchange for minimal stock options but once you leave, which I did on Jan 31, they send legal notice to stop and desist to scare you of a pending lawsuit, to prevent you from doing business with clients where who you worked closely with to see if they'd consider doing business with you again at a new</p> |

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| | company (stifling competition and pay) as well as asking colleagues if they'd be interested in applying for new roles which stifles pay...Let's get this done.” |
| Mark | “I support this rule. Noncompetes not only negatively impact one's ability to earn over time, but can also force unhappy, displeased employees from seeking a better quality of worklife elsewhere. It has never made sense to me, that a healthy, viable company would ever want to require unhappy employees to remain in their employment...This rule is long over due - and I wish you the best in getting it finalized with as little friction (lawsuits, etc) as possible. My family and I, thank you very much.” |
| Suman | “ Non competes are just used to suppress wages and harass and threaten employees with potential law suits and court battles. We should be free to work for who we want. I congratulate the administration in bringing up this issue and I fully support the intent to ban all non competes.” |
| Gregory | “ Physicians must be included! It is imperative that physicians not be excluded from this proposed rule. We have families and hospitals/employers non-compete us completely out of town and often state when things don't work out. It was threatened to me twice in my 15 years in practice already and is why I'm completely solo now.” |
| Kamran | “I support banning all non-compete agreements. As a doctor they have truly hurt my ability to practice and take care of patients. I feel if I speak up against unsafe practices at my clinic or hospital I will have to move and therefore I keep quiet.” |
| Satish | “Non-compete should be banned. Particularly in medical practice it really hurts patient care and after a well established doctor- patient relationship, patients are forced to find another doctor or travel far to see die same doctor if he leaves a current employer. Non compete rules hurt this and there is no reason to enforce them at all to begin with.” |
| Sharon | “I support the banning of non-compete clauses.” |
| Mary | “I truly hope the removal of non-competes is pushed through! Iain a 52 year old female with many years until retirement. I am the primary breadwinner raising two daughters 13 and 15 years old with my husband. I have a chronic medical condition that does not prevent me from working nor requires any special accommodations yet treatment is very expensive without insurance as is COBRA. As of Dec 1, 2022 I was laid off after 4 years of employment. I am currently engaged in an EEOC claim against my former employer on sex and age discrimination and retaliation. My former employer has me trapped under a non-compete while they continue to profit on the deals I closed or had in play prior to my termination. While they profit from my efforts, I am watching my savings dwindle to pay COBRA and other living expenses... I understand companies don't want to hire people only to work a year or two and then jump ship and steal clients, but where is the protection for the individual?” |
| Vivek | “I think it would be a wonderful idea to remove non-compete agreements. They often lock employees into a firm and keep them from getting gainful employment. They are unfair to workers but they also hurt the economy as a whole. They prevent people from engaging in their most productive activities. Getting rid of non-competes will help workers and help the economy.” |

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| Adeel | <p>“Non-competes are inherently unfair to Physicians who want to provide care to patients. there is no good reason to prevent physicians from providing good care to their patients by allowing hospital systems to think of their bottom lines only and prevent physicians from practicing in the area of their choosing. Furthermore, not- for-profit hospitals should not be excluded. Given a significant number of hospital systems are considered not-for-profit, but still generate considerable profits for administrators and CEOs.”</p> |
| Rajendra | <p>“I totally support this proposed rule. Pin one of the many employees affected due to non-compete clause. This is especially enraging as there is no competition or taking business away in my profession (hospitalist). I'm not able to seek better job opportunities in the area because of non-compete agreement. This becomes especially cumbersome when families and children are involved. Uprooting multiple lives seems like the only option with non-compete clause. So, in many instances it used as an intimidation tactic by employers.”</p> |
| Lakshmi | <p>“Locking physicians into non compete clauses limits access for patients to healthcare. Physicians and non profit hospitals should not be excluded.”</p> |
| Rachel | <p>“Non-competes give companies excessive power over their former employees. Companies shouldn't have any power over former employees. Once those ties are cut, they should be cut. Forbidding non-competes just makes sense.”</p> |
| Brad | <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.”</p> |
| Ray | <p>“As a worker with a non-compete in place I can say that it negatively affects my ability to provide for my family, I can't go and do my current job for another company for 18 months even atler they change my pay structure (lower pay), change company benefits, decrease the size of my account base or anything else that negatively effects me and I have no recourse. I say the benefits outweigh the cost, companies that have good policies in place and treat their employees fairly will out perform the companies that don't causing those companies to up their standard or fall to the way side and lose market share. I say do away with it.”</p> |
| Mahmoud | <p>“Incredibly unfair to force ANY employee, physician or otherwise, into a non-compete if there is absolutely zero intellectual property that they can take with them.”</p> |
| Karry | <p>“Please ban non-competes. Being locked out of competitors after being laid off is awful.”</p> |
| Loren | <p>“O have a right to work, and non-compete clauses limit that right. As an American I should have full liberty to add value to the legal economy in any way I am able and wish to do so, and contractual elements which hinder that liberty (i.e. non-compete clauses) should be illegal. As companies have been trending</p> |

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| | towards rewarding loyalty less and less, the wisdom shared amongst workers is that the only way to get a real raise is to move to another company...Companies must be made to feel competitive pressure not only on the cost of goods but the cost of labor as well -- any other arrangement strains the credibility of calling ours a "free" market." |
| Maitham | "As a surgical oncologist , I appreciate if the noncompete clause is not applicable for physicians, so they can work locally and stay close to their families It's also unfair for patients, especially patients with cancer, to change their care provider because that provider cannot stay in town due to the noncompete clause?" |
| Taylor | "Non-competes slow technological progress and suppress wages." |
| Karenia | "Non-compete clauses keep people at jobs they don't like, or worse keep them at a job where they're being abused because they can't work in their own field it's crazy that this is a thing. This is extremely anti-American worker and pretty much everybody here is an American worker." |
| Ashfaq | "I completely support to remove die Non- compete clause for physicians .. with the market dominated by Private Equity and large hospital systems, it becomes almost impossible to change a job for physician unless they leave the area (usually whole metroplex)." |
| Omar | "Please pass to save the demise of modern medicine ." |
| Michael | "Please ban non compete clauses. I should be free to work where I want. No one should be able to tell me where I can and can not work." |
| DAVID | "I'm 100 percent for this ruling, many professionals are without jobs because of non-competes and based on age and/or industry experience if they take another job its much less in pay since its out of their expertise or cannot find a job. Many people will fight the non-compete just to survive with a job at another company but its at a huge cost with lawyer and court fees and that's if they win. The non-compete needs to go away!" |
| Amber | "The non-compete is being used within the medical community to keep wedges down. As a specialized physician , private equity groups are buying our practices and keeping wedges lower than median. If I did not have a non compete, I would either change jobs within my local community or start my own practice. This is a bipartisan issue! Non competes put companies profits over the individuals rights to work within their field of expertise." |
| Kalyani | "A physician's livelihood is placed at risk with a noncompete clause. No other businesses use this to restrict their previous employees from going next door to another employer. Why should physicians be held to this standard The noncompete clause is detrimental to patients and their health care if they are unable to drive to where their doctor now must practice medicine d/t a noncompete clause. There is a huge physician shortage and this alone should get rid of the noncompete clause in every physicians contract." |
| Moustafa | "I strongly oppose excluding physicians from the new Non-Compete Clause Rule ban. Physicians suffer the most from these restrictive practices and in most occasions we have to leave Cities and states with most needs and suffering significant family hardships due to the current non-compete." |

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| Muhammad | "I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Exempting physicians from prohibiting a noncompete rule would only serve to benefit hospital corporations." |
| Muhammad | "I'm a psychiatry resident in Dallas who is currently seeking employment. Noncompete clauses limit my ability to see patients and are worsening the mental health crisis in this country." |
| Manmeet | "Support Ban on non compete." |
| Vivek | "I am completely in favor of forbidding noncompete agreements." |
| Braden | "It is unfair for companies to enforce a non-compete for employees. We live in a capitalist country, and competition in all aspects is required in order to succeed." |
| Thomas | "Non-Compete clauses can serve a good purpose in narrow circumstances but as they are practiced today it is far too open for abuse. It would be worth sacrificing die benefits of non-competes in those circumstances for the benefit of society at large, if they were banned entirely... It is obvious why businesses want to apply these to more workers every year and it is unamerican, non-capitalist and just more importantly WRONG." |
| Kiran | "I agree that non compete should be abolished." |
| Patrick | "I am in the Transportation Industry and have been for 18yrs. Non-Competes defy our basic freedom as a citizen. How is it fair for an industry to say I can't work in die same industry that I have been for 18yrs because of a Non-Compete. The principal value of that alone is not a fair system. America has been about fair competition in business." |
| Sarma | "I fully support the Non-Compete Clause Rule (NPRM) FTC is proposing, It will help employees a lot to grow in their careers and also help improve the competition in the market.. Several employers are taking undue advantages of their employees at present due to lack of this rule." |
| Thanigaivel | "I like to ban the non compete agreement." |
| Rafay | "Non Compete must be illegal. It limits opportunities and wage growth." |
| Laura | "Non-Compete Clause Rule would mitigate the potential harm caused by non-compete clauses that may unfairly limit job opportunities for employees and reduce competition in the labor market. By prohibiting employers from enforcing non-compete clauses for certain categories of workers, such as low-wage workers and those who are unlikely to possess trade secrets, the this could help promote a more competitive and dynamic labor market. NPRM could also provide greater clarity and consistency in the use of non-compete clauses, which could benefit both employers and employees. NPRM has the potential to promote a more level playing field in the labor market and enhance economic opportunities for workers." |
| M. Umair | " Physicians should also be allowed to have a non-compete opinion. They should have an option to provide care to their patients regardless of restrictions from their previous employer or group." |

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| JoBeth | <p>"I am a board certified Family Medicine physician. I am in total support of the FTC proposed elimination of the non-compete rule, banning this practice. As a, currently, hospital employed physician, it is disheartening to know that I would be unable to open a practice in the same location that I currently work. The AIIA and some other big businesses are against this proposal because they worry about their bottom line. What about the physicians with families that have to be uprooted from their homes and communities because they cannot practice with X miles of their current employment?"</p> |
| Ashley | <p>"I am writing in support of the proposed ban on non-compete clauses. In this volatile work environment, employees may be laid off at any time by an employer but are not offered the same level of freedom to leave and move on to another company. Non-compete clauses restrict career & income growth for workers and keep workers in toxic work environments. In place of a non-compete, companies can offer NDAs and Non-Solicit clauses to protect competitive advantage, proprietary information, and client stability."</p> |
| AR | <p>"Please end non compete. Where are people going to go if they can't use their skills and experience? Start from scratch?"</p> |
| Colin | <p>"Please follow through with outright banning, or at least severely curtailing, non-compete agreements. I have watched too many ordinal)/ employees be afraid to leave their jobs due to the apparent threat of legal action. As noted in the FTC filing (and as I have personally observed), even in locations where non-competes are unenforceable they have a chilling effect on the labor market. That chilling effect viewed in aggregate is regular employees being afraid to seek better opportunities elsewhere. Non-compete agreements also give employer's an unfair ability to artificially reduce employee pay be disallowing marketing and use of their skills."</p> |
| James | <p>"Should be codified in law."</p> |
| N | <p>"It is not fair to tax people with no-compete clauses, and make them enslaved to an organization."</p> |
| Hussien | <p>"I am an MD in practice for 25 years, I think removing die non compete clause rule would be greatly helpful."</p> |
| Elizabeth | <p>"Non-compete clauses are terrible for all involved. Workers aren't free to move to better opportunities, and companies are denied qualified applicants for job openings."</p> |
| Tagos | <p>"I'm on board with banning "non-compete." It is a practice that genuinely stifles hardworking Americans from making a living."</p> |
| Arlene | <p>"My former employer fired me and tried to have me sign a non disclosure agreement that would have kept me from doing the same work (Administrative Director with a commercial construction company) anywhere else for a period of FOREVER. If I had signed the contract he then would have given me a severance pay of \$5,000. But I didn't sign it because 5 years of suppressing my hard earned work experience and hindering my monetary growth was not worth a one time \$5,000 severance pay. It was a disgusting and BOGUS "offer"!!"</p> |
| Samara | <p>"I believe this would be a positive step in making a more competitive market. It will serve consumers and not just the corporations."</p> |

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| Wrenn | "I am a physician with a 50 mile 3 year noncompete. Even if I practice telemedicine from my home in a state a thousand miles away it is a violation. If I work for a company in another country which has a presence in my current area, it is a violation. Currently, there is an acute shortage of radiologist physicians throughout the world. Noncompetes harm patients by limiting access to physicians. This is especially true in rural areas. For example, with a 50 mile noncompete, I cannot serve patients in adjacent rural areas. Patients are also harmed because hospitals cannot have access to the specialists they need because of noncompetes. Noncompetes are particularly harmful in healthcare since individual health suffers." |
| Syed | "Non-compete clause is not fair and discriminatory!" |
| Arun | "I am physician working in Dallas as a neonatologist and highly recommended to include physicians in the proposed non compete rule." |
| Nidhi | "I don't support non compete clause." |
| Jared | "I write in support of the suggested rule change. In light of the current state of the job market, non-compete agreements especially for entry-level work are not only unnecessary, but chilling to upward mobility for workers. In addition, they are just plain unnecessary. They are not needed to provide additional protections to companies save for those in high-level positions who are harder to replace and may have significant essential knowledge to that company. I support the ban on non-complete agreements going forward." |
| Shawn | "I support this rule for all of the reasons which it was conceived. The company that I work for has a broadly overreaching non-compete clause that forbids me from working in my own field for myself or anyone else for an entire year. Additionally, it forbids me from working with any of my clients for a period of three years. I shouldn't have to switch careers for a year just to be able to sustain my and my family's lives. And three years is a long time to wait to reengage with former clients. Especially if they have moved on from using that company. This needs to pass. Non-compete clauses are inherently one-sided and only protect businesses, and not individuals." |
| Brian | "I am strongly opposed to non-compete clauses, there is nothing more unamerican than being forced to switch industry or move away from your hometown because a corporation doesn't want an employee to compete. Isn't competition the bedrock of capitalism?" |
| Jeff | "Please end this! It is effecting me and my family right now with I can't work at other hospital systems after they fired me. It's all I have done for 20 years and what I know. This is not right!" |
| Kelly | "I think this is a wonderful idea." |
| Christa | "An immediate ban on all non-competes is what we need. A non-compete is just a way for a company to take advantage of a employee. Enforcing non-competes are costly - on both sides- and hinders an individuals ability to grow their career. Not to mention that if a company were to treat their employees the way they should, employees would not want to leave." |
| M | "I signed a non-compete in May of 2022 as the company put me on leadership incentive plan. I was the operations director for this company in Texas. Fast forward to February of 2023 and I was offered my first opportunity to become |

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| | <p>the General Manager of a facility about 15 miles from the plant I worked at for the former company. After turning in my notice and explaining to my former boss that I had an opportunity to advance my career he seemed happy for me. I was released from the company the day after I turned in my resignation and the following day was contacted by the CEO and Owner of the company. The corporate office is in Minnesota and I worked at the Texas facilities. Both the CEO and owner informed me that I signed a non-compete and I really needed to read that....They know employees don't have the resources to fight them in court and they also know they are affecting careers when they do this. I am all for removing non- competes, at the same time would never hold any of my employees back from bettering themselves.</p> |
| Rick | <p>"Non compete clauses need to go away. Companies are not going to do things to foster retention."</p> |
| Amy | <p>"Please vote to eliminate the non-complete clause. As a physician in a mid-size city, it is near impossible to get mother job here because of the long distances in these clauses. I shouldn't have to move and uproot my kids if a job doesn't work out. This only protects the administration while punishing the hard-working physicians."</p> |
| Joe | <p>"I spent 3 years living in another state to meet non-compete requirements from a contract. The personal impact is that I had a house that I love and didn't want to sell, and a family that didn't want to move since my wife has a career of her own that was going well in our current location. So we lived apart, and commuted back and forth. The inconvenience and personal impact was huge, but there was also 3 years of rent in another state, a car purchase, separate insurance policies to meet state requirements, commuting costs, and opportunity costs, so the financial impact was significant as well. When finally moving back to my original location, I had to sign another no-compete again at my next job. The future impacts are real - again. No-compete clauses have had a major impact in my life decisions and direction, as well as the costs listed above. There are ways to protect employers with non-solicitation agreements, and intellectual property rules, that are effective. Removing non-compete clauses would remove a huge unfair burden for individuals, who may have no option to avoid these industry standard clauses. Please implement the proposed non-compete clause rule!"</p> |
| Randy | <p>"Completely unfair and stifles innovation in our economy."</p> |
| Alejandro | <p>"I started my career at an ad tech Finn that instituted non-competes for new grads. The clause pushed young and ambitious people to leave the city or to leave the industry. What is the point of experience and skill if we are forced to reset progress between jobs. Disallowing non-competes would be an enormous boost to young people and ambitious people of all ages at least. Moreover, removing the constraints will allow talent to funnel more efficiently to where it ought to be. I support the removal of non-competes.:</p> |
| Melissa | <p>"Abolishing the non - compete will allow people to have free will to work for who and what they deserve. Non compete contracts restrict employees' ability to work for a different competitor. This can become very problematic if the employee has highly specialized skills that are in demand in a particular industry. Also, with no competes, employees may have to accept lower wages</p> |

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| | to remain employed in their field. This is because the employer knows that the employee can't easily leave for a competitor, leaving less leverage to negotiate higher wages to provide for themselves and/or their family." |
| Brandon | "I can attest that I personally have been reluctant to change jobs due to a non-compete, and have heard similar experiences from my peers." |
| Flora | "As a physician , I truly believe that noncompetes harm patients and die people who take care of them. I have zero access to my hospital's intellectual property so why can they dictate where I work after leaving them? They should not be allowed to monopolize physicians and healthcare workers. Please ban noncompetes and create a healthy workforce that requires employers to take care of all their employees." |
| Rex | "I fail to see what benefit a non-compete clause can have for society as a whole. They are inherently an enemy of free markets and serve only to restrict that freedom. Some may claim "IP theft", but that is a load of B.S. If that was a serious concern the other company would prefer that the employee actually stay at the first company and keep them updated. The only exception here that I could see needing to exist would be in mergers and acquisitions when that industry is mostly made up of die people who work there." |
| Zack | "Non-competes do not create a fair market. They benefit employers but not the employees. Please allow the country to thrive with fair markets. Make non-competes illegal." |
| Philip | "I am a 20+ year employment lawyer . I have both enforced and busted a wide variety of non-compete contracts in industries from talk radio to space science. I have never seen a situation where the legitimate business interests of the former employer were truly threatened by a former employee competing. I have read the cases where it might have occurred, but I have come to regard those as rare exceptions...I have represented workers whose non-competes were facially invalid under Texas law. Their prospective new employer did not want to challenge the non-competes because it wanted the employees to sign similar agreements with it." |
| Ashley | "I am an employee rights litigator in Dallas, Texas. I frequently handle non-compete cases on behalf of employees...Employers can often be heard to complain that the cost of training is high, and they might lose money if someone leaves early. That is true. But that is the cost of doing business. It is fundamentally anti-competitive to try and pass those costs on to workers (many of which, it must be said, are already deeply in debt because they've paid exorbitant amounts of money for "training" in the fonn of higher education). That is not the answer. If an employer wants to attract and retain skilled workers, it can and should do so through competitive salaries and benefits, healthy working environments, and opportunities for advancement." |
| Cy | "Non-compete clauses are anti-democratic and anti-labor." |
| Graeme | "Non-compete clauses in employment contracts restrict an employee's ability to work for a competitor or start a competing business after leaving their current employer. This practice harms employees, limits competition, and stifles innovation. Research shows that non-compete agreements can have a negative impact on employee mobility, wage growth, and job satisfaction. Employees who are subject to non-compete agreements are less likely to |

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| | change jobs, negotiate better wages, or seek out new opportunities that might benefit them. Moreover, non-compete agreements limit competition by preventing skilled workers from contributing their knowledge and skills to new businesses.” |
| Gabriel | “There is something distinctly un-American about barring individuals from liberty and the pursuit of happiness by limiting economic opportunities to whatever company a person happens to work for at the time. If we are indeed a capitalist society, let's act like one.” |
| John | “I am a therapist . Non-compete clauses are common in our contracts. Non-compete clauses generally favor employers more than workers. They also cause problems for people in my profession by often forcing us to work far away or forcing us out of areas entirely. They also have created more problems than they solve. In my area there is a shortage of available therapists which has created problems for providing services.” |
| Paul | “I strongly support the Non-compete Clause Rule NPRM. These clauses have been used by businesses to deny employees the right to job mobility and caused reduced compensation and facilitated the abuse of employees.” |
| Cameron | “I worked for a concrete supply company in Grand Praire and was offered a job making way more money for a concrete supply company in Dallas. They drag me to court and lawyers got involved and i had to be moved to a different department. I felt like i didn't something wrong but all I was doing was making things better for my family. PLEASE get rid of the Non Compete. All were trying to do is take care of our families.” |
| Paul | “I support die effort to eliminate non-compete clauses and have been subject to them myself.” |
| Namirah | “Non compete clause forces physicians to work in environments regardless of bum out. Large hospital systems are utilizing this by applying the non compete to any where they have a clinic or smaller hospital. The only option left them is to leave the city altogether uprooting families and children. This is emotionally and financially draining.” |
| Katherine | “It takes many years of hard work and dedication to become a physician . The majority of us are concerned with learning to properly and effectively take care of patients with little thought to the business aspect of medicine. When we enter into our first employment contract we have little guidance on how to negotiate and most of us cannot afford the advice of an attorney. We do not realize that once we accept a job with a noncompete, we have effectively reduced our work options in that location to one. Fast forward, we have a family and children are in schools with friends they do not want to leave.” |
| Chad | “I am currently under an non compete agreement that I was required to sign. I am a builder of large scale infrastructure and am the only person to every build a project at the scale and speed before. I am one of only a few in my industry that have successfully executed this accomplishment. My employment was terminated without cause and now the company will not allow me to work in the industry for 1 year. The company I work for bought my business, the concepts , processes, and systems were designed by my team. The non compete is to control competition, because without die non compete, I could build a new business hiring 400+ team members and building value in rural America.” |

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| Stephanie | <p>“As a physician non-competes are very difficult, because they can make you have to relocate just to get out of your contract, when all you really want is to find a different job. I don't want to leave my home, I just don't want to stay in the current position. And, the patients want to Follow the physicians, when geographically possible. Business should not be allowed to control which doctor the patient can and can't see. It's the patient's choice to continue with a specific provider. Forcing the provider out of their mach is not in the patient's best interest. It's only in the interest of the business owner. It actually damages important patient-physician relationships. The amount of trust and energy from both the physician and the patient is more than just the dollar amount.”</p> |
| Fabiola | <p>“I am in academic medicine. The purpose of graduate medical education is to provide the knowledge and skills that doctors need to treat future patients. In Texas specifically, academic programs want more physicians to stay in Texas so that they can care for Texas residents. Recently, a hospital administrator suggested adding non-competes to medical residents/fellows, because if a fellow is hired down the road at another hospital, our hospital may lose patients. This kind of thinking hurts medicine and doctors abilities to care for patients in their own home town. Pleas consider eliminating non competes. They are particularly harmful in medicine.”</p> |
| Richard | <p>“I support this, in particular the provision that requires employers to rescind existing non-competes. I am a physician, residency training program director, and chief of service at a large public hospital in Dallas, Texas. Too often I see our newly minted doctors accept harmful non-compete clauses in their contracts because they feel the pressure of massive loan payments looming, and frankly don't yet know their own worth. It's predatory of hospitals and medical practices to do this, and for large state-run institutions like my own, who have affiliated medical schools, it is counter to their mission. They claim to exist to train doctors who will stay and serve citizen of Texas, and yet they make their new doctors sign a contract that expressly inhibits their ability to do so should they leave the institution. It's ludicrous...I am heartened to see the FTC take up this mantle. No doubt hospital and other corporations will lobby against this (using \$\$ made by doctors by the way), so I implore you not to make exceptions to this. Resist their whining and their political contributions.”</p> |
| Saima | <p>“Non compete laws is severely detrimental to patients, as physicians who leave or are fired from an organization are not allowed to provide die same safe and familiar care as their own physician who now has to work in a limited geographic territory for a specific period of time.”</p> |
| Abhisek | <p>“The vast majority of physicians would agree that noncompete clauses in the healthcare field are on the whole bad for both physicians and for patients. They discourage market forces that allow physicians to vote with their feet if they don't agree with decisions being made by hospital systems that are to the detriment of quality medical care or clinician career longevity. that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market threes should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients.”</p> |

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| Derek | <p>“Non-competes area classic case of "Good Intentions gone wrong". What started off as a tool to reasonably protect proprietary processes and workflows of a business has been manipulated into an overly effective strangulation on competition and free market economics. In the present day, Non-competes are abused into being an artificial Market Wage suppressor for job positions across all skill levels, including the more entry-level focuses positions like assistants or telephone operators.”</p> |
| Robert | <p>“Please outlaw non competes for physicians! I've seen too many good physicians leave town because they were not getting appropriate compensation from their group but their patients and referring doctors loved them and how they practiced medicine. The option of staying in town and switching groups or going solo etc was negated by the non compete.”</p> |
| Rosemary | <p>“I am in support of this law, it is long overdue.”</p> |
| Christo | <p>“Please allow for physicians to not be subject to the noncompete rule. It unfairly gives employers a distinct advantage to drive down wages by preventing doctors from working in the same area and causing doctors have to choose between work and where they want to live.”</p> |
| Stephanie | <p>“I fully agree with eliminating the ability of employers to insist upon non-compete clauses for their employees. I have a doctor who was being overworked and underpaid by his practice, and wanted to find another job in our large metro area (Dallas-Fort Worth). But because there was a non-compete clause in his contract, he was forced to take a tele-health/remote job working for a practice in another state. That means he can't treat me or other patients here in Dallas, even though we need his health care right here - and he still lives here, he just can't work here. These non-compete clauses don't just hurt the workers, they hurt the whole community who need a thriving workforce who is gainfully employed and paid a fair wage.”</p> |
| Niles | <p>“There is a legitimate argument that a non-compete violates the Forced Labor Act. 18 U.S.C. 1589. A person violates the Forced Labor Act if he requires a person to act by any of four means: (1) by means of force, threats of force, physical restraint, or threats of physical restraint to that person or another person; (2) by means of serious harm or threats of serious harm to that person or another person; (3) by means of the abuse or threatened abuse of law or legal process; or (4) by means of any scheme, plan, or pattern intended to cause the person to believe that, if that person did not perform such labor or services, that person or another person would suffer serious harm or physical restraint.”</p> |
| Michael | <p>“This is possibly the greatest action the FTC has taken this century, and is certainly the best move the Biden administration has made. Non-Complete clauses are not only embarrassingly and vehement ally un-American, but they are at their core anti-Capitalist at it's most basic level. The Invisible Hand applies to the work force too, and workers have an inalienable right to take their work and talents to wherever they deem is the best fit/opportunity for them. Thank you for this Rule, and I cannot support this enough.”</p> |
| Kristen | <p>“I am a physician and I was very pleased to see this proposed rule. I have been affected by non-competes several times over the past 7 years. First, I worked at a clinic owned by a large hospital. The organization closed the clinic</p> |

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| | <p>and one individual said the non-compete would not be binding but they did not have the authority to say then. Then I was planning to join another physician but she wanted a 40 mile non-compete. That should not have even been on the table as a point of discussion. I did not join that practice. While finalizing a contract at another private practice, I informed the owners that I would not accept a non-compete because this clinic was very close to my home and I did not want to have a restricted radius if I left. They assured me that I would not have a non-compete; however, there was one in the final contract and I would have had to walk away from an otherwise excellent job so I did sign it. Unfortunately, COVID hit within the year and income plummeted so I was let go at my time of contract renewal. The lawyer made sure I knew that the non-compete was still in force. This made finding a new position during COVID very difficult. I now own my own clinic and will never sign another non-compete. It is just another huge headache for physicians and I am happy to see that it might be at an end.”</p> |
| Paul | <p>“I am in favor of banning non-competes in medical contracts. Thank you.”</p> |
| G | <p>“Non-compete clause is oppressive and must be abolished.”</p> |
| Mike | <p>“Long over due. Companies have become more demand from employees while keeping wages down. Life outside it work should not be used to fire a person. Creativity should be encouraged not liable. Non competitive businesses are mining die American dream. Mandatory arbitration is even worse.”</p> |
| Mena | <p>“I wanted to write about my experience with non-competes, as a rural gastroenterologist. I worked for a non-profit hospital system for many years in rural Texas. I was always bothered by the fact that the hospital administration gloated in meetings over the profits the gastroenterology department (consisting of only myself) made from the preventative, life-saving procedures I performed. There were multiple times when patients that paid self-pay prices later reported to me that they fell in deep medical debt because of the procedures I performed, often being charged tens of thousands of dollars in facility fees. One patient even informed me that lie had to shut down a beloved restaurant he owned in the city to be able to afford the close to \$60,000 he owed for two colonoscopies I performed on him. Furthermore, my clinical staff and support staff was being whittled away "due to cost-cutting measures" as hospital profits increased from the gastroenterology department of which I was the only physician. I ultimately felt that I could better serve my city by opening a private practice in the city and performing my procedure in a surgery center. Thankfully, I discovered that my non-compete was not enforceable. I was able to, thus, open a practice and serve this population and provide higher quality care while costing the health care system much less.”</p> |
| Keith | <p>“I disagree with this non compete clause. Companies use this as a threat to keep employees from leaving.”</p> |
| Aaron | <p>“I am personally in a position right now, due to my employment, where my future will be greatly affected due to the option for companies to create Non-Compete clauses. My contracted position is attached to an expiring contract that is set to expire this year and, if the Non-Compete policy is not changed, or outright removed, my next employment options would be drastically smaller ter the next 365 days affecting my very livelihood. Not to mention I am a father and</p> |

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| | <p>husband and my family's livelihoods would also be at stake. I feel it is an unethical and immoral practice that an employer can effectively choose who you can, and can't, work for once you are no longer with them."</p> |
| Adam | <p>"End non-compete agreements now."</p> |
| Bradley | <p>"I would hope this gets pushed through as it would help promote more stable job growth."</p> |
| Jonathan | <p>"Non compete clauses are legal forms of indentured servitude that only serve the interests of a few. I am in healthcare and witnessed the abuse this provides in creating intolerable working conditions for physicians, nurses and other ancillary personnel. I work for a "non profit" organization that perpetually expands, while decimating benefits and alert staff yearly how they will do more with less resources."</p> |
| JESSICA | <p>"I feel these need to be dropped. I was a Sr Tax Analyst for Block and they allowed me to be threatened by my co-workers, belittled, bullied and begged me not to call corporate aid they would handle it and never did then LET ME GO. Then flagged me with a no compete for 2 years. Original agreement was 2 years from 1st contract and then changed once I would not allow the on going disrespect. It isn't right to stop me a mother of 5 kids from working because I wouldn't sweep their nonsense under the rug. So much happened in that place and I am constantly being punished for other people's actions."</p> |
| Acacia | <p>"As a physician in a pediatric sub specialty. I currently work for a large hospital system, covering a hospital in an underserved area. There is a 2nd hospital near by owned by a different group where one other of my same sub-specialty works. We are the only two physicians of the same subspecialty that live in this community. Due to our non-competes we can't work to cover each others patients at the different hospitals."</p> |
| Nathan | <p>"I personally have not had non compete non compete clauses hurt my career, but they have hurt my fathers' career and the career of my close friend. Please ban non compete clauses."</p> |
| Sarah | <p>"Because slavery is bad, I urge you to not let corporations tell Americans where they can work after employment has been terminated. I worked in a new restaurant every year in college because I never knew what my schedule would be; this law would've kept me at the low-paying, sexually-assaulting (restaurant) joint all 4 years. Get reasonable about American rights."</p> |
| Elisha | <p>"I totally agree to do away with the non compete. They make no I worked for a company for several years and gave them my all. I quit due to several reasons and went to start my own business. They sued me to shut down my new business due to a non compete that they claimed i signed. (which i did not) Due to the unexpected expense of an attorney i was finically put in a tight spot. I went to court but because the ex employer had more money and the court favored them for reasons i lost and had to shut down."</p> |
| Mary | <p>"I encourage the FTC to impose the Non-Compete Clause Rule without delay to ensure workers have every opportunity to further their careers in the locations they choose. My family was forced to move states due to a 250 mile, 5 year non-compete that a former employer coerced us into signing. When the work environment became toxic we had no choice but move hundreds of miles</p> |

