



UNITED STATES OF AMERICA  
FEDERAL TRADE COMMISSION  
WASHINGTON, D.C. 20580

January 17, 2025

Commenter Hamlet Garcia  
Central Office of Reform & Efficiency

**RE: *In the Matter of Guardian Service Industries, Inc., Docket No. C-4813***

Dear Commenter Garcia:

Thank you for commenting on the Federal Trade Commission's proposed consent order in the above-referenced proceeding. The Commission has placed your comment on the public record pursuant to Rule 4.9(b)(6)(ii) of the agency's Rules of Practice, 16 C.F.R. § 4.9(b)(6)(ii).

We understand from your comment that you are concerned about imposing regulations on labor market dynamics and authority beyond statutory limits. The Commission appreciates you sharing your concerns and your comment that the proposed order should be withdrawn. The Commission is not creating new rules through this matter, but is exercising its well-established authority to enforce the antitrust laws and to protect workers and business from anticompetitive No-Hire Agreements by issuing the proposed order.

The Commission welcomes public input on competition and consumer protection issues, including the comments submitted in this matter. After carefully considering your comment, along with others submitted in this proceeding, we conclude that the public interest is best served by issuing the proposed order in this matter in final form. The final Order and other relevant materials are available from the Commission's website at <http://www.ftc.gov>.

By direction of the Commission, Commissioners Holyoak and Ferguson dissenting.

April J. Tabor  
Secretary



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Commenter Nikit Shingari

**RE: *In the Matter of Guardian Service Industries, Inc., Docket No. C-4813***

Dear Commenter Shingari:

Thank you for commenting on the Federal Trade Commission's proposed consent order in the above-referenced proceeding. The Commission has placed your comment on the public record pursuant to Rule 4.9(b)(6)(ii) of the agency's Rules of Practice, 16 C.F.R. § 4.9(b)(6)(ii).

We understand from your comment that you support the proposed consent order. The Commission appreciates your input.

The Commission welcomes public input on competition and consumer protection issues, including the comments submitted in this matter. After carefully considering your comment, along with others submitted in this proceeding, we conclude that the public interest is best served by issuing the proposed order in this matter in final form. The final Order and other relevant materials are available from the Commission's website at <http://www.ftc.gov>.

By direction of the Commission, Commissioners Holyoak and Ferguson dissenting.

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Commenter Abby Stone

**RE: *In the Matter of Guardian Service Industries, Inc., Docket No. C-4813***

Dear Commenter Stone:

Thank you for commenting on the Federal Trade Commission's proposed consent order in the above-referenced proceeding. The Commission has placed your comment on the public record pursuant to Rule 4.9(b)(6)(ii) of the agency's Rules of Practice, 16 C.F.R. § 4.9(b)(6)(ii).

We understand from your comment that you support the proposed consent order. The Commission appreciates your input.

The Commission welcomes public input on competition and consumer protection issues, including the comments submitted in this matter. After carefully considering your comment, along with others submitted in this proceeding, we conclude that the public interest is best served by issuing the proposed order in this matter in final form. The final Order and other relevant materials are available from the Commission's website at <http://www.ftc.gov>.

By direction of the Commission, Commissioners Holyoak and Ferguson dissenting.

April J. Tabor  
Secretary