

**From:** [Khan, Lina](#)  
**To:** [Tabor, April](#); [Grajales, Michelle](#)  
**Subject:** FW: Amazon Enforcing Noncompetes Globally Against Americans (Chair Lina Khan)  
**Date:** Friday, February 2, 2024 1:16:08 PM  
**Attachments:** [Amazon Noncompete Clause Enforcement.png](#)  
[Chair Lina Khan 1.pdf](#)  
[Chair Lina Khan 2.pdf](#)

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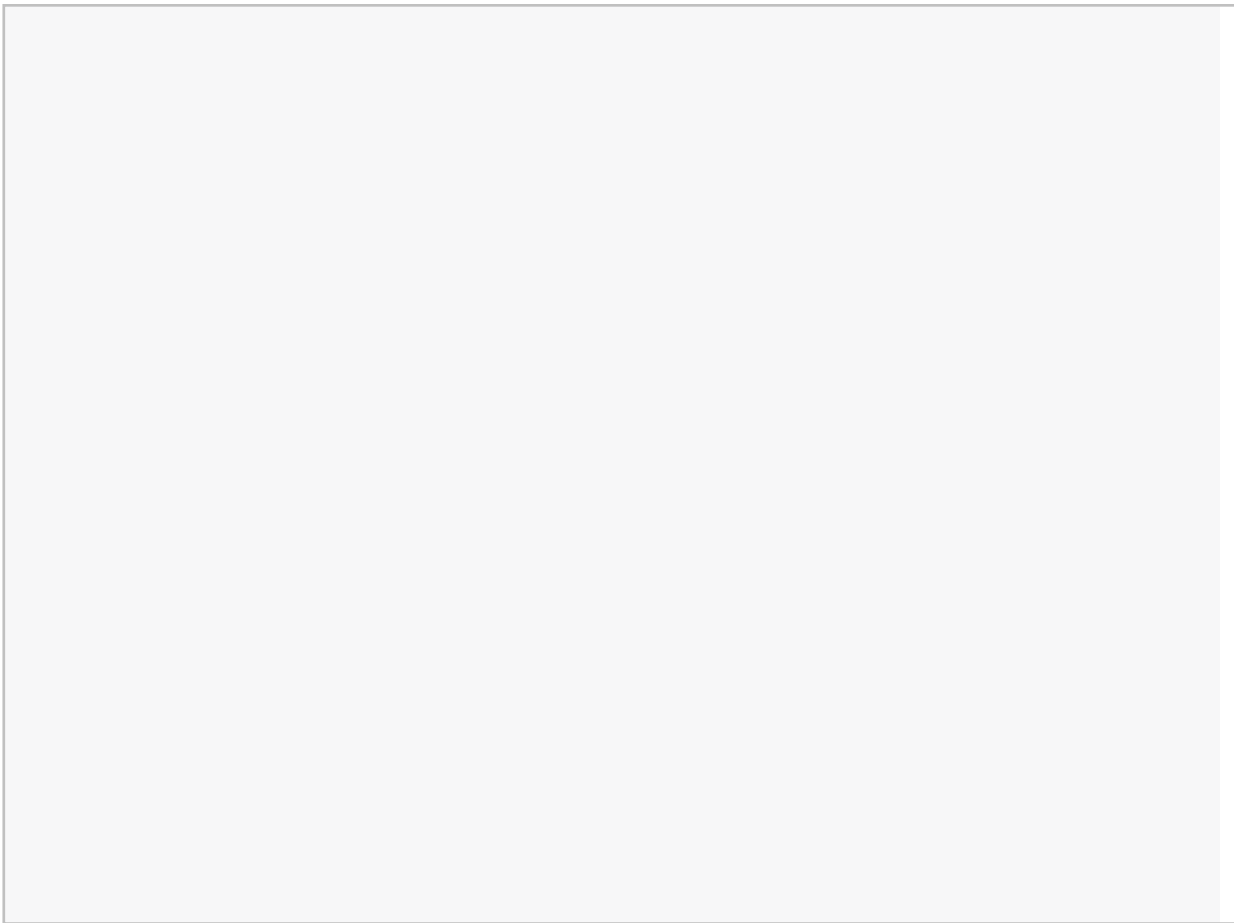
**From:** Don Phan [REDACTED]  
**Sent:** Friday, August 25, 2023 4:52 AM  
**To:** Khan, Lina <lkh@ftc.gov>  
**Cc:** [REDACTED] Lagdameo, Cynthia <clagdameo@ftc.gov>;  
Coppola, Maria <mcoppola@ftc.gov>  
**Subject:** Amazon Enforcing Noncompetes Globally Against Americans (Chair Lina Khan)

Chair Lina M. Khan  
Federal Trade Commission  
600 Pennsylvania Avenue NW  
Washington, DC 20580

August 25, 2023

Dear Chair Khan:

I am writing to share my recent experience with Amazon's global enforcement of noncompete clauses against Americans. I am an American citizen living abroad. My wife and I grew up in the United States, finished university, and then moved overseas. We still have student loans that we are struggling to repay. After working for three years with Amazon Web Services [REDACTED] I received an offer to join Google Cloud [REDACTED] I decided to accept a different role in another country, nearly 700 miles away. On August 14, 2023, shortly after accepting my role, I received the following message from Amazon's lawyers:



I was surprised to receive this lawsuit threat. As you've [stated](#): *"You're not really free if you don't have the right to switch jobs or choose what to do with your labor."* According to Amazon, I am not free to switch jobs or choose what to do with my labor.

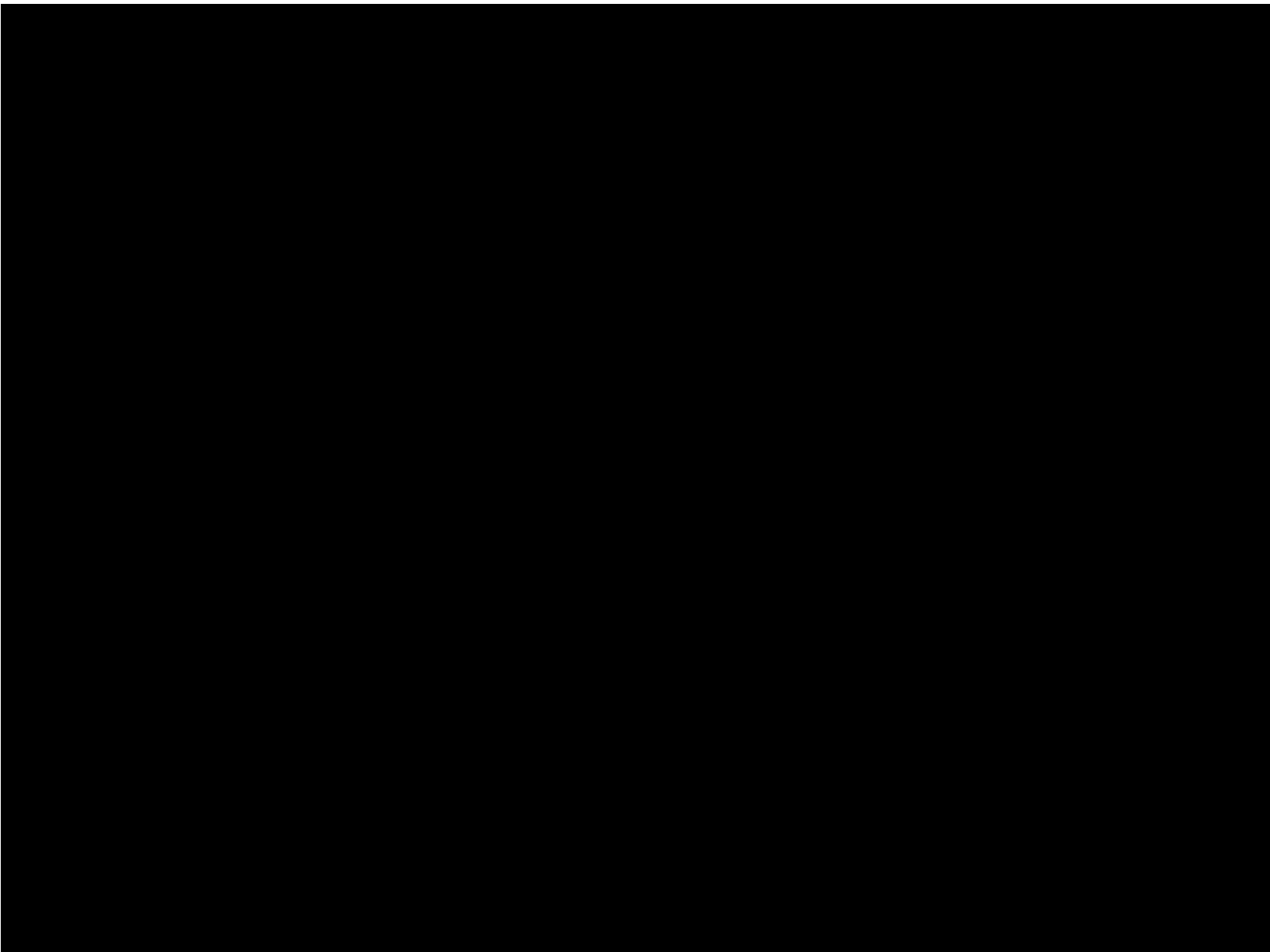
Amazon appears to be enforcing noncompete clauses aggressively and widely, without regard to seniority, rank, or national borders. At Amazon, I was [REDACTED] [REDACTED]. Since I was employed in [REDACTED] and have now moved to [REDACTED] Amazon will attempt to enforce a noncompete clause across national borders. This is a questionable legal tactic, but effective at intimidating workers and suppressing wages. I am willing to fight Amazon on this, at what will be great personal expense. I implore you to think of me, my wife, and other American workers who must deal with this kind of intimidation when we are attempting to build a better life for ourselves.

I support the Federal Trade Commission's proposal to ban noncompete clauses. I hope you will extend protections from noncompete clauses to Americans working for American companies internationally. As I have experienced first-hand, noncompete clauses suppress wages, intimidate workers, and make it more difficult for workers to gain financial freedom.

Sincerely,

Don Phan



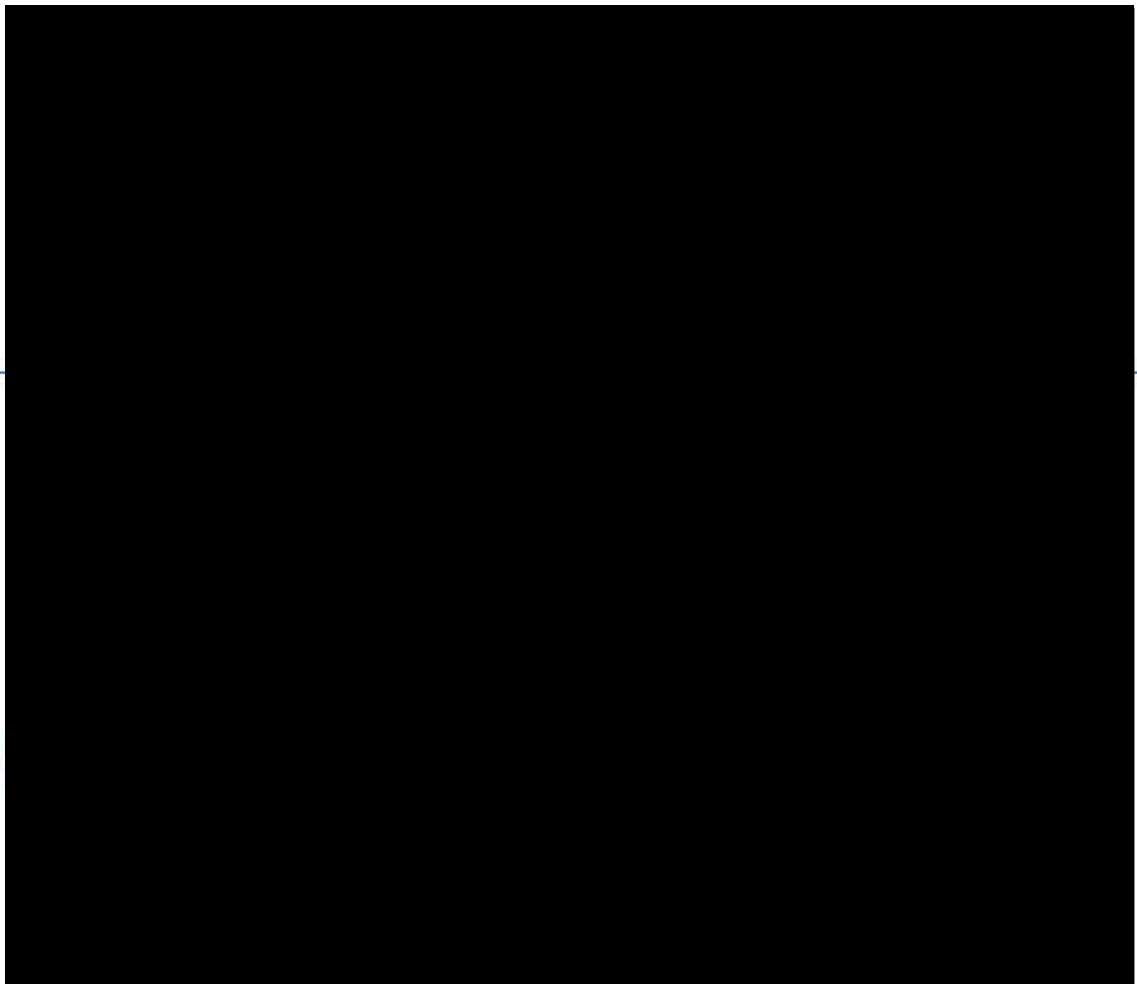


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Sincerely,

[REDACTED]

Don Phan

[REDACTED]