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| | from our established home. I implore you protect workers and their families from this gross and unfair practice.” |
| Minale | “Non-compete clause is restrictive and against the core value of individual rights. Not good for patients too” |
| Siva | “It will give freedom to physicians and flexibility for patients to choose their hospital depending on their physician.” |
| James | “There is a shortage of inpatient PMR physicians in rural east texas. Because of a non compete clause I am forced to not do inpatient rehabilitation for 2 years in East Texas and the closest positions are in Dallas. These patients suffer and have to travel further for care because die main hospital in Tyler makes all physicians sign a 2 year compete for any work as a physician.” |
| Amanda | “I am in favor of the non compete ban. The majority of companies that have them are not using them to bully previous employees and even treat or pay them poorly while they are still employee. I would understand a non disclosure agreement, ensuring any "trade secrets" aren't passed around from company to company, but not a contract on a human being themselves and having control over their livelihood.” |
| Joshua | “I am a physician . As private equity and large corporate entities have moved into medicine regional monopolies and duopolies have appeared throughout the country. This has stifled the growth of small practices. The entities already receive a competitive advantage in the market place against independent physicians via —facility fees" they can charge even in outpatient practices. Non competes are used through out the increasingly uncompetitive and monopolized marketplace to restrict the movement of physician practices and limit patient access.” |
| Tricia | “I'm an Otolaryngologist . Noncompetes serve large healthcare entities and harm patients and doctors. They allow for coercive retention which is anti-American and anti-capitalist. We need to incentivize hospitals and healthcare systems to improve working conditions for physicians to prevent bum-out and help maintain the physician work force. Physicians aren't learning proprietary information from the hospital that they can then use to steal patients. There are already too many patients and not enough doctors. Hospitals need to value physicians.” |
| Harlene | “I support the proposed ban on non-compete clauses.” |
| Mark | “Please ban these needless and harmful outdated agreements permanently.” |
| Stephen | “I am commenting to support the FTC in banning non-compete and similar employment agreements. I and a Certified Prosthetist who treats people living with limb loss (amputation). Noncompete agreements in this profession have limited competition between local companies and prevents clinicians from continuing treatment if they leave the employer for any reason. This restricts patient access to the top tier clinical care they need and deserve. Non compete contracts in my local market have pushed good clinicians into other professions or out of large geographical areas which negatively impacts patients. |
| Adib | “Hello as physician non competes are a negative to patient care and overall health care. Big hospitals /corporations use it for control and it should be illegal to include in contracts and enforce.” |

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| Dana | <p>“As a physician, I support a federal ban on noncompetes. In addition to repeatedly seeing colleagues suffer in employed positions that no longer serve them, or leave medicine altogether because a noncompete prevents them from seeking other employment within a reasonable distance from their home, I have personally been impacted by a noncompete clause. I recently left a private practice which had become economically unviable. My noncompete involves 5 overlapping 30 mile diameter circles around my metro area, eliminating any practice within a reasonable commuting distance. that restrict physician practice are definitely adding to the problem of deteriorating access to care.”</p> |
| Andrew | <p>“As an employee who is currently subject to a non-compete clause, I feel there is ample justification for their removal to promote a more fair employment landscape in private industry. Prior to taking on my role, I was a long-time government employee and only had a rough awareness of the concept of a non-compete, happy that such a concept would not apply to me. When I received my first job offer in the private sector, which I ultimately took, I reviewed the non-compete language and found it very jarring. I am essentially unable to work in my current industry or in any industry adjacent to my own (providing the same sector of customers with similar services) which nearly eliminates me from the job market which I chose to enter.”</p> |
| Sheryl | <p>“This rule should have been enacted years ago. It was only in 2019 that a young relative of mine was asked to sign a non-compete agreement, after being hired. This position was a data entry position paying \$13/hour. The agreement required the employee to not work for a their unidentified competition, within 100 miles of every big city in Texas, for one year from leaving their employment. No exception mentioned if the company lays off the employee for lack of management skills. Interestingly, the 100 mile radius from Fort Worth transcends the border with Oklahoma, a state that has made non-compete agreements illegal. This issue must be addressed on the federal level so that all are dealing with the same set of rules. The newly hired employee who was faced with the decision to sign that agreement on the 3rd day of employment, regretfully had to refuse, was told all employees were required to sign the agreement. The employer cut a check for that 3 day old employee as though they were a contract employee for 3 days of work instead of the regular employee they has hired.”</p> |
| Angela | <p>“Non-compete clauses are Anti-American, period.”</p> |
| Carolyn | <p>I “agree with banning non-compete clauses. It keeps people from bettering themselves because they cant apply for a job using same skills that will have better pay or working conditions.”</p> |
| Jonathan | <p>“I am a plant manager in Texas who has worked in the petrochemical industry for 24 years. I am currently under a Non-Compete, which has hindered my career by stifling opportunities to expand or promote. The company I now work for also uses the Non-Compete as a punitive tool. For example, the executives recently changed bonus programs for all the managers and salespeople, which is less favorable to all individuals. They are also are not conducting employee reviews which are tied to performance raises. When I approached the President about these rule changes, he commented that I could sign the paperwork or not. He knows that my Non-</p> |

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| | Compete binds me, so leaving for a more favorable work environment is not an option because I would have to leave the industry.” |
| Sean Matthew | “Ban non-competes!” |
| Brian | “My former employer is restricting most employees from working or consulting in any industrial business and prevents all employees from working for a vendor, customer or any industrial business located in the united states. That is unreasonable and should not be allowed...A employee who sells forklifts/loading dock equipment in Texas for this company cannot go to work selling industrial detergents or manufacturing equipment in Florida. This change needs to be paid to allow people to work hard and further there careers.” |
| Mark | “Non-compete agreements are too restrictive and should be outlawed. They limit an individual's ability to provide for a family.” |
| Sean | “I support the Non-Compete Clause Rule.” |
| Alison | “It will also greatly put private practice that won't fall under this designation at a great disadvantage. Given that the operating model of not for profit health systems may not be significantly different than for profit health systems, this rule seems arbitrary and much to the advantage of several of our country's largest and most profitable hospital systems that happen to have not for profit status in name.” |
| Jerry | “I believe this is the right thing to do for employees. Companies hold non compete agreements over employees head so they cannot leave to better the life. A employee who is good at what they do should not be held captive to an employer and threaten to be sued if they choose to leave for a better opportunity to help them and their family. It's should be the employees right to work and with who they work with and what they work for their future.” |
| Robert | “As a person who has had the terrible experiencing of having to sign a non compete, I can succinctly say they are used to strong arm workers and supress wages. I was let go from a company I had signed a non compete with back in August. Keep in mind, they let me go. They tried to enforce my non compete saying I couldn't find work at competitors in the market and when I applied for a job outside of their market and scope of work they tried to go after my friend whom I approached about the job, saying he recruited me out, which isn't allowed because he was a former employee. Its absurd.” |
| Tina | “There are instances and it is more common that you think of where people are forced to work in a very unprofessional environment, discriminated against when you are the only woman, sexually harassed, and treated disrespectfully but being under a Non-Compete makes it very difficult to leave a profession that you have worked in making a nice salary for 20 plus years to start over in a new profession likely having to take a substantial pay decrease. You would think it is easy to go to court and prove and defend yourself, but you would be amazed at the people that will get on the stand and lie under oath in an effort to protect their position with the company. You also lose the ability to negotiate strongly for salary increases because the company has the upper hand is fairly confident that you are not going to leave, so you are pretty much stuck with what is offered to you.” |

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| WILLIAM | “Please, do this. This will be good for the economy.” |
| Mahboob | “There shouldn't be a non compete, it's used to mainly abuse the partnership in a practice. Practicing environment can change over time, relationship b/w individuals can change overtime, the promise made can be manipulated so if I joined a practice, and it's not a good fit after working with them, I should have an opportunity that I can practice in that area without being submitted to a slavery deal. So, if I have a family, with kids going to school and wife working a job, it's too much of a burden to relocate to another city and try to re establish yourself, get a job for wife, send kids to new school.” |
| Virginia | “Agree with this proposal. Non compete clauses should be banned.” |
| Lindsey | “ Physicians absolutely must be included in the noncompete legislation. I spent 14 years of my life and hundreds of thousands of dollars to become a physician and we are constantly abused from all sides: By insurance companies, by oversight committees, by hospital administrators, etc., and the noncompete problem is one of the most glaring issues. We have a shortage of physicians in the US--ESPECIALLY in my field of Endocrinology . The answer is NOT to replace them with less trained/qualified PAs or NPs. The answer is to remove the obstacles that prevent appropriate physician practice. We are talking about people's lives and well-being here, and by that I mean physicians AND their patients. Do what is sensible. I am tired of corporations being God in America. Physicians and patients deserve better. |
| Debra | “I am writing as a citizen and contractor who has concerns about no compete practices in their current state. I am a Certified Registered Nurse Anesthetist who has been practicing for 15 years. I have been subject to no compete practices since my career began. I live in Texas where we are supposed to have some protection against these practices but most hospitals honor the no competes because they don't want to pay attorney fees to fight them. situations, where someone isn't allowed to get a more permanent position because someone else is making money off of their work. |
| Ishwara | “Non compete laws esp as pertinent to physicians and health care providers stifle competition and innovation. Most of the physicians are now entity employed that gives greater control of physicians to the network they work for. Non compete clause indirectly allows decreased supply of certain specialities in an area.” |
| Andaleeb | “As sworn advocates for their patients, physicians bear a fiduciary duty to always prioritize their wellbeing. However, the corporate practice of medicine is outlawed in numerous states. Furthermore, noncompete agreements create a dilemma for doctors by placing them at risk of compromising ethical medical practices and placing their employers' interests above their patients. Physicians are entitled to the same freedom of movement as any other individual.” . |
| Marvin | “The era of the non compete clause in any contract is used to thwart competition but also intimidate workers to accept less pay and or less desirable work environment. These practices are used in medicine by big clinics and hospitals to three someone who leaves a practice to basically totally leave the area . This is inconsistent with the free market and the equal opportunity of job access and career development,. It is not that someone has stolen trade secrets or the formula for Coke and is setting up business making Coke. The |

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| | rationale for continuing the non compete clause is flawed and antiquated. I strongly support its demise and non enforcement. I am a physician.” |
| John | “I respectfully submit that noncompete clauses are detrimental to both physicians employed by hospital systems (both for profit and not for profit) as well as patients. Ultimately, noncompete clauses at large healthcare employers are detrimental to our nation's long term ability to maintain access to quality care, and should be outlawed. noncompctes should to be eliminated for both not for profit and fir profit hospital systems.” |
| Bryan | “Please remove die ability for employers to include this kind of non-compete language in the contracts. It is anti-competitive and bad for die USA economy.” |
| Ian | “Non-compete clauses severely suppress wages in many positions, especially those in the service or hospitality industries. I worked as a scribe in a large, very busy emergency room in Fort Worth and was forced to sign non-compete clauses that prevented me from going between companies that worked at other hospitals in the area...I lived in a house with 3 other roommates, all of us with income, but was never able to save despite working in the industry for over 8 years. Please ban non-compete clauses in contracts. |
| Cheryl | “Non-compete clauses are only in the best interest of the company. They should be banned and allow workers to make their own decisions for their own advancement. Individuals are more important than companies or corporations.” |
| Daniel | “I am a physician in Texas. A ban on non-competes would be a major win for the physician worker and patient safety. Currently, hospitals and private equity-owned physician practices use the non-compete to take advantage of physicians. If a physician is bound to a non-compete the employer knows that they cannot leave their job without likely a major disruption to the physician's life such as selling their house and moving to a completely new city. Because of this, employers have an unfair advantage.” |
| Victoria | “As a physician I fully support this clause. Our nation is already suffering from a massive physician shortage that has only been exacerbated by the COVID-19 pandemic. We cannot afford to limit where physicians can practice when more and more are retiring early due to burnout.” |
| C | “I fully support the Commissions stance to outlaw non compete's. These legal agreements force an employee who has built a career to be subjected to legal action if they decide to change employers in die same market. Thus, this gives the current employer leverage over pay and other benefits knowing that the employee cannot leave for a better opportunity in the job market in the same industry. Its a very plantation mentality that these non compete's create and extremely limit the employee to continue their career in the same field.” |
| Tyler | “Non competes say it all in the name, they are anti competitive and they should be banned for many reason, the greatest of which is the fact that they are a tool used to suppress and deny workers opportunities to find better jobs.” |
| Stevan | “I am in favor of the proposed Non-Compete Clause Rule as I agree that employers should be prohibited from entering into non-compete clauses with workers. I'm a physician and I practice in a specialty that provides care for complex medical conditions. I am grateful for the opportunity to serve and provide care to my local community. As my employer required a non-compete |

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| | <p>clause in my contract, if I were to leave my current practice for some reason, the non-compete clause would require that I leave my community and move to another city in order for me to continue practicing within my specialty.” .</p> |
| Kyle | <p>“As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Sincerely, Concerned Fourth Year Medical Student.”</p> |
| Victor | <p>“Noncompete clauses are destructive to Non-compete clauses are detrimental professional's lives forcing them out of their home and many times out of their community.”</p> |
| C | <p>“Please do not exclude physicians from this rule.”</p> |
| Parth | <p>End non competes for doctors and health care professionals. The hospital administrators that want these policies do not have non competes so why should die health care workers and doctors. The USA is a free market economy. Let the free market dictate.”</p> |
| Scott | <p>“Thank you FTC for protecting the rights of workers from the predatory practices of businesses. This change is much needed! Businesses should be compelled to compete for workers just as workers are compelled to compete for the business!”</p> |
| brian | <p>“End Non-competes. Period. They do nothing but hams the typical employee trying to better their life. NDA's protect the employer from having their secret sauce recipe revealed. Non-competes are simply an overreach by employers to continue to exert control over exiting employees who they treat like chattel both during and after their employment period.”</p> |
| Muhammad Anis | <p>“I have been medical practice for 23 years and always been troubled with non compete clause in our employment contracts I understand when someone is hired by individuals they concur costs and use their resources but to have someone leave the are where they have spend time and energy to built a reputation and especially when there is physician shortage nation wide is not fair . There should be better way to end the practice I strongly suggest to make this non compete clause as illegal There could be some reasonable monetary number added to compensate employers cost if the contract is broken.”</p> |
| Laura | <p>“I am a health care worker, US Army Veteran, mom, and small business owner. I have owned a small business since 2016. I own an elective ultrasound facility that provides ultrasounds for expectant moms. I have an excellent reputation in our community and on social media...I sold my home and all of my belongings for the acquisition. I moved my son and I into a I bedroom apartment to fulfill this dream that would quickly turn into a nightmare...Sadly, at that time I found a franchise that offered a business model in which they claimed they would provide everything I needed including the physician. I began to research into it a bit more by gaining work as a contractor for them. This is when the first non compete agreement was presented to me...My attorney told me there is a statue of limitation on how long I can question the validity of an FDD, and I found out I had signed a non-compete clause in which</p> |

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| | I would be restricted from operating under my own name or gaining employment from a competitor for 5 years or 30 miles from ANY current location... There are dozens of people in my exact same shoes because of this franchise and this fraudulent CEO. Sadly the laws are not in favor of the little guys. The laws are in favor of exploiting people who just want to make a living.”. |
| Taylor | “As a commissioned employee, I welcome the opportunity for non-competes to be voided. I have worked in a commissioned role as an IT Recruiter within healthcare for the last 10 years. Due to my non-compete, I am not allowed to recruit for another company within this industry for 12 months after departure. This makes it very difficult to continue a career in a specialized industry. My employer just recently cut commission rates from 18% to 25% which has greatly affected my income. Due to my non-compete I am not able to seek positions offering a higher commission structure. I am able to pursue other recruiting opportunities in another industry but the learning period to make a comparable income to what I'm currently earning would take quite some time.” |
| Shri | “Noncompetes have deprived me of my livelihood. Despite being laid off, I am not able to work in my industry because of a noncompete. The company got all my ideas and then prevented me from working for anyone else after letting me go. It is not American nor is it freedom.” |
| RYAN | “As a Sales rep , I believe this would greatly benefit myself and earned wages in my market. The non-compete documents only hinder others like myself from scaling our income. I believe sales is a ton of service work, if we happen to move to another job due to harsh environments, we would now be able to take our book of business with us. Therefore increasing our value with the current company or with the next.” |
| Christopher | “Noncompetes should be illegal. They prevent employees from working in the field that they've payed tuition for once signed for a certain period of time. Sometimes even for years with no monetary compensation. They stifle free market competition. It prevents an employee from starting their own company and offering better services (sometimes even for a better price to the American consumer). Employees often don't have the financial means to fight these in court (even if they have a winning case). It places a huge financial burden on workers.” |
| Anunaya | “Please do not exempt employers who have a status of NPO (not for profit org). Most of the hospital systems and physician employers are registered as NPOs. They however, have similar work culture as 'For profit' organizations. From die perspective of the employees there is virtually no difference whether they work for an NPO or 'for profit organization'. If not changed, the rule will leave majority of employees on healthcare unprotected from the intentions of this rule.” |
| Erik | “In 2020 my employer for over 10 years decided to sell to a private equity group. In order to remain employed with the new company I was asked to sign a new more restrictive agreement with the acquiring company. The new employer would also be reducing my compensation by 60%. There was considerable incentive for my employer to position the NCA as a tool to limit career options. The agreement was an industry wide ban preventing me from |

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| | <p>working in any field of insurance (where I spent the prior 12 years). This was connected to the earn out and other income the seller would receive with no consideration of my (the employee's) 60% reduction in pay. In January 2021 I started my own insurance Agency with zero clients or income. My former employer sued me 50 weeks after my resignation in an effort to restrict me from contacting former clients 1 year after my resignation. I do not feel a company can force employees to remain under a NCA while offering no consideration and reducing compensation. Employees (not owners) of an organization being sold experiencing a substantial reduction in income should not be forced to remain employed or unable to seek employment elsewhere."</p> |
| Victoria | <p>"Because of their non-compete I was unable to seek out another company to work for in the same metroplex, despite owning a home and having family here. If I wanted to continue working in my prior field of work I would have to relocate to another state entirely to stay outside of their "geographic area" and it was a two year non-compete agreement.... Employees are powerless unless they want to uproot their families and lives and relocate."</p> |
| Chris | <p>"I fully support the banning of non competes. Non competes are a highly restrictive way of retaining employees."</p> |
| David | <p>"Been in Medical Field 30 plus years Sales and management. I have seen friends suffer because non compete agreements, the cost of legal to defend themselves, inability to get promoted because didn't want to sign a new non compete, and families needing to sell there homes to downsize during times when didn't have a job."</p> |
| Jason | <p>"Please accept this comment in support of Non-Compete Clause Rule. The company I was working for decided to sell to private equity. With that sale my compensation structure was to be cut drastically and they required I sign an even more restrictive document to receive that reduced compensation and stay employed. I left that employer to start my own company. We are currently in the middle of a lawsuit due to mainly breach of non-competition. I just don't see how non-competition and non-solicit agreements can be upheld when, to remain employed you must sign a more binding agreement and receive less compensation for die same job you had been doing."</p> |
| Chelsie | <p>"My family has been personally harmed by a non complete clause. My husband was a loyal employee of a company for 10 years. After 10 years of helping this company double in size, the owner sold to a international company. At this time, he was informed that the new company would be decreasing his pay SIGNIFICANTLY. According to his non complete, he was unable to leave his job and continue working in the industry he has grown to thrive in and provide a living for hos growing family. If his non compete was non existent our family wouldn't have endured YEARS off suffering and strife. Please ban non-competes so other families don't have to suffer like ours did."</p> |
| Chris | <p>"Non-compete agreements give full power to corporate institutions thus allowing for the indenture of millions while the 1% benefit from their labor...If a lawyer is needed to understand the document then it is clearly written to benefit the employer...If employers listen and respond to employees needs, then they will not want to leave. Lastly let's not forget, "government of the people, by the people, and for the people..."</p> |

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| Derrick | “Non compete agreements are nothing more than a way for companies to intimidate workers into performing prolonged service. When enforced they generate legal activity that does not serve the public good. They are a tool to monopolize talent and consolidate power. They are a drain on the economy. I find no place for them in democratic society.” |
| Jason | “100% noncopy clauses should be banned. It stifles die free market that we're built on. It hurts employees, and it hurts companies from bettering themselves by either growing or going out of business because they're not growing and changing and becoming better. It encourages people to find the right fit and live happier lives and do what they can for the betterment of the country.” |
| Jeff | “As a physician employed by a large single specialty group that has a very aggressive noncompete clause, I believe that noncompete clauses definitely restrict ones ability to relocate, advance their career with other groups, or decide to leave a group without harsh consequences.” |
| Adam | “Many executives who are less than 10% owners in private equity backed, private company transactions are currently prohibited from working in their area of expertise due to restrictive non-competes. They may have been paid a fee, severance, or received a transaction bonus - but often times that money paid pales in comparison to their income potential which they cannot pursue for several years.” |
| Robert | “Such non-compete clauses were a regular feature of employment agreements with consultant firms supplying software/computer code writing services in the San Francisco/South Bay areas. As an employee, I constantly operated under apprehension as I was transferred from one company to another, likewise as I transferred from one consulting firm to another. On one occasion I had difficulty presenting mathematical results at a professional meeting. The rapid transmission of discoveries is widely believed to substantially contribute to that industry's economic success. I congratulate your staff for impressive literature review and summation.” |
| John | “Please make non compete clauses go away.” |
| Dr. Fouzia | “If a job does not deliver what it promised on the employment contract and physicians want to leave, then the non-compete clause essentially makes them choose between moving by uprooting their families (spouse's job, kids' schools, different house, etc.) OR staying in an oppressive situation. This is not about patient safety. It is a way to cut costs at the expense of the physicians and patients. Pay the physicians what we're worth or let them compete with you. Patients should also have the freedom to seek care wherever they want. Patients should not be treated as the property of a health- system or insurance network. Non-complete clauses go against both the spirit of democracy and capitalism.” |
| Jose | “This is great. I had a n awesome offer with better benefits and incentives. However the non-compete clause and a \$2501c bs liability clause forced to let it go.” |
| Michelle | I support the Federal Trade Commissions' proposal to prevent employers from entering into non-complete clauses with workers, which will not only increase |

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| | an employee's opportunity to pursue better employment opportunities, as well as encouraging more entrepreneurship and encouraging higher wages. |
| Bryan | "I support the ban on non-compete Clause. I work in the consulting industry and risk being sued." |
| Robert | "END THEM, period. These hinder the American worker from taking advantage of & being competitive in their industry or field and the job market itself." |
| Ton | "I respectfully ask the FTC to make non-compete "agreements" illegal. In my careers have worked across multiple industries at all levels from hourly assembly to CEO. These clauses can be damaging to careers and can make it very difficult to start-over in aligned industries - even if the job is different. In the workplace where right to hire and fire at will is the rule, these clauses give an unfair advantage to the company. The company can hire or fire me at will, but I can only choose to quit and find work outside my industry." |
| dustin | "Banning non-compete agreements for physicians is a necessary step to improve patient access to care and promote competition in the healthcare industry. This proposal would allow physicians to practice freely and choose the best job opportunities for their careers, while also benefiting patients by improving access to care and potentially lowering healthcare costs." |
| Mace | "As a physician , I am writing to express my strong support for the proposed rule to ban non-compete clauses. These clauses are an unfair and restrictive practice that hurts both physicians and patients. Non-compete clauses give employers too much leverage during contract negotiations. They can limit a physician's ability to earn a fair wage and can make it difficult for them to find other employment if their contract is terminated." |
| Brian | "I am writing to express my concern regarding the prevalence of non-compete clauses in employment contracts and to support the proposed rulemaking to limit or even outlaw their use. I believe that non-compete clauses are antithetical to the fundamental principles of freedom and opportunity that America values so highly. Non-compete clauses can have a detrimental impact on employees, stifling their ability to seek better opportunities and build their careers. In many instances, employees may find themselves in a form of indentured servitude, as they are restricted from working for other companies within their field of expertise for extended periods after leaving their current employer. This not only hinders personal growth and economic mobility for the individual but also stifles healthy competition and innovation within industries." |
| Lisa | "Thank you for this proposed legislation. As a member of the workforce that is directly affected by non-compete clauses, I feel strongly that they should be abolished. Employers should be driven to create a workplace, including compensation, that entices an employee to stay with the organization because of reasons other than a non-compete. Please consider passing this legislation." |
| Louis | "I strongly support the banning of non-compete clauses implemented by employers. I spent a decade working in a niche industry . I signed a non-compete after I joined a company and was told that it was a condition of my continued employment. After extracting as much operational knowledge as they could, the company forced me out and threatened me with legal action if I took a job with one of their competitors. Non-compete agreements are grossly one-sided in favor of the employer. Eliminating non-compete agreements would be |

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| | a great step towards an even playing field. NDA's and non-solicitation agreements are reasonable measures to prevent workers from harming companies. Non-competes only harm workers.” |
| Brad | “A non compete often causes damage to that particular profession by forcing people to continue working for an entity or move out of the area to seek employment. Please remove and ban no compete language from all contracts.” |
| Tom | “Non-compete clauses are an abuse that employers force upon employees and they should be eliminated.” |
| David | “Non-competes in the healthcare sector only hurt patients. Hospitals are opposed to it purely for power reasons. Not allowing a patient to see their chosen physician because of a prior non-compete clause is anti-American. I hope you decide to break this rule and help all Americans.” |
| Jennifer | “I strongly support this proposed rule. A 10-mile radius is in most our the clauses in my area. This leaves downtown Houston or Galveston as main options. These are too far to drive & insane traffic problems. I have to stay fairly close to my special needs son's school as I am the only person who can pick him up & tend to needs. I have no family support. My husband has cancer. I cannot leave this area. The medical field is short staffed. People are burnt out & leaving the field. We cannot continue to lose great workers at this rate. We need to be more understanding of people's individual needs (I.e. finances, health insurance issues, mental health, illnesses, chronic medical conditions). Workers in the medical field care for our nation. We need to take care of them also.” |
| Usman | “Non compete is an unfair practice for employees. removing people from their locations desired due to a job change does not make sense |
| Juan | “I am an Insurance agent and in the insurance industry the non-compete agreement is the law of the land. So, you are trapped in a job where if you don't sell enough you get fired, but at the same time you can't get a job with a company that do similar type of business for a full year. ALSO and this very IMPORTANT , companies change compensation commission plans every year, and of course is not to pay you more but less. The non - compete agreement allows them to pay you less every year for the same amount of production and you can't leave to another company that pays more. GET RID of the non-compete agreements please.” |
| Guadalupe | “Non Compete agreements would require me to fmd employment in my chosen profession 100 miles away or refrain from working in an industry I have develop over a 30 year period. At 52 years old I could not imagine starting over in a different industry for a year. I was told when I was hired, and told that the offer was dependent on the non-compete agreement, and then latter when it was changed, a few years later that I had no choice but to sign the revision. I could probably hire a lawyer if I quit but that would be very expensive. It absolutely effects my ability to better my self or entertain better employment offer.” |
| Jessian | “The greatest abuse with non-compete clauses is by hospitals which deem themselves "non-profit" according to the language included here, they would be exempt and continue these abusive practices. Hospitals lock their physicians in these insane broad non-competes requiring up to 1-2 years of salary in fees if the physician violates these. The clauses often make a physician choose |

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| | between living in an area with family vs moving remotely to survive. Patients should have the right to choose who they want their care from regardless of who employs the physician. These "non-profit" hospitals which feed their profits into their administration to remain non-profit are afraid good physicians will "steal patients" as they move." |
| Nadeem | "Non compete clauses for physicians do not serve any significant purpose for society and only aim to trap physicians in their jobs, they usually produce an undue burden on physicians who have to uproot their families just because their contract ended or they decide to change jobs. Non competes harm healthy competition, There is not a single physician I spoke with who supports non compete clauses. We support the FTC in banning them." |
| Laxman | "Non compete clause should have never existed it is banning hard working people enriching rich." |
| Michelle | "The non-compete clause rule limits Americans access to be able to support their families in this country." |
| Jan | "I and my husband are in total support of eliminating the non-compete clause rule. We applaud the FTC for pursuing the rule change!" |
| Purujit | "To the FTC, Please implement this rule and abolish the unethical, exploitative, oppressive and un- American practice of non compete clauses. The workers of this country will be eternally grateful." |
| James | "is with great enthusiasm that I would like to comment on your proposed rule banning employment non-compete clauses. Since 2015, I have been subject to an non-compete clause limiting my ability to be employed outside of my current company (Pediatrix) within 20 miles for a period of 2 years if I decide to leave my position. This has significantly limited my ability to seek other opportunities and has suppressed my compensation to below- market levels for years. Throughout my employment, I have never been privy to "trade secrets" or other so-called knowledge/resources that would harm my employer if I left. In short, the non-compete clause is an iron shackle I greatly look forward to the FTC abolishing this unfair employment clause. I suspect any person who defends the non-compete is either not subject to one. Thank you for sticking up for the "little man/woman" |
| Helene | "I would like for the non compete clause to end. It's onerous for citizens and it overly protects businesses." |
| Christie | "As a psychiatry resident physician who will be joining the physician workforce in 2.5 years, I am extremely in favor of this rule. Non-compete clauses are frequent and incredibly frustrating in physician job contracts, and can often go to the extent of making it impossible for a physician to stay in the same geographic location or even city when they are contemplating a change. While some contracts may give the option to pay a fee to waive the noncompete, this fee is again onerous and a burden on physicians. Banning noncompetes would be a dream come true! |
| Sara | "Excellent proposed action. No group should be excluded from this change! Please ensure the change is truly universal." |
| James | "I'm an attorney . I've seen non-competes both in my work and in my personal life. Aside from edge cases where highly- compensated executives are |

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| | restricted from job-hopping to competitors and using deep knowledge of corporate business strategy to gain an advantage, they exist to restrict wages and tie workers to jobs, not to protect confidential information. It's grossly unjust that workers paid a barely living wage can't go out and find other work because they have to sign a non-compete as a condition of basic employment. I thought we were done with serfdom." |
| Tim | "I am writing to support the Proposed Rule limiting employers' abilities to engage in non-compete clauses. I believe it will benefit healthcare workers and others to have the freedom to pursue employment of their choosing, and that their wellbeing will translate into the wellbeing of patients and others benefiting from the workers labor." |
| Fernando | "This has been remarked by many physicians on this website already- but as a resident doctor with a long career ahead, I cannot think of a greater disincentive for the talented to enter our field and serving our aging population than following the American Hospital Association's advice and allowing non-compete clauses for physicians. Liberate our labor just as you liberate everybody else's, and if our contracts are actually fair and desirable there should be no problems from the perspective of hospital administrators. If in fact they are not, you will be writing a wrong on behalf of me and my colleagues. Thank you for your consideration." |
| Leonardo | "It is essential to include physicians and non profit hospitals in the final rule." |
| Alex | "I was interviewed, but not considered for a position at a competitor due to my non-compete clause from my former employer. The hiring manager wanted me to join the team, it could not get past the legal implications of the non-compete. This position is not in the same department as my old position (old position was a subject matter expert job, new job would have been in business development). I was not considered because my former employer sued this competitor when an individual moved to their company, where the individual could not work for 6 months." |
| Karen | "Working as Nurse Practitioner in state where contract is required Texas This is a huge lift to the nurse practitioner industry!! Thank you for supporting our effort balance health care among providers!!" |
| Kristin | "My employer is trying to implement a non compete clause for me, which as an anesthesiologist who doesn't follow patients but only sees those referred by surgeons, doesn't make any sense." Why should my job prospects be limited by a forced non compete clause? |
| Zenus | "The proposed FTC rule to ban noncompete clauses in employment contracts has sparked debate in the healthcare industry where noncompetes are common. Physicians argue that noncompetes are bad for physicians and patients alike, as they discourage market forces and limit physician mobility, ultimately contributing to the physician shortage. Physicians are often forced to uproot themselves and their families if they want to switch jobs, which can hold them hostage to unfavorable working conditions for years. Noncompetes can also prevent physicians from pursuing opportunities that would be a better fit for them personally, contributing to burnout and ultimately exacerbating the physician shortage. While there are nuances to this discussion, noncompetes |

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| | should be eliminated for both not-for-profit and for-profit healthcare systems to maintain access to quality care.” |
| Katy | “I support your proposal to ban Non-Compete Clauses. It's simply not fair to hinder career advancement while binding employees to an employer who often takes advantage of them because they know the employee will struggle sitting out an NPRM.” |
| Katherine | “Yes, I support banning non-compete clauses. They are common in my industry (veterinary medicine) and are mainly used for vindictive actions towards employees trying to get a new job. They have no positive function in our industry other than to intimidate people from moving companies which prevents personal and professional growth. FTC, thank you for taking action on this!” |
| Maria | “I am in the Aesthetics field , and I 've been forced to signed the non compete in order to get a job . It felt horrible , I can not get now two jobs, hands tight to make more money . Thank you gov for die new law that is holding us down . This is a country of freedom.” |
| Anderson | “Non-competes limit the competitive nature of business; they do not add value to the market and limit freedom to pursue your own best interests. The idea that because a worker has become experienced through their own work makes them valuable to another company is reasonable, refusing to pay them the market rate by means of a non-compete contract is absurd.” |
| Hunter | “Non-compete contracts for rank and file workers are unconscionable. After viewing the New York Times opinion video on the experience of hairstylists, dental technicians, and car part salesmen being unable to get jobs near their homes, I am sickened. Please help American workers keep food on the table by ending these non-compete contracts.” |
| Travis | “My employer Quantlab Financial for 10+ years has held me to a 2 year non-paid non-compete in Texas. The finn trades in financial markets around the world and uses legal handcuffs, the courts, and their money to suppress employee options / paid. Recently it's been revised, but my only option was to sign the new version or unemployment. If you don't void all non-competes outright, please consider leveling the field by requiring payment of on total compensation for the time not just base pay.” |
| Peter | “Non compete clauses are Un - American . I support banning the.” |
| Joey | “I agree with this proposal and believe that non-compete ageements should be made illegal. It's ridiculous that these agreements were ever allowed in die first place. In order to have a free market economy you must have a free moving labor force. Any unusual exceptions could easily be fixed with a non- disclosure agreement. In the case of expensive training some agreement could be made to continue to work for the company that invested in your training for about a year or so. Just long enough so that the cost of the training is covered and not wasted.” |
| William | “Ban non-compete clauses! They unfairly disadvantage people seeking new job opportunities and potential employees don't feel they have the ability to opt-out of them. People have a right to choose their place of work and shouldn't be punished by their former employer's ego and greed for seeking employment elsewhere.” |

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| <p>Harith</p> | <p>“As physician in the medical field, having a noncompete within hospital system create extreme challenges to provide patient care, and continue to affect the life of patients and doctors. in my situation I family of two doctors it's particularly challenging. The noncompete significantly affect our chances of having jobs and providing care for the patient if one us lost his/her job. Those noncompete prevent us from looking for a job and continue the care to our patients in the same geographical area which will add significant delay of care and unsatisfaction. The patients will have to look for new physicians. Certain noncompete will even prevent you from practicing medicine with in the same city. I think it's wrong, morally incorrect, and unfair for both of the physicians and patients.”</p> |
| <p>Eric</p> | <p>“I am an anesthesiologist and have had my career disrupted by a non-compete clause forced on me by a large, national group. The inability for me to easily provide patient care at locations of both my and patients' choosing only hurts the American healthcare system. I implore the FTC to ban non-competes throughout the country so that doctors and other healthcare providers can treat patients to the best of their abilities.”</p> |
| <p>Rachael</p> | <p>“I am writing to urge you to consider supporting the ban of non-compete and non-solicit agreements in die United States. These agreements have become increasingly common in many industries, particularly in the tech and service sectors. Unfortunately, they have had the unintended consequence of limiting worker mobility, suppressing wage growth, and hindering innovation.. These agreements have had a negative impact on worker mobility, wage growth, and innovation, and have become overly broad and commonplace. Banning them would help to promote a more competitive and innovative economy that works for everyone.”</p> |
| <p>Abby</p> | <p>“As a physician, I believe we should NOT have a non-compete as there is a shortage Nationally and it is going to get worse.”</p> |
| <p>Irfan</p> | <p>“Physicians should not be bound by non compete clause.”</p> |
| <p>Maria</p> | <p>“I strongly support the FTC's proposal to federally ban noncompete agreements.”</p> |
| <p>Farzin</p> | <p>“As a physician, doing away with non-compete agreements, would mean that I can continue to care for my panel of patients if I have to move jobs. This would most of all, benefit the patients that I know best. They wouldn't have re-establish care, which is costly, but can also mean large gaps in care for them.”</p> |
| <p>Gabriel</p> | <p>“I read this proposal carefully. I never thought about it before in this way. I completely agree with the FTC that noncompetes stunt progress in various industries. I agree that a noncompete clause forces an individual and his family to be locked to a single organization for geographical reasons even when the individual may want to explore another opportunity in the same region. If someone works for company X in NYC and has a noncompete, they may not be able to work for company Y in the same city. Even if after 5 years the employee feels it is time to move on, they may not be able to because their family, their kids have already set up roots in NYC. It seems unconstitutional to force someone to be in one company even when they have serious concerns with their company's performance or their practices>”</p> |

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| Kristin | <p>“Please get rid of non-competes. It only damages patients ability to stay with their physicians. They typically require physicians to move out of their continuity if they decide to changes jobs. It will also motivate corporate run health corporations to treat their physicians better.”</p> |
| Marian | <p>“Physicians are the only healthcare employees subjected to non-compete clauses and should be exempt from this imprisonment. Other healthcare staff receive high levels of pay and are free to work at more than institution and change jobs at will. Nurses, respiratory therapists, pharmacists and administrators have more freedom. Physicians are forced to remain in toxic work environments, forego opportunities for advancement and/or lose significant research opportunities due to these clauses. Because most organizations now operate out of multiple locations the radius causes a physician to pay large amounts of money to relocate and disrupts families. Wellness and resilience are compromised and physicians leave the profession due to these restrictions. Physician extenders, like nurse practitioners and physician assistants have more freedom than highly trained specialists. Also, many hospital organizations are classified as "non-profit" even though the leadership is paid millions of dollars. Physicians at so called non-profit organizations should have the same opportunities to easily change positions as others.”</p> |
| Daniel | <p>“I am a doctor and I am very much in favor of this rule change. I would however ask that non-profit hospitals be included in this rule change as the ubiquity of non-competes for doctors, many of whom are employed by non-profit hospitals, is a significant detriment to my profession.”</p> |
| Danielle | <p>Please ban all non compete clauses from private, public and non profit hospitals and medical practices. It limits the proliferation of research due to lack of competition as well as prevents movements of the best and the brightest to where they are offered the best. It is completely unfair tactics that only benefits the hospital administrators.</p> |
| Mary | <p>“Providers have been held hostage to hospital systems with limited means for negotiation for fair salary and work life balance by non competes. For example. I have seen no cost of living increase even with yearly contract renewal. In fact, benefits have decreased despite record inflation. Non competes force physicians who are trying to advocate for healthy work life balance and pay commensurate with training and student loan burden, to uproot lives and patients lives by requiring them to move beyond non compete region. This leaves patients to try to get in and establish with a new provider and possibly in a different system. Burnout is a huge factor for physicians and is also no doubt factors with non competes. I also have colleagues who have been unable to relocate and have left clinical practice secondary to non competes. This is an antiquated practice and does a disservice to physicians well-being, ability to continue to practice clinically as well as the patients we serve.”</p> |
| subodh | <p>“I am a physician who practices in a city which has majority private equity backed practices. Only 10% of all treatment are done by private doctors. I have seen higher rate of price increase in last 5 years due to this consolidation. Patient care is affected as private equity is focusing on revenues generated than health care outcomes. The low revenue good doctors are let go. The non</p> |

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| | <p>competes prevents many going to open their own practice which will cut cost down. The non competes are not enforceable ie 100 miles but do not have the financial depth to spend hundreds of dollars then go to arbitration and risk of unknown outcome.”</p> |
| Feibi | <p>“I support a federal ban on non-compete clauses in employment contracts. I am a physician in the Texas Medical Center, a dense area which contains over a dozen hospitals. Most of the hospitals here have a non-compete clause with a radius of 10-15 miles which effectively prevents a physician from working for any other hospital system in Houston. This is grossly unfair and prevents physicians from leaving undesirable hospitals with poor working conditions or poor management. This leads to increased burnout. Twenty percent of physicians plan to drop out of the workforce in the next two years. This problem has only been accelerated understaffing of our fellow healthcare workers. Working conditions for all healthcare workers need to improve Banning non-competes would pressure hospitals to improve working conditions to retain staff.”</p> |
| Vamsi | <p>“I am a physician, specifically a surgical resident, about to finish and start my cardiac surgery fellowship. I understand that non-competes have been used by some small practices to preserve market share in rural areas. However, their overall function in medicine is to simply raise prices for patients by preventing competition from physicians who know the market, by keeping rival hospitals from hiring them and preventing them from working in the area. Furthermore, on a personal level, many physicians are devastated as their families may be based in one area, but they are forced to travel hundreds of miles to work due to a non-compete. However, this regulation will be ineffective if it only targets for-profit entities. I urge the government to NOT EXEMPT non-profits or ANY entities whatsoever in medicine from enforcing non-competes against any healthcare worker.”</p> |
| Sreedhar | <p>“I whole heartedly support the ban on non compete clauses in health care. They are terrible for die patients and for the care providers and cause totally unnecessary burden to the system.”</p> |
| Andrew | <p>“I am a physician working in the United States, and I strongly support the FTC proposed rule on non-compete clause. Non-compete clauses are harmful to physicians, and I have personally been harmed. About 10 year ago, I specifically had to seek out physician jobs without non-compete clauses because my spouse was in the last year of graduate school, and we were planning to move to the suburbs after graduation. Specifically, non-compete clauses have wide geographic coverage and would prevent me from changing jobs to an employer/hospital in the suburb we planned to live. Therefore, I had to choose a job without a non-compete. This job without a non-compete had an annual salary \$75,000 less than a comparable job that did have a non-compete clause. By limiting non-compete clauses, physicians will have the opportunity to seek out more employment opportunities. Greater physician mobility is also critical to address public health priorities, such as improving physicians' ability to change to employers in underserved areas.”</p> |
| Brian | <p>“A broad non-compete clause functions in the same way a monopoly does. It's limits options and forces adherence which undermines a free market.</p> |

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| | Employers have protections in the area of intellectual property and in work products, which are fair and reasonable. Artificial limitations that decrease competition are bad for employees, damaging to consumers, and harm the economy at large.” |
| lade | “non competes hurt patients in die end because predatory hospital and clinic systems can continue unsafe practices and abusive working conditions for physicians by holding die threat of non-competes over the physicians who might be tied to die geographic location due to family responsibilities.” |
| Liz | “Non competes are should not exist. They create an employment monopoly to the detriment of the public goods. It's a modem form of the fiefdom that's intrinsically anti-American. Workers are prevented from leaving for better opportunities.” |
| Andrew | “I adamantly support the proposed rule. I believe, if enforced, the rule change will redistribute wealth to the middle and lower classes in a time of rampant wealth inequality and racial inequity. Furthermore, the requirement of employers to inform employees of the proposed mle change is particularly appealing to me due to the persistence of predatory workplace practices in which employers in localities that have banned non-competes require their employees to sign them despite not having the legal standing to enforce them. When the leading cause of death for certain demographics in this nation is heart failure due to cortisol, the stress hormone, blocking arteries, this should be criminal.” |
| James | “I support this bill. I currently cannot work in my field as I let a toxic work place but had a non compete that must be signed before starting work in Texas.” |
| Carlos | As a son of immigrant parents, the United States of America was seen as a land of opportunity. A place where one's hard work, self determination, and studious endeavors enabled them to be the most prosperous in their field of study or employment. For this reason, I believe non compete clauses are a scour of the Earth and a drain on competitive nature and pro capitalistic mentality of the United States.” |
| Sandra | “This is ridiculous. How do they expect citizens to make a living in life ?” |
| Kayla | “I support an end to non-compete clauses. As a physician these restrict my ability to practice a hard earned trade near my home and family without significant burden either financially or geographically. Physicians and other workers have earned die right to practice in good conditions with adequate pay and support without fear of legal action for pursuing other opportunities.” |
| Daniel | “This is a necessary step to prevent employer abuse of employees and may go some way in breaking up tech monopolies.” |
| Blake | “As an employee for a tech company, these non-compete clauses harm my chances to work elsewhere in my industry. They also stifle competition. We can support intellectual property without hurting people who want to innovate on new products and technologies in the United States. We can and should end non- competes.” |
| s | “Restricts competition. Bad for consumers.” |
| Kira | “Note non-competes are being slipped in and signed as `NDA's' in many business settings. The elimination of non-competes almost without exception |

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| | <p>would benefit those most vulnerable to exploitation. Parents with children in local schools/community support are uprooted unnecessarily due to employers unfair entitlement to personal skills obtained during the employment period. By allowing them freedom of movement to pursue higher wages and advancement in their careers without undue stress of alternative employment and lack of application of acquired skills for up to two years post employment (as upheld in Texas); or dramatic changes in geography required by the geographical limitations imposed which inordinately effect those with children or limited financial savings who have to weigh the personal and financial strains of moving outside and/or significantly increasing travel time. Individuals (mostly women) are constrained by child care responsibilities or resulting additional care costs resulting from changes in geography / increased travel requirements. Advanced/sought after skill sets/knowledge are unfairly controlled by business owners who are able to excessively limit competition and financial advancement in individual careers via non-competes. This has personally affected my life as a mother holding an advanced doctorate degree; a primary caregiver to young children and the need to refuse employment and access to increased career skill acquisitions due to legally enforceable non competes that would require my travel time to increase 45+ minutes each way (311a day) to utilize personal skills acquired during employment for a tenn of 2 years post employment.”</p> |
| <p>Hannah</p> | <p>“Noncompetes are archaic and harmful in many ways. By restricting the ability to work, employees are forced to stay in jobs that they are unhappy with and work at a lower production level. It inhibits employees from finding better offers. In healthcare, it limits the amounts of providers thus can work in certain areas and raises the cost of healthcare. Noncompete agreements should be abolished.”</p> |
| <p>Anonymous</p> | <p>“I support banning non-complete clauses, especially in healthcare, where an ever increasing number of physicians, nurse practitioners and other providers are employed. The healthcare corporations continue to consolidate and enlarged, profiting handsomely from employed physicians and practitioners. There is almost no bargaining power on the part of the physician or practitioner once they are employed. Corporations are able to cut corners to save money in terms of manpower mostly, while the doctors and nurses are daily making sacrifices to make sure patients needs are met. The relationship has become almost universally unhealthy and asymmetrical, which is why so many people are getting out of healthcare. The only bargaining chip is to leave the healthcare system, but the systems don't care because they see employed physicians, practitioners and nurses as human capital, which can be replaced. Meanwhile, there is a great burden on the physician or practitioner and their families if leaving employment means also leaving the community.”</p> |
| <p>Paul</p> | <p>“This enforcement should also mean that as unstable as the economy has been at every level, no company should bar you from working a second job to help make ends meet.”</p> |
| <p>Bilal</p> | <p>“I support of this proposal to ban companies from monopolizing the economy by enforcing these ridiculous non-compete clause rules. I also support the ban of Training-repayment agreements, it's the responsibility of an employer to train</p> |

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| | their employees, and it's the right of employees to quit their jobs for whatever reason.” |
| Stuart | “Love it. I completely support.” |
| KW | “Please see attached comment supporting the ban of non-compete agreements and a case study regarding the impact of Private Equity in the healthcare setting.” |
| Sandi | “As a former practicing attorney in Texas, I have been concerned about the misuse of non-compete agreements for years and fully support the Commission's proposed rule banning their use. My experience in both private practice and as in-house counsel has allowed me to see the evolution of these agreements go from a valuable and fair tool for business owners to a bludgeon to hold down even low-level employees. I have seen them go from one-off agreements for unique transactions to standard practice for hiring employees. They were once crafted by corporate lawyers in connection with a specific transaction and directed at very senior personnel who typically had a large payout or some contractual job security. Today, they appear to have devolved into a document crafted primarily by litigation attorneys for new hires with little to no bargaining power, no contractual job security, and scant, if any, truly competitive information...In my prior practice as a lawyer, I represented different types of businesses and ultimately became the Assistant General Counsel for a large corporation. As such, I saw legitimate circumstances for reasonable non-compete agreements, but not many. Most of what an employer wants to achieve could probably be satisfied with a targeted non-disclosure agreement rather than these paralyzing non-compete agreements. Accordingly, I wholeheartedly support the Commission's proposed rule.” |
| Fausto | “The honest aims of non-compete agreements are best carried out using other tools, such as trade secrets and patents. We don't need to limit the free movement of labor to protect capital investments in technology. Rather, we should eliminate non-compete agreements across the board while also clarifying trade secret and patent protection laws.” |
| Felicia | “This issue is tremendously important. Please ban non competes. - Physician in TX |
| Javier | “Non-compete contracts are antithetical to capitalism. They have no room in a market that prides itself on competition. Why should one company with poor customer service prevent the flourishing of new ideas and better service in the market due to a non-compete clause? Our market should reward not just innovators of new ideas but people who can improve existing products and services. Companies that are allowed to stifle competition with non-compete clauses are encouraged to provide mediocre services. Our country and economy deserve better!” |
| Sasha | “Please pass. Very important for protecting workers and allowing us to seek fair working conditions.” |
| Lisa | “I support the FTC's BAN on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million.” “Americans and raise wages by 5300 billion per |

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| | <p>year. That makes a real difference to real people on a daily basis. This policy will make it easier for more American workers to earn what they're worth!"</p> |
| Sasha | <p>"Physicians should not be specifically excluded from this."</p> |
| Lindsey | <p>"I strongly support an initiative to ban non-compete clauses. In medicine, they are often used in physicians' contracts and continue in perpetuity. Not only does this decrease competition amongst hospital, it encourages bad behavior on the part of the employer knowing how difficult it is for the employee to leave. Additionally, it is hating some physicians that cannot move to stop practicing medicine altogether. This is obviously a huge concern with a growing shortage of providers. Thank you for proposing this important change."</p> |
| Eric | <p>"Noncompetes are the modern equivalent of indentured servitude. They restrict the ability of individuals to work in their chosen field and earn a living. Just like slavery, noncompetes restrict the freedom of individuals to make choices about their own lives and careers. This is particularly harmful for workers in low-wage jobs, who may have few options for alternative employment and may be forced to accept poor working conditions or low pay...Furthermore, noncompetes can also be used to discriminate against certain groups of workers. For example, employers may use noncompetes to prevent women or people of color from leaving their company and finding better opportunities elsewhere."</p> |
| Eric | <p>"I'm a physician at a not-for-profit. I have a non-compete. In the age of physician shortages, it is critical that this practice is curtailed. The law needs special wording to make sure that healthcare workers are specifically exempt from noncompetes."</p> |
| Damla | <p>"I strongly support the FTC's proposal to federally ban noncompete agreements. As a physician, I have seen this limit my colleagues' ability to leave an abusive work environment. We should all be able to pursue individual opportunities and not be beholden indefinitely to oppressive more powerful employers. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, stifling wages, and preventing career advancement. Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone."</p> |
| Glen | <p>"I strongly support the FTC's proposed Non-Compete Clause Rule to ban employers from requiring their employees to sign "noncompete agreements." In reality, these documents are not negotiated, voluntary "agreements," but contracts of adhesion prospective workers are forced to sign as a condition of gaining employment, or avoiding termination of their existing employment. For decades, exploitative noncompete agreements have barred workers from pursuing better employment opportunities in the same industry, suppressing wages, and preventing career advancement. Employers can adequately prevent unauthorized disclosure of trade secrets with non-disclosure agreements (NDAs). Banning noncompete agreements will lead to higher wages and better opportunities for American workers. This would be a critical step toward strengthening the middle and working classes — ultimately building a stronger economy for everyone."</p> |

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| Atharva | <p>“As a physician (TX, T3309), I fully support the proposed ban on noncompete clauses. Furthermore, this rule absolutely must apply to physicians. Noncompetes are anticompetitive and pennit abuse of employees and the spirit of the medical profession itself in favor of profits for the few megacorporations that can afford to wade through the goliath heaps of regulation in any healthcare market. Ultimately this is solely at the expense of patients and their care.”</p> |
| Sherrie | <p>“Completely support a ban on all types of non-compete clauses. They negatively impact our patients and clients by playing a role in the shortage veterinarians available to see patients. After working for two multinational corporations I can say without reservation diem are no unique business practices to protect, they all run in the same, spectacularly inefficient way. I was even more shocked to find some of my friends who work in jobs paying less than \$20/hr are also subject to non-competes. That's ridiculously unfair to them and their ability to earn a living. Thank you for allowing this comment.”</p> |
| Daniel | <p>“Noncompetes within the emergency services restoration industry is staggering innovation, limiting the potential wage increase, prevents unionization and further decreases the talent pool.”</p> |
| Dru | <p>“I am a tenured law professor at South Texas College of Law Houston. I teach courses on Administrative Law and regulatory subjects. I have published more than three dozen law review articles and have authored chapters in academic monographs. I SUPPORT the FTC's proposed rule. The federal statutes that give the FTC authority to regulate anticompetitive monopoly-seeking activities also authorize the FTC to promulgate regulations to combat labor monopsony power from making labor markets less competitive. Noncompete agreements are an exercise of employer monopsony power, and also increase that monopsony power. Employer monopsony power can also increase monopoly power in consumer markets. It is long overdue for the FTC to address this, and it is more fair to address it through a uniform rule than to do so piecemeal through adjudications.</p> |
| Stephen | <p>“It is not a level playing field for this rule to be based on the state that I live in when I have been a remote worker for a company that was based in CA and is now in NC. This rule does not promote competition between companies and works by instilling fear - "you clan be sued personally if you violate this rule". It is time for this anti competitive practice to go away.”</p> |
| Adam | <p>“Large hospital systems and "not for profit" hospitals (where they pay the CEOs 10M+ in compensation a year) should not be excluded from banning non- competes related to physicians in healthcare. Non-competes are used to strong arm physicians often requiring moving to change jobs no matter the circumstances to continue a career in your specialty. Do not exclude healthcare, hospitals, and physicians in this legal change.”</p> |
| Linda | <p>“Noncompete clauses should be outlawed for all employees. It limits a person's right to earn a living. All Americans have a right to choose where they work. Noncompete clauses hinder that.”</p> |
| Kevin | <p>“I'm an ER physician. Non-compete clauses have recently been used to allow a hospital to end my IC relationship with them. Myself and two other physician's were effectively fired because the hospital sold the ER physician staffing</p> |

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| | <p>contract to a competing company. The two staffing companies had current and previous issues of business maneuvering and lawsuits. Hence, the old staffing company had a non-compete clause. The new company refused to pay the clause out any of us three MD's. The hospital also refused citing very tight budget. Hence, we were let go. The insane thing is that these non-compete clauses didn't appear in any of our own contracts with the original staffing company. It was in the contract between the hospital and the original staffer's. Hence, the MD's were fired and the emergency room lost three doctors due to a clause NO ONE signed. I won't go into the legal aspects and exceptionally poor business practices here, but, obviously the clause of non-competition has effected thousands of patients and the regional medical doctor environment. Non-compete clauses are a scourge upon both free market business and a danger to the public. A business being able to affect a physician's ability to see patients is absolutely unethical at the very least. Evil at the most. Government, in its entirety, should only function to protect the population from any threat, domestic or not. This is exactly why the non-compete clause should be BANNED in the US! GET IT DONE!"</p> |
| Grant | <p>"My wife is a veterinarian, and she is subject to a non-compete clause in her contract. In her case, the sole purpose of the clause is to suppress competition, as the restriction is that she cannot work at a practice that is closer to her current practice than a certain distance. This rule does not protect intellectual property, it simply prevents my wife from moving across the street and having the new practice put up a sign saying that Dr. Goodyear is now there. Non-compete clauses such as this invariably depress wages and limit competition, and that is not a good thing I'm a nuclear physicist, and I work for an Oil and Gas company designing and developing tools that help companies take measurements deep underground that tell them where oil and gas are located. I also have a non-compete clause in my current contract that limits location (essentially anywhere in the world where oil-and-gas exploration is performed) for 1 year after leaving the company. In my case, the clause supposedly exists to protect the company's IP, but there are other mechanisms for doing that. Moreover, Oil and Gas is an industry where downturns and layoffs are extremely common, and nowhere in my non-compete clause does it suggest that the non-compete fails to operate if I am a victim of a reduction in force. (My current company will tell you that they have never enforced a non-compete against an employee who was laid off, but nothing in my contract says that.) Companies in this industry do work within the non-compete clauses, complete with hiring into areas that do not overlap overmuch with the previous employment until the time limit on the non-compete has elapsed, but this certainly depresses competition and wages. We are in favor of a ban on non-compete clauses."</p> |
| Daniel | <p>"Non-Compete Clause Rulemaking, Matter No. P201200 I support the ban on non-compete clause."</p> |
| Douglas | <p>"Non-compete agreements restrict competition and significantly impair innovation Economic impacts to individuals and society is net negative by huge margin."</p> |
| Eric | <p>"In the medical field, there are multiple non-competition agreements which are completely unfair and prevent a physician from practicing their trade if they</p> |

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| | <p>leave a group or a hospital system. It can significantly affect a physician's ability to make a livelihood. This should be eliminated immediately. Most physicians come to employment with all the skills from their training necessary to practice medicine and the group or Employer contributes nothing to the practice of medicine that the physician didn't already have. Please make these non competition agreements illegal immediately."</p> |
| Drew | <p>"Physicians often enter regional markets dominated by only one or two health systems, and noncompete clauses are rampant. Should an employed physician see a deterioration in leadership, contracting or reimbursement, they are left with no option but to pull up stakes and relocate, starting their practice all over from scratch. This is a preposterous imbalance of power. No worker should feel compelled to uproot and move their family out of a settled geographic region and discard years of personal relationships and trust just because a work environment becomes unfavorable over time, when other options exist. Abolishing noncompete clauses will free doctors to stand their ground, maintain their preferred place to live, and seek the best possible work environment and reimbursement for the work they do."</p> |
| Kedar | <p>"Hospitals and other corporate entities that increasingly employ physicians, like insurance companies, too often trap physicians and their patients by coercing doctors to sign anti-competitive non-compete clauses. In short, these harmful contract terms prohibit medical professionals from leaving an employer without giving up their ability to continue practicing medicine, for a competing hospital or even as an independent clinician. Nearly half of physicians are bound by a non-compete clause. This means that even when physicians feel the hospital, insurance company, or corporation that employs them hampers their ability to treat patients to the best of their ability, or endangers patient safety, they are essentially coerced to stay and keep quiet, or give up their patients and the practice of medicine in their community."</p> |
| Jill | <p>"I have been forced to sign noncompete contracts for employment as a physician. It allows employers to not treat us always fair as relocating is hard on families and they know this. Please ban it."</p> |
| Daniel | <p>"As a primary care physician of over 15 years I have seen the damage that non-compete contract clauses have done to our profession and more importantly to our patients. They lead to reduced patient access and exacerbates physician shortage in medically underserved areas. I personally know physicians who had to leave these areas and their patient panels behind. The patients can wait months for a new physician to move in to the area or the patient has to travel vast distances to seek care. Non-competes hurt competition, patients, and individual physicians and other workers. Please vote to end them."</p> |
| H | <p>"I am in support of banning "non-compete / Solicit" clause. This type of clauses are unfair for employee whose knowledge asset is created in specialized field after years of hard work, dedication and loyalty with current employer. And when the time comes for the seasoned employee to get benefitted from his hard work and move on there are some companies who try to stop and negotiate a deal showing this clause in the form of small paragraph somewhere in employment agreement signed in extreme hurry during the joining process."</p> |

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| Ivvanee | <p>"I am an Ob/Gyn physician that was restricted from leaving a private practice that did not share the same clinical practice philosophy with me. Our styles of managing patients was quite different. Having a restrictive noncompete clause made it difficult for me to leave this practice where I was not thriving. I was unhappy everyday I went to work. It made me question the immense investment I made in time, effort, financial expense and in delaying life's stages (like starting a family) in order to complete the clinical training required to be a board certified physician. The conflict in management styles, although both within the standard of care, led to moral distress in relation to my patients who could sense the tumult. In order to work elsewhere, I had to uproot my family to move to a different town, loose my clinical network, sever the close relationships I nurtured with my patients and take a large financial loss all to establish a new practice. All of this just to be able to work. To be able to care for my patients in the best way they deserve and provide for my family. Now I am in academic practice at an institution that does not require noncompete clause as part of my employment contract. As a result, I feel reassured that I will never be trapped again in a dysfunctional relationship that benefits no one at a detriment to many. I am thrilled to hear that on January 5, 2023, the FTC proposed a new rule that would ban employers from imposing non-compete clauses as they appear to violate section 5 of the FTC Act, which covers unfair employer practices."</p> |
| Alfred | <p>"We should ban such draconian clauses. This is USA and not a communist country. People should have freedom where they want to work and live."</p> |
| Joshua | <p>"Good afternoon, I am writing in support the proposed non-compete clause rule for ALL workers, including physicians. The same considerations for non-compete clauses should be taken into consideration for the betterment of all workers in the US and pursuing a doctoral degree should not exclude a person from receiving fair treatment in the labor market at the hand of corporate medicine. Hospitals already exploit resident physicians by paying those doctors less than custodial staff, and in some cases less than minimum wage. Physicians are already unfairly treated in regards to other professions by the effective monopoly that is the NRiMP, and hospitals are happy to further this exploitation by mandating non-compete clauses. Physicians are arguably the workers that are in the most need for federal protection with this type of rule. Please do not let the loud voices and deep pockets of corporate medicine over shadow the need for worker protections in the medical field, and do not add an exception for a group of professionals that has absolutely zero bargaining power."</p> |
| elizabeth | <p>"As a legal recruiter for the past 25 years, I am so happy to see this. I was fired from a 4 billion company in 2002 while being #1 in sales in that company and was told by my manager that I would not be sued. They waited until I was 6 months up and running with a lease, employees and more before filing the suit which effectively destroyed my business. I was doing well and believe I would have really had something wonderful had they not sued me. Non competes keep employees in jobs that they are not happy/comfortable in because of the threat of a lawsuit. Not cool."</p> |

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| Satyanarayana | “Non compete clause is bad , it should be banned. I am waiting for President to act stat.” |
| Megan | “Yes, I am in favor of the non-compete being removed. I am a physician and when working for larger institutions, we have significant non-competes that can force you to move cities due to the distance issued in contracts. I fully support getting rid of non-competes to allow physicians and those in medicine to continue to serve a community/city if they choose to move employers.” |
| Sairah | “Non competes are unnecessary and should be illegal. In medicine they decrease availability for communities to access Healthcare solely for financial benefits to institutions.” |
| Nadia | “Noncompetes in medical centers where all of the academic jobs are clustered essentially force physicians to leave the city if they leave the institution. Institute a non-compete instead of treating your workers better so they don't WANT to leave is immoral.” |
| Linda | “Non-competes only favor businesses and to keep physician salary low and not let them vote with their feet when these businesses under-value them. In addition, it flies in the face of patient access when already there is a dearth of physicians in specific regions for the community. Leaving that job means patients may be left without that specialist especially in rural areas. Non-competes do not work for patients, do not work for physicians, and only work to limit and hinder care and increase business interests.” |
| Stacey | “Non compete clauses for my specialty (psychiatry) are a barrier to patients receiving access to care. It is incredibly burdensome to change practice models. And incredibly expensive. But non-competes shackle psychiatrists to broken systems which contribute to burnout, does retiring early, and ultimately contributes to the shortage of psychiatric capacity in the system. Non competes need to end. More corporate medicine needs to evolve their cultural ethics.” |
| K | “ Not for profit hospitals should be included in the scope of this regulation. Many physicians and nurses who serve the most vulnerable populations are hampered in negotiating the best rate for their labor due to unfair non-compete clauses which are forced upon them as conditions of their employment. County hospitals, Medical Schools, and Teaching Institutions are not beyond such anti-labor practices.” |
| Manish | “I heartily welcome abolishing non-compete completely. I signed this document in 2012 without knowing the Unplication. I am going through the pain and realize this can devastate a family. Removing this clause will bring completion in the labor market and also provide opportunity to employees in their career growth. I Vote in favor.” |
| Mona | “Non-compete clauses should not be allowed. They allow companies to have too much control over employees and make it so that an employee cannot leave a bad job without relocating their families and lives. With the rise of large hospital systems and corporate medicine with many branches, non- competes could require someone to relocate very far. Medical Offices will tell you it's to prevent poaching of patients but you can prohibit direct solicitation of patients without controlling where someone works.” |

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| Lorraine | <p>“This should be illegal. Fundamentally, there is no compensation for keeping someone out of the labor market. If they want to restrict someone from making a living, then the one that wants that needs to pay that individual to stay out of the market. In states where there is employment at will, this is particularly egregious because workers have very little protection from abuse or unfair treatment. No one should be able to keep you from earning a living.”</p> |
| Mona | <p>“Removal of non-compete clauses is essential. Right now many physicians (and other healthcare workers) cannot leave jobs without relocating to different cities, even different states. As hospital chains grow to have many locations, it can be almost impossible to find a work location that meets the non-compete requirement, again without moving large (and growing larger) distances. This means that physicians will sometimes accept poor work conditions which ultimately affects patients because they may not have any ability to leave. These rules need to apply across the board without exception. Non-profit hospital chains should not be exempt. They are also growing into large systems (just look at the Texas market) so would create the same problems for an employee who wants to find new employment</p> |
| Rohit | <p>“Non compete clause on workers or FTCs is being used to harass employees and make their life very uncomfortable. Employers make huge margins on FTCs and they don't pass any benefits to employees and in addition prohibits employees to change employers by using non compete clause. This is crime in my mind. This non-compete clause should be immediately banned in a democratic and capitalistic country like USA.”</p> |
| Geo | <p>“Physicians are very intelligent, when it comes to things medical, but not when it comes to contracts, and they consistently sign contracts, agreeing to noncompete. When they finally realize they're being treated lower than market value, they are trapped, and their established patient care suffers if they leave the practice. It causes harm. Physicians are generally ignorant when it comes to management, and there is no trade secret they are stealing. Noncompete is simply a way to restrict fair competition.”</p> |
| Jessica | <p>“I 100% agree with Chair Lina Khan. It was my freedom to look for another job November 2022 because I felt I was limited in compensation with my employer. I was offered a better position and more pay with my new employer. When I submitted my resignation with the previous company, the owner set me aside and told me I wasn't allowed to call on any of their clients at all for 20 months. Being in sales, that holds me back from selling a potential \$2million sales revenue in relationships that I had gained for the last few years. I hope this Non-complete clause gets ruled out. I live in Houston, Texas and agree 100% with this- "FTC's proposed rule would promote greater dynamism, innovation, and healthy competition.”</p> |
| Dan | <p>“As a Regional Sales Manager, myself and my co-worker worked for a company that was sold to a sister company. They came in and completely changed our structure, how we were paid, and how we earned commissions. Basically told us we were taking a massive pay cut and there was nothing we could do about it and because of our vague non-compete we didn't have many options. I ultimately had an opportunity to leave both the company and direct industry so my non-compete was moot but my co-worker was asked to resign</p> |

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| | and when he went and worked for a new start up, he was ultimately sued for violating the non-compete. The company tried settling the suit by demanding that not only he quit his current position but to agree to not be in any outside sales role in the entire state of Texas. This needs to happen to protect workers and their ability to provide for their family.” |
| Josh | “Honestly I think it's time we got rid of no-compete clauses.” |
| Michelle | “Please do pass this rule. Ban non-competes completely. I have been in a legal battle for over a year because my employer thinks I am competing. I can not even find a job using the skill I know because I signed a non-compete. Non-competes are helping companies taking advantage of the employees. Employees become stuck in a toxic situation that they need to pay their bills, so they stay with the company for lower wages in fear of not being able to provide for their families. These non-compete are given to lower income wage earners as a whipping tool for companies. I am living proof of it.” |
| Hanan | “Great proposal, 100% support.” |
| Hope | “I support the ban of non-compete clauses. I work in a highly specialized niche of the healthcare field - Orthotics and Prosthetics . I have been a committed employee to the same office for the first 12 years since graduating school. The office focused on pediatric orthotics which was an interest of mine. Due to the need for specialists I developed the skills needed to be improve my craft and create deep relationships with patients and referral sources. I could have remained a mediocre employee and not excelled but I did not. It was my own work ethic and passion for caring for my patients that drove me to learn more and help them advocate for great care. The company had many changes in leadership over the 12 years that I work there and I weathered them all. I signed the non-compete when I started working there as a resident. I needed a job and had no understanding of the impact that the non-compete would have on me and my career. It is an unfair advantage that big companies have over individual workers who don't have the resources to fight them. How is that large companies able to practice capitalism to the full extent while the workforce is bound and limited from doing the same?” |
| Christi | “Please follow through with banning non-compete clauses. They are extremely unfair to workers. Professionals work hard to get ahead and a non-compete unfairly sets them back. It is unbelievable that any company can require that an ex-employee cannot work to support themselves as well as contribute to society as a whole.” |
| Emran | “the FTC needs to pass the rule in 2023 and the sooner and better, we need to improve worker's wage , improve the economy and allowing folks to get better jobs now rather than later.” |
| Evan | “A non-compete has almost wiped out my savings and kept me unemployed for months. A company who was laying people off weekly and on the hunt for a buyer enforced its Non Compete on the 2 people of color out of the 5 that resigned. There were no trade secrets shared and no solicitation of previous customers, only employment to a competitor. Basically, a company can treat its employees like disposable resources when it comes to mergers, acquisitions and budget cuts, and then claim the employee is too knowledgeable to work for a competitor under the non compete clause. The defense cost me over \$6000 |

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| | <p>and still resulted in a forced termination. To add insult to injury, die previous company also sued for the money they lost after die resignations. This insinuates that the only reason for decrease in business is due to the fleeing employees and not service issues, pricing or industry gossip like clients knowing they are looking to sell. LLC's and Inc's have more money to fight legally, so it almost always is the "David vs. Goliath" scenario without the biblical help of God. There is also the employee experience in a industry that needs to be considered. If a employee has contacts and connections in a industry for 20 years, that person is more then likely bringing contacts and business to the employer. It is unjust to tell that person they can no longer market their personal contacts because they marketed them at a new employer. Yes, it makes sense if this employee is new and would not have known these contacts without employment to said company. It does not make sense, if the company had no idea about these contacts until delivered by a industry veteran. So it is in the best interest of the company to hire a well connected employee, have them sign a non-compete, and once the growth starts to diminish, cut their bonuses or employment. They do not have to wony since that employee cannot go to any business that affects them. This brings on another patriotic point. If the only companies hiring when you have been laid off or terminated are competitors, ate you now supposed to not provide for your family for 2 years because of a company's greed? Lets be honest here, the only reason employees leave is because of "leadership" or "compensation". If that person is so "valuable", pay them their worth, not sue them to ruin them. If that person, and others have expressed a issue with FIR about leadership, address it so all parties feel heard. A Non-Compete and the Judges that honor them are nothing short of Civil War plantation owners.”</p> |
| <p>M. James</p> | <p>I have been subject to non-compete agreements in two different careers. First as a television journalist when mandatory non-competes prevented my working at other nearby television stations. Second, I am required to sign non-compete agreements in my current career as a hospital-based physician. These non-competes prevent my working at other hospitals, healthcare companies, and certain organizations within specified areas of where I work. In both cases, these agreements are harmful to employees, depress wages, benefit large corporations and companies and hurt American citizens. Currently, the American Hospital Association seeks to exclude physicians from the proposed legislation. I strongly oppose their effort to exclude physicians. As someone who has been subject to these agreements for my entire working life, physicians should absolutely be included in this rule-making despite any efforts from hospital or insurance lobbies to exclude physicians.</p> |
| <p>Rhiana</p> | <p>“I am an ER physician who has had to move far more than me or my family have wanted to because of non compete clauses. I have left jobs due to unsafe staffing and inadequate patient care but each time I must weigh doing the right thing by my family vs doing the right thing by my patients. Non compete clauses serve to strip physicians or their ability to care the patients and the community by forcing them to leave these communities or work in a place that is unsafe. There is nothing proprietary about any of the institutions I've worked at that was threatened by my leaving and working somewhere else. There is nothing special about a Methodist institution vs an HCA vs a county hospital in</p> |

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| | <p>terms of patient care or policies/procedures. A non-compete is simply used as a method of compliance for physicians and ultimately the patients suffer for it. It is time to end non competes for physicians so we can move to rural and underserved communities without fear of being pushed out of that community by speaking up against hospital abuses of patients. Physicians take an oath to first do no harm, but non competes are harmful to the practice of medicine. Please vote to exclude non competes and allow physicians to fulfill our oaths.”</p> |
| Sam | <p>“Non-competes often leave employees with two realistic choices: stay at your job, or be unemployed. I am hugely in favor of seeing them leave, and know many people it would impact positively.”</p> |
| David | <p>“As a physician employed by a large local group, non-compete clauses limit the freedom to leave one group and go to another group in a local area. Some private groups and large hospital systems have such a large regional presence that even in the fourth largest metropolitan area in the country, it would be impossible to seek other employment in that entire region if non-compete clauses were enforced. While the group I am employed with does have a non-compete clause, I know of several incidences where it has not been enforced, therefore they probably should not be included in a contract.”</p> |
| saul | <p>“I am an employed physician at a non-profit health care system in Houston, TX. I like the spirit of this proposal but I don't think it goes far enough. The a large percentage of us physicians here are employed by non-profit health care systems, and these non-profit systems are growing each year. If we get mistreated or fed up with our employer we are forced to uproot our entire lives and our families or drive long distances to get another job. I would love you to expand this to protect us from these predatory practices of so called Not-for-profit health care systems.”</p> |
| Julie | <p>“Please ban non competes. It hurts the American worker”</p> |
| Bo | <p>“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. Corporations can't have it both ways. Either the worker is an EMPLOYEE in which case a non-compete clause is a negotiable part of the employment agreement, or the worker is a CONTRACTOR in which case a non-compete clause violates the contractor's right to sell their services to other prospective customers.</p> |
| I. | <p>“noncompete to me isn't fair stops someone from working in the field that they can feed their family.”</p> |
| Arpan | <p>I strongly support legislation to remove non-compete clause for physicians. This clause allows corporations and hospitals to push individuals and disallow them the freedom to practice medicine without the pressure to abide by their patient and revenue targets. If individual wants to do any patient care that is good for patients but against financial interests of corporations, they have a sword hanging on their head that they will be fired and due to non-compete</p> |

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| | they will need to move out of the city. I strongly support to include physicians in this legislation. |
| Jason | “If the FTC is to make a rule against non-compete clauses, then there shouldn't be any groups excluded. American Hospital Association trying to get physicians or other healthcare provider groups excluded from this proposal would defeat the purpose. No industry employee should have to deal with noncompetes. It's unfair that a change in job may require you to completely relocate your family when a non-compete is in effect.” |
| Rebecca | “Please support the ban on non-compete agreements.” |
| Ann | “Please end the legality of non-compete clause. In Texas, non-competes are not enforceable. However, employers can still sue and force employees into bankruptcy. End this terrible inequity. I had \$80,000 in legal fees. I did win, but because in Texas, I was unable to recover costs. I had to file for bankruptcy. If I had not fought, the employer would have been able to take summary judgment against me.” |
| Jamie | “ 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 pressure on healthcare providers to compete on the basis of quality, price, or innovation. Finally, non-compete clauses can also negatively impact physician autonomy and career opportunities. For example, a physician may be prevented from leaving a particular healthcare organization or hospital to start their own practice or work for a competitor. This can limit a physician's ability to grow their career, gain new experiences, or pursue different professional opportunities. In summary, non-compete clauses can negatively impact patient access to healthcare, reduce competition, subject physicians to predatory and abusive employment situations (which I have personally suffered under) as well as limit physician autonomy and career opportunities.” |
| Alwin | “Dear Commissioners, As a physician , I am writing to express my strong support for the proposed rule to ban non-compete clauses. Non-compete agreements are contracts that prohibit employees from working for a competitor after leaving their current employer. These clauses are often included in physician contracts, and they have a detrimental impact on the healthcare industry and the patients we serve. Firstly, non-compete clauses restrict healthy competition by limiting physicians' ability to work for other healthcare organizations. This is particularly concerning in areas with few healthcare options, where these clauses effectively create a monopoly, depriving patients of choice and limiting the quality of care they receive. Moreover, these clauses give employers an unfair advantage during contract negotiations. Physicians are often required to sign these clauses as a condition of employment, leaving |

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| | <p>them with little bargaining power. This situation can result in an unbalanced power dynamic between physicians and their employers, which can result in suboptimal employment terms and conditions. Additionally, non-compete clauses can result in mandatory relocation of physician families, which can disrupt the continuity of care for patients. Physicians may be forced to move to a new area for employment, which can mean leaving behind their patients and disrupting their relationships with their healthcare providers. Non-compete clauses also limit patient access to specialty care. Physicians with specialized training and experience are often in high demand, and non-compete clauses limit their ability to provide care to patients in need. This restriction not only limits patient choice but can also result in longer wait times for appointments and suboptimal care. In summary, non-compete clauses have a significant negative impact on the healthcare industry and the patients we serve. By banning these clauses, we can promote healthy competition, empower physicians to negotiate fair employment terms, and ensure patients have access to the care they need from the best physicians available. Thank you for your consideration of this important matter. Sincerely, Dr. Alwin Lopez Physician, specialist in nephrology.</p> |
| <p>Edwin</p> | <p>"I'm an emergency physician and there should be no place for non-competes in the contracts of emergency physicians. We do not carry a patient panel and patients go to the nearest ER or ER of preference but not for individual physicians. Non-competes only provide companies, corporations, and/or hospitals leverage to undercut or decrease pay when profit margins aren't as large as they want them to be for shareholders."</p> |
| <p>Stephanie</p> | <p>"I am a veterinarian of 15 years. I have been impacted by non compete clauses twice in my career and currently working through the second one. I worked at my first job in rural south Texas for 4 years. When the job no longer fit the needs of my family (the stress was preventing me from becoming pregnant) and the quality of medicine was declining, I needed to quit. However, being a recent young homeowner with a mortgage and school loans, packing up and moving wasn't a great option. I was forced to do relief work and take a longer term position over an hour away from my family, all due to a non compete clause. I am now in a similar situation. I have been part of a local rural community for nearly 10 years, my children attend school here, and I established and run a non profit education foundation for our school district. When the veterinary clinic I worked for changed owners it became clear that it would no longer be a viable long term career choice. I now work an hour away in another county for the next two years because of the non compete. Non compete clauses have been standard practice in Texas and are often easily upheld. It has been near impossible in my career lifetime to have found a job that doesn't have one. I now, and only for the two years, work for a corporate owned clinic in San Antonio and still had to sign a non compete that spanned 5 to 10 air miles in any direction for work or practice ownership. Non competes are devastating to rural communities and the medical professionals that try to establish their lives there. Ending non competes allows businesses to have fair competition and to provide families with stability.:</p> |
| <p>John</p> | <p>"I believe this is not only a long time coming, the way employers hold current employees' captive with the fear of a lawsuit or other actions should be</p> |

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| | <p>eliminated I fact in many cases it is a requirement of employment. Even for those employees that not only have non-compete clauses, but for those who also have an employment contract. One would say the environment for employees with non-compete clauses is boarder line slavery to that organization.”</p> |
| Wesley | <p>“Please, please get rid of Noncompete clauses for employment agreements. They've been holding back progress in industry for years and they are getting worse every year. Thank you.”</p> |
| Dr. Brent | <p>“The proposed non-compete clause rule is very much needed, especially in the dental field where many dental service organizations are placing non-compete clauses on their employees that are way too restrictive. This not only hurts the employee dentist, but the general public as well as it limits access to care.”</p> |
| Brent | <p>“Non competes have no place in business. Employers can use them to control and restrict employees from working in die same field, often completely unfairly. PLEASE make them unenforceable.”</p> |
| Edd | <p>“I'm a physician in private practice who helps train future physicians. I frequently review proposed employment contracts for these new physicians. Their contracts always contain NCCs that prevent these young MDs from working anywhere near the contract area if they leave when they finish their original contract. These contracts are frequently for jobs in medically underserved areas. Non-compete clauses for physicians limit access to medical care for patients in all areas and only serve to protect medical monopolies. There are no trade secrets to protect in medicine. The practical effect of these NCCs is to raise the cost of and limit access to medical care. NCCs for physicians and other medical providers should be outlawed.”</p> |
| Blake | <p>“This bill needs to be passed. The concerns expressed are beyond valid, to the point of being blatantly obvious. If an employee asked their employer to sign an agreement that said, "We (the employer) agree to only use (Employee name here) for this task. If we decide to terminate the employment of this person, we will wait one full calendar year before hiring, or assigning these tasks to someone else." the employee would be laughed out of the office. Employers are in a position of power, and have a responsibility to their employees. If an employee feels that signing a non-compete agreement is a condition of employment, or a condition for promotion, he/she is being forced into the agreement, no differently than with a threat of physical violence. For some, the threat of physical violence is actually more appealing than a threat (real or perceived) to the safety and comfort of ones family. Once an employee signs an agreement like this, what motivation does an employer have to properly compensate the employee? It is wishful thinking to believe that all, or even most, companies will adhere to a strict moral code in these situations. In reference to the adjustments to state law, or the specific wording that works to apply a non-compete to only a certain geographical area, those are great steps. However, the truth of the matter is that when you start a new job, or receive a promotion, you are given multiple documents to sign and the details can get lost in the mix. While it is true that it is the individuals responsibility to properly read and understand what he/she is signing, it is too easy for this wording to be</p> |

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| | <p>misinterpreted, misrepresented, or purely incomprehensible without the advantage of a law degree. It is growing more and more true these days that employees area commodity or a service like any other. If we feel that Americans shouldn't be forced sign an agreement to only purchase groceries from one particular store, buy vehicles from one particular manufacturer, or only eat at one particular restaurant, we shouldn't support non-compete agreements. These agreements give an employer a monopoly over an employees time and finances and run counter to the free-market, American dream we claim to love and support.</p> |
| Dustin | <p>"This would be fantastic to have changed since it prevents competition. If this doesn't go through then there will continue to fewer competitors across different industries and that could likely effect communities negatively."</p> |
| Angelica | <p>"I am in favor of this rule. Non-compete clauses are being extremely overused. Employers are using them as tool to intimidate employee, prevent their upward mobility, ability to increase their earning potential, all the while not offering these opportunities within their own organization. Non disclosure clauses are enough to cover the employer. They could file injunctions within that clause."</p> |
| Bryan | <p>"I wholeheartedly support the ending of the noncompete agreements. I have been under a noncompete agreement for 23 years and would very much appreciate die opportunity to grow my career."</p> |
| Bob | <p>This non compete rule is LONG overdue.</p> |
| eric | <p>"This ruling is a long time coming. I am in the medical field and non-competes area ubiquitous part of life. It is interesting to note that attorneys have disallowed enforcement of non-competes in their field for some time and in all 50 states. They cite that the attorney-client privilege is sacred and that there should be no restriction on a client picking an attorney. I think that most would argue that the doctor-patient relationship is equally sacred but in most states physicians do not have these same protections. It is obvious that they should. Non-competes are damaging in all professions but I can speak of the damages in the medical field first hand. I am currently subject to a non-compete after I left my job. My former employer has sought legal relief which is still ongoing. There are at least 5 other physicians (in a 6 month period) who have also left this employer. Obviously, there are some unfavorable practices. The irony of a non-compete is that even if the employer is unscrupulous, the employee is still forced to honor it. Speaking first hand and talking with these other doctors, I can tell you that the amount of hardship on the patients who simply want to keep their doctor is alarming In the middle of a pandemic and high inflation (including gas) all of these patients were forced to travel 15, 25, and sometimes 50 miles to see their doctor that they trusted and who was forced to leave the area for no fault of the patient's. This really is not in the interest of public policy for the citizens of the state (Texas in this case). Furthermore, the duration of physician non-competes in Texas is usually two years. It is rather clear that even if the employer did have a business interest to protect it would not require 2 years to do so. Most patients will have made up their mind about what they are going to do within the first 90 days of their doctor leaving (chiefly because most patients have chronic problems that need treating). At that point they are either going to give the new doctor a chance, follow die old doctor, or pick a</p> |

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| | <p>completely third option. Any additional time after this is simply a punishment to the doctor who left and in no way protects any business interest. I agree with other comments that a simple NDA/confidentiality protect any secrets. In our specialty there really are not any "secrets". Doctors learn their skills and training and sharpen them through CME activities and courses on new devices. Employers rarely if ever offer any training even though this is in most contracts. I truly applaud the FTC's efforts on this. It appear that there are going to be legal challenges to the FTC's authority to perk-gm this action. I am very hopeful that in the end the right thing is done and this practice goes the way of the dinosaur and die do do bird into extinction. If so, America's workers and general public will be better for it Thank you for your attention."</p> |
| <p>Steven</p> | <p>"This really is long overdue! For a very long time, employees have been held hostage to companies, so many of them using NC clauses for any and all positions. NC Clauses used by companies only benefit them, not the employee. I have heard from friends and acquaintances many times that the company terminates the employment, but conveniently "reminds" the now former employee that you must leave the industry! This puts people and families at a great disadvantage financially. Another tactic is for a competitor to poach, they have this new employee sign a NC, they gather all wanted info from them, then terminate, but now they have a NC. And can a person financially fight this? Not really, the legal fees are extreme for individuals, not the companies, plus this individual is now unemployed. Please do the right thing for American families!"</p> |
| <p>Kerry</p> | <p>"Noncompete clauses are being used as a way to maintain control over workers and to prevent them from having competitive wages. Many markets are small, preventing workers from having the ability to leave toxic or low paying conditions. They should be made illegal as the prohibit improved accessibility to such fields as healthcare, news and information, and human services."</p> |
| <p>Deanna</p> | <p>"I am in favor of banning non compete agreements. In my 10+ years in the workforce I have only ever seen them used to abuse the rights of less privileged employees by their employers. An imbalance of power needs to be taken into consideration when most Americans are navigating today's job markets. Corporations and business owners use non competes to deny individuals and consumers their right to a competitive market. Please consider the rights and the good of the majority of our nations people and not just the few who hold the majority of our wealth."</p> |
| <p>Kim</p> | <p>"I am a 55-year-old medical transcriptionist/scribe. We are a very small community and tons of the "outsourcing" from several scribe platform companies go through just a few companies. These are requiring non-compete contracts with INDEFINITE ends - "at any time in the future " Ending the non-compete would be most beneficial to those of us who are the workers. We have no interest in sharing "secrets." We do not care because we are working for less than a livable wage and just want to feed and house our families. If a provider finds a good scribe and wants to follow them, they normally have to end their contract and work with their clinic management/ownership. Penalizing the workers is wrong."</p> |

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| <p>Dan</p> | <p>"I believe that non-compete is oppressive that it limits competition, restricts individuals from create their own business, or working for another organization in a similar industry. I believe the FTC should ban non-compete clauses. I do believe that the rights of the organization in regards to Intellectual property, trademarks, and patents must be maintained. A former employee, contractor with this type of knowledge should not be allowed to leverage the IP, TM, and patents and rebrand them as their own."</p> |
| <p>Betsy</p> | <p>"As an individual that is the product of a joint venture between 2 companies I am now forced to sign a non- compete cause. It is disturbing to me as I had very little to say about my future when the companies joined and now have to sign a non-compete clause which limits my ability to move to another clinical research position, even as a consultant. In this economy workers need to be able to make choices especially when the companies we have faithfully worked for do so and it is not good for our future."</p> |
| <p>Timothy</p> | <p>"I am currently in a lawsuit with my non compete. I am looking forward to the FTC voting to ban non compete agreements. We will file for a summary judgment as soon as it becomes law. Thank you"</p> |
| <p>Sunil</p> | <p>"We need to get rid of non compete and even arbitration agreements. These can very easily result in wage theft and only work to the benefit of the employer while de-enfranchising the worker."</p> |
| <p>Andres</p> | <p>"As a physician we should be allow to an open market without restriction that can affect our families . We should be allow to look for better options without repercussions. And stop the big companies to dictate our careers.</p> |
| <p>Jennifer</p> | <p>"I want to talk about my husbands non-compete contract he has signed with a group of orthopedic surgeons. He merged his practice with another group and since they have grown to over 30 physicians taking care of thousands of patients. Some of his patients have been with him for 20 years. Some of his patients are sons or daughters of his previous patients. They trust him. He is one of the few doctors who speak Spanish. He takes care of every aspect of orthopedics including spine. The group has become increasingly difficult to navigate and every year his noncompete is more and more strict. I have encouraged him to leave but he would have to leave town and his patients for a number of years. Non-compete contracts have NO place in the medical field. Doctors are supposed to help. There are enough patients for everyone and I would love nothing more than for the proposed law banning non- compete contracts to go through. For continuity of care, for safety, for professionals to have choices and opportunities."</p> |
| <p>Judy</p> | <p>"My child worked in the commodities reporting business for years for several companies. She became proficient and wanted to start her own reporting business, but had to move abroad to avoid harassment by a vindictive, much better financed company. We've allowed cannibal capitalism to run this country and our middle class into the ground. She and her family are doing very well abroad, changing their citizenship, enjoying affordable, 1st class, free public education and affordable healthcare and housing. We've lost one of our very best to an EU country. I get to see my only grandchild weekly on Skype and rarely in person. When my mother dies I'll be joining them permanently."</p> |

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| Daniel | <p>"I am an orthopedic surgeon. Non-compete clauses are anti-competition and unconstitutional. Instead of hospitals treating their employees properly and hiring enough staff, they rely on the fear that staff can't reasonably leave their jobs because of non-competes. Don't let hospital lobbying keep this legislation from moving forward."</p> |
| Sean | <p>"I strongly support the FTC's proposed rule change regarding Non-Compete Clauses. As a physician, Non-Compete Clauses directly contradict the ideals of Life, Liberty, and the Pursuit of Happiness. I became a doctor to care for patients and provide for my family, not to be entered into a form of servitude to employers. Leaving a job should not require uprooting my family as it currently stands. Non-Complete Clauses give doctors the choice of continuing to work in underpaid and unsatisfying jobs or leaving our homes, pulling our children out of their schools, leaving our friends and families behind, and relocating to a new area. This goes against the American Dream. Please push forward this rule change -- for me, for my family, and for other workers around the Nation attempting to do our best for their families."</p> |
| Manuel | <p>"It is absolutely ridiculous that during a physician shortage that we as physicians are being forced into non competes as patients wait months on end to see a physician resulting in worsening patient outcomes I highly encourage you to stop physician non competes being enforced"</p> |
| Rachel | <p>"I see these clauses used across the board to restrict workers' freedom to find better working conditions. They affect everyone from Nannies to professionals like me (a physician). These clauses are particularly pernicious to people with young children, because being forced to move to mother city in order fir a parent to change jobs would be incredibly disruptive for children's lives. As a physician mom I urge the FTC to make non-compete clauses illegal. Thank you!"</p> |
| Richard | <p>"I am a 62 yr employed Cardiologist who doesn't want to take call anymore; specifically, I don't want to work weekends and holidays anymore. I have been on call in one form or variety since the mid 1980s. The employer states that they cannot meet my request and, as a result, come the end of the year when my contract ends, I will be unemployed. I'm not ready to stop working but the non compete clause in my contract makes it likely that I will stop working This is a shame as good MDs don't grow on trees and an MD shortage already exists. If the non compete did not exist I could continue to work in the community for an entity that would welcome me to their group as an office MD without call responsibilities and I would be able to continue helping patients. My options now are to ignore the non compete and continue working while accepting the legal risk in doing so, sit out a year and then return to work, or pay my employer the sum of my previous year's salary. Ridiculous. How is a single Cardiologist a threat to the large; publicly traded company that employs him? Do I have some corporate secret that I am going to pass on to a competing health care system? Of course, I don't. Non compete clauses should be banned."</p> |
| Derrick | <p>"All non-competitive agreements should be outlawed. Any company engaged in this practice should be held criminally liable for trying to endorse poverty and should pay out all associated legal fees for the individuals coerced into this</p> |

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| | practice and the affected individual should have 3 years with of salary paid to them within 1 month of the company being found guilty of this practice.” |
| Elisa | “I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth! I also commend this ban as a way of stopping some of the egregious monopolizing we are seeing by companies who try to eliminate competition through deception.” |
| Joshua | “I support getting rid of the rule. It's extremely damaging to anyone trying to better themselves in a professional manner and just another tool for bosses to not do better by the people who work their ass off for them.” |
| John | “All healthcare workers (physicians included) should not be allowed to have non compete clauses. If physicians are allowed to have non competes than all healthcare providers should be held to die same standard. Patients should be allowed to choose their doctor even if they leave a hospital and go to another location. This is something we allow in healthcare but find "unethical" for lawyers.” |
| J | “We need this law to be implemented. Due to non compete i will have to leave city with family if i have to leave the job” |
| Ian | I am a pediatric surgeon , practicing for the past 10 years. When I finished fellowship, I joined a private practice that had recently been acquired by a nationwide physician management corporation. Over the next ten years I was always the most productive or second most productive surgeon, and developed a great relationship with patients and pediatricians. Over the last 3 years, referring providers became increasingly disaffected with the group and began to refer to another group in town. I was given the opportunity to leave my group, join our county hospital to help continue building our pediatric trauma program, improve care and join hospital leadership. I elected to do so, but my non compete, which I signed 10 years ago, prevents me from operating or seeing patients in clinic. The company also attempted to even stop me working as an administrator, but relented after I hired a lawyer. I could of course as the hospital to buy my non compete out- but imagine asking the county taxpayers to fork over more than a million dollars to a private company based in another state so I can get out of a non compete. So I cannot operate on newborns through 18 year old patients in our region for 563 more days. While I enjoy my administrative role very much: I wanted to be a trauma surgeon when I was 13 years old. I wanted to be a pediatric trauma surgeon when I was 15 years old. Since leaving high school, I went through 8 years of more school and 9 years of training so I could take care of babies from 420 grams (my smallest patient ever) to 212 kg (largest teen so far). I personally made millions of dollars for the corporation (and they paid me well- so an even trade), and represented them locally, regionally and nationally to the best of my ability. But now, because of a contract I signed 10 years ago, I have to watch over other peoples' shoulders while they do the one thing I have dedicated my life to doing, and it is heartbreaking.” |
| Sujatha | “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 |

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| | should be practiced in the interest of the patients rather than of the corporations.” |
| Govardhan | “Strongly oppose non compete clause for employment of physicians. This is not less than modem slavery of intellectuals. America is land of opportunity and freedom but the non compete doesn't give that perception. Physicians should be given freedom to practice without non compete clause. Healthcare work force should have fair employment practice.” |
| Paulina | “Please do away with non-compete clauses.” |
| suman | “It prevents physicians to practice independently without hospital influence. Non compete clause should not be part of physician contracts.” |
| Vij | “ Non-compete is great weapon for corporate companies to promise, bait, then switch & then torture the employees unreasonably by increasing work & decreasing pay. The skilled employees with families & ties to die place have no where to go.” |
| Napoleon | “Please ban Non-Compete Clauses in contracts. Current employers utilizing non-compete clauses put a significant restriction on potential and current employees making it prohibitive to work where you live should the employment cease. |
| Christian | “I am an anesthesiologist who works in a market filled with non compete clause companies. These clauses unfairly limit competition and drive physicians both from the market in which they live and the profession as a whole, directly contributing to local and national shortages. These clauses support local monopolies by hospital groups in order to control and limit the freedoms of professionals who are prisoner to massive student debts in order to become qualified. I fully support the complete elimination of non compete clauses.” |
| Karen | “Please get rid of non-compete clauses. They stifle competition in the job market, lower wages, and limit opportunities for workers. Non-competes are a tactic by employer's to keep wages down which ultimately decreases tax revenue.” |
| Nicholas | “I am a physician who is strongly opposed to non competes and approves of the change. I have seen many of my colleagues harmed my non competes. They suppress health care wages and limit flexibility to practice in the area. Patients have been directly harmed by having health care professionals prohibited from working in their geographic areas. Patients and health care professionals will be directly harmed by leaving non competes in place.” |
| Javier | “As a Texan born and raised American citizen, I find this rule to provide the proper form of protection to maintain our freedom of employment and movement. Non-Compete Clauses are bad fair agreements that limit worker's ability to obtain economic prosperity as well as limits national economic growth for the sake of protecting corporate interests. Federal government agencies are beholden to protecting the citizens of the United States of America, not corporations. This rule serves as a fundamental protection for the economic interests of the overwhelming American public. Personally, as medical student that will be graduating as Medical Doctor this year, May 2023. I dissent with the AHA's comment requesting: "At the very least, any and that the FTC finalizes |

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| | <p>must specifically exempt physicians and senior hospital executives or, more generally, highly-skilled, highly-compensated employees using, for instance, categories that are already well-established in federal law under the exemptions from minimum wage and overtime pay provided by Section 13(a)(1) of the Fair Labor Standards Act." There request undermines the value of American physicians who want to provide quality medical care to their communities. By financially limiting a physician's ability to move and practice in underserved areas at will, this harms communities at need for sake of corporate profiteering. Physicians ought to be included as protected workers under this proposed FTC rule as these professionals serve the public's best interests as they relate to medical care. Most physicians are employed and most states provide At-Will employment. Combined with Non-Compete Clauses that limit a physician's ability to continue working in their community if they leave their employer, this severely limits the community's access to quality medical care. Both citizens and physicians deserve the most access to quality medical care which this rule supports. Dissenting opinions such as those proposed by the AHA, are made in bad fair, favoring corporate greed over patient care."</p> |
| <p>Kris</p> | <p>"I would love the opportunity to share my recent experience with leaving my firm after eighteen years under the confines of a strict non-compete agreement. My business was practically destroyed and, more importantly, the entire experience was not in the best interest of my clients"</p> |
| <p>Kimberly</p> | <p>"Please go through with banning non-competes and have it apply to healthcare jobs in general. Currently doctors are often subject to non-competes that lead to them having to leave their community in order to continue practicing medicine. This is especially problematic in areas with rural populations or telehealth. If a dr works at several hospitals associated with one practice (often commuting many miles in the course of the week), not being able to practice within the geographic area can lead to the community completely losing that person as it is rarely affordable or good for keeping up skills to stop working for a year or 2 waiting out the non-compete. It is also becoming a larger problem with increasing use of telehealth. Some doctors work in clinics across the state. When noncompetes cover this, large parts of the state can be blocked out, sometimes leading to physicians leaving the state or retiring early. Physicians build strong roots in their community. They should not be forced to leave because a hospital executive wants to force that doctor to either continue working for them or not work at all. Thank you for working on this very important topic!"</p> |
| <p>Hyman</p> | <p>"Non-compete clauses in health care area terrible component for physicians, mid-levels. They only benefit hospitals/large health care organizations and can only worsen patient care. They should not have an exception in the ban."</p> |
| <p>Thomas</p> | <p>"I strongly support the conunissions adoption of this rule to bad noncompetes. As a veterinarian who is currently under a non compete which was absolutely required by the multinational corporation I work for, I feel this is an unfair practice that tragically hampers workers rights. With the increased corporatization in veterinary medicine, doctors and even some technicians must choose to sign noncompete or else not work in certain markets as noncompetes are common practice in the veterinary industry. Once a</p> |

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| | <p>veterinarian establish their families in a community, non competes all but guarantee they must uproot their families or stay in an undesirable workplace. Noncompetes restrict the free movement of labor within our free market and are destructive to workers, their families and their communities". "Noncompetes are un-American, anti-free market and disproportionately favor large multinational corporations at the expense of their employees."</p> |
| TED | <p>"Physicians are intimidated by their hospitals and contract management groups. Many are afraid to point out events, policies and corporate mandates that are dangerous to patients because of non-compete clauses in their contracts. Please include physicians, dentists and other highly educated and skilled healthcare workers in the FTC's ban on non-compete clauses."</p> |
| Umang | <p>"Non competes should be removed from medical practice completely from each and every kind of setting including exempt and non exempt employees. Only setting that it should be valid would be in research and innovation related employment."</p> |
| Alan | <p>"Noncompete clauses are nothing more than a form of trapping employees, particularly health care employees, into a job that potentially mistreats them and penalizes them if they feel that their work conditions are unsustainable and just overall poor for their well-being. It's nothing more than a pro corporate and anti worker agreement. Only benefits the powerful and penalizes the weak."</p> |
| Deepa | <p>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.</p> |
| Kiran | <p>"Employers use non compete clauses to restrict and control the employees rather than to protect any legitimate employer interest. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200. Kiran Cheruku"</p> |
| Brandon | <p>"I love this idea and I think it will empower workers across the country. This will also have a direct net positive on my life as a worker. In my field the only well paid work is mostly for competitors so my quality of life drastically drops if I cannot move to a competitor. I think we should protect the worker here rather than the company."</p> |
| Ryan | <p>"A fantastic idea. I am trapped in my current job making less than I could elsewhere due to a non-compete clause. It is corporate serfdom. Too bad this will never pass because it allows companies who have lobbyists to pay less to employees."</p> |
| terrnick | <p>"Im all for getting rid of the sneaky NPRM?"</p> |
| Monica | <p>"Please end all non-competes. It significantly limits free market competition and forces workers to stay in bad employment situations. They are toxic and hurt employees and the public. "They are a tool of big business and corporations to manipulate workers and effectively hold families hostage in bad situations.</p> |
| Abigail | <p>"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting</p> |

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| | <p>noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions or negotiate better terms. Physicians, like any other employee, should be free to seek better employment opportunities without fear of legal repercussions. Exempting physicians from the noncompete rule would only serve to benefit hospital corporations at the expense of the workers. It would allow these corporations to maintain a stranglehold on their employees and limit competition, which could lead to lower wages, fewer benefits, and overall worse working conditions for physicians. I urge die FTC to reject the AHA's proposed exemption and uphold the noncompete rule for all workers, including physicians. It is essential to protect workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned physician.”</p> |
| David | <p>“Please include physicians in this law. We desperately need help to fight against being run out of town by mega hospitals.”</p> |
| Jay | <p>“As a physician in a large city in South Texas. I have recently had to sell my private medical practice to a large corporation. Within the contract is a non-compete that extends to the entire county, basically prohibiting me from acquiring any similar position as I currently hold with them as an internal medicine physician working in a clinic. That is the sole position I am able to do — as I am no longer qualified to hold an alternate position working outside of a clinic as I have not maintained the skill set nor accreditation necessary to practice within a hospital over the past 20 years of operating my private practice . It's not possible to do so in todays healthcare environment. With this non-compete I am effectively prohibited to practice my only realistic career within the entire city of over a million people which constitutes the majority of the county. This is completely ridiculous, but yet as an individual, the corporate attorneys have all the power and refused to modify such a clause in the contract. We have a shortage of primary care physicians and yet I am prohibited to practice and provide that service in the same city once I have worked for someone else?! These clauses absolutely need to end!! In this case it's literally inhibiting public health. And these clauses should NOT be allowed to grandfather in either.</p> |
| Chandra | <p>“I support banning of Noncompete clause”</p> |
| trinity | <p>“This is something people ESPECIALLY in the beauty industry have been begging for! Employers are taking advantage of their employees and their future growing careers!”</p> |
| trinity | <p>“I work in the beauty industry and we have been fighting for this in Texas for so long. These non competes they have you sign are unreasonable and hinder employees from growing in their field. Employees are scared to leave a workplace even when they are treated horribly, the work conditions aren't reasonable, or they feel uncomfortable working at a place for many reasons but they stay because there employer has made sure they signed a noncompete and now they are out of a job. You should respect your employees and pay</p> |

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| | them what they are worth instead of using fear tactics and having no competes in place to keep them.” |
| Sarah | “Really great idea! Will protect workers! Employers should be working harder to keep their employees if they want them to stay, rather than using their power differential to keep employees stuck where they are.” |
| Alex | “Yea this would be amazing.” |
| Aaron | “Dear Federal Trade Commission, I am writing to you as a physician anesthesiologist, who is bound by a noncompete clause. I am writing in strong support of your proposed change to eliminate noncompete clauses and/or 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 forces us to move cities, if we no longer wish to work for our current employer. If employers mistreat us, undervalue us or otherwise create a suboptimal work environment we should have die 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 respect-fully ask that the FTC pass the proposed rule to illuminate noncompete clauses from contracts. Sincerely, Aaron Garza, MD” |
| Jessie | “I agree that non compete clauses should be banned for all employers. I am writing on behalf of physicians who are frequently stuck in a job that doesn't best suit them or forced to move to a completely different region because of a non compete clause. People should have the freedom to work where they want to work and the employer can then compete on fair ground to keep the best employees.” |
| Alexander | “Y'all should approve this nile, non-compete rules are anti-worker and therefore anti-american. We aren't a country for companies, we are a country for the people.” |
| Jeff | “I a sales professional in the HR world in Texas for a somewhat large private organization. I have been with the organization for approximately 7 years. My company record is spotless with no incident and I have been a high producer for the organization. Over the years of gaining experience with virtually no industry training from my organization in my field I have been approached by recruiters with opportunities of advancement with outside organizations. Meanwhile, my organization did not give me consideration when an obvious opportunity for advancement was available. At this time I postured that I had been recruited away and wanted nothing more than an opportunity to promote and do more with my career. My CEOs comment: "Well, you do have a non-compete." Using it as blatant leverage over an exemplary employee. I believe in employers of choice and a free market for the working person to be matched with these employers. A move for no more "ownership" of employees is a step in the right direction.” |
| Sherri | “The non-compete clause, among many other things in America, like the tax code, is bent in favor of corporations and against workers. I've worked with |

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| | <p>government contractors before who got less than two weeks notice they were terminated. Add on to that the inability to go seek another job in your specialty immediately? Awful. I fully support the Non-Compete Cause Rule.”</p> |
| Robert | <p>“Please vote against very unfair non compete clauses. They are not fair to workers.”</p> |
| Alex | <p>“I voice my strong support of the proposal for change concerning the non compete clause for businesses in America. I am an ear nose and throat surgeon practicing in San Antonio Texas. The current noncompete environment hinders new business formation, business growth, and freedom of employees to find the best match for their talent and personality. It is common practice here for a surgeon to basically be forced to sign a 2 year +, 15 miles + noncompete clause to join a group. Inevitably employment fit changes over time, but strapped by onerous and non competitive clauses - employees are forced to grind it out, or leave the Practice and then be forced to work remotely, causing a large family strain, move, or not work at all. I have seen this play out negatively for several friends within the last year. The current status quo also enables employers to rely on this clause to keep talent in lieu of providing better leadership, stronger working conditions, helpful innovative changes, etc. I have recently started my own private practice, and hope to bring a local colleague as a partner, but she is strapped in a noncompete clause that single handedly leaves us negotiating with her employer from a compromised position. I would never consider offering aspects of our proposed relationship if I wasn't trying to essentially buy her out of her non compete. In my view, her employer has done nothing to "earn" this high ground of negotiation, and my colleague had no.m choice but to sign a non compete in order to fmd work a few years ago. The ENT surgery market in San Antonio has in many ways stalled in progress over the last 20 years on account of noncompete clauses, which have kept dozens of surgeons from exploring new (and arguably better) ventures within our community. Please - help us to Unshackle the healthcare workforce by passing the proposed rule change! Especially in healthcare - free competition facilitates higher quality and affordability! Thanks”</p> |
| Soukaina | <p>“To whom it may concern, am writing to urge you to ban non-compete clauses for all employees, including physicians. The exclusion of physicians in the proposed FTC non- compete clause rule is frightening for the state of medicine, and is driven by lobbying from American Hospital Association. The American Hospital Association does not represent physicians, but rather hospital systems that continue to exploit physicians at all levels of training and practice, and focus on their bottom line of generating more money. I have witnessed first hand the consequences of non-compete agreements on entire healthcare systems. In 2019, Atrium health acquired an entire hospital system in Charlotte NC, previously called Carolinas Medical Center. This is a not- for-profit hospital and community safety net, and a tertiary referral center tier most of western NC, northern SC, and east TN - which covers a very large geographic area that is underserved medically. The anesthesiology group contracted with CMC was not able to reach a favorable agreement with the new atrium management, leading to the immediate termination of EVERY anesthesiologist that worked at the hospital. Their noncompete agreement was over 100 miles effectively forcing all of these physicians to move out of state for new jobs. The chaos that</p> |

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| | <p>ensued for weeks while the hospital struggled to cover the gap by hiring physicians from other states was detrimental to patient care and safety. These are the true effects of NCC that we as physicians deal with it day-to-day. The majority of hospital systems in the US are not-for-profit, and yet they are part of large networks like Atrium which buy all the small medical groups in a regional area, effectively eliminating most competition. Furthermore, these same not-for-profit hospitals pay their CEOs millions of dollars while advertising nationally that they must maintain non-compete agreements to lower cost of care by maintaining physicians pay from ballooning. The physician shortage is further compounded by the thousands of physicians that left the practice of medicine due to burnout from numerous reasons including COVID. Medicine is in a perilous state. Without protection for physicians, we will continue retiring early from medicine with career spans of 10-20 years rather our predecessors who practiced for 20-40 years. The young physicians of today which I am one are burdened by high student loan debt of 200-600K, heavy administrative burdens, pressure to work more and do with less, and spend even less time at the bedside with the patients. Without physicians protections, many of us will leave the clinical medicine behind, and opt for industry consulting jobs or for alternative fields all together... The wait time to see a neurologist at a large metro area is on average 3-6 months, sometimes longer. The loss of even one neurologist in underserved area due to a noncompete clause would be detrimental to a community for years to come. On average, hospitals will advertise and interview for 2-3 years before being able to fill a neurology position. that is 2 years without access to care for 100+ of miles to a neurologist. I urge you to ban non-complete clause rule for all physicians, and give us back the power to care for our patients the way that they deserve."</p> |
| David | <p>"Non-compete clauses are responsible for my near financial ruin. At 57 years old, I was let go of a company and really had no choice than to take a stock share buyout, which include a very vicious non-compete that included that I could not re-enter the industry I was working in. At my age, I soon found out that coming back in at an exec level in a completely different industry, one that I'm not familiar with, was extremely difficult. it's delayed my ability to get a job to replace that income, and now I'm nearly bankrupt. Non-competes only work for the big guys, the small individual people, the workers, managers and executives (we're people too), get hurt.</p> |
| Craig | <p>"As someone who has worked in the broadcast news industry and subject to noncompete clauses, I would like to strongly encourage the adoption of changes that would make noncompete clauses illegal. I support the reasonings of the FTC for proposed changes."</p> |
| Brenda | <p>"I work for a company that has a lot of high profile clients. However, because of a non-compete agreements the company has us sign upon onboarding, employees have to wait a year before they can even apply with some/any of these companies. I have lost out on many possible positions because of these non-compete documents we have to sign. My company has not given me a raise in over 5 years."</p> |
| Lee | <p>"Please pass this. Non compete clauses have plagued the younger generation of work force and enforced fear to keep us at a company"</p> |

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| Luay | <p>“The non compete clause is against patient interest and provider's wellbeing. Forces them to work under whatever the corporate wants and against medical ethical education. Help us to dissolve it and fight it.”</p> |
| Carlos | <p>As a physician I think that non compete clauses stifle competition and leave lopsided deal in favor of the employer. Often, first time job offers for physicians in private and large company based practices are abusive to the junior physician. Getting rid of noncompete clauses would ensure that employers/practices treat junior physicians correctly. Attachments 82127E83-8CC8-496B- A126- 035052FC2C99 The attachment is restricted to restrict all because it contains personally identifiable information data 82127E83- 8CC8-496B- A126- 035052EC2C99_Redacted</p> |
| L | <p>“I agree with this clause 100 % non competes hurt innovation and growth!!! Pass this and lets GROW AGAIN! -Uncle Lou”</p> |
| FAROOQ | <p>“Non compete clauses between employers and workers should be unenforceable because when a worker signs up for a job they have no power to bargain, the clause is an adhesion contract, take it or go away situation. It is high time to bring fairness to the workers.”</p> |
| Anthonyt | <p>“I am currently held to a very strict non compete agreement, also known in the industry as a "hostage agreement." When I signed this agreement, it was basically sign it or I don't have a job. I do not have trade secrets, company secrets or any high level knowledge of how my company works. These non-compete agreements have held me back from promotion opportunities within my field of work due to the fact that I cover the entire North America on a technical aspect with electronic equipment. My company is a very large company with access to the best lawyers, and that has scared off any potential companies from hiring me even though they told me I would be a perfect fit for the next level within their company. This is not only happening to me, but anyone in my company that is trying to better their financial freedom by promoting or taking higher level positions at other companies. Companies are holding us hostage so we have a job and know we cannot leave. By making non-compete agreements illegal, it will allow much more competition for higher paying jobs and for companies to pay competitive wages in technical fields. If I was terminated or voluntarily quit my job, I would essentially not be able to work within my trained industry anywhere in the US or Canada the two years. That is an extreme employment hostage situation if I have ever seen one.”</p> |
| Scott | <p>“Please do not exclude physicians from this rule. Noncompete clauses should protect proprietary information. A physicians knowledge is not something that should be controlled with a noncompete especially when there are areas of underserved patients. As it currently stands, noncompete clauses are utilized by hospitals to restrict physicians from more competitive opportunities and often cause physicians to have to "uproot" their current lives to move outside of a non-compete area. With the amount of people fleeing healthcare professions at this time please consider not removing physicians from this rule as a small effort to keep more physicians in the workforce.”</p> |
| Midge | <p>“I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200. Non-competes have been extended far beyond what they were originally used for. Non-disclosure agreements are a different thing. The</p> |

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| | <p>types of employees that are often subject to strict non-competes are so broad. They include people who have no access to proprietary information. I believe they are used to intimidate employees from leaving. I would appreciate the FTC helping to protect these workers from unfair labor practices. Thank you.”</p> |
| Antonio | <p>“My name is Antonio Alvarez, I ‘am a Pathologist working in the southeast border of Texas since 2006. I really welcome this proposal and I think it is about time to ban noncompete clauses. I have witnessed and suffered the effects of these restrictions used for the benefit of employers only. In my case for instance, as a pathologist I don't see patients directly, I analyze their tissue samples under the microscope to render to the requesting clinician my diagnostic opinion of patient's disease. So if I decide, for whatever well-grounded reason to change jobs, but at the same time remaining within the small cluster of hospitals that we have in this region, I can not. The employer, which is not the hospital, but a home made small pathology group argues that I'm taking away his patients, when in fact, as I said I don't deal directly with patients but with other physicians, who obviously they wont follow me, they have already their working facilities. As a consequence, the occasions on which I have insisted on my purpose, the employer has threatened to sue me legally if I remain working within a radius of 25 miles for 2 years. Then, what are the other options the employer offers me: (1) a "buy out of the contract", which means I would have to pay him what ever dollar amount he decides, and this could be the equivalent of 3 to 12 months of gross income; (2) reaming working for him under his contract conditions and (3) moving out this region. This third option is by the way, the one I have been following all these years, but this implies higher costs in transportation, housing, meals, family issue, etc. That is because I have to move to nearby cities like San Antonio, Houston, Corpus Christy where they don't have the same needs of pathologists as we have at the border which is considered as a medically unserved area. To conclude, I sincerely wish the best to the FTC commission to ban employers from imposing draconian and coercive noncompetes on employees.”</p> |
| Amanda | <p>“Shame on you for not including physicians in the non-compete conversation. There's absolutely no skill I have that an employer has given me.”</p> |
| Thomas | <p>“Stop the inhumanity of noncompete clauses in workers contracts!”</p> |
| Lillyvette | <p>“Non-competes have prohibited me from making a living as a fitness and wellness professional to such an extent, that it hurt me economically. I opened up my own business that was different than my previous employer, even though it was different and I told him I was going to focus on a different area in wellness, my previous employer sued me. I ended up having to hire an attorney to defend myself and when it was all said and done, I spent close to 12,000 in fees and penalties. My employer had been paying me \$14,thour as a fitness professional and his night shift manager, where I also kept the books for that shift and made sales for his business. The owner no longer came into his studio in the afternoons or evenings and I would close the facility in the evenings. Non-competes keep us from earning a decent living -- whether we go out on our own or start our own business. Depending on where you are based in the US, does help dictate your income. If you have someone who limits your opportunities, things can get financially bad in a short amount of time. It's time</p> |

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| | we got rid of this antiquated system that disallows us from having decent wages without any gaps in our career.” |
| Homero | <p>“Fellow Americans, I have myself been a victim of non-compete agreements. At one of my past places of employment, my employer required this non-compete as a condition of employment on my first day on the job. I was not informed of this agreement when I first signed up for the role. I was told that if I intended to work at the company in question, I would have to agree and sign the non-compete agreement. I begrudgingly agreed, as I had quit my previous job in order to secure this job. It wasn't after one year of service at this firm and not receiving a raise that I decided to look for opportunities elsewhere. It was then that I eventually found a job in the same industry in the same city, just 15 minutes further away. It was then that the non-compete agreement became a problem. I wanted the job and I wanted to earn myself a 50% raise. I ended up seeking legal counsel and discovered enforcing said non-compete would be cost-prohibitive- it would cost me \$20k to defend and the old company \$30k to enforce. Basically, the whole thing is just a scare tactic to maintaining good employees from getting ahead and earning a better living at another Company. I decided to bite the bullet and leave to the competitor- deciding to risk a potential lawsuit. At the time, switching jobs make a significant change in my life. I was able to afford a better standard of living for myself and my family, as well as develop exponentially from a professional standpoint. The anguish and aggravation this non-compete agreement caused is something that no fellow American or any other worker from any nationality should have to endure in the U.S labor market. The U.S. is the land of opportunity. Each and every individual in this country has the ability and opportunity to better one's self and deserves to earn a competitive wage, dictated by the labor market. Non-compete agreements shouldn't stand in the way or hinder a worker's ability to increase their earning potential. End non-compete agreements & God bless America!”</p> |
| Mohammad | <p>“ Non compete is bad. It takes away the freedom of choosing work location which puts employee in weak and unfavorable conditions for the benefit of monopolies and big corporates.”</p> |
| JOSE | <p>“ I think this would be a great opportunity for entrepreneurs. to start their own ventures, I myself was a business owner, and sold my company to a larger corporation. during Covid. I stayed on as a managing employee and signed a non-compete agreement. Now that my industry has flourished, I am trapped thinking of an exit strategy on how to go back to what I had prior to selling.”</p> |
| Katie | <p>“Non-Compete Clause Rulemaking, Matter No. P201200 The proposed banning of non compete clauses is long overdue. Non compete clauses restrict the rights of employees' freedom once they are no longer employed with a company. These clauses within contracts provide companies protection from healthy competition, and therefore allow for companies to mistreat and/or undervalue employees without consequence. Although the argument can be made that an individual has the right not to enter into a contract with a non compete clause, it is often the case that over time, as companies and leadership change, an employee may begin to disagree with the changes or newly implemented policies within the company. The employee is then unfairly trapped in a company they are unsatisfied with in order to avoid a life changing move.”</p> |

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| Bob | <p>“Physicians should not have to sign non-compete clauses with hospitals. Physicians are ultimately who allow hospitals to operate and obtain revenue. Using non-compete clauses to coerce physicians into settling for poor working conditions because they cannot work at a neighboring hospital is wrong. We are the ones who sacrificed the time to obtain our MD's, we need to be allowed to seek fair market value rather than stuff the pockets of MBA's and hospital administrators. Working conditions are so bad that female MD's only last on average 7 years in the workforce and burnout.”</p> |
| Joslin | <p>“As a healthcare provider and employee, I find non-competes unjust to the employees. Non-competes allow for companies to not work hard at retention as the non-competes are often restrictive and inhibit true market labor. Employees should be allowed to go to the best company with the best benefits. Am NDA would allow fir companies to prevent employees from disclosing information to competitor. Non-competes only benefit companies”.</p> |
| Dustin | <p>“I agree with banning the use of non-competes in the workplace. I have worked in several industries, including the upscale, gym, hospitality, industry, construction industry, among others, in which these non-competes prevented employees from making wages that were necessary to achieve with rising inflation. I was forced to enforce these, in which I made a career change, as in each situation it was not the right thing to do. Please do away with these noncompete's. We don't need big government, we need a government for the people.”</p> |
| Laura | <p>Please ban non-compete clauses. As a physician, I am now trapped working for a corporation that is motivated by money only and I am unable to leave. I am underpaid and overworked and my freedom is severely and unfairly restricted.</p> |
| Paulo | <p>First and foremost, THANK YOU for championing this cause. As someone who has been recently negatively impacted by a non-compete (attached), it has caused me and my family great emotional, and financial strain. I've always strived to operate above board, I stand by the notion of not poaching clients and employees but find it incredibly selfish and bias for a company to mandate that an employee is not able to work in an industry (globally mind you) that he's been in for over 30 years. That's like telling a doctor he can't practice medicine if he moves from one hospital to another. Alorica has a record of suing employees (bullying really) upon their exit yet fail to recognize the constant misses and lies in their commitments (promotions, equity, bonuses, etc.) that by and large led to an individual choosing to move on. My non complete matures on 7/15/23 and I suspect this ruling will not occur before that, however I stand with you, support you and will champion this effort until a favorable ruling is made as it will have tremendous benefits for future employees that currently are under an NDA. Thank you thr your time. Attachments Alorica Non Compete minus Signature</p> |
| Patricia | <p>“When a worker starts a new job, he or she doesn't know a great deal about the whole situation of this job. So that person show not be forced to sign a noncompete agreement that could result in their working in a seriously bad situation sometimes or maybe most of the time-- or else leaving that job (with work experience from it) but being unable to get a different job that might be</p> |

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| | <p>considered to have some competition with the bad first job. This is extremely unfair to the new worker in a job and should not be allowed. For sure!”</p> |
| Trenton | <p>“I have a non compete as an independent contractor with my company. I sale graduation products. Contractually my company can lock me up for 4 years. Or at least take me to court we are owned by a private equity firm Bain Capital). My company can raise prices & I have no competitive choice or say in their policies. The end result is my customer pays more. I have no idea how I can be held to a non compete as an independent contractor with no support (insurance,401k,etc..) from the company. Thank you”</p> |
| Sandra | <p>“I believe that non-compete clauses put a stranglehold on our economy. 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> |
| Martha | <p>“I agree with the proposed rule by the Federal Trade Commission, that non-compete clauses are unfair. They stifle competition and the ability for workers to go out on their own and have a new life. It's a very unfair system that employers have been foisting on workers. I completely disagree with employers doing this -- I am not for workers taking trade secrets away with them; that is not what this is about. Be fair to workers.”</p> |
| Victoria | <p>“I support this change. A non- compete only prevents an associate from obtaining employment, creates a threatening and distrustful environment between company and associate, and stifles an associate's ability to grow in an industry. A condition of the annual incentive plan in one of the largest healthcare providers in the nation requires employees to either enter into a non-compete and restrictive covenant that limits a worker to obtain gainful direct employment. Failure to accept this means the associate loses stock (options, restricted, and/or performance) without means to recover that financial loss. This non-compete includes excessive time (36 months), territory, and even the area of business restrictions. It also restricts associates from solicitation of other associates and places nondisparagement or other legal restrictions on fomier associates. If you work in the administration side of healthcare such as government programs Medicaid, CHIP and Medicare, and/or commercial insurance the non-compete would unreasonably place economic hardship, and future opportunities upon its employees. This non-compete, and many others, also clearly conflict with the Restatement of Contracts. Yet companies continue to threaten the livelihood of associates that have left a company. It is disturbing to think a company can prohibit or restrict reasonable and gainful employment for 36 months simply because they may operate in the same or similar area. Such limitations not only affect the growth and financial status of the American worker but asserts one company's day-to-day operations are so unique that working with another company would somehow compromise its intellectual property or place the new company in such a competitive advantage it would significantly harm another. Further, there are instances when companies severe employment. Whether they make that decision upon performance or a reduction in force is irrelevant. The company chose to severe employment for its employee then prohibits them from employment with another company in the same field or territory. This diminishes competition, ruins reputations and negatively affects the livelihood</p> |

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| | <p>of the American worker. I support the change in the law to protect the American worker from being disenfranchised by companies restricting former employees from obtaining gainful employment within the same or similar fields or with perceived or actual competitors. Please enact this change as soon as possible.”</p> |
| <p>Devin</p> | <p>“The elimination of noncompetes must include physicians. The best care is provided by independent, physician-owned practices which survive only by providing quality medical care and putting patients first. Corporate practices which hire young physicians and entrap them with onerous noncompetes axe one of the many destructive forces in medicine today. There is no logical reason to disempower physicians by excluding them from this bill; the MIA's push to do so is driven by corporate greed and is not in the interest of patients, physicians, or small business.”</p> |
| <p>Jenna</p> | <p>“s a new graduate I did not have the means to hire an attorney o review my employment contract that was given to me about 4 months after I had already started. I joined a practice that had been my families veterinarians since I was young and assumed they had my best interest in mind. My non-compete was for the full county I lived in and for 2 years. I was told when I was hired I would have the opportunity to buy-in but after 8 years I could see this was not in their plans. When I refused to sign another contract with a non-compete, I was told I would no longer be employed after 30 days(they want to sure they could take their vacations before I left). After spending over \$50,000 to contest the unreasonable non-compete, we had to make the decision to move on. I moved to Texas and my husband had to stay in NM until our house sold and he could fmd another job. NM is a state that is starved for professionals and large animal veterinarians, however due to the non-competes driving many talented people out of the state, our communities suffer. Had my employers practiced quality ethical medicine, pay fairly and provide benefits, I would not have wanted to leave. If employers treat their employees right, people would stay. A person livelihood should not be dictated by a piece of paper restricting a person from helping their communities to doing what they went to school to do. Non-competes are antiquated and it's time for a change. 14 years later I have never signed another non-compete and my current employers understand there is a mutual benefit to make the workplace the best it can be and having a loyal and dedicated employee.”</p> |
| <p>Heather</p> | <p>“I strongly support abolishing non-compete clauses and appreciate your attention to this matter. I would like to comment on methods companies use to enforce non-competes, as there may need to be specific language to prohibit these practices. My employer, for example, holds hostage a portion of our retirement funds until the non-compete agreement has been satisfied. If I choose to leave the organization, I will not have access to those funds until two years after separation, and only if the non-compete is satisfied. The funds are not vested until those requirements are met. If I do not satisfy the non-compete, I lose those funds altogether. Presumably the spirit of this proposed rule would prohibit the vesting issue also. I am concerned, however, that the opposite will happen (that a larger proportion of savings would be subject to a waiting period, or risk losing the funds altogether if working for a competing organization) if this is not specifically stated. I appreciate your consideration.”</p> |

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| Don | <p>“As a small business owner of many years, I support die FTC's ban on non-compete clauses. These clauses depress worker wages, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth. I have numerous friends and acquaintances who have been required over the years to sign non-compete clauses which hurt their job mobility. They were all concerned about these agreements' impact on their future employment and income.”</p> |
| Cathy | <p>“I oppose non-compete clauses because it eliminates fair competition in business and practice. It allows large corporations to own practices and monopolize by preventing practitioners that leave their organizations from ever practicing in that same area. Every American has a right to practice their trade and craft in any location, as long as they are abiding by the laws of their location. Non-competes are not lawful. They are only a means to quell competition.”</p> |
| Clifford | <p>I fully support this amendment.</p> |
| April | <p>“I began working for a State Farm insurance agent in the small Texas town of Buda. Part of my new hire paperwork included a no compete clause for 36 months after employment by his office. I quit after 2 weeks because it was not a good fit for me. I didn't even sell any insurance policies yet but am fearful of applying to any other insurance company because the non-compete clause I signed threatened legal action if I were to work for a competitor that sells similar products (auto, homeowners, life, or health insurance). I feel trapped by this for the next 3 years. How can an employer I worked for briefly control my life for so long?”</p> |
| Priscilla | <p>“I support this ban. As a dentist, my first job out of residency was very toxic and it was hard for me to quit because I was very limited by my noncompete. My mental health took a toll, and a few of my coworkers felt the same.”</p> |
| TIMOTHY | <p>“I support elimination of non compete clauses. As a nurse practitioner these clauses prevent me from accepting positions in places that would boost my skills, and my ability to improve patient care if they are within 40 miles of my previous employer who tontines to open clinic across the state. This will leave me no choice but to relocate to a different state to work in the field I am best suited for.”</p> |
| Nihar | <p>“Do not exclude physicians from non compete relief. Hospitals have had a monopoly on physicians and their respective families for too long. It would be an absolute disgrace not to relieve everyone including physicians from this heinous rule.”</p> |
| Jocelyn | <p>“Non compete clauses discourage employers from actually working at others ways of employee retention, including a good work environment.”</p> |
| Zane | <p>“Non competes should be banned for healthcare workers at any hospital, it is very harmful to patients and healthcare in this country when physicians and other healthcare workers are forced to leave a community due to hospital politics leaving patients unattended to. I am a patient that had 2 doctors leave on me because of their hospital and I have been struggling to find care, these doctors are from here and have family here, however, non-compete forced them to leave their hometowns and their patients.”</p> |

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| <p>Tina</p> | <p>"I'm in favor of banning non-competes. I witnessed a colleague who had legal action taken against her regarding a non-compete. It devastated her financially and professionally because she didn't have the means to fight back. The two industries were not even in competition. The lawsuit was a bully action as a result of several employees leaving the company. Rather than take responsibility for their poor retention, they have often used lawsuit tactics in an attempt to making leaving scary. This happened to several people. In addition, it has become obvious throughout my career that there are very few truly original trade secrets. Business acumen, hard and soft skills are not trade secrets. I'd be cautious about die idea of NDA around trade secrets. Confidential information is different from trade secrets. Businesses would call their consultive sales process a trade secret. It's not a trade secret, it's a skill set. Preventing people from working in an environment where they would use their skillset would be as restrictive as a non-compete. Thank you for considering this ban. No one should be prevented from earning a living. People should be free to forward their careers and leave toxic companies without penalty."</p> |
| <p>Christopher</p> | <p>"This proposed rule would positively impact myself, and millions of other Americans across an incredible number of industries. It would also help promote and foster healthy competition; an value that helped build this country and one that we are sorely lacking today. Americans would have the ability to better their situation without worrying about how their current employer might retaliate. It would promote employers treating their workers better as a form of retention, rather than die threat of punitive actions. There is a growing attitude among the American people that their government is not representing the will of citizens outside of the ruling elite. This ruling could go a long way in helping restore the trust die working and middle class have lost in the federal government. As it would be a demonstrable change that gives workers autonomy over their labor, at the expense of businesses' bottom lines."</p> |
| <p>Christian</p> | <p>"I fully support this. Making it fairer for workers and giving them more opportunities is always an easy choice for me. Please do this as the American worker could benefit greatly from this."</p> |
| <p>Jim</p> | <p>"I have a non-compete agreement with my former employer TTEC. After 12 years I was released and now have no health insurance. I have a non-compete which is stopping me from taking another job in my industry. I can send you a copy of it if you would like."</p> |
| <p>Joel</p> | <p>"I'm a family physician in Central Texas. After being in private practice for 15 years, our group of 10 doctors was purchased by the largest hospital group in America. Because of Stark laws, fair market value etc. the purchase was for a minimal sum. For the last 13 years despite having 600 New patients call each month that we are unable to see the hospital group has not expanded our practice. In fact, during the last two years through retirement and physicians quitting because of Covid our number is at five. When pressed on why they are not expanding or replacing our physicians it is plain to see that they want to replace us with mid levels. We have a noncompete of 10 miles and 300,000 for buyout. Despite being a desirable community, a rapidly growing number of patients are unable to find physicians to care for them. They</p> |

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| | <p>are getting disjointed care at best. We would like to fight this noncompete, however, their in-house lawyer's would make our legal fees astronomical. We encourage you to do what's best for the American workers and patients. Please carry out this bold plan for positive change. Thank you.”</p> |
| Randall | <p>“I fully support this measure. While I've never been subject to a non-compete clause in my duties as a software developer my wife is a Physical Therapist and has always had trouble with overly proscriptive non-compete clauses being added to her work contracts. It's prevented her in the past from leaving jobs to pursue higher wages which directly affects our family's material well-being. Non-compete clauses, especially for blue-collar workers, suppress wages and give too much power to employers. My wife's situation is just one of many in our friend circle who are locked into similar situations. It is so nice to see genuine government action that helps the average citizen and I hope to see more of this in the future. Best of luck in getting this passed and upheld.”</p> |
| Adam | <p>“Non-competes have little to no benefits that a patent should not already cover meaningfully cover. Non-compete agreements limit the ability of employees to seek better job opportunities and higher wages. If a person has skills and experience in a particular field, they may find it difficult to leave their current job and join a competitor if they are bound by a non-compete agreement. This can result in lower wages and fewer opportunities for career growth, which can be detrimental to the individual and the industry as a whole. Non-compete agreements stifle innovation and competition within an industry. When workers are restricted from moving between companies, it can create a barrier to entry for new competitors and limit the exchange of ideas and knowledge between companies. This can result in a lack of innovation and progress within the industry, ultimately harming consumers and the economy. Non-compete agreements are also harmful to small and medium-sized businesses that may not have the resources to enforce or defend against such agreements. This can result in a concentration of talent and resources among larger companies, leading to an unfair advantage in the marketplace. If a smaller company has a meaningful innovation that sets them apart from competition they are largely protected by things like patent law, not non-competes.”</p> |
| Charles | <p>“Greetings. I'm writing today to support the FTC's proposed rule changes to ban non complete clauses. I agree with Senator Warren of Massachusetts that this ban should be left as broad as it is currently written. I've worked in several workplaces that had employees with non compete clauses and the work and the employees all suffered. It dries up competition and it keeps people from taking a risk in or out of the workplace. It stifles creativity and creative problem solving. These agreements serve no one but the corporations who use them again and again to scare workers into staying in line. Thanks for your time Sincerely, Charlie Sears San Marcos, Texas”</p> |
| Farook | <p>“I'm against non-compete for the following reasons: 1. My doctors must relocate when they quit or are fired which means that I lose access to care. 2. It stifles competition and quality of treatment. 3. It limits innovation. 4. It decreases employee leverage.”</p> |

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| catherine | “End non compete. It is rigging the system in favor of the "bosses" who lock people into jobs at stagnant wages. Its ridiculous and steals away one of the few was to increase wages/salary and build a better life.” |
| Neeta | “No one should be able to limit the ability for one to have work. Too much control from hospitals and CMGs. Non compete clauses should be banned.” |
| Katie | “I fully support banning non-competes for physicians . My husband and I are pediatric subspecialists which are already rare and adding a noncompete is restrictive. We had to uproot our family of elementary and middle school kids and move away from close family to get better jobs with essentially 25% pay raises and less clinical expectations. Although I can't prove it, I think that the noncompete at our previous institution (which was very restricted) allows them to pay way under market to physicians. My previous colleagues are all in similar situations of wanting to live near family so continue to stay in low paying and high call/clinical load jobs. We had not gotten raises in several years despite already low pay and high call/clinical expectations. Unfortunately it is a not for profit institution so would not be covered, but I hope this would extend to those facilities as well. Everyone at my previous institution was unhappy and it showed in many ways (morale, patient satisfaction, clinical outcomes, culture) and just felt toxic and no longer an option for us. My current institution also has a noncompete but supports physicians so much better. I don't understand how restricting physicians' livelihoods is legal in this country.” |
| Christopher | “I am an Orthopedic Surgeon in Georgetown, Texas. I have been involved with two prior employment agreements both of which had noncompete clauses. The first company would not let us out the contract even though they were going through bankruptcy. They threatened litigation and I was forced to stay with the company until they decided dissolve the company. Noncompete clauses for physicians completely eliminate my ability to negotiate a better contract or to seek another employer unless I am willing to move my family and leave the patient base that I have spent the last 20 years building. Noncompete clauses for physicians have nothing to do with the stealing of a company's trade secrets and serve only to prevent us from negotiating a better deal for services. This is totally against a free market system that allows workers to improve their situation. If someone is unhappy at work they should have the freedom to go and work elsewhere and not have to uproot their family or relocate their practice to get around a noncompete clause. Every employed physician in this country will support this legislation.” |
| Amara | “Non compete clauses if kept in place should be reasonable. They often however have such a large radius that finding another job becomes impossible unless you move. Not reasonable” |
| David | “Ban non-competes! A company shouldn't prevent you from working somewhere else after you quit.” |
| Mark | “As someone in the health-tech field , I can attest that non-compete clauses have prevented me from taking some jobs, and delayed my hiring at others, costing me significant lost wages, extended time without work, and the need to go on unemployment. Companies have other means of protecting their business rather than creating a blanket restriction on ANY job in ANY related field.” |

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| Steve | <p>"I fully support this new rule. If anything, it should be expanded to prohibit employer mandated non- solicitation agreements as well (wherein an employer prohibits former employees from recruiting current and recent employees of the company to move elsewhere). Non-compete agreements area huge problem for our economy in multiple ways: They both unfairly suppress wages for workers by drastically reducing their options to move for a better offer and suppress innovation by preventing workers from moving to innovative startups. They are effectively forced on workers by employers who are in a much stronger negotiating position at hiring time. Any agreement that an employee has to enter in order to begin employment is effectively made under duress. Given that the alternative to the prospective employee is unemployment and destitution, that a lot of duress."</p> |
| Charles | <p>"As an employed physician, geographic non-competes mean I have to leave my city if I want to take a different job or open my own practice. This hurts both employees with similar non-competes, patients and other medical workers."</p> |
| Tricia | <p>"I have family and friends who have found themselves struggling to gain new employment out of fear of reprisal due to a non-compete. They remain unemployed supported by govenunent unemployment benefits or take lesser paying jobs as "temporary" fix to tie them over until they can look for a job in earnest in their field of expertise. It is abhorrent to see people suffer in not being able to care themselves and their family because of the restrictions a former employer places upon them to find gainful employment after a departure. The non-competes I have seen include phrases that the separation could be for cause or not cause and no lesser application of the mandate even if the employee worked at the company for as little as one day. People are handcuffed to sign it or face not being offered the position or terminated. The companies say it is a choice, but it's not a choice in practicality when people NEED to work, and when an individual objects, die response is "it's non-negotiable."</p> |
| Paul | <p>I'm a medical director of an anesthesia practice in Austin, Texas and can attest to noncompetes being a terrible detriment to physicians. We are unduly restricted by corporations with in-house legal teams that come over the top like a tsunami if a physician attempts to extricate themself from restrictive covenants. Furthermore, we are unable to get market salaries like professionals who work for Google and Mehta just a stone's throw from our hospitals. US citizens should not be enslaved by corporations. We should all have the right to leave our jobs and pursue greener pastures. Noncompetes only repress people and their pay while corporations prosper. Please protect physicians too."</p> |
| John | <p>"Please ban non compete clauses. They are unfair."</p> |
| India | <p>"Non-compete clauses for physicians are arbitrary since there are no "trade secrets" in the practice of medicine. This should extend to include not for profit hospitals as well since they employ a large number of physicians. Businesses should be incentivized to treat their employees well if they want to keep them. I am a doubled boarded physician."</p> |
| John | <p>"I am a physician and have seen first hand how hospitals and other large practices use non-competes as leverage to control physicians, stifle</p> |

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| | <p>competition and wages, and hurt patients who are often left confused when their physician of many years suddenly disappears. There are no trade secrets that companies need to protect by the use of non-competes with physicians. Please ban non-compete clauses and allow the market to work freely!"</p> |
| Terry | <p>"As an ER physician non compete clauses have been a pain in many of myself and my colleague's experiences - I work and live in Austin where realistically there are only 2 big ER groups here and we are unable to work for any other groups in this area. This essentially limits ER physicians in choosing one or the other and if they have families in the area and they either have to completely change jobs and relocate the family or never leave their current job no matter if there is better pay or opportunities nearby. This is highly detrimental to the work force and unfairly keeps people trapped in their positions mainly because of a fear of not being able to find work in the immediate area or cannot afford to do so at die cost of moving an entire family. If there is a fear of trade secrets being exposed then companies already have a way around this with NDA's, there is absolutely no reason to not give people more freedom to find jobs that better fit them."</p> |
| Catherine | <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> |
| Anne | <p>" I'm glad to hear that and I' in happy to hear the noncompete clause is being challenged."</p> |
| Khoa | <p>"I am a physician with a non-compete clause with my employer. I feel that given this, Iain unable to serve the rest of my community should I choose to leave my group. I am an anesthesiologist who takes care of patience. I do not take or hold anything proprietary from the company that I work for. Therefore, a non-compete clause does not do anything to protect the company. It only force us to work for them indefinitely. Thus, we are all trapped by a big corporation. I am definitely against non-compete clauses and look forward to the dismantling of this."</p> |
| Hans | <p>"I am IN FAVOR of banning non-compete clauses -- this is an easy win for the average worker, since non-competes have grossly outgrown their initial uses. The fact that sandwich shops are using them to prevent minimum wage workers from getting other jobs is just wrong. Being able to let our corporations to compete with each other fairly for the best talent is the ideal way to keep our democracy and economy healthy."</p> |
| Jack | <p>"Generally there is no justification for non-compete requirements. They actually just allow employers to keep wages artificially lower than die market would dictate."</p> |
| Aaron | <p>"Non-compete clauses are Un-American, noon competitive, and anti-capitalist. Therefore, they should be banned."</p> |
| Jesse | <p>"Non-compete clauses are being used to muse workers and limit freedom of choice. Non-compete clauses should be illegal. A standard NDA is enough to keep proprietary secrets safe. Non-compete clauses hurt the economy by keeping good workers in bad jobs. My sister in-law was sexually assaulted at</p> |

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| | <p>work but was stuck in the job due to having signed a non-compete. She is a single mother and could not afford to be out of work so she had to stay in a dangerous and abusive job run by criminals.”</p> |
| Stephanie | <p>“Non-compete agreements have been shown to stifle innovation and entrepreneurship, as individuals with valuable skills may be deterred from leaving their current employment to work for other companies, start their own business, or join a startup. The proposed rule by the Federal Trade Commission Non- Compete Clause Rule (NPRM) is a step in the right direction towards protecting employees rights and promoting a competitive job market. The rule, which aims to limit the use of non-compete agreements, recognizes the negative impact that these agreements can have on employees and the broader economy. While there may be some trade-offs to limiting non-compete agreements, such as potentially decreasing the value of companies that rely on them, these should not come at the expense of workers' rights and economic growth. These types of contracts can be particularly harmful in fields like biotech where knowledge and experience are highly specialized and limited to a few companies. Restricting skilled workers from leaving employment stifles competition and innovation. As a scientist, preventing me from using my experience to further my professional career strips any value away from me as an employee if I were to ever leave my current company or field. Non-competes are too broad, and even when unenforceable, elicits fear from the employee and any other businesses from engaging in new employment for fear of potential retaliation. Overall, non-compete agreements are harmful to workers, restrict job mobility, and hinder innovation and entrepreneurship.”</p> |
| Jason | <p>‘For doctors; noncompete will hurt patients and patients care. Doctors will end up most of the time unable to find a job in the area if the leave their current employer and they will be forced to leave to another city to find a job Employer provide no intellectual right with the hired doctors as most of the time they didn't participate or helped in his training or skills in the past . The opposite, doctors are the one who build the employer reputation. Noncompete creates mental, financial and logistic hurdles for all partners in the healthcare system .’</p> |
| Eileen | <p>“Workers need to have this rule repealed. If a worker has access to trade it company secrets, those employees usually get compensated for their non compete clause if invoked. It is just wrong and bad policy to stop people who don't have access to those secrets to non compete clauses. If the company wants to tie up the employee with a clause, make it two way. The employer must pay the salary of the employee for the length of the clause if enforced. Otherwise, this is modern salvers and must be stopped.”</p> |
| Sara | <p>“Non-compete clauses as used today have a single purpose which is to promote corporate control over markets by preventing competition. This severely limits the consumer's right to choose where they would like to obtain services and goods. It also limits the availability of highly specialized services causing harm to the community. For example, I work in an highly specialized field of veterinary medicine and, as such, I provide a high demand service. I was trained through an internship and residency program, not provided by my employer and had many years of experience in the field before taking my most recent position. I know no trade secrets, I practice high quality veterinary specialty medicine and have no ownership in the company. For the majority of</p> |

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| | <p>specialists in my field patients are waiting months to be seen. I recently left a job in a large metropolitan area that we wish to continue to live in. I had a non-complete clause that we negotiated heavily, but yet, there managed to be very vague wording that severely limits my ability to practice in the area without risking legal action. So, rather than being able to provide much needed specially care to patients, I am watching patients dying on a waitlist to see the single, corporate owned practice in the area. This is not beneficial to anyone, least of all the pets and owners who are having to wait to be seen for life-threatening disease that could be managed for some time if diagnosed promptly. I fully support the ban on non-competes, as it truly would open a free market society and prevent corporations from gaining even more control over the market than they already have.”</p> |
| <p>Ryan</p> | <p>“As a physician in Austin, TX, I believe this proposal is of critical importance to our future in this world of corporate medicine.”</p> |
| <p>Michelle</p> | <p>“I strongly support die 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.”</p> |
| <p>Lauren</p> | <p>“I am a surgeon and an independent contractor. I am 12 years into my career and originally ran my own practice. I joined a group without a noncompete. Three years later this group has been purchased by a private equity corporation which has brought its own contracts to the table. Even after heavy negotiation, I signed a new contract to continue as an independent contractor with a 10 mile radius 3 year noncompete which would knock out a large part of my city and the area closest to my home. I have a family. children, and a husband who owns a company within this same city. I am still frustrated. By definition, an independent contractor can do outside work. I receive no benefits from this company. I just receive income for surgery services per my contract percentage. This company is not spending money to market me, I am not learning a new business, no one is offering new training, no one is paying for continuing my education, and there are clearly no amazing trade secrets to be learned. I am bringing value to them as a seasoned well established surgeon. They bought the group and continue to pay me for my services. There is no case for a noncompete to be enforceable. Problem is, this corporation has deep pockets and I am one person. Taking a noncompete to court would cost tens of thousands if not more and would cost me lost income as I wait for a ruling. It's the perfect David and Goliath intimidation/bullying scenario that harms professionals such as myself. Physicians generally don't make the income we made in the past. We don't have vast reserves of money to fight hospital systems and big corporations/PE fines. These systems generally add no value to our abilities and services and yet they are allowed to legally impose noncompetes. My contract is only valid for a year at which time they can opt to change my compensation to less or remain the same indefinitely because there will be no incentive to offer me more (despite my production, good will or changing times/inflation) because they know they have me trapped geographically and socially. I understand that some practices bring people in who are not established in a city/community and spend money to the tune of many thousands to on board a doctor, market them, buy special ized</p> |

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| | <p>equipment that only serves that doctor, and credentials them. Is that typically worth a \$300k or \$500k or more buyout? Not at all. I'd suggest a system to account in real dollars for a noncompete buyout that makes sense. Invoices that prove out the investment in the professional. Allow the doctor a low interest loan or no interest loan for the onboarding upfront. Or, create a noncompete buyout dollar value that actually reflects the money invested. Don't want a doctor leaving and moving across the street? Create a 1-3 mile noncompete for one year. Even 10 miles can knock out a city for practice. Doctors are in more debt generally than ever before coming out of med school and are now being paid less. We need to make life and career fair for them and their families. Stop allowing unfair noncompete practices to continue to harm us. These are already legal gray zones. Funn them up and limit the reach. It's far past time for this. Stop large practices, hospital systems and private equity groups from continuing to control and suck us as dry as they dare for every last dollar."</p> |
| <p>Aruna</p> | <p>"Am a physician with a 30 mile non-compete clause. This means if I am no longer a good fit for the company I work with I essentially have to relocate and my patients would have to find a new physician in an area where appointment times can take 6+ months or more for pulmonologists. This punishes elderly patients with chronic medical conditions for whom travel is limiting. Please get rid of these non-competes as they hurt patients and physicians"</p> |
| <p>Alexander</p> | <p>"I strongly support the proposed FTC rule change banning non-competes. Non-compete clauses stifle competition and cause real economic and social damage and distress to the many workers are essentially forced to accept them as a condition of employment."</p> |
| <p>Rachel</p> | <p>"Non-compete clauses should be illegal. Job changes are a frequent part of life and people should not be punished because their company is concerned they will lose clients. If they are really so concerned they have an inferior product, then the company should focus their efforts on creating something better. This way everyone benefits."</p> |
| <p>Samuel</p> | <p>"It was a little more than four years ago that I was hired by a large physician group following completion of my five year general surgery residency and an additional one year fellowship. At the time I was recruited, I was told that their goal was to build a multi-disciplinary 'Center of Excellence' within the next five years which would allow me to have "at least" a 50% focus on my sub-specialty. Given the needs of the group, I agreed to continue seeing patients with other surgical needs, and was told I would be expected to do "some" endoscopy. I liked the leadership and the partners, and ultimately, signed a contract that included a covenant not to compete, which was non-negotiable. I relocated my family and my practice grew rapidly...but it became evident fairly early on that the job was not what was advertised, and that the primary need of the group was for physicians who could perform colonoscopies, which was actually about 70% of the patients I saw in the office and the procedures I was expected to perform every week. On average, I would do between 70 to 80 of these a month, even though this is typically only a small portion of a general surgeon practicing in a major metropolitan area. Every effort I made to develop the role we initially discussed was met with push back by the same people who hired me, and I quickly realized that a change was necessary. Late last year, I was approached by the only major academic center in the city who offered me</p> |

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| | <p>an incredible opportunity...a chance to practice 100% in my area of expertise, and to train medical students and residents. I jumped at the chance, but was soon met with disappointment as I was told by my employer that I either had to stop practicing for 12 months, or pay a six figure buyout of the restricted covenant. Seeing that I am still in the midst of digging out of a half a million dollars of medical school debt, this was a daunting decision, one with significant financial consequences, especially as I would be taking a pay cut in transitioning from private practice to teaching. It seems so unjust that a physician can join a practice under certain promises or communicated expectations about the role, and then have the employer fail to meet those or perhaps even change them after you've signed the contract and started the position. At this point, I have only two choices...move my family to comply with a restricted covenant or pay the buyout to take a dream opportunity. With that said, I was thrilled to hear that the Federal Trade Commission is considering banning these clauses. I believe it will force employers to compete for the skills we worked for over decades of training instead of holding us in professional hostage. I wholeheartedly agree with this decision and hope a ruling comes quickly. Thanks for your careful consideration and time."</p> |
| K | <p>"I completely support the ban of non-competes. They are prohibiting people from making a living doing what they know how to do. It also allows companies to threaten legal action if someone leaves for a competitor, thus making some employees feel trapped as they want to avoid legal action. Even in a state like Texas that is not keen on enforcement of non-competes, a TRO can still be ordered in the interim which could result in termination from their new employer. It needs to be clear that non-competes are now unenforceable across the board. I am unfortunately stuck in a very volatile company right now with a non-compete and a CEO who has personally threatened to take me to court if I leave for a competitor. I have seen him take other employees to court over the matter. It is also especially unfair to hold an employee to a non-compete when they have been laid off or fired. They didn't choose to leave but now have their hands tied from finding comparable pay and position that is following their career path they have already built. I am seeing the argument that this will allow the theft of trade secrets or intellectual property, however, those two subjects are already covered by the law. It is called theft. for a reason. It is also unfair to clients who may want to move their business to follow the employee. We shouldn't be allowed to tell buyers who they can and cannot work with. It is a free market and should be treated as such. In summary, these non-compete contracts allow for abuse of employees who are too afraid to leave, limitation of the free market, and career mobility. Regarding the M&A non-competes due to sale of a business, I don't have an opinion one way or another."</p> |
| Samip | <p>"Non-Competes serve as a hinderance to employees as die limit career options. This limitation is especially noticeable in skilled areas where these workers are in high demand. Restricting workers' options can suppress innovation and restrict economic growth."</p> |
| Michael | <p>"Please Ban non compete agreements."</p> |
| Thomas | <p>"I am very much in favor of this rule! It would help me enormously as an employee in a very competitive sector."</p> |

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| Emma | <p>"I work in the mental health field, specifically in the emerging field of novel treatments for treatment resistant depression. As the fda approvals unroll to include psilocybin to the already approved ketamine, companies will continue to include non compete clauses that limit providers in their practice, often requiring clinicians to move out of their communities if they want to continue practicing without waiting the 2 years. I am in full support of this proposed rule to eliminate non competes and think if it remains in place it will greatly hinder the leaders of our field to continue to improve quality delivery models of care."</p> |
| Aaron | <p>"Non-Compete clauses are a terrible restriction on freedom, for both the worker and the market in general. Competition is good and is the fundamental reason that the US has been so successful over the years. Non-compete clauses can lock workers out of any advancement in a smaller market when the worker doesn't have the option to move out of the area. This is not a free market, this strips those freedoms away. Please ban non-compete clauses."</p> |
| Carla | <p>"Delegitimize all non- competes. They stifle workers and healthy competition."</p> |
| Suneet | <p>Physicians deserve the opportunity to be in charge of their own careers. Gathering expertise, determining what is in their best interest, and growing a practice is something that should be encouraged. It leads to practice excellence and innovation. Removal of non-compete clause rules from physician contracts is long overdue. Thank you for helping to make this a reality."</p> |
| Laurie | <p>"Dear Commissioners, I write in support of American workers who have been subjected to unfair and often devastating non compete clauses. If this trend of favoring corporate rights over the rights of individuals continues, democracy will surely die. It's already on life support. But you have the power to act against this injustice. I agree with Chair Lina Khan that "The freedom to change jobs is core to economic liberty and to a competitive, thriving economy." Please act now."</p> |
| Daniel | <p>"I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."</p> |
| Amanda | <p>"Non completes are terrible for patients, physicians, communities and the economy. I have personally been subject to a noncompete, which forced me to leave my patients and my family to travel to a different state to practice medicine. There is a physician shortage Banning physicians from working, because of noncompetes, isn't good for healthcare."</p> |
| Jeanette | <p>"I am a 30 year old in accounting profession. As someone who plans to start my own firm, I am worried how the non-compete will impact me and is a reason for delay in starting my own firm. This is economically a disadvantage to the U.S economy as research has shown that smaller firms give more back to local communities instead of big firms that more likely than not send their taxes abroad."</p> |
| Chris | <p>"I support eliminating non compete contracts."</p> |
| Ilana | <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,</p> |

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| | <p>inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working conditions for decades, while employers evade market forces that would necessitate change. It is hard to make the argument that a single physician leaving a large hospital system would significantly threaten the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. Arguably, this is exactly where market throes should come to play, and ultimately lead to hospital systems that better serve the needs of clinicians and patients. In a situation where physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic locations (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field is growing at a time where clinician burnout is at an all time high. Therefore, many physicians are now electing to stop practicing medicine altogether rather than work at a job they don't enjoy, thus exacerbating the physician shortage and access to care nationally at a time where this is already a public health emergency.”</p> |
| <p>Angel</p> | <p>“I am a physician and fully support a ban on non-compete clauses in healthcare. These are always targeted at physicians, yet many advanced practice providers such as nurse practitioners and physician assistants do not. Aside from the undue burden that physicians endure in having to move and uproot to get another job, most importantly many communities lose needed specialists in their area due to non compete clauses. This adversely affects the health of many communities, but physicians are often left with no choice. Thank you!”</p> |
| <p>Paula</p> | <p>“Non-Competes definitely need to be squashed. What employers can do is non-disclosure or language to prevent poaching clients. Non-completes prevent people from working. If an employer terminates employment for any reason, such as downsizing, the person terminated cannot find a job within a suitable distance. Non-competes greatly impact one's livelihood.”</p> |
| <p>John</p> | <p>“Non-compete clauses are bad for the economy and bad for workers. I support eliminating them.”</p> |
| <p>Lisa</p> | <p>“As a single mother if 2 daughters who I have raised on my own with less than 500.00/month in child support and for the first few years of their lives had to get help from the government to make ends meet between the cost of childcare and basic needs I am in full favor of banning non competes. 7 years ago for the first time in my life as a mother I was able to improve my sales skills in order to support my daughters and myself without any government assistance as well as make investments. The company I have been working for the last 7 years sold to a larger corporate company that forced us to sign a noncompete, but with doing so also lowered the commission rate. This has put my daughters (oldest daughter going into her senior year who wants to go into forensics/military) in a big bind. We and many others will benefit greatly to do away with non competes period.”</p> |

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| Sondra | "I do not support non-compete clauses. It limits individual freedoms and by taking away competition limits career and salary advancement opportunities." |
| Hari | "Regarding: "Non-Compete Clause Rulemaking, Matter No. P201200" Restriction of medical professionals is not good for patient care and competitive marketplace for real service delivery is a must for healthy nation." |
| Charu | "I support eliminating non-compete clauses in physician contracts. We should be able to find the best job for our professional and personal lives and not be restricted by non-compete clauses that hinders appropriate workplace competition. This lack of competition has stagnated physician wages over the last several decades and is discouraging talented students to not join medicine." |
| Dax | "The FTC's proposed NPRM is welcomed but it does not go far enough; non-compete clauses should be banned without any exceptions whatsoever. There should be no doubt that such a contractual term is null and void and cannot ever be enforced for any reason. These contracts hold back innovation, reduce tax revenues, and undermine our ability to compete on equal footing in a world economy increasingly dominated by China. Competition is what creates vibrant products, technical innovation, and serves the national interest. Competition and associated profit motive is the spirit that drives the American economy. Why would we ever allow incumbent monopolists the power to engage in rent seeking behaviors that constrain wages, reduce innovation, and undermine American competitiveness to such an extent? There is a reason California leads the world in technical innovation despite its high taxes and expensive cost of living: among many other things, it simply bans non-competes as a matter of public policy. They cannot be enforced and everyone knows it. You can't recreate silicon valley in Massachusetts because, as smart as all the people there are and in spite of the excellent engineering talent available, noncompetes ensure there is not a free market for skilled labor. The simple fact of the matter is that noncompetes are not agreed to between equal parties. They are not agreed at all. It is a contract of adhesion. As an individual, at some point you must accept this unconscionable term of employment or you must starve. There is no room for an equal negotiation. An engineer or scientist or accountant or any professional of any kind is handed a pile of papers on the first day of employment and told 'sign or you're fired'. That's what happens. These are not agreements in the first place. To the extent that they are ever agreed, it is under duress. There is no true benefit or consideration paid to the engineer or professional party entering into a noncompete. Not only do noncompetes stifle technical innovation and reduce productivity (by keeping workers stuck in one position at one company under threat), but they also serve to artificially reduce worker wages and therefore reduce taxable income writ large. These clauses increase dependency on welfare by reducing worker wages, reduce government revenue by suppressing the tax base, and undermine technical competitiveness or innovation by holding workers in positions that underpay them or do not represent the best use of their technical skill. There is simply no good reason for these 'agreements' to exist or to be enforceable. Ban them. Leave no exceptions. Let the market work without monopolist distortion. We need to be able to compete against China more effectively. Noncompetes are holding us back in so many ways. They must go" |

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| <p>Matt</p> | <p>"I am in strong support of banning Non-compete clauses. This is just a way for companies to keep control over employees (current or former). If I left my company, I would have to drive 2+ hrs or move cities completely to stay in the same field I have built my career in."</p> |
| <p>Stephen</p> | <p>"I would like to voice my strong support for the Non-compete clause rule. Although I have seen these clauses abused by companies to restrict the mobility of low wage workers, even when they are not intended specifically to stifle worker mobility, this is the impact that they have. Workers acquire skills within a specific industry but become captive to their employer because they are unable to switch to a new job in the same industry without facing a period of unemployment for the duration of their non-compete clause. This also allows employers to pay lower wages and restricts the career earnings growth of workers. Employers have other options to protect their legitimate interests including NDAs, non-solicit agreements, and other agreements which specifically protect intellectual property without laying claim to die more general skills of a former employee."</p> |
| <p>Danielle</p> | <p>"As a hospital employed physician (at a "non-profit" hospital) die current culture of non-competes restricts where my family can live and work. As it stands, if I want to change jobs, I would have to uproot my entire family and disrupt my children's education. I know that hospitals want to be protected from doctors "taking patients away" but ultimately, our job is to serve patients and deliver health care. Doctors who can do their work in the settings that fit them best is best for patient care. In my case, I am a hospital employed physician who only sees patients int he hospital and cannot "take a group of patients" if I leave. There are other ways to protect the internal workings/policies/intellectual properties of institutions/companies that don't limit physicians/other employees and keep us from serving patients better. Please get rid of non-competes for ALL hospitals, not just non-profit hospitals."</p> |
| <p>John</p> | <p>"I am an independent business owner that recently started my own engineering finn in 2022. Mentors all made mention of making sure I didn't have a non- compete with my then current employer as I was planning my new venture. Not having one allowed me to pursue my entrepreneurial dreams and I would never enforce one on a future employee. Firms should attract and retain employees with their wages, benefits and culture. Finns should attract and retain their clients with pricing, service, and execution of promises. Non-competes are negative levers employers activate to allow them to, out of greed, complacency, and/or malice hold workers hostage from pursuing the American dream of starting a company (and running that company based on thick values). The reason I started my company was to be able to provide a higher level of service to my clients, for a lower price, with the personal benefit of better tax incentives afforded to business owners as well as a projection that my take home pay, if successful, would be much larger. The consumer of my product is benefitted with an additional selection in die marketplace, and my competitors may be forced to lower their prices to successfully compete. America's values have been and should remain as steadfast supporters of competition in a free market, and we should continue to the world with our citizens' (and immigrants') innovations! I look forward with great optimism towards the worlds of possibilities in all different sectors of business that will</p> |

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| | open up when the majority of workers are free to pursue the American Dream with one less hinderance! E Pluribus Unum, John (JP) Sullivan” |
| Elizabeth | <p>“I support the Federal Trade Commission prohibiting the use of non-compete clauses with employees, and suggest that the FTC next turn its attention to non-solicitation clauses required by vendors in their contracts with customers. As for non-compete clauses, one of the things that Texas gets right is its historic opposition to and suspicion of non-compete clauses required by employers with employees, however enforcement here is sadly lacking and the practice continues unabated, with employees largely unaware of die probable unenforceability of the restrictions. Employers already have a sound and effective legally enforceable means of protecting their competitive commercial information that meets die criteria of trade secrets: non-disclosure agreements. The doctrine of "inevitable disclosure" even allows former employers in qualifying circumstances the pre-emptively restrict die subsequent employment of high-ranking executives whose follow-on job is so similar in role and responsibility to their previous role that a court agrees that there's no way to perform the subsequent job without improperly exploiting the trade secret information obtained from the prior employer. Trade secret doctrine already protects the competitive commercial information of employers who take the appropriate steps to protect such information. Non-compete agreements, on the other hand, require no evidence that the employee was in fact privy to trade secret information, bear no relation to the employer's efforts to otherwise protect its competitive commercial information, and severely economically penalizes employees for the sole act of seeking another job. The documented effect is a grossly anti-competitive impact to the labor market, with employees prevented from leaving low-paying, abusive, or dead-end employment without relocating themselves and their families to another geographic location or starting over in a different industry. Ironically, trade secret doctrine is more flexible in that it recognizes an employee's right to use their general skills and knowledge at a subsequent employer, regardless of the fact that they developed those general skills and knowledge while engaged in work for the former employer. I heartily welcome this proposed rule, and hope to see its restrictions applied both to employees and contractors, both of whom can be adequately restricted from improperly exploiting a prior employer's commercial trade secrets through proper use of NDAs.”</p> |
| John | <p>“Please adopt the non compete ban. Americans want to work, but are being banned from working by non-compete clauses.”</p> |
| Thomas | <p>“Companies already have a disproportionate amount of power over workers. If they want to lay you off, no notice is required across most of the nation. If you want to quit, you are supposed to give two weeks. There's already an imbalance in power. Interfering with someone's ability to work after they leave is wrong unless there is something VERY clearly proprietary that ONLY they understand. Just being in the same field or industry is not a reason to interfere with someone's ability to work. It would be awesome if the federal government at least pretended that they care about workers. Oppose non- compete requirements. It's bad for workers.”</p> |

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| Cynthia | <p>“Non-compete clauses harm healthcare workers and only benefit the corporations. Please ban this so that corporations will treat healthcare workers better!”</p> |
| Mike | <p>“I oppose any mandatory Union or any other such mandatory membership. I support the right to work.”</p> |
| J | <p>“When looking or fording a job, nothing should stop you. Including a company that has any sort of non compete clause. These are old fashioned and need to go away. Since when does a company get to dictate where you get to work? Old practices should go away. This should be removed across the board.”</p> |
| Tomek | <p>“I would agree with the proposed rule in removing non-competes. I am a CPA and was forced to sign a do not compete with my employers, years after I had started working for them. I would say it was the mid-point of my 13 years with the CPA firm. I recently made the tough decision in switching CPA firms due to the lack of upward mobility and wages that were below market. This switch meant that I could not keep by client base without significant compensation paid back to the former CPA film, for the most part this was outside my means. So I decided it was better to start over and rebuild a client base versus being stuck in a less then ideal situation. I was unable to communicate with any client, which left them in a less than ideal position as tax season rolls around and they are without their preferred tax professional. Even if they want to leave my prior employer, they can not choose anyone at my current firm to prepare their taxes without ME compensating my prior employer. This puts them in an less then ideal position due to the fact that my prior employer has communicated that they do not have anyone to service them at the moment, but they will eventually get someone to help them. So their choice is stay with a firm that may not be able to prepare the work, or find someone new that they are unfamiliar with to prepare their returns. So the do not compete has impacted my former client base more than it has impacted me, and that seems to be the biggest negative impact in me switching CPA firms. I do have to rebuild a client base, but they have to fmd someone new that has to be taught the in's and out's of their financial lives. There is a lot of trust that goes into that, and outside anything they can control, they now have to fmd a new CPA they are comfortable working with.”</p> |
| Matthew | <p>“I'm an Optometrist based out of Amarillo, Texas. I worked at a local 2-doctor clinic for five years from 7/2017-7/2022. I decided to leave this office due to shady owners and a poor work environment, but, I had a non-compete clause for 1 year spanning 'Smiles from die zip-code the office was in. 15 miles from that zip code covers the entirety of Amarillo so if I left I would have to travel for work for an entire year. I ended up accepting an offer across town that serves a completely different type of demographic with a start date beginning after the non-compete period is finished. I'm 6 months through the non- compete and I've had to drive 2 hours to work in Lubbock a couple days out of the week to be able to afford student loan payments. Meanwhile the previous practice only has to pay 1 doctor's salary and is booked out several weeks ahead because there are only so many places that accept medicaid. My new practice does not take medicaid. This non-compete period has been entirely unnecessary and had caused my family and I all sorts of undue stress. I made my old employer a</p> |

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| | <p>lot of money and they're still profiting off of the large volume of patients I took care of while I was there. There was no intensive investment they made in me besides credentialing in the very beginning. Employees should be able leave poor workplace conditions without having to travel out of town to make ends meet. In parts of the country a 15mile non-compete can really mean the closest demand for certain types of work can be 125 miles away, as in my situation."</p> |
| Christi | <p>"I strongly oppose noncompetes in healthcare for any workers. I am a physician and noncompetes affect physician mobility and pay which causes access problems for patients and encourages businesses to neglect their workers."</p> |
| Bob | <p>" I am an insurance agent in Texas, and am currently negotiating with my employer to release a non-compete agreement. I have experienced firsthand the last few months that this non-compete agreement hinders me significantly in regards to forming a new business. Ideally I would like to start my own insurance agency but am currently prevented from doing so due to a non-compete clause. We are already somewhat limited in employment opportunities here in rural West Texas, and additional restriction narrows that down even further. I'm finding it difficult to find a path to provide for my family during the two year period, and therefore am considering scrapping the new business idea and remaining at my current job. I truly believe that this rule or an alternative could be beneficial to me and countless others as well as the economy in general. In a sense, I feel trapped at my current job, and ultimately I feel hobbled from achieving my full potential as a future small business owner."</p> |
| Robin | <p>"I support doing away with non-compete clauses and allowing workers more freedom to seek better jobs and higher wages."</p> |
| Rami | <p>"Should ban the rule agree with FTC."</p> |
| Jeremy | <p>"I think this absolutely helps Americans who are struggling with unhealthy work environments. People who want to leave for competitive pay and better standards of living should not have to worry about lawsuits from former companies."</p> |
| Jon | <p>"As a physician, I am currently working for a private equity-hacked corporation. The contract that has to be signed for employment is extremely restrictive, limiting potentially my employment options solely because the private equity-backed corporation has invested or theoretical interests in groups nationally. This puts all the power in the private equity company hands and gives me severe theoretical and potential hann to career possibilities."</p> |
| Eric | <p>"Non-compete clauses are unAmerican. They limit people's ability to improve their employment opportunities, and wages."</p> |
| Kevin | <p>"I support the Non-Compete Clause Rule that is being proposed by the FTC. Non-compete clauses are an anti-competitive practice that should not be legal. I believe that free markets should dictate the value of labor, and employers preventing their employees from seeking employment elsewhere only serves to drive down employee wages. The passing of this rule would create a direct positive impact on my life. My fiancé is training to become a physician, and non-compete clauses are common in the medical field. Oftentimes, physicians are forced to uproot their family's lives and move out of town if they want to seek employment elsewhere. Not only is this damaging to the personal lives of the physician and their ftnnily members, it is also damaging to the health of the</p> |

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| | <p>physician's patients who no longer have access to their physician. Non-compete clauses should be illegal and all existing clauses should be immediately voided.”</p> |
| Ben | <p>“Non-competes are anti-competitive and in general in opposition to the American way of life. We can't keep letting corporations use these to clamp down on individuals that oppose them. This is how these are used in actuality despite what the original purpose of non-competes was. Please get rid of all non- competes to allow for more competition and more mobility between jobs. They do more harm than good.”</p> |
| Nadia | <p>“This is would be an excellent rule for nurse practitioners especially those living in small communities or underserved rural communities.”</p> |
| Bruce | <p>“Getting rid of non competes is a great idea. I've been unable to change jobs due to a competitor due to fear of legal action. This also caused me to stay in the same position and not realize my actual worth for far too long.”</p> |
| Chris | <p>“Please stand with healthcare workers and support us against unnecessary sanctions and retaliations. I was fired from an independent pharmacy and had to live under a non-compete for 2 years. This was in West Texas in a sparsely populated area. I was fired because according to the boss "our visions didn't align". His vision was selling the pharmacy I had helped build with the promise of ownership at 2 years six months and he fired me at 2 years 4 and a half months. He then sold the pharmacy 2 months after firing me and then passed my non-compete on to the new owners and still threatened me with a civil lawsuit if I visited the offices of doctorsnurses in the town I worked in. The new ownership did not run the business as well as when I was in charge and caused a mass exodus of customers and the doctors ended up finding me anyway. I understand the owner has die right to fire for any reason but the fact that I was then open to potential lawsuits and litigation after pouring myself into the business seemed cruel and unreasonable. Please end this trapping of healthcare workers into unsatisfying positions and allow us to move about freely without retaliation! Thanks for reading!”</p> |
| Greg | <p>“To whom it may concern, I am writing to express my strong support for abolishing noncompete agreements. As someone who has experienced the negative impact of such agreements firsthand, I believe it is time to take action to protect die rights of workers in all industries. For 23 years, I worked as a medical device representative for Johnson and Joluison. Like many employees, I signed a noncompete agreement when I started my job in 1999. At the time, I didn't think much of it - I was excited to have a job and didn't want anything to jeopardize my employment. However, over the years, I saw the power dynamic between employers and employees shift as noncompete agreements became more common. Instead of being a mutually beneficial agreement, it felt like companies were using noncompete agreements to control their employees and limit their career options. In my case, Johnson and Johnson reduced my income four times over the years. When they implemented a 25% pay cut, I knew it was time to leave. But because of my noncompete agreement, it was difficult to find another job in my field. Even though I was willing to relocate and take a lower salary, I was limited by the terms of my agreement. This is a common experience for workers in many industries. Noncompete agreements</p> |

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| | <p>restrict employees' ability to find new jobs and negotiate better salaries. They give all the power to the companies and limit workers' options, making it difficult to leave a job even if it is no longer a good fit. I believe that noncompete agreements are unfair and should be abolished. Workers should have the freedom to pursue their careers and negotiate their salaries without fear of being limited by an agreement they signed years ago. Companies should not be able to use noncompete agreements to control their employees or limit their options. I urge you to support legislation that would abolish noncompete agreements and protect the rights of workers in all industries. It is time to take action to create a fair and just employment system that benefits everyone involved."</p> |
| <p>Whitney</p> | <p>"Noncompete agreements are unfair and exploitative. They should be illegal."</p> |
| <p>Melissa</p> | <p>"I am for making the Non-Compete Clause Rule. This past September I was suddenly fired after coming forward about sexual harassment I was receiving. I was fired less than a week later. I have attempted several times to have a lawyer take my case on a contingency, but there's a possibility my past employer will not pay the lawyer fees due to being bankrupt, so no lawyer will take my case. Since then, I have been sent a Cease and Desist letter by my past employer. In this letter, he tried to add an additional clause to the non-compete I had already signed in the past when I had been hired. I did not respond to the Cease & Desist letter because my past employer is trying to prevent me more from working for others. Not only has he sent this letter, he has emailed via other accounts, stalked me on social media, and lied to my past clients about my reason for being fired. I hope this rule passes so that myself and many others can find decent paying jobs, without the harassment of past employers."</p> |
| <p>Katrina</p> | <p>"I agree with the proposed Non-Compete Clause Rule for several reasons. Most importantly, non-compete clauses are often misunderstood and "buried" in confidentiality or employment agreements on or before an employee's hire date. Secondly, in instances where used for positions non-related to sales, business development, or intellectual property companies are wrongly holding front line and technical employees "hostage" in an effort to hurt their competition's hiring abilities. Lastly, employers in states where at-will employment is the norm, companies are attempting to "have their cake and eat it too" by entering into what essentially becomes an employment contract when including a non-compete clause, yet wielding the so called "at-will" rights over employees. In my over 14 year career in Human Resources, I have seen first hand instances of companies tricking employees into signing documents containing a non-compete clause before they even start their first day of employment. Imagine being excited for the job offer from the company you have been hoping to go to work for and receiving an electronic batch of numerous documents to e-sign from direct deposit information to confidentiality agreements and handbooks. You excitedly sign and return only to find later you are now caught in a non-compete agreement preventing you from working in the same industry for another employer. Companies who hold their employees hostage with non-compete agreements in an attempt to hurt their competition by removing a group of skilled candidates have no pressure to treat their current employees in a safe, fair and professional environment, forcing them to</p> |

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| | <p>often endure subpar work environments and wages in order to avoid risking the income needed to take care of their families. Companies using non-compete agreements for the majority of their workforce should not be allowed to mention "at-will" employment in any of their policies with those employees including employment and new hire paperwork, employee handbooks, and employee training. If an employee is under "at-will" status they have the right to leave their employment at any time, with or without notice and should be allowed to then go to work for another company in the same industry without fear of recourse. Many non-competes would not hold water in a court of law but companies know they can scare people into compliance with the threat of lawsuits, lawyers and exorbitant legal fees that an out-of-work person cannot afford. These same companies also know they can scare their competition into submission with the threat of legal action when one of their former employees is hired. Finally, it is a completely unfair practice toward any front-line, hourly or lower salaried worker. These are hard working people that simply want to make a living and if another company is offering something better than the first company should have taken better care of them rather than holding non-competes over their heads. Thank you for your consideration."</p> |
| Matthew | <p>"Fully support the proposition. I am unable to start a consulting company in the field I work in, due to a non-compete. I do receive a yearly bonus for the acceptance of the contract. My question is, does this quid pro quo preclude my ability to exercise the provisions if this is passed?"</p> |
| David | <p>"Companies with bad business models should not be kept solvent through wage suppression and employment intimidation through NCAs. NCAs hurt competition, workers, and are susceptible to abuse and abusive practices by employers. Living in a small rural community makes it infinitely more difficult to change employers operating in bad faith due to NCAs. Please ban and rescind the use of NCAs so this abusive practice ends."</p> |
| Rizwan | <p>"I strongly support banning non-compete clause. It works against community benefit and strengthens big institutions' monopoly. Talented employees lose their freedom of work with it. US government please go for banning the non-compete clause."</p> |
| Jorge | <p>"I am currently in a Texas under a non-compete clause. It is 50 mile-radius! That means that if I don't work for them I have to move to a different city even though my family remains here. It significantly limits my options."</p> |
| Jesus | <p>"I have to say that this is the best policy decision that the Federal Trade Commission has made in the past 20+ years, let alone the last few years. This would be a huge win for labor rights and ultimately the economy at large. The Federal Trade Commission should go even further and do something about the irresponsible Supreme Court case that can shoulder the costs of a company's labor strike onto striking workers."</p> |
| Sterling | <p>"I support banning non-compete clauses. I am a physician and non-competes are standard in employment contracts for my specialty, and I agree that they have driven down wages."</p> |
| Maria Teresa | <p>I am a physician in El Paso TX and my coworkers and I have a non-compete clause that prevents us from being able to expand our services in an already underserved area. Furthermore, to (change) our individual contract with our</p> |

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| | <p>current employer to allow more flexibility to the non-compete clause is nearly impossible, and to cancel the non-compete one must request this to the CEO/Founder of the national company we work for. Non-competes are hurting the communities we want to expand services to and it should definitely be prohibited in the healthcare field to providers. Please help us to continue and expand services much needed to the population. Thank you so much for hearing our requests! Caring Physicians in El Paso, TX.”</p> |
| Kristine | <p>“Appreciate the review of NPRM specifically for physicians. With the current non-compete rules, physicians (MDs/DOs) cannot work and support die community they are located in because they are "owned" by one particular company. There are NO trade secrets in the career of a physician. Allowing doctors to work wherever and how ever much they may want will improve access to care. We are all humans. Having a physician see you or your loved one in a reasonable time can alleviate clinical progression of an illness, improve suffering. Please remove non-compete clause rules for MDs and DOs.”</p> |
| Thomas | <p>“I support the FTC intent to ban non-compete clauses. It is an unfair practice that is designed to stifle the freedom of a worker to choose die best workplace for themselves. This is my own personal opinion.”</p> |
| Rachel | <p>“As a Doctor of Veterinary Medicine, practicing in the state of Texas, it would be amazing if you would end non competes. These have plagued my profession and prevented colleagues from working near their homes and home towns for years. Please end these controlling restrictions. The whole Veterinary community has their eyes on this ruling hoping you will do away with non competes.”</p> |
| Mel | <p>“The non-compete clause is like a Damocles sword over employees - it stifles competition and renders employees unable, in some cases from Non-Compete clause is like a Damocles sword over employees- it stifles potential and renders employees helpless in some situations to better their situation - why should a non-compete clause prevail in a "Free" economic society?”</p> |
| Cristina | <p>“I'm a NP and have some thoughts on this. Non-compete clauses are predatory as many physicians (even corporations) do still to this day exploit Nurse Practitioners and get them to sign contracts that won't let them safely (financially) leave. The equivalent is when hospital systems were giving away cars and 20k sign on bonuses up front to bedside nurse staff for several years of service where they would be sued if they left before the service time line. Many NP's are overworked and miserable in working conditions that are dangerous to their license and the patients they serve in non-compete contracts. Non-competes should be done away with. It speaks volumes for employees to stay in a position for an extended period of time without a non-compete and that should be the standard. People should be able to evaluate turn over without non-competes when applying for work, and employers should be able to evaluate themselves, if an employer needs to exploit someone to get employees, that speaks for itself. Best, Cristina Quinones MSN, APRN, ACNPC-AG.”</p> |
| Kevin | <p>“Non-compete clauses cause great hardship on workers, forcing them often to move, incurring great expense. The "buyout" clause is often for an</p> |

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| | unreasonable amount. The justification for these is ostensibly to protect "trade secrets" that are more often than not common knowledge and not "secret", so therefore these clauses serve to just restrict trade and competition. Moreover, the time period (i.e. 2-3 years) required is often unreasonable. The end result is that the worker upon having his/ her contract terminated is deprived of the ability to continue working to make a living." |
| SCOTT | "I fully support getting rid of non-compete clauses. The clauses result in protection of business entities over the happiness of the workers. Those businesses are already bigger than the people they hope to oppress." |
| Karmen | "Please end non compete agreements. It hurts hard working citizens that have excelled in a certain trade that are forced to work in unsatisfactory work places. We cannot afford the lawsuit that follows, but the business owner can. I am on the brink of losing my ability to continue to work within my professional niche due to a non compete agreement. I put up with two years of a frustrating work environment and couldn't do it any longer. Please help. - Karmen, a registered nurse from El Paso, TX." |
| JakeJake | "Please get rid of the non-compete clause. It is not right to the people." |
| Sunil | "I wanted to thank the FTC for beginning the process for removing non-compete agreements. I spent my entire career in the corporate world , and my experience is that this tool was used to limit competition, and ultimately to fewer options for employees. My key points are as follows 1. Non-compete's area pro incumbency tool, one that stifles competitiveness, which in turn in bad for our economy, and individual employees. 2. It consumes labor in creating and enforcing it: this labor is non productive. Our economic adversaries would marvel as these self inflicted wounds I applaud the FTC in moving forward in this important endeavor." |
| Joyce | "ONE IN FIVE Americans have been forced to sign noncompete agreements at die time they were hired, leaving these workers with lower wages and worse benefits. It's clear as day that noncompete agreements are bad for workers — but the Chamber of Commerce is demanding the FTC keep noncompete agreements legal. Please find against this ruling. People should have the right to work wherever they want to go after previous employment!" |
| Guillermo | "I signed a non-compete agreement in June 2018 when I was laid off. My employer at the time wrote the names of 33 companies I could not work for, for a period of 18 months. The severance package was only for 6 months. My life has not been the same since. While I was able to get a job in February 2020, I am not laid off again and had to sign yet another Non-compete. This madness has to end." |
| Kenan | "I for the FTC's ban on non-compete clauses." |
| Sylvan | "Nom-complete clauses should be banned for all employees. They prevent worker from exercising on of the most important rights they have, the ability to seek better working conditions." |
| Carol | "I support this proposed rule by the FTC. It is an extremely positive step toward empowering employees to seek better opportunities and more secure financial stability." |

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| Xavier | "Non-compete clauses should be abolished, especially in healthcare and hospitals. The hospital lobby falsely claim that hundreds of thousands of their physicians support non-compete clauses. Free competition and freedom to move is good for patients, healthcare workers, and the economy." |
| Patricia | "Get rid of noncompetes." |
| Dennis | "A person should never be prevented from making a living at what he is prepared to do." |
| Frank | "Non-compete clauses are unAmerican and biased against workers Eliminate this unfair practice." |
| Allen | <p>"I am strongly in favor of eliminating non-compete clauses in contracts. I have witnessed first hand the destruction such clauses have wrought to our healthcare system. I am an emergency physician and by the very nature of my job interact with almost every medical specialty and department of our healthcare system including physician contract groups, hospital healthcare entities, and health insurers. I can tell you that non-competes dramatically increase the cost of healthcare to the average American and limit care to the most fragile of our great nation by tying die hands of physicians who would otherwise seek to expand their patient base to serve more people. Specific examples include draconian non-competes for the most sought after specialist to limit which hospital they can see their patients. These corporate groups then use this leverage against health insurers and hospitals to force ludicrous compensation for executives and limit the pay to the actual practicing physician specialists. A prime example of a corporate group that uses this business model is Mednax. Mednax has an entire business model built on the use of non-competes to limit availability of critical physician specialists while extracting huge sums from health insurers and hospitals. These costs are passed on to the average American. The way this works is a physician specialist signs a Mednax contract that includes a draconian non-compete. As time moves on, the physicians pay is decreased while the demand for the specialist services dramatically increases due to population expansion. The physician attempts to leave Mednax or at least expand their care by adding hours with another hospital or group but because of the non-compete, they are told they can not. The physicians that do are relentlessly pursued by legal and forced into submission as a means to scare the rest of physicians who have very little legal knowledge. Mednax then negotiates by maintaining the limit on these services and thereby severely limiting care to populations that the physicians would otherwise seek to serve. My wife, a Pediatric Critical Care specialist physician, who cares for pediatric trauma, solid organ transplant, post open heart surgery, post open craniotomy surgery, and ECMO (heart lung bypass), narrowly avoided such a draconian Mednax contract which has trapped many of her colleagues. She now travels between three hospital systems because the demand is so great and Mednax has limited physicians with similar talents and experience to a single hospital system. It is absolutely tragic what these patients are put through. The contract which her colleagues signed (and I prevented her from signing) called for a 2 year non-compete in a 50 mile radius with a buy out of 2 years of salary! Thus, if any specialist wanted to leave Mednax to serve more patients they could not without moving out of the city</p> |

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| | <p>more than 2 years or paying 2 years of salary. Even then, Mednax has used legal means to pursue specialist that return after two years and essentially harass those specialist. My wife was verbally threatened by Mednax attorneys when she refused the contract and told they would work to prevent her practice in in the city by leveraging the healthcare entities they "controlled." This is insane! We worked hard to care for patients, not become indentured servants to fill the coffers of corporate scumbags who make money by limiting care to the populations we serve! Please help us! If you need examples, her colleagues could provide many."</p> |
| Gardner | <p>"I strongly support the elimination of non compete employment clauses particularly in regards to charter schools. Such clauses are a violation of the original intent of charter schools."</p> |
| Craig | <p>"Noncompete agreements help corporations, and hurt workers. In a free enterprise system, there will always be a tension between die worker and the boss. If the boss could do all the work himself, he would not need the worker. Yet to make as large a profit as possible, the boss wants to pay the worker as little as possible. If the boss alone controls how much a worker gets paid, then the worker most likely will get paid too little. The result is that many corporations try to keep worker pay down as low as possible. But if worker pay is too low, societal instability is the result. Past instances of this kind of instability is the cause for the existence of the USA. On thing that lowers this instability is when workers are free to move to better paying jobs if their skills merit it. Noncompete agreements prevent this, and therefor hurt workers, eventually increasing social instability. The only reason these agreements exist is to help corporations keep pay to workers low. A secondary result of noncompete agreements is the slowing or preventing of worker-generated innovation. I support making noncompete agreements illegal - it will be better for workers, and in the long run, make businesses stronger."</p> |
| Madeleine | <p>"This is an excellent way to protect workers. As a physician, I have been personally affected by this punitive rule. It forces workers to stay in unjust employment situations, because to leave would mean moving their entire family, from their homes and communities. It allows employers to hold its employees hostage."</p> |
| Cathy | <p>"Non compete clauses are unethical, and remain a tool used by large corporations to limit competition. I agree with making them illegal."</p> |
| John | <p>"I entered into a non-compete at 35 years old to gain employment. 10 years later I have had an offer to join a competing business. The non-compete has caused discussions to stall. The effect is the loss of increased income and professional opportunities to elevate myself in the industry. A lot has changed in my life over the last 10 years as children have grown older and we are now looking at colleges. Increases in living costs have also continued to increase at a faster pace than income increases. The threat of enforcement of my non-compete is costing me an opportunity I've worked 20 years to achieve."</p> |
| Lauren | <p>"Strongly favor the ban on non competes. As a physician in an underserved specialty and location, noncompetes not only limit my productivity, but more importantly limit patient access to high quality medical care."</p> |

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| M | <p>“As a physician, a noncompete is unethical and allows corporations to rule over providers and the care they provide. The options are to comply or to completely uproot your life as the noncompetes are usually extremely prohibitive.”</p> |
| R | <p>“Absolutely non-compete clauses should be rendered moot. This is LONG overdue.”</p> |
| derek | <p>“I've owned companies in the specialty finance sector for 2 decades and used non-competes as a basic tenet of my employment agreements. That said, prior to me starting my own firms I was an employee and operated under these agreements and felt they were unfair and limited my ability to move forward in the industry. Eventually I was able to negotiate a release and move out on my own, but it was not easy and most people will not be able to achieve it - I was lucky. As a result I've tried to have basic fairness in my agreements with my employees and contractors and thus tremendously limited the scope to which I held people. For example, I only require 1 yr, vs the more common 2 years, and the language in my agreements effectively makes it just a non-solicitation of customers. To be clear, I support removing non-competes and agree that many companies use it to unfairly control employee's. I am under a nc currently from selling a company (now that I DO feel is fair) and will be starting a new firm in approximately 1 year. I am 100% confident in utilizing only a non solicitation clause and removing any connotation of a nc - its unnecessary. The actual desire to protect confidential information can be done in other ways such as the one mentioned, as well as creating better work places, paying people better, and finding competitive advantages in other similar ways to retain employees such as profit sharing, flexible work spaces, locations and times, and vacation time to name a few.”</p> |
| Nishant | <p>“Physician here Affected by and have lived thru non compete clause Was practicing in small town Texas, employed by the local hospital. Unforgettable the work environment was toxic with low pay. As the only doctor in town, I had to leave the town due to non compete clause. 3 years later and still there is no physician in town Non competes will dramatically help reduce physician shortages inn rural areas.”</p> |
| Justin | <p>“I heavily support this rule. Non-compete clauses are routinely abused and used to keep low-wage workers from finding better employment. This rule will enhance job mobility and greatly benefit workers. I might suggest adding a provision about lower worker pay after the compliance date. I could potentially see a scenario where an employer argues a portion of wages or bonuses were contingent on a non-compete clause.”</p> |
| Cody | <p>“The non compete really limits you to improve your career. I am being sued over a non compete currently and these big corporations think that they own you. I had an offer from a great company to join their team and now the I have to fight for my livelihood to support my family. The great company that hired me was order to fire me a week into my transaction due to the non compete. They refused to let me go and now they are being sued currently as well. How is this good for anyone to have in place and needs to be banned!”</p> |

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| YU | <p>“When it comes to Healthcare providers, we have shortage of primary care and mental health professionals. Noncompete clauses further decrease access to those providers.”</p> |
| Sunil | <p>“I support eliminating non compete agreements as it doesn't benefit the worker. I was impacted by this when I was changing jobs a few years back. I had to spend money to see lawyers and cover my bases to make sure a huge corporation does not come for me and my family. It was an extremely stressful time for us and unnecessary because these companies make you sign a non compete agreement even though you might not be privy to any proprietary or confidential information. These multi million dollar companies make enough profit and it is about time some of it is passed on to the workers who actually do the work.”</p> |
| Robert | <p>“These favor large companies at the expense of small working men and women! It's dumb and unamerican.”</p> |
| Lorissa | <p>“We have a physician shortage. This seems like a small and easy piece to solving the shortage puzzle.”</p> |
| Dr. | <p>“I am a physician who lives and works close by where he grew up. I currently work for a private equity company and given my current noncompete I am effectively stuck in the current job that I work in unless I move far away. It is unfortunate given that I have many patients who I have worked with for years and trust me that I would effectively have to abandon to move on to a new job. My current job has recently stopped matching our 401K thus hurting my prospects of retirement. They did not give any reason for doing so. Our overall productivity is not down and they are not paying staff anymore than before. It appears they are simply trying to squeeze more profits out of their clinics. Additionally, we will start losing our staff soon as they can get better benefits elsewhere. They also pay us a lower rate than what is standard for my profession in the area but I did not have any other reasonable options when I took this job given that corporations such as the one I work for keep buying practices. These clauses trap physicians into jobs that they cannot get out of while holding their patients hostage. I have parents and in-laws that we have to take care of so moving would not only be financially difficult but socially as well. Historically physicians would stick with a practice because they would eventually be offered partnership but given the private equity take over this option has been removed. Now that I am more established I have the knowledge to start my own practice with a large loan but am unable to. Additionally, I have considered joining the local medical school to teach students and residents but am unable to as this falls within my noncompete.”</p> |
| Natalie | <p>“I am 100% in favor of this both as a worker and as an employer.”</p> |
| Sylvia | <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> |
| Jaeon | <p>“ I have been told that non profits would be excluded from this ban. Many healthcare systems are technically non profit but function as a for profit entity as can be seen especially in die Dallas Fort Worth metroplex. As an employee</p> |

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| | <p>of a non profit health system, I am currently underpaid and unable to seek out other opportunities for 5 years due to a strict non compete clause. I would strongly encourage the FTC to not exclude non profits like large health systems who employ tens of thousands of workers from the non compete ban.”</p> |
| Tamara | <p>“I strongly support the ban on non-compete clauses! My husband has been a working as a striper in the pavement and asphalt business for 20+ years. This is a very skilled trade that takes years to master. His current employer is asking their employees to sign a Non-Compete agreement wherein they could not work for any competitor, start a competing business, etc. for 1 year after being terminated or quitting and for a 200 mile radius. This would absolutely bankrupt us if he signs it! This type of contract is in no way mutually beneficial and frankly, other than the current employer I cannot see how this benefits anyone, the economy, fair trade, etc. We find this unfair in that this would require him to change his trade and basically his affiliation with the the industry he knows, which at this stage in our lives is a totally unreasonable expectation. Please consider passing this ban in order to allow workers, especially at the trade level, to seek out better paying jobs without having to move large distances or retrain. My feeling is a non-compete agreement really only makes sense at an executive leader level in large corporations where the employees have access to very confidential and potentially damaging information. I mean, really? Can you ask an electrician, doctor, nurse, painter, etc. to not work in their profession for a year or within a specified distance? It is ridiculous and in my opinion asking an employee to sign who has very specialized skills needs to be unlawful!”</p> |
| Latasha | <p>"I support a federal ban on noncompetes. As a physician I have directly felt their impact and saw how it impacted the patients I was no longer able to serve since I had to leave the community in order to leave my job."</p> |
| Kathryn | <p>“Who hasn't been stuck in a job they desperately needed to leave? Well, non-compete clauses essentially trap employees in the ongoing nightmare I get why companies want them, but if they don't treat the workers well, the companies deserve to lose people. Ban these clauses, or at least restrict them severely.”</p> |
| Brad | <p>“These clauses area bane on the existence of employees in general. I work in healthcare and would like to point out that physicians hold no trade secrets and practice independently. Non competes exist only to limit the physician-patient relationships outside of a branded healthcare entity. It exists to stop negotiating and stifle benefits and competition.”</p> |
| anonymous | <p>“As I work at the manufacturing level of a large industry supply chain, I see first-hand how a non-compete clause truly destroys the opportunity for an honest individual to better their career. I've seen how an employee who works for a failing Wholesaler is unable to move to a more successful Wholesaler to better their career because of the scare tactics of the non-compete. As a result, this forces the employee to settle for less benefits/compensation and be less productive because their passion is stifled and the wellbeing of their career, which feeds their Family, is threatened. One employee leaving, should not cripple a business in the fast-paced Markets and world that we live in today. Non-competes do nothing to improve the employee or employer.”</p> |

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| <p>Mark</p> | <p>“On the first day of work, my 17 year-old son brought me an employment contract the employer required him and a parent to sip). It was seven pages long. The compensation was \$10 an hour. The contract included, "The confidentiality provisions of this Contract shall remain in full force and effect for a period of 15 years after the voluntary or involuntary termination of your employment." (15 years - not a typo) In the non-compete section, the region was "Texas," the term was 2 years after termination, and the competitive businesses included "all businesses that offer tea beverages, fruit beverages, desserts, pastry and bakery products." The company refused to modify the contract. My son was refused employment. I have experience dealing with contracts, so I was able to stop this ridiculous agreement which could have limited my son's employment in the future, but that's only because my son is 17 and a parent signature was required. It is not reasonable for employers to impose such onerous provisions, especially for low wage workers.”</p> |
| <p>Michael</p> | <p>“Dear Chair Lina Khan, I am writing to support the ban on non-compete agreements. I recently just started a job, signed a contract, and on day one was handed a packet of papers that included a non-compete. This wasn't mentioned anywhere in the interviews. I am a software developer and the idea that the skills that I develop on my own to accomplish a task can't be used elsewhere is ludicrous. I did the work. It was my efforts that built this product. While it may not be enforceable for me, it is still enforceable for others who work at the company, especially those who do more manual labor than me. Please ban non-competes. They are anti-American and anti-competition. Sincerely, Michael DiLeo Austin, TX”</p> |
| <p>Bradley</p> | <p>“Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. As someone that is currently held back by one, we are unable to have the freedom of the market to be paid appropriately for our talents. If you pass this, it will go down as one of die first major actions from our government that is FOR the people instead of against the people... in a very long dine. Sincerely, Bradley Priesmeyer League City, TX”</p> |
| <p>Keeram</p> | <p>“Dear Chair Lina Khan, Bravo on your ambitious and just new policy. As a meaningful 2nd act following your contribution with the article "Amazon's Antitrust Paradox," your effort to contain the ubiquitous Non-compete agreement deserve praises on multiple fronts, and I list them as follows: 1. Its principled approach addressing fairness and freedom of the market as a whole: I'm not an economist by trade, just a fan. I've read Capitalism and Freedom by Milton Friedman, and Capital in the Twenty-First Century by Thomas Picketty. Some points that I've absorbed and believe to be rational is that concentration of wealth (and power) is not a bug but a feature of a "late stage" capitalistic economy. That wealthy and powerful enterprises will over time continue to accrue power in self-interest, utilizing every seismic changes in evolving economic landscape barring governmental intervention. Some of these methods include Licensing, Accreditation, and least justifiable: Non- compete agreements. Milton Friedman engages in thought exercise by exploring what would happen if Medical Licenses were to be abolished, and establishment of replacement tiered market-based system. In comparison, abolishing Non-compete agreements seems much more workable and productive in addressing market' wealth concentration without upturning societal</p> |

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| | <p>cornerstones. In promoting stability in a well-functioning society, banning NCA addresses its anathema: positive feedback system of wealth concentration and its effort to subdue the challenge to said concentration via opportunity and meritocracy. 2. Its viability as an anti-competitive strategy: Non-compete is a low-hanging fruit that is significantly easier to legislate/ enforce compared to other anti-competitive measures (some of which I do not wholeheartedly agree with). There are significant enforce-ability/ legislative issues regarding Licensing, Accreditation, and even company specific anti- competitive suits. Examining Epic vs Apple (why is Apple's 30% deemed noncompetitive when Valve's Steam taking 30% cut is widely accepted by the market?), the unsatisfying execution and ruling of Microsoft antitrust suit, and difficulty addressing other market titans such as Amazon. The ruling and arguments appear haphazard and not well-reasoned. Addressing Non-compete agreements is strategically viable because it empowers workers by addressing wide abuse by employers, and it does it with gentle economic forces. It can be tactically faulty to take the cleaver to large companies for the sake of being large, regardless of whether its success comes from truly good business models/ management or harassing behavior. Whereas addressing NCA evens the market field between employers and employees. This can even empowers companies who truly invests in the long term health of the company and truly good workers who deserve the pay and good employment practices. This can align long term economic health incentives with effective business/ management practices. 3. Its alignment with the political will of the people: Non-compete agreements are seen as grandfathered evil. People who enter the workforce see it as ever-present part of the society that is ubiquitously unpalatable. It's about as popular as Robot-callers. Ticketmaster fees. Scalpers. Horrific customer service of internet installers (COX). Waiting 1-2 hours at doctor's offices. Just because the current fonn of the market and regulations have made the unjustifiable practice ubiquitous does not mean it should be continued without oversight."</p> |
| <p>Stephen</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 someone who works for and hires for a small business, I see talent migrate from small businesses which don't have noncompete agreements to larger companies for a variety of reasons. However, if someone wishes to leave a large company for a smaller company, they are often blocked by a noncompete agreement. This imbalance places undue burdens upon the small businesses which make the American economy what it is. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p> |
| <p>CECIL</p> | <p>"Support the FTC's ban on non-compete 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> |
| <p>Toni</p> | <p>"Noncomplete clauses are only to benefit the employer and deprives employees from the benefit of utilizing their own body of work when they leave. Attritiion is the consumers right if they so choose. Retention occurs from acting with integrity and service, not entrapment."</p> |

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| Collin | <p>"I strongly support the proposed rule banning non-competes. They are inherently anti-labor and distort the market for labor unfairly. I am a worker subject to a non-compete that limits my ability to move somewhere else and apply my skills. I would have to move somewhere for which my skills are secondary, rather than places that could directly use my expertise. I understand the need for companies to restrict the flow of their confidential information, but that should be handled under separate, specific agreements, not non-competes. In my own case, much of my skill relates to open source software, where confidential information is not a major concern."</p> |
| George | <p>"I support the proposed rule. I am a technology industry worker (software engineer) and generally fairly pro-business in my viewpoints. However, in my view, noncompetes create a chilling effect on a lot of innovation that would otherwise be possible for employees, either via forming small businesses or by creating artificial barriers for them to move around the industry. I would support one additional limited exception: noncompetes which enumerate direct competitors the employee cannot work for, and, critically, which are personalized per employee, listing the exact reason the employee cannot work there, and with the opportunity for the employee to negotiate the criteria of the noncompete. This would allow businesses to protect closely-held trade secrets from direct competitors who may otherwise hire those people away to learn the info (arguably the original intent behind noncompetes). However, the vast majority of noncompetes do not fall under this umbrella; they much more closely resemble contracts of adhesion where the employee has no negotiating power, and those should be forbidden."</p> |
| Craig | <p>"Me, my family, and every darn hard-working associate I am surrounded by are totally against enforcing the non-compete rule and are tired of the discriminatory favoritism of defending dictating businesses over poorly defended average Americans! Thank you for your consideration."</p> |
| Brandi | <p>"I strongly support the ban on non-compete clauses. They inhibit people from seeking work in their field of study or use of their special skills. Time away from their chosen field can greatly affect their standing within that industry and create a gap in their work experiences that could affect their overall career. It enables employers to have too heavy a hand over employees, and in my opinion goes against "We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness." A person should be able to seek employment at any time within their chosen field without consequence. Giving too much power to the employer negatively affects the employees and society as a whole. There is no protection or benefit to an employee at all and little to no motivation for an employer to be a good employer because of it."</p> |
| Camille | <p>"The current standard of allowing companies to impose 'non-compete' on employees severely hampers our ability to direct our careers in a manner that best fits our abilities. I am currently in a Toxic work environment, with management that exploits my input. If I leave, I have to start over with a new company, instead of taking the relationships, knowledge and skills I have developed, with me. As a Business Development Manager, I have built many</p> |

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| | <p>hooks of revenue generating business for others: several times I have been released once I've grown the business to a certain level and my commission checks are far more than they want to continue to pay. When that happens, my income level starts back over where it was years before, and I have to build it back up again. It has hampered my ability to raise my children, buy a home, pay for college tuition, buy a car, and on and on. I WOULD BE SO GREATFUL to legally work my way up financially, based on my efforts, and not be held down by someone's bottom line.”</p> |
| <p>Ian</p> | <p>“The attached .PNG file is a snippet from an employment contract that I am currently bound to according to my former employer who is heavy handedly threatening to seek legal remedies against me. The language therein is an excellent example of the kind of abuse, manipulation, and ultimately, servitude imposed on people and commonly found in these contracts. In this case, preventing me from engaging in any possible way in an entire industry, which uses my sales & marketing skillset developed over a lengthy multi-decade career. Moreover, it attempts to limit my ability to provide for my family anywhere on the North American continent. I strongly support and urge the FTC to ban non-compete agreements and restore freedom and liberty to the common man so that we can optimally provide for our families. Existing Non-Solicitation and Non-Disclosure agreements already protect the employer's rights without needlessly trampling on a worker's right to move about freely in a marketplace rich in opportunities. Please pass the ruling! You have my support. Attachments NON-COMPETE Snippet of MMI Contract</p> |
| <p>“Freddy</p> | <p>“Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost die economy and directly help millions of workers, future new business owners, and people like me all across the country. My current job has not provided any growth within the company even as I'm given additional tasks due to downsizing and quits in the past couple of years. We had to sign a non compete that paid us \$500 in hue of staying with the company or if we go to a competitor or what they seem competition we can be sued for up to 2 years worth of our salary or pay. This has prevented me from even trying to look for another job within my field because of the legal repercussions. I could easily increase my income by as much as 30% if I go to a competitor. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Freddy Nunez Original Comment Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. My current job has not provided any growth within the company even as I'm given additional tasks due to downsizing and quits in the past couple of years. We had to sign a non compete that paid us \$500 in hue of staying with the company or if we go to a competitor or what they seem competition we can be sued for up to 2 years worth of our salary or pay. This has prevented me from even trying to look for another job within my field because of die legal repercussions. I could easily increase my income by as much as 30% if I go to a competitor. Thank you for your work, and please issue a final rule that bans noncompete agreements.”</p> |

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| <p>William</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 a physician treating more that 6000 people a year, I have passed up years of productive business choices because of perceived threats from my own company to sue me for just working. This has stunted growth in my area and led many of my colleagues and peer to drop out of the medical field altogether in the face of overwhelming corporate pressure. PLEASE help hundreds of thousands like me to fmally be free of contracts that no lawyer would ever allow themselves to sign. This is a just cause. " As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.”</p> |
| <p>Stephen</p> | <p>“I have been a pioneer and thought leader in a technology space for nearly a decade, while the space itself is not much more than a decade old. On the outset of the COVID shutdowns of the economy, I took the opportunity to branch out on my own, build a new and independent competing platfonn in the space and recruit co-founders. In 2022, investors did an asset and talent purchase of our IP and team to join what was promoted as a roll-up of a larger parent company, which we later learned was all under false pretenses. After only 3 months post acquisition, my co-founders and I learned that our equity and incentives were all falsely based on the value of a roll-up reorganization of a larger company which never occurred, and only a short time later, that our investor/CEO had been draining the agreed upon funded runway of our operations, as capital for other side investments, which we were not privy to the terms of, and paying himself a 1/2 million dollar salary. time and effort.”</p> |
| <p>Chris</p> | <p>“As an engineer from the tech industry who does not live in California, non-compete agreements are something I have long worried about. I think it is important to note that I am not a leftist. I am an independent that skews slightly center-right. At their core, non-compete clauses go against the self-determination ethos that America is supposed to be about. They also cut against things like free markets and competition. Corporations are getting out of control with the amount of power that they have both in terms of what the law allows and the power they can exert via lobbying on government agencies and politicians. The proliferation of non-compete agreements is anti-freedom and takes us closer to tyranny. Non-compete agreements aren't just had for workers, they hurt businesses and reduce the economic dynamism that is central to the success of the American economy. ## Non-competes are Bad for Workers I. This has a chilling effect because it discourages seeking new employment by making it more difficult to leave an employer and damaging your future career prospects.”</p> |
| <p>Parker</p> | <p>“As a physician and leader in medical education, I support this non-compete clause rule. Almost all physicians enter a non-compete to practice in an area, which has always been ironic, because lawyers who write these contracts do not accept or use non-competes within their own profession! As hospitals and large health care organizations monopolize the health care industry and buy up</p> |

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| | <p>physician practices, more physicians are employees with non-competes with devastating effect. Organizations do not have to be responsive to physician feedback or needs or fair negotiation because physicians dont have the ability to vote with their feet and move to another job in their city. Often these non competes are 25miles or 100mile which basically precludes one to continue to live, work, raise family in the same location as their current job. Please pass this rule to create fairer labor conditions and drive competition and innovation rather than stifle it.”</p> |
| Christine | <p>“I am writing to oppose exclusion of physicians from this rule. Beyond the comments that others have made, I believe that allowing non-compete clauses to apply to physicians would have deleterious effects on patient care. Many fields in medicine are highly subspecialized and those subspecialized physicians must be allowed mobility to practice in environments that best allow them to serve patients. For example, if a subspecialty physician relocates to work in an organization that ends up not supporting her clinic and not allowing her to serve patients to the best of her ability, prohibiting her ability to move to another organization in die same area will result in negative consequences for patients in that area—namely, lower service levels than could otherwise be offered if she were not subject to a non-compete clause.”</p> |
| Na | <p>“Dear Chair Lina Khan, Non competes should not be a thing. They violate the whole premise of a free market and innovation. Corporation should be doing more to keep employees not housing them by legal means. You should work at a place because you want to not because you have to or are bound by a non compete. Especially in finance. If lawyers don't use non competes then why the hell should normal people use them.”</p> |
| Caitlin | <p>“I am in support of regulations to curtail the use of non-compete agreements. I have seen firsthand the bad impacts ranging from impractical to outright harmful that such agreements can have on employees who want to grow their careers in a given field. The use of non-disclosure language, by contrast, seems perfectly reasonable to me. A business has the right to protect its innovations for at least some amount of time. It is unreasonable to give them any control over a person's right up freely enter a contract with any future employer they choose. Previous employers should have no power to affect those relationships.”</p> |
| Zain | <p>“Dear Chair Lina Khan, As someone impacted by a non-compete and a startup founder, I know how they stifle innovation and entrepreneurship. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Zain Kalson Original Comment Dear Chair Lina Khan, As someone impacted by a non-compete and a startup founder, I know how they stifle innovation and entrepreneurship. Thank you for your work, and please issue a final rule that bans noncompete agreements.”</p> |
| David | <p>“I am strongly against Non-Competes. As a field service technician it severely hinders my ability to be able to utilize my skills in the field as an individual if I were to depart from my current employer. I should have the right and ability to be able to leave corporate arena and make a living.”</p> |
| Alana | <p>“If the FTC believes that noncompete clauses represent an unfair labor practice, then it ought to apply to all labor. Please abolish this practice for all</p> |

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| | classes of workers, including highly compensated employees, in die name of fairness”. |
| Anonymous | “I'm a cardiologist working in El Paso, Texas which is a medically underserved area. I'm working in a hostile work environment and I'm planning to resign and continue to serve the people of El Paso. However my contract has a non-compete clause that limits my options and basically makes me to move out of El Paso. I think non-compete clause is unfair to physicians and public in large especially in medically underserved areas.” |
| Reece | “I am writing today to indicate my favor for the proposed FTC ban on non-competes. I am independent Landman currently bound by a non-compete agreement with my broker. It is crucial to include contractors as part of the proposed ban. Over the past 13 years, I have watched my broker weaponize the non-compete and attempt to intimidate fellow Landmen into staying under his firm's umbrella without so much as a cost of living raise in their 10-12 years working for the broker. in most cases, the broker is making more, per day, than the landman themself. A tenured and experienced Landman in the office is billed out to clients at \$525/day. The broker pays the Landman \$175/day and retains 5350/day. This is the type of predatory management that is perpetuated by the non-compete.” |
| G | “I am a medical doctor and I agree with the banning the non-compete clauses from our contracts. We don't have trade secrets and this is limiting access to care. Additionally some positions like hospital medicine don't have a client base that a physician can take with them when they change positions.” |
| Yadira | “I completely agree, workers deserve the opportunity to look for better job offers to improve professionally, we all work for a better future for our families and these contracts limit you a lot.” |
| Iram | “I totally agree that non-compete contracts should be eliminated, I am currently in one and it is very frustrating to know that you have to reject better job offers where you work just because you have a signed contract, I think we are in a free country and as such These contracts affect our freedom to decide what we consider best for ourselves and our families because we are all looking for economic stability and professional growth and this limits us a lot.” |
| Victoria | “I am absolutely in support of this proposed rule. While the purpose of non-compete clauses are understandable, they have been completely twisted outside their original intent, and at this point, serve to strangle competition and the economy more than uphold it. Additionally, they absolutely infringe on a citizen's right to work where they please. Non-compete clauses are being abused, and this rule, if put into effect as I hope, would help to rein in that abuse.” |
| Bhoja | “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.” |
| Son | “Dear Chair Khan, I am writing to express my strong support for your proposed rulemaking to ban non-compete clauses in employment contracts, especially with regards to effects on healthcare industry. Non-compete clauses have become increasingly common in healthcare employment contracts. These |

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| | <p>clauses restrict healthcare workers from practicing medicine in a specific geographic area for a certain period of time after leaving their current employer. While non-compete clauses were originally intended to protect a healthcare provider's patient base, they are now being used more broadly to restrict mobility and stifle competition. There are many reasons why non-compete clauses are harmful to healthcare workers and the industry as a whole. First and foremost, these clauses limit patients' access to care. If a physician is unable to practice in their area of expertise or in a certain geographic area, patients may be forced to travel long distances or go without care altogether. This can have a devastating impact on patients' health and well-being. In addition, non-compete clauses can stifle innovation and competition in the healthcare industry. By restricting physicians ability to practice medicine in a certain area, these clauses limit the flow of talent and ideas in the industry. This can ultimately hurt patients by reducing competition, raising prices, and limiting access to high-quality care. Furthermore, non-compete clauses can have a particularly negative impact on physician job mobility and career advancement. Many physicians may be discouraged from seeking new job opportunities or starting their own practices due to the restrictions imposed by non-compete clauses. This can limit their ability to advance in their careers and negatively impact their earning potential. It is argued that non-compete clauses are necessary to protect healthcare providers' patient base and trade secrets. However, there are other ways to protect these interests without imposing such severe restrictions on physician mobility. For example, healthcare providers can implement confidentiality and non-disclosure agreements that protect patient information and trade secrets without prohibiting physicians from practicing in their area of expertise. Furthermore, it is argued that non-compete clauses are necessary to incentivize healthcare providers to invest in physician training and development. However, these clauses may actually discourage physicians from pursuing training and development opportunities, as they limit their ability to use their new skills and knowledge in their future careers. In conclusion, I strongly support the FTC's efforts to ban non-compete clauses in healthcare employment contracts, particularly for physicians. By doing so, we can protect patients' access to care, foster innovation and competition in the industry, and ensure a level playing field for all participants in the healthcare industry. Thank you so much for your attention to this important matter.”</p> |
| Sarah | <p>“I strongly oppose non competes. They are unethical and a way for employers to punish employees. All workers including physicians, should have unenforceable non competes. They should be done away it.”</p> |
| Geetha | <p>“Why should the doctors be excluded from Non compete protection. This is making sure the doctors are enslaved to die hospital and can't move- what century do we live in”</p> |
| Doctor | <p>“As a physician (radiologist) in a large city in Texas, I am stuck at my mediocre job due to my non-compete, which prevents me from working in this city for one year after I leave. When I joined fresh out of training, I tried unsuccessfully to negotiate down the non-compete. It was either sign the contract or get another job. The company that I work for owns numerous hospitals and imaging centers all across city and the non-compete is very restrictive. The noncompete radius include the entire county and a distance</p> |

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| | <p>from all hospitals, which effectively excludes the entire city. Despite the city having nearly 7 million people and a large medical center and multiple thriving employers, I cannot get another job here without violating the non-compete. I cannot afford the buy out clause which is about 5x my annual salary. I love this city, own a home and have young children in school here. I am the primary bread winner in my family and cannot afford to not work for one year. It seems very unfair that I would have to sell my house and move my family to another city to get another job, when there are plenty of better employment opportunities right here in my city. My employer suppresses our wages because they know that we are stuck. Non-competes only benefit the employers. They do not help physicians or patients. Non-competes should be illegal. After all of the training that I have done, I feel that I should have the opportunity to stay and work in my city for a different employer. There are plenty of ways to incentivize workers to stay long term (competitive wages, positive culture, respect, retention bonuses, etc) rather than trap them with a non-compete. My employer should not be able to keep me from working and providing high quality medicine to patients in this entire city. On behalf of all physicians stuck in a similar subpar situation, please end the ridiculous non-compete clause. Make employers pay us fair wages and treat us better. Thank you.”</p> |
| <p>Todd</p> | <p>“I am currently under a non-compete that hinders my ability to take a job in my area of expertise for eighteen months after I leave the company. I am a very specialized employee and have become a leader in my field. Unfortunately, the non-compete is so over-arching that I cannot leave the company and work in my field of expertise in any state that my current employer operates or "is thinking about operating ht." Eighteen months of inactivity in my field is a death sentence to my career. The only reason that I signed the non-compete was in exchange for equity in the company that turned out to be worth 12% of what was verbally committed. I have already had one prospective employer remove an offer due to the clause. Even if I feel that I have the grounds to break the clause, I, like so many others do not have the means to fight my current employer in the courtroom. The removal of non-compete clauses would be a huge benefit to people in my position across the United States.”</p> |
| <p>Susan</p> | <p>“The medical field is limited because of this. The pandemic is a perfect example where we could be helpful but because of non compete unable to. For example in i.t. world, top employees can pursue lucrative positions and advance in their career. We want what is fair, and we want to work.”</p> |
| <p>M</p> | <p>“Please universally ban non-competes. They have become abusive and overstretching anything reasonable. They unnecessarily restrict employees from getting jobs even in unrelated occupations. Employers abuse them to limit employees' ability to switch jobs, helping employers keep wages low. The only people for non-competes are lawyers (who make money representing abusive large companies suing employees who can't afford to defend themselves) and abusive companies. Please help the 99.9% of the rest of the population!”</p> |
| <p>Elizabeth</p> | <p>“I strongly support a ban on non-compete agreements. My husband was laid off by his employer of nearly 15 years, and he is now unable to be employed in his field of expertise for an entire year. They gave us 6 months of severance, and although we hired an employment attorney, they would not give us any more.</p> |

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| | <p>How can this be legal? My husband cannot work for his previous employee, but he also cannot work for anyone else in this entire industry?! Non competes only harm hard working Americans, and stifle healthy competition between companies. Please ban non competes, and protect Americans!"</p> |
| Jay | <p>"Non-compete's are used too often to keep physicians in their employed setting to the detriment of not only the physician but the patients. For example, if there are dangerous or illegal practices, the physician won't speak up because if they're fired they can't find work in their city anymore. If they do end up leaving, they often don't work until the noncompete is over, if that period is longer than 6 months then they'll likely have to explain the gap in their application as well as to the medical board. They may not go back to practice at all. In a time of critical workforce shortage this is a disaster. The only entity the noncompete serves is the large corporate health system who is able to treat employees with much more abandon due to this practice. They also have much more legal strength vs the individual physician if it is applied unfairly and so the physician usually does not fight it."</p> |
| Courtney | <p>"100% think this should be pursued. This is a huge thing employers push in the medical field, a field that is already short staffed. By doing away with this we can decrease short staff issues amongst clinics."</p> |
| Abraham | <p>"There are several reasons why a rule banning non-competes should apply to physicians. Firstly, these agreements can limit patient choice and access to care. If a physician is unable to practice in their specialty or geographic location due to a non-compete agreement, patients may have to travel further or switch to a less experienced provider. Secondly, non-compete agreements can negatively impact physician autonomy and job satisfaction. Physicians may feel trapped in their current job or unable to leave to pursue other opportunities. This can lead to burnout and a shortage of physicians in certain areas. Thirdly, non-compete agreements can stifle innovation and competition in the healthcare industry. Restricting the ability of physicians to start their own practices or work for competitors can limit the availability of new treatments and services and drive up costs for patients. Lastly, the use of non-compete agreements in healthcare may not be necessary or effective in achieving the intended goals. Other forms of protection, such as trade secret laws or confidentiality agreements, may be more appropriate for safeguarding proprietary information or patient relationships. Overall, a rule banning non-compete agreements for physicians could lead to increased competition, innovation, and patient access to care. While healthcare organizations may argue that these agreements are necessary to protect their investments, the negative impacts on physicians and patients outweigh these concerns. Therefore, a rule banning non-competes should be considered in the healthcare sector, specifically for physicians."</p> |
| "Darren | <p>"Non competes should be outlawed as they take away the ability to earn and grow in careers. If it takes 5 years of working (10,000 hours) to become an expert at your role and once expert status is achieved the employee may want to make more money but may be limited by a non compete to move to another company that sees the potential for that employee and has the means to pay. Non competes create a lose scenario for both companies and employees."</p> |

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| D | <p>"I believe the dissolution of non-compete agreements to be a profound change for good. The press page for ftc.gov states, such a change should be to enable 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. Businesses should still be permitted non-overly broad non-disclosure agreements. The protection of trade secrets is still vital and enforceable. However an employee's worth should be 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 worker/management relationship should allow for workers in a free market to sell their labor to the bidder that best aligns with their price. This doesn't stifle capitalism, rather it unleashes it by removing more banier and permitting fluidity. 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."</p> |
| Andy | <p>"The best time to do this was long ago. The second best time is now. Long overdue ban on an unjust and unreasonable clause."</p> |
| K | <p>"Please ban non-compete clauses for all employees, especially physicians. Non competes can have a significant negative impact on doctors and patients in a community. If a physician can't treat patients within a certain geographic area, this limits access to healthcare for those in need. This is especially a problem in small rural areas where there are already not enough doctors for the community. This also reduces competition between systems and would give an unfair advantage to non for profits when their operations are quite similar though tax status is different. Systems want to keep non competes so they don't have to fix the problems physicians bring up. There has to be a balance in competition that means systems won't take advantage of physicians trusting in these non competes that will force doctors to stay in bad situations. It is crucial that we prioritize patient care and ensure that individuals have access. Thank you your time.."</p> |
| Adriana | <p>"Non-competes affect patient's access to a wider variety of physicians, therefore limiting access to healthcare. In addition, it is not fair for physicians, who sometimes have to uproot their families because of this. This is specially true for those of us in highly specialized fields, working for non- for profit health care systems or hospitals."</p> |
| Courtney | <p>"I am writing to urge you to ban non-compete clauses for all employees, including physicians. 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</p> |

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| | <p>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. Sincerely, Courtney Davis, Ph.D., LSSP, NCSP.”</p> |
| J | <p>My group was taken over by private equity. My position was "eliminated" in their efforts to cut cost, etc. The group went to enforce their overly broad non-compete which would in effect force myself and my family to move from the area. They had a mileage radius from each facility they provided services, given their monopoly in the area, that resulted in the entire metroplex to be included. I could not move my family since I was also caring for my elderly parents. Since my state is a "right to work" state, I hired a lawyer and filed suit against them. I eventually won the suit after being sidelined for 6 months. And ended up with a large legal bill. The cost was tremendous given lost wages and legal fees. The emotional toll on my family was also significant.</p> |
| Zenus | <p>“Include physicians as a profession that is restricted from having noncompete clauses in their contracts. These noncompetes keep doctors stuck with their employers who do not care about the wellness of their employed physicians, only how much profit they can squeeze out of them. This is a HUGE component of physician burnout (or more recently termed moral injury) and has contributed to physician suicides or simply leaving the profession altogether, further worsening the nationwide healthcare staffing shortages. A mentally healthy physician will be able to better care for the health of their patients. Please support banning noncompetes for physicians.”</p> |
| Addison | <p>“ I support the banning of non-competes.”</p> |
| Wara | <p>Physicians should not have a non compete. Some specialties, for example Anesthesiology and emergency medicine are unable to subvert patients.</p> |
| Deborah | <p>“While there may be extenuating circumstances in some industry regarding "trade secrets", these can be handled with a non-disclosure agreement. I am a physician and my university imposed essentially non-negotiable non-compete agreements of 2 years and 25 miles from their main campus after termination of employment. We were forced to sign a new agreement every year as part of our contract. Frankly, it did not make sense - the university has satellite office all over the metropolitan area, including outside the 25 mile radius. Additionally, the non-compete was not universally applied - physicians who were employed prior to a certain date did not have a non-compete clause. The "buyout" was 2 years of salary which, in my case, would have been more than \$500,000 dollars. Non-compete agreements are unnecessary, manipulative, controlling and violate employees' rights to make a living at the location of their choice. I strongly support this legislation to stop non-compete agreements!”</p> |
| Mary | <p>It's great to see this law abolished!! When companies are able to take advantage of workers; that's a problem! Not only does it effect the workers</p> |

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| | ability to make a living but it also affects the consumer paying for it. Our Economy is suffering because of this. |
| Alejandro | I totally agree with the disappearance of non-competition contracts which are very restrictive and deprive you of economic and job stability, they are unfair and you are a slave to your employer |
| Skyler | "I wholeheartedly support the FTC's proposed ban on non-compete agreements." |
| Nirav | "I agree with the Federal Trade Commission's proposed rule and specifically disagree with the American Hospital Association's objection to the this on the grounds that non-compete clauses provide power to form a monopsony which harms markets. It also has a additional effect of encouraging some of the most qualified people to avoid an sector of the economy or type of job because they are aware of the power of employers or payors. In the specific instance of healthcare professional markets, non-compete clauses are standard findings toward the middle or end of long employment contracts signed by individuals with student loan debt. This finding itself makes the contract suspect if almost all other contracts available to that person also contain this type of restriction. With regards to monopsony, healthcare markets have consolidated such that for each job type, there is usually only 5 or less different employers a person may work for in a 20 mile radius from their home. Since some of the employers who have different names are actually owned by the same parent company, this number may be even lower in lower cost areas as the last 15 years of low interest rates have allowed for extraordinary levels of debt funded buyouts of existing local providers." |
| Cody | "I am speaking as a physician . Non-compete clauses are routinely used to limit work options and worker satisfaction, to drive wages down, and to effectively bind workers to jobs they may otherwise wish to leave. There are no legitimate arguments for limiting where a physician can work -- medicine is not subject to "trade secrets". Furthermore, modem hospital and clink practices are [igned in a way to maximize geographic coverage, meaning that a "10 mile radius" may not sound too constricting, but this is inclusive of all clinical sites including satellite clinics, which are often peppered strategically throughout a metropolis so as to effectively exclude an entire city from a physician who wishes to work elsewhere but is bound by a non-compete. This does not benefit anyone but those systems with the most power and leverage in negotiations! Removing non-competes would allow for fairer agreements and contracts and would place the onus back on the systems to ensure they are providing a work environment that is conducive to well-being of the workers. It is immoral to prevent a worker from practicing their trade. Signing a contract without a non-compete is effectively not an option in most cases - - every major and minor hospital in my area demands a non-compete in their contracts. This is especially egregious in a time of severe physician shortage. Dissatisfaction with working conditions in the context of a non-compete means physicians are either going to leave the medical field entirely or leave the area, disrupting patient care and patient-doctor relations. My comments as written are limited by my experience as a physician, but are built on foundations that are true for any trade or worker. In the end, non- compete clauses as practiced and enforced are beneficial to few and harmful to many. They should be abolished." |

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| Gina | "Non competes are unfair to American workers. They should be banned ASAP." |
| Dawn | "I agree that Noncompete clauses should be banned. As a hospitalist, I am essentially NOT able to move my practice or practice patient board to a different hospital if I choose to leave my current employment. A noncompete essentially is a burden to me and would force me to move out of the area i reside in to seek for gainful employment elsewhere. Not only is it unduly unfair to me as a physician. It also causes no gain/or loss to the employer except to cause headaches and burdensome financial headaches to the employer for enforcing if they so choose and to me as an individual contractor to have to look for gainful work outside of the clause." |
| mitesh | "I am a physician . I have worked for a company for several years that grew across the state of Texas. When I joined the company, it only provided services to hospitals in Dallas. However, over the years, it grew to provide services to multiple hospitals in all of the large cities and several smaller cities in the state. When I decided to leave the company, my non-compete clause stated that I could not work for any competing entity within 5 miles radius of any of its hospitals. Essentially, that meant I could no longer work in Texas for 2 years!! I had to leave to Indiana. I am highly in favor of a federal law that bans non-compete clauses. Even as a physician, non-compete clauses create economic havoc for the workers. Please allow the ban on non-compete clauses to be passed in the legislature. Thank you." |
| S | "Non compete clauses should be illegal they are unethical, place all power in the hands of employers/large corporations and limit the ability for physicians to practice medicine and patients to have access to care" |
| Majid | "I strongly support removing noncompete rule as it causes a lot of hardship to physicians and contributes to burnout." |
| Jessica | "I wholeheartedly support banning non-competes. Physicians should have the flexibility and freedom to seek positions elsewhere if their current employers are not providing what they need without having to uproot their lives and move to different parts of die state or country. Creating competition is necessary to maintain appropriate health and wellness standards." |
| Karen | "Not competes ensure hospital systems maintain and monopolize Phsyician labor and are not in line with our country's values of free market labor and capitalism." |
| Mohammed | "I'm in strong favor for abolishing all non,-compete clauses." |
| Ashraf | "Freedom of choice of work is an essential worker right. The idea that workers can be forcibly made to chose between continuing to work for an employer they do not want to work for or forcibly leave their home and uproot their families to a different location for years is unamerican and a horrible tool to control labor. In healthcare particularly this is forcing physicians to depart their area and sever their physical closeness to patients they have cared for in the area, depriving patients of valuable continuity of care and forcing physicians to continue to work under forced and unfavorable conditions. Please abolish and ban all non-competes." |

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| <p>Harris</p> | <p>“ I was employed at university of Texas southwestern Dallas from 2010 2015 They treated very poorly there was non compete for 30 miles . I had to move to different city and drive daily almost 2 hrs . I had good opportunities in Dallas, because of the non compete nobody offered me job. They did not want to fight with big universities for non compete. High time this practice should be stopped. Physicians should have the freedom to make their decisions to work they want. Some places physicians are slaves no freedom and stuck in lousy workplaces. Please stop non compete.”</p> |
| <p>Dylan</p> | <p>“I whole-heartedly agree with this proposal. Mom-profit hospitals should not be exempt from this rule. Individuals should not suffer at the expense of corporate greed and profits, and right to work is paramount.”</p> |
| <p>Sanjeet</p> | <p>“Non compete clauses should be abolished, it will improve patient care and create healthy strive to retain good health care workers x.”</p> |
| <p>Kristin</p> | <p>“As a physician, banning non-compete clauses would do miracles for well-being and burnout. Currently, these clauses keep physicians with no other option than to continue working for abusive corporations. If they could no longer force us to work for them, they will then be motivated to actually treat us well and keep us because we WANT to stay. They are allowed to treat us poorly because there is no other option for us. If we work hard for them, they should work hard for us as well.”</p> |
| <p>Hardworking American</p> | <p>“I personally believe this is the best thing that can be implemented to ensure a fair working culture without big corporation and agencies manipulating and forcing employees to be underpaid and always remain in jeopardy if trying to switch jobs. Companies can use this to keep employees trapped in a horrible work culture, working environments or simply anywhere the employee doesn't want to work. Incorporating this policy would ensure that all the employees are treated equal and they have the ability to maintain their own career path and professional livelihood. why should any company have the ability to control where an employee works as long as he's not violating any major trade secrets which can be kept confidential under an NDA. What does an employer achieve out of incorporating a noncompete other than suppressing its own employees and making them feel suffocated. I've personally been in situations where I was getting 20% to 30% pay increase, but I wasn't able to take that opportunity due to unfair and cruel noncompete clauses. I wasn't going to disclose any information but why couldn't I compete? I have a family that I need take care of, kids that I need to pay for. Why couldn't I get an opportunity that was a better fit for me and my family due to an old illogical policy that has not been removed out of a time in the Age of Technology? We say we promote job competition and fair policies, but is it really fair to anyone other than big businesses and corporations trying to oppress hard- working American citizens. I've been praying for something like this to be introduced into the United States corporate environment and now my prayers are coming true, please don't let me or the millions of Americans who want this down.</p> |
| <p>Juan</p> | <p>“Absolutely agree with removing non compete clauses from contracts given to employees by their employers. As a physician, I have suffered the consequences of these unfair restrictions-covenants. Freedom to select a job versus restrictions to voluntarily leave a non satisfactory job is the most</p> |

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| | appropriate way to proceed. I appreciate the immense effort put to remove non compete clauses.” |
| Jessica | “I agree with this proposed ban for all employees. My company wrote this into an award (stock) and was in such legal text and a 10 page document I didn't realize what I signed was not just base on the award but the terms of my employment. Now I can't get a job in my industry at all!!! Not only are companies taking advantage of low paid workers but also leadership and those making over \$150k. I shouldn't be tricked into a non-compete via a stock award. This severely limits my employment opportunities and I'm in a job that has a toxic working environment. I f"eel stuck. Please help the workers who make American great!!” |
| Josue | “I support the proposed updates. The general populace should not be bound by non-compete clauses.” |
| Frank | “The current non-compete clauses for low-level workers is simply employee abuse. There are no "trade secrets" involved. Such clauses are manifestly intended to bind workers to their employers in perpetuity, making them latter-day versions of indentured servants. The proposed rule change will do away with this massive injustice. Please resist the corporate pressure and approve the new rule.” |
| Lucas | “I support this rule. My consultancy company recently prevented me from converting to the company I actually do work for everyday. So, I'm faced with a choice of leaving a job I love or letting my career stagnate. Meanwhile, they continue to make free money off my paycheck. This is rent seeking behavior that slows economic progress.” |
| David | “No one takes a job thinking it will not work out just as people don't get married with the expectation of divorce. Under current non-competes the employer can get "remarried" the same day but the employee must sit on the sidelines for a restricted amount of time which makes no sense. Employees are coerced into signing non-competes as part of the job offer and are required to put themselves and the financial health of their families at risk in order to be hireable. The idea that employers must work to not only attain but retain talent should not be a novel one. Getting paid what you're worth without the threat of unemployment is about as American as it comes.” |
| S | “I am a new physician (graduated during the pandemic) in a sub-specialized medical field. To attain this level of education, I studied for 10 years of theoretical knowledge (BS + MS + DO) and 5 years of clinical training (residency and fellowship). When I started my first job, I was excited to come back to the city where I did my medical school. It allowed me to mentor students from medical school. However, due to issues with colleagues and hospital administration, they are not renewing my contract. Now I have to move to another city yet again. There are other hospitals in the area who could use my services, but this organization is known to enforce non-compete. Not sure what the hospital is so scared of physicians, but let physicians decide where they want to live, earn and serve - why do hospitals get to play bully?” |
| Fahad | “Absolutely support to end non compete to enhance public healthcare. By the time physicians start serving community and trying to work in favor of public, they get forced to follow individual organization policies which sometimes are |

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| | <p>against better patient care and if they don't comply, they are forced to move out. Loss of community care at end. I believe it's the public who loses the most here as the doctors who don't compromise their principles in patient care are forced out of community by this non compete clause which is kind of forced on them “</p> |
| Atif | <p>“I am a physician and I want non-compete clause to be made unlawful as it is hurting employees and private enterprise in die of small businesses. Big corporations are taking advantage of physicians and this is against my right to choose where I work or if I can practice independent from influence of my employer.”</p> |
| Jackson | <p>“Noncompete clauses, do not help the free market and only seek to harm workers.”</p> |
| A | <p>“I agree with removing non-compete clauses, especially with regards to essential services such as healthcare. These clauses promote monopolies by shutting out independent practitioners in an area, and lack of competition places patients at risk of serious adverse outcomes as health systems become complacent. Society as a whole has nothing to gain from non-compete clauses as the FTC has so rightly pointed out. Thank you for your efforts to protect Americans from corporate over-reach.”</p> |
| Nathaniel | <p>“I am sadly familiar with the anti-worker tool that is a noncompete agreement. To that end, I am writing today in support of your effort to ban these anti-competitive contracts. 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. like me. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction. even when they themselves aren't bound by such agreements Thank you for your work, and please issue a final rule that bans noncompete agreements.”</p> |