

Constituent Support for the FTC's Noncompete Rule



Florida | Statewide Impact

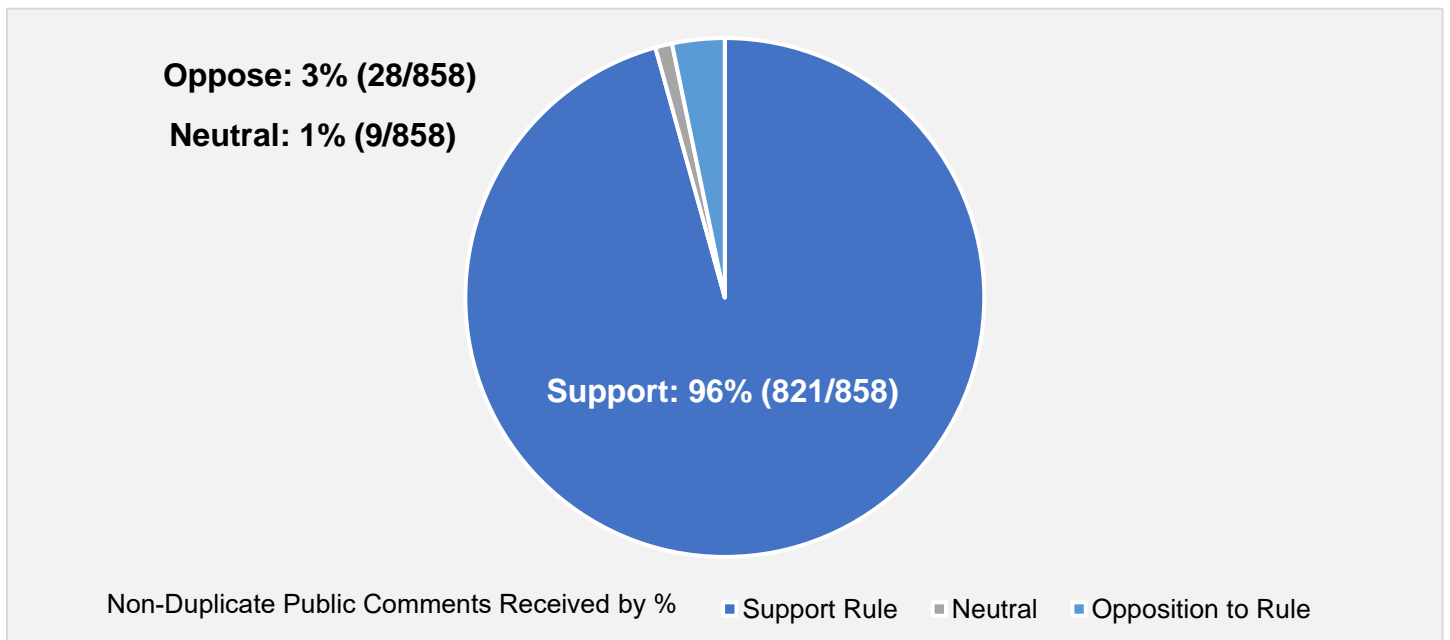


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Florida Covered Workers	Increase in Total Annual FL Worker Earnings	Increase in Average Annual FL Worker Earnings
7,486,582	\$4.23 billion	\$565




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




Notice of Proposed Rulemaking: 821 of 858 FL Commenters Support





Support Across Sectors of Florida's Economy

*Some comments condensed due to length.

Profession	Comment
	<p>“As a 24-year-old woman in Florida, I am one of 30 million Americans held under an exploitative non-compete agreement. In October 2020, I started working as a bartender at a company called for \$10 an hour. On my first day, I unknowingly signed a 2-year non-compete, slipped between other paperwork while my boss rushed me, and downplayed its importance...I was sexually harassed and emotionally abused. I needed money, so I searched for a new job while remaining at for one year. I was eventually offered a bartending job at a family-owned bar with better wages, conditions, and opportunities. Upon resigning, I was threatened with a non-compete I didn't know existed. Still, I couldn't take it anymore, so believing it was an unenforceable scare tactic, I took the new job, thinking our legal system wouldn't allow a massive company with over 20 locations to sue a young entry-level worker with no degree. In December 2021, I was sued for \$30,000 in "considerable and irreparable damages" for violating non-compete simply by pouring different drinks into different cups at a different bar...If non-competes aren't banned, I will lose my lawsuit. I may lose everything. While has millions of dollars and many locations, I scrape by every month. They can and will win. They have the funds to drag it on until I run out of money. I only have a chance if they are banned because our legal system is less concerned about right and wrong, but who can afford the best lawyer... Banning non-competes would be the best thing for millions of workers, finally able to move on with life without fear. I hope my country is looking out for me and my rights as a citizen, working to put food in my mouth and a roof over my head. Please ban non-competes.”</p> <p style="text-align: right;">-Anonymous</p>
	<p>"This is exactly the type of action that the public hopes our government agencies will do, but rarely see. I am a practicing physician and veteran of the US Air Force. I believe in free and fair markets, and the American way. Non-compete clauses have always struck me as anti-completive, anti-free market, and un-American. They are instruments that keep the balance of power tilted toward the powerful while limiting the options of less powerful workers. The government should restore the balance by passing this rule banning non-compete clauses.”</p> <p style="text-align: right;">- Gustavo L.</p>
	<p>"I worked as a teacher at a public charter Montessori school in Florida. Becoming a Montessori teacher required two years of courses in addition to my normal certification. I thought it would make me more sought after in the marketplace. Instead my school required a nc clause for three years after I left them in my area. My county has a shortage of Montessori teachers. My spouse works in this county. I could not leave. Instead of being more desirable in the</p>

	<p>field, and having an employer that worked to regain me, I was essentially handcuffed even though I had put in years of service and repaid the cost of my training Please ban non competes."</p> <p style="text-align: right;">- Anna C.</p>
	<p>"[I] am a mid-career data professional who works for an internet-based company with Users from all around the world. I am restricted by non compete from working for other companies within 100 miles of anywhere they do business for 12 months. This is effectively a total ban on working for competitors, since my company has global reach, and competitors are also global. I had to turn down a job when, after a decade, I had forgotten that I had signed an NC upon being hired. My company pays very poorly because they know that employees would have to abandon their careers in order to leave, and in my case, the last decade of my professional experience. They made no investments in my professional growth. I am trapped. Enacting this rule would allow me to go where I am needed, at a pay rate that is commensurate with my skills."</p> <p style="text-align: right;">- Tanya G.</p>
	<p>"Please vote to protect workers from Non-compete clauses. These protect the business at the expense of many low-paid individuals. Where I work, any yoga teacher who quits a yoga studio is barred from working in our town, because the studios all have non-compete clauses. What a terrible thing for the teachers, who are chronically underpaid. The system keeps them under paid. Please protect us. Thanks you"</p> <p style="text-align: right;">- Ann L.</p>
	<p>"I've been doing hair since I was 21 and have been working in the industry since I was 16. Over ten years later in being dragged through an expensive lawsuit by a former employer for a breach of non compete because I left and started working for myself. I did not reach out or solicit a single client and have evidence of their messages reaching out to me to find where I had gone to. The business suing me closed down two months after I left which had been planned months before unbeknownst to the staff as the business had been sold to another salon. Yet the original owners of the salon are continuing to come after me for 180,000 and recently offering to settle for 25,000. My contract stated that I couldn't do hair in the entire state of Florida for two years, effective killing my career. When I signed it I was told it was standard and that they would never pursue it, and wasn't aware that the state of Florida took these documents very seriously. So here I am today a year later drowning in legal fees and paying off a personal load I had to take out to cover my expenses while the multi millionaire multiple business owners continue to come after me."</p> <p style="text-align: right;">- James F.</p>

	<p>"As a journalist, having non-competes has serious implications on my job, my career path, my paycheck, and the opportunities I'm able to consider. I write this comment in favor of a total ban on non-compete clauses. Without non-competes, I could be considered for jobs at other TV stations in the city I live in, without having to uproot my entire life to a new place to receive a better wage. The current non-compete I and many others in my industry face bans be from working in my TV viewing area market (where I live) for upwards of one year following my last day at my current company. This would require me to either move to a new city to continue working in my industry, or to find a completely new career path to stay employed in the place I call home. Journalists are also very underpaid. I can share countless stories of TV news reporters like myself who were struggling to make rent and pay for groceries in their first jobs, many forced to take a second and even third job. Our salary increases do not come near keeping up with inflation. Without non-competes, stations would be forced to offer more competitive wages to not lose their staff to the competition. The impacts this could have are massive-- and that doesn't even scratch the surface of all other work industries outside of my own."</p> <p style="text-align: right;">- Malique R.</p>
	<p>"I am an OBGYN resident physician in a severely underserved area. If I sign the non-compete the hospital is demanding I sign, I will essentially be trapped in that job with no ability to find a better fit, unless I leave the state. Corporations know they have this power over recent graduates and are using it to take advantage. On top of a quarter of a million dollars of medical debt, I also have a disabled child and I need to stay in this town because this is where my child care/family support system is. All I want to do is take care of patients, take care of my family, and have the ability to continue to grow in my career as my life and priorities change."</p> <p style="text-align: right;">- Katherine R.</p>

Additional Support from Florida

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Stefan	<p>"Warning. I'm not an expert on this topic (or pretty much any other topic under the Sun!), but this proposed rule banning non-compete clauses seems good to me: "Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition.""</p>
Michael	<p>"If sports found a way to allow free agency without binding, then business should be able to do it, too. Sports teams compete directly, when you lose your best player he/she may go directly to your competitors, but you can do that, too. If companies</p>

	want loyalty, they should drop the "at will" employment mess and sign their key employees up for extended contracts that are incentives to stay put."
James	<p>"Non competes should be prohibited. It stifles creativity and growth. It is used by Employers to intimidate and cause stress. Please do away with this arcane process.</p> <p>I am currently dealing with the non compete clause. The company Berkley Group is threatening to charge me 500 per day in damages. I am 70 years old and was offered a position different but better than my previous employer. I worked for them for 28 years and produced over a Billion in sale. Prior to the time, I spent 20 years in various executive positions within the Timeshare Industry. My past employer is treating Me horrifically. I am guilty of accepting a Better position. Please Help."</p>
John	"Non compete clauses should be banned simply because they are attempts at contravening free trade and the constitutional right to the pursuit of happiness and security"
Alejandro	"Hello, I was required to sign a noncompete for the company I am currently working at. After being here for almost a year, the company is not what I expected it to be, and is dishonest in it's marketing and has no integrity in it's products. I have multiple offers from other companies with higher wages and benefits, but I am not able to do so for fear of legal action against me due to my noncompete. A ban on noncompetes would dramatically improve my quality of life by allowing me to get a higher paying job without fear of a lawsuit that could leave me destitute. Please institute a ban on noncompete agreements, because I believe it constitutes an unfair competitive advantage to companies when their employees can't even find a job in the field that they have studied or have experience in without fear of legal repercussions."
Christina	"I'm am commenting in favor of the proposed rule to eliminate noncompete clauses related to employment contracts. I am an OB-GYN physician in one of the top 10 OB shortage markets in the country, in Jacksonville, FL. My non-compete would require me to move out of my county and any county that borders this one for 5 years in order to work if I leave this job. It would also preclude me from working for any insurance company in FL in an administrative capacity. This essentially holds me hostage in my job. If I chose to leave, it would deprive my patients of their physician at a time when OB physicians are a significant community need. Please do not carve out physician contracts from this proposed rule."
JOHN	"This is essential for economic flexibility for workers."
Barbara	"People should be able to work where ever they want, regardless of whether they have been in a comparable business. Non compete rules should NOT be allowed. They should be as illegal as they as immoral!"
Sajat	"I am a primary care physician and have worked as an employee for several large corporations. The non compete clauses are extremely harmful both to the employee and the consumer. It prevents the employee from seeking better career opportunities for fear of disrupting the family (spouse's job, kid's school) by moving out of the restriction zone. This leads to disgruntled employees providing substandard service

	<p>to the consumer. I have been a part of management teams and non compete clause was always discussed as a weapon to prevent doctors from leaving. It reduces the incentive for businesses to improve the work environment to retain talent. Non-compete clauses are anti-capitalism!!"</p>
<p>Juan</p>	<p>"Physicians should not be subject to non-compete clauses because it can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Firstly, non-compete clauses limit patients' access to healthcare, particularly in areas where there are already limited healthcare providers. This is because physicians may be prevented from practicing in the same geographic area, which can lead to longer wait times, reduced quality of care, and potentially higher healthcare costs for patients. Secondly, non-compete clauses can reduce competition among healthcare providers, which can lead to higher prices and lower quality of care. This is because patients may have fewer options to choose from, which can result in less 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."</p>
<p>Tahs</p>	<p>"As a physician who does not even see patients in clinic (and therefore cannot "take my patients with me" if I left to a different job) even I have a non compete. It makes no sense, and has severely restricted where I can live. I want to switch jobs but I can't. I want better hours so I can spend time with my baby, but I can't switch to the other hospital in town because of my non compete. It is like a choke old on my life and it affects my family too. Physicians are people too. I hate my non compete and feel trapped. Please, if you abolish non-competes, dont leave physicians out."</p>
<p>Abdullah</p>	<p>"I fully agree that non-competes should be banned. They stifle growth and reduce opportunities for self-growth. Usually hardly enforceable, they are used as a scare tactic and employees shouldn't have to worry about those in an already hyper-competitive job market."</p>
<p>Asim</p>	<p>"To whom it may concern: I am a practicing physician. Noncompete clauses are rampant in our profession, especially with the increase in organization employed physicians over the last two decades. Non-competes generally harm the ability of physicians to respond to changes in patient care needs across the country and unfairly burden physicians from addressing changes in care needed within their own community. From a patient standpoint, noncompete clauses beholden patients to a specific administration via the fact that administrators make decisions about clinical care and resources allotted to their employed physicians. These allocations are first and foremost in the interest of the medical systems rather than in the interest of changing standards of patient care. Lastly, physicians have spent more than two</p>

	<p>decades in school, and in most cases have devoted significant financial resources to attain their degrees. Noncompete clauses reduce our ability to maximize their income potential, settle our educational liabilities, and build a sufficiently robust retirement plan in the setting of a markedly shortened career created by the long educational requirements of entering the profession. Rather than requiring accountability to maintain standard of care and reasonable work environment for healthcare professionals, non-compete clauses allow employers to hold employees hostage as the seeking an organization that would accomplish this better would require uprooting the physicians entire livelihood and family due to restrictive nature of these covenants. These policies are antithetical to the concept of a free market economy or any form of leadership culpability. In essence, noncomplete clauses have benefit only corporations and employers and actively harm patients and their healthcare providers. These policies have no place within a modern healthcare system. Sincerely, Dr. Asim Ahmed"</p>
Saif	<p>"I support banning non-compete clauses"</p>
Syed	<p>"I strongly recommend to ban the non-compete clause because it gives employer a lot of control over the non compete employee and I have suffered so much abuse by my employer because if could not leave my job. He abused me and made me work extra hours and also abused my family. Finally I was able to leave but he has caused life long trauma."</p>
Rajesh	<p>"Non compete for physicians should be banned."</p>
Maheen	<p>" I am an attorney that reviews physician employment agreements, and every single day, I am shocked by the lack of bargaining power these doctors have against the hospital systems in their towns. One hospital system in a major metropolitan city has a clause in their contract that states a specialist is barred from ALL MEDICINE within their non-compete area (this client did internal medicine residency and then further training in particular subspecialty). I explained to the hospital's attorney that such clause wouldn't even be enforceable since it is broad and has nothing to do with the specialty my client was offered to join at the hospital system. The hospital's lawyer refused to acknowledge my point, and seemed to believe I was incorrect. If my client wanted a job here, they'd have to agree to this egregious clause being in the employment agreement. The part that is disappointing is that years from now when my client decides to leave the hospital system he will feel like needs to abide by this clause, obtain a waiver or spend money figuring out whether the clause is valid or not. We need to be kinder the physicians in our community and remember that when they are in training they get paid less than minimum wage for all of their service, they sacrifice their personal lives all to be in a profession that aids others. Of course ever profession has their bad apples, but there are far too many amazing ones that deserve to be protected, and I am commenting today to try to help them out. The hospital systems can leave, but these physicians are a part of our communities, I don't want them leaving because their relationship with their employer didn't work out and I don't want them having a ridiculous commute, because they are forced to stay in certain areas because lets say of divorce and custody reasons. I could go on and on, but I know you understand my point.</p>

	<p>P.S. One final point, this horrible agreement also had a clause in their that enforced the non-compete in the event the agreement was terminated due to a disability on part of the physician. I tried to strike this and educate the attorney that this hospital system may not have the same obligations to accommodate the physician under ADA due to the accommodation being considered an undue burden for this specific hospital system - however the attorney refused to budge. So folks this is what is happening - this is what we are up against- we need a law to prevent non-compete in physicians agreements.</p> <p>Another trend I am noticing is that hospital systems and private equity companies are buying practices. They know the non-competes they are adding in are overly broad, but they add them in to "scare" the physicians into complying with such bogus provisions or make it so that the physician has to spend money to obtain a legal opinion on the enforceability of such opinion or litigate it to find out if it would hold up. So many physicians just want to move on with their lives and continue to earn money to provide for their families, and are not interested in solving these open ended legal questions surrounding enforceability of non-competes (many of them are also straddled with large amounts of debt due to student loans and this isn't a priority budget wise). We need to BAN physician non-competes. ANOTHER ISSUE IS THAT lets say a physician has a wonderful patient population associated with a specific insurance provider, but their practice decides to part ways with that provider, but the physician disagrees and would like to continue serving that patient population. These non-competes bar the physician from being able to open up their own shop to serve those patients since they are barred by the non-compete. The PATIENTS are the real losers here, since now they forgo continuity of care by someone who was willing to provide such care, and they are now forced to find another care provider who may or may not be as good, and they are forced to develop a new relationship."</p>
<p>Shabana</p>	<p>"Hi. I'm a pediatrician and I do not agree with the non-compete clause. It interferes intermittently with the care I provide to my patients."</p>
<p>REDA</p>	<p>""I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster an environment of discrimination, unfair wage practices, and bias against promotion for those who want to continue living in a specific region or want to continue in the same field of expertise. Not to mention that it also affect patient's care as patients are no longer able to see their provider that they like and trust. I support this proposed change."</p>
<p>Tyler</p>	<p>"Non-compete clauses put undue strain on the working public and stifle career mobility, and forcing our populous to generalize their skills instead of specializing because they cannot work in the same industry they already have experience in is a terrible policy to enforce. Removing non-compete clauses will either allow workers to find opportunities that are tailored to them (increasing overall job satisfaction) or will three companies to provide better benefits, perks, culture, or salary to keep their employees. The current system allows businesses to effectively threaten their employees with the cliché "You'll never work in this town again!", after the first day they start their new job."</p>

<p>Tim</p>	<p>"I wholeheartedly support getting rid of non competes, especially if the company you have a non compete with is the one that lets you go. I was let go from Space Coast Credit Union in Florida on January 5th of this year and they're holding me to a year long non compete where I can't work at any financial institution in Florida for a year! In my industry, there's no proprietary information to share or clients to take with me. Now I can't support my family and am finding it very difficult to find a job. I've talked to my former company and they refuse to release me from it. Please make this initiative to get rid of non competes effective as soon as possible."</p>
<p>Gabriel</p>	<p>"The proposed rule to ban Non-Compete Clauses is the only just and moral choice for an America that purports itself as valuing individual freedom. Non-compete clauses often greatly restrict the freedom of a worker in ways that a company is not bound to reciprocate. While there may be legitimate cases for their use, the abuse of such clauses has become such a common scourge that it is questionable what value there is in retaining them at all. If America values its innovation, and believes that competition inspires greatness, we cannot allow corporations to place shackles upon our citizens and prevent them from exercising their right to improve their condition through finding new employment."</p>
<p>Talat</p>	<p>"Noncompete clause should be banned forever. It limits competition and improving quality of care. It obligates affected individuals from market fair share. Banning noncompete clause will promote healthy labor force movement. Noncompete clause, contradicts United States, Constitution."</p>
<p>Matthew</p>	<p>"I fully support getting rid of non-compete agreements. Non-competes hinder a person's ability to find a new job and make their lives better. Non- competes are un-American and serve the interests of corporations over citizenry.citizenry. Labor needs to be mobile for a strong economy and non- competes prevent that."</p>
<p>Ahmad</p>	<p>"I absolutely support a ban on non-compete clauses forced upon workers. They are anti-competitive, by definition, harmful to workers, and only exacerbate a power imbalance between employee-employer relationships."</p>
<p>Agustin</p>	<p>"Physicians can provide a wide range of services and no institution should be limiting that capacity. God forbid you become a physician with multiple board certifications in tha aim of helping others and a single institution had the audacity to avoid you from doing it in the community"</p>
<p>Julibeth</p>	<p>"The non compete clause restrict the individual from full professional development, decreases opportunities to improve services and impose restrictions to small business, solo proprietors and entrepreneurs."</p>
<p>Stephanie</p>	<p>"I am currently a Speech-Language Pathologist. I work as a contractor in the school system. Due to my non-compete, I have not been able to negotiate or raise my rate in 3 years. I feel stuck with a company I do not like and cannot change companies. The non-compete states I cannot work in the same district for a different company. So to switch companies or negotiate my hourly wage, I would have to leave the county for 1 year and return with a new company. I feel powerless and</p>

	<p>stuck. At this point due to the non-compete I feel my company's motto is: "you get what you get, and you don't get upset"."</p>
<p>Eric</p>	<p>"Hello. Thank you for this consideration. Noncompetes can be important if inside company secrets can be used to assist another company. However, a noncomoeete for a physician is not appropriate in many instances such as myself. I am an Anthrsiologist- I do not bring patients (or clients) to the hospital, that is the job of the surgeon. Furthermore, I am bring my learned skills to any facility I work in- I am not being taught how to do my job. As such, I should be free to work anywhere at anytime if I so choose. Please do not remove physicians from this bill. We already sacrificed 11-20 years of our lives to obtain board certification, please do not force us to work at a location that is not optimal for our lives or careers without the risk of moving our families. Also, medicine is now made of large corporations- we are highly trained employees supervised by bosses who do not understand how to do our job. This at times leads to abusive practices that are difficult to change. Please do not limit our ability to work and be happy. Thank you."</p>
<p>rishi</p>	<p>"Dear FTC: Thank you for the proposed Non-compete Compete rule. As a physician practicing for over 13 years I have witnessed first hand how restrictive non- compete clause have directly caused harm to the patients and community we serve and care for. Long standing patient physician relationships are harmed or severed when non-compete are enforced. Unfortunately, our patients suffer disproportionately. Frequently, physicians may find they can no longer provide the best care possible for their patients and will need to change locations in order to provide care or the latest in medical care, but are unable to freely do so due to a non compete. Below are 4 reasons in support of your non compete rule: 1. Non-compete employment agreements impede upon a doctor's ability to practice, limiting their ability to provide medical care to all possible patients. This results in restrictions on the type of care a doctor can provide, which can have a negative impact on patient outcomes. 2. A non-compete agreement can also lead to a lack of competition and increase healthcare costs for patients, as providers are limited in the types of treatments they offer and the services they can provide. This can be especially detrimental to those living in rural or underserved areas, who may not have access to other providers. 3. Non-compete clauses can create an atmosphere of uncertainty for doctors, as they may have to choose between adhering to a contract and risking losing their job, or risk violating the terms of their contract and potentially facing legal action. This creates an environment of fear and anxiety, which can lead to decreased job satisfaction and lower quality patient care. 4. Doctors should be able to practice without fear of retribution from non-compete agreements. It is important that doctors be allowed to provide the best care possible to their patients, without fear of being penalized for choosing to provide certain treatments or services."</p>
<p>Carrie</p>	<p>"I am a family physician working under a non-compete clause. While I want to continue to serve my population of patients, I must move over an hour away in order to restart my practice under the current contract. This is unfair to me due to the cost incurred from a move, the loss of my community, and the impact on my family. However I feel it is an even larger disservice to the community I serve, as I am in a physician shortage area and would leave many people without immediate access to</p>

	<p>a physician. Non-compete clauses in the medical profession are harmful to the population, not just the worker. Please reverse the non-compete clause with this ruling. Thank you for your public service."</p>
<p>John</p>	<p>"Non-compete agreements limit the capability of American citizens to sell their labor in a free and fair market, jeopardizing the very earning potential and our communities, and providing employers with an unfair competitive advantage in the employer/employee relationship. I invested 4 years of my time and money to earn a Bachelor of Science in Communications from the University of Tennessee; graduating in 2002. My degree cost me over \$40,000. I went to college to specifically work in the Advertising industry. My first job, at 22 years old, required me to sign a non-compete agreement. I was hired by the St. Peterburg Times (now Tampa Bay Times) to sell advertising. This non-compete agreement prevented me from working for other publishers operating in the local metro, while also being limited in my career development at this employer. I was terminated (at will employment state) yet was still not able to pursue opportunities in my community. This limited my earning potential and increased my fear of not being able to pay my mortgage. I was able to work with a publisher doing business outside of the local market, but it was not my first choice. Since then, I have gone on to work in digital publishing, software, and insurance; where Vector Learning, Nextraq, and Met-Life all forced non-compete agreements to be signed before starting, but not during the employment negotiation process. I was recruited to a second GPS company and received a "Cease and Desist" letter representing Nextraq after I left the company for a different vendor for a better opportunity. A legal review cost me over \$500 from counsel, ensuring I could in fact continue to work at my new job. I was considering leaving this job, where I saw a \$15,000/year raise. The most disturbing language I see in these types of agreements read something along the lines of "Employee will not prospect potential customers". The entire world cannot be named as potential customers. Non-compete employment agreements provide employers an unfair competitive advantage in the labor market. Employers do not own employees, nor have any right to prevent where they seek future opportunities. This does not preclude non-disclosure agreements, which could still include trade secrets. Non-compete agreements in each stage of my career have limited me at times to find work outside of the industries I have built a working knowledge of, and to some degree, also devaluing the investment I made in my education. Additionally, for states that have At-Will employment, employees can be terminated at any point while also being limited where they can continue to earn a wage to provide for their families. This can be especially threatening in smaller communities. Non-compete agreements are a form of an uncompetitive advantage for employers in the labor market. I fully support the ban on non-compete agreements."</p>
<p>William</p>	<p>"As a person with an entrepreneurial spirit a non-compete stifles my ability to build a better "mouse-trap". Thoughts, ideas and innovation would be subjugated to a company's slave-mentality should they force an individual to not innovate a better way. Monopolies were barred in the late 1800s as companies could squash competition via cut-throat techniques, like price cutting, denying access, etc. America was built on innovation and the pioneer spirit and when you allow a "bully" mentality to reign, i.e. non-compete, we set ourselves and other back to the period of slavery. People being laid-off are a result of bad economics, poor management and planning,</p>

	and the competitiveness of the capital markets. Let us compete and thrive for a better tomorrow without being held back by a feudal system. Please ensure the non-compete clause is abolished!"
Michael	"Competition is the centerpiece of Capitalism. Competition and profit motive is what makes capitalism work as well as it does. Everywhere that competition is constrained demonstrates a distortion in the market. Non-compete clauses are inherently anti-competitive and, therefore, anti-capitalist in the strictest sense of the word. Workers should be free to pursue opportunities based on their skill sets. This benefits the worker, because they can improve their station by maximising their skills and burnishing their reputations. It benefits employers because they can attract the most skilled workers. Non-compete clauses bind the the worker to the shop and disincentivizes skill acquisition and self-improvement. Nobody wins. The worker is trapped. Businesses do not benefit from greater skill skills. Even the business holding the non-compete agreement loses because they have a less productive employee who would rather be somewhere else. If a business owners want to keep an employee from competing with them, then they should take on the cost of that by incentivising that employee to stay within the firm."
SARAVANAN	"I Fully support the banning of non-compete agreements; software consulting companies and staffing companies have extensively abused the non-compete agreements to a great extent, and courts have wrongly enjoined the employees in many litigations. This has suppressed wages, prevented employees from taking better positions in other companies, and employees are held against their wishes and forced to work for the same employer."
Alison	"I've been getting my hair done with a girl in a salon called N Color. Her name is Ana. She is a single mother of three. She is excellent at what she does. She signed a contract with the salon owner 18 years ago. It prohibits her from working within an 18 mile radius of the salon. Obviously all her clientele is outside of that area. She doesn't like the work environment and could make a lot more money on her own. She has taken the contract to several attorneys, and they have told her she has no way out. Is there any way you can help her?"
J	"I was recruited to a program at a large not for profit hospital in Florida. A number of major concerns were not disclosed to me regarding the state of the program. I have not been at the program long enough to establish a referral practice but I did move my whole family 3000 miles. I have opportunities at other hospitals in the community but the administration is hying to prevent me from going yet not making an effort to change moral and ethical issues within the program. Please consider the power these multimillion dollar salaried CEOs (of course even at not for profit institutions) possess when controlling the fate of physicians such as myself. I trained for 14 years followed by many years of grueling, stressful work as an attending and the skills I possess should not be hijacked in this manner."
Anonymous	"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

	<p>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. Eliminating the noncompete clauses will help improve healthcare access for patients as hospitals and corporations can no longer restrict where physicians can work. I urge the 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>
<p>Anonymous</p>	<p>"I have a "non-compete" agreement at a large company and I cannot search for employment, elsewhere. Salaries in my industry are as much as double what I make & conditions are the worst of the worst. What can I do?"</p>
<p>Cheryl</p>	<p>"I was just informed that my accountant cannot do our taxes for the next 2 years due to a non-compete law, which I am extremely upset about. She could not work under her current work environment and chose to leave, which has affected many of her clients including the 4 companies that I manage payroll and books for. I have not found a better accountant that I truly rely on and who is always there for us when we need her. I have 4 companies that would like to vote or put in our 2 cents that this law should be changed as most people needing work will sign anything to be employed even if they have no idea that their working conditions could cause unhappiness forcing them to leave and not be able to do what they love for 2 years, seems unethical to me."</p>
<p>Hans</p>	<p>"Non-Compete Agreements are fundamentally anti-American. They lock workers into Feudalistic agreements, scaring them into subservience and servitude. They hinder the dynamic nature of America's economy and artificially suppress wages. There are limited cases where non-compete agreements are warranted, like companies with secret formulations or practices that are core to the business (e.g. He Coke vs. Pepsi); for everything else, non competes should either be banned or in the case where they are necessary, the worker should be provided financial compensation that takes into account their base pay and contract duration."</p>
<p>Andrew</p>	<p>"Action to ban the abusive and absurd use of non-compete agreements is long overdue. Our free market system and economy are based on the idea of competition. The best products should find the most consumers and the best (and best experienced) workers should find the most desirable jobs. Forcing low-wage workers to sign a non-compete agreement that prevents them from leaving KFC to work at McDonalds allows that worker to be exploited and cuts workers off from the opportunity to better themselves. It is an updated version of sharecropping and other forms of worker entrapment that prevent employees from "walking off the plantation" to seek better opportunities elsewhere. Obviously, an experienced worker is often the</p>

	<p>most valuable, as he or she requires less training and already has considerable skill in their role. I strongly support the FTC's move to eliminate the shameful use of non-compete policies, which offer workers and consumers nothing, while giving employers yet another unfair advantage over hardworking Americans."</p>
<p>Taylor</p>	<p>"I strongly support the proposed rule to ban non-compete agreements as they unfairly restrict competition and limit workers ability to pursue new job opportunities and negotiate better wages and benefits. This practice can lead to workers being trapped in unsuitable jobs, hampering the job market's ability to operate efficiently. Banning non-compete agreements would level the playing field in the job market, giving workers the freedom to move between employers and negotiate better terms. This would result in increased innovation, higher wages, and better working conditions for employees. I understand some may argue that non-compete agreements protect employers' interests and their intellectual property. However, there are other ways to protect this property without limiting workers' freedom. For instance, confidentiality agreements and non-solicitation clauses are sufficient alternatives. It's time to end the practice of non-compete agreements and promote competition in the labor market. Thank you for considering this rule."</p>
<p>Cassandra</p>	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. Patients may be "required" to accept treatments that are not helpful, because they are the current "standard of care." These have been shown often to not help as they are promoted to do, and can actually be harmful, like psychiatric drugs for children or opioids for minor pains. Doctors should not be shut up. And, they should be free to leave a group that they believe is not allowing them to do their best, or for whatever other reason they have. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
<p>Sarah</p>	<p>"Non competes are bad for patients, bad for doctors, we will all fall victim to situations benefiting corporations over people."</p>
<p>Susan</p>	<p>"Please ban non competes. They are bad for society and are in direct opposition to our freedom to choose. They are very bad for health care and continuity of care for patients."</p>
<p>Mina</p>	<p>"I work as part of a very large hospitalist group and although almost every physician on current hospital is not happy with our current job due to management issues. The non compete will basically prevent us from working in the county as company have a presence in every hospital. Few of us are considering alternative venues for the possibility of just leave medicine all together. Too much stress, low incentives and too much burocratic work is putting a toll in us and making other venues outside</p>

	<p>medicine more attractive. Even if you make less money, you will have time to enjoy family and live which is unattainable at the moment."</p>
Mary	<p>"I urge the FTC to add a new subchapter J, consisting of part 910, to chapter 1 in title 16 of the Code of Federal Regulations. I have seen first hand the damage a noncompete has had on a mother of two children working as a hair stylist on Amelia Island, Florida. Her former employer has taken her to court and she is no longer able to serve her long-term clients, of which I am one, in any salon within 10 miles of her former employer. I find it outrageous that a noncompete would apply in this situation. This is having a significant negative financial effect on her and her family. Noncompetes are not appropriate for many reasons and are especially not fair for those working in service level positions such as hair stylists."</p>
A	<p>"Mom-compete clauses prevent medical professionals from optimizing their impact when they are trapped working for big hospitals and corporations and cannot go to where patients need them the most."</p>
J	<p>"I am a physician in Florida and have been out of residency for 8 years. The non-compete in my contract is so strict I would have to take my kids out of school and move to get another job. A fellow partner tried to leave the group and spent \$10k in legal fees fighting to stay in town and eventually gave in and left. In the medical profession large medical groups and hospitals have large legal departments and budgets to enforce non-competes. They can then force unfair wages and unfair work hours. In the medical profession we get no education or proprietary knowledge from our employer so they have no ground for the stringent non-compete."</p>
M	<p>"I support putting a stop to Noncompete Agreements in order to support our economy and working population. Non-competes are about one thing: Power. They are yielded as weapons against workers."</p>
Chris	<p>"We must have this rule passed ASAP. I am being unfairly targeted by unscrupulous employer and it is hindering my ability to earn a living with the skills and knowledge I have worked hard to obtain. I David and they are Goliath and I barely have enough money to pay the bills, let alone try and fight the employer or worse, fight a lawsuit for trying to make a living!"</p>
Jenny	<p>"I am strongly opposed to non-complete clauses. They are bad for patients and bad for healthcare providers. Patients may not be able to see the provider that they wish to because if a provider leaves their job, they may not continue to work in the same geographic area. Providers may be forced to stay in a job that they are unhappy in because they are not legally able to obtain employment in the same area. Providers lose the opportunity for financial growth which is something we cannot afford in this healthcare shortage. It is time to remove the archaic practice that costs billions of dollars annually."</p>
SAMEER	<p>"I am an oncologist in Palm Coast Florida. It's difficult to discuss the various problems of our medical system in isolation, as each exacerbates and potentiates the effect of the others. However, of all these problems, the greatest is the non-compete</p>

clause. The physician shortage is a manufactured crisis. It is a by-product of non-compete agreements which are now ubiquitous in medicine— every doctor has to sign a non-compete today.

Non-competes, particularly in medicine, are an instrument that solely serves the interest of corporations while harming Americans. Non-compete agreements allow healthcare corporations to create oligopolies by carving out territories, not much different than drug cartels. The motive is purely to ensure egregious profiteering from human suffering by stifling competition and controlling access to healthcare.

For the first time in our history most American doctors are now employed, almost 75%. The safety net of independent physicians is gone. The Majority of Doctors now work for staffing firms that are owned and operated by Wall Street Private Equity firms, like the Blackstone Group, KKR., and Summit Partners. Consequently the magnitude of the effect of non-competes has never been greater than it is today. Non-competes completely suppress competition, decrease access to physicians and have led to worse patient outcomes. — That means more avoidable suffering, more avoidable death, and exponentially higher healthcare costs.

Non-competes allow corporations to create toxic and exploitative work conditions for doctors and even more importantly, interfere with our medical decision making. This in turn increases physician burnout which is now reported by more than 60% of American doctors. A direct consequence of this is that physicians have to leave their jobs, and many are leaving medical practice entirely. When doctors have to leave their jobs, non-competes block them from serving in their own communities. This creates what are known as 'medical deserts' — a term used to describe regions in this country where there are few or no doctors at all.

What happens to these patients? When doctors are being eliminated from the community, the remaining doctors have to absorb these populations. It is no wonder that it takes months to see any physician at all today.

Non-competes silence physicians from whistleblowing. When corporations can threaten physicians and their families with economic warfare, all whistleblower protections mean absolutely nothing. How do we expect doctors to speak out about corporate practices that are fraudulent or endanger human lives, all in the name of profit. We must decide if we want Wall Street muzzling our doctors via coercive non-compete agreements. The results of non-competes in healthcare are being borne out right in front of our eyes — How do we have a shortage of physicians and less access to medical care, but the highest healthcare spending of any country, only to get the worst patient outcomes of any advanced nation? Yet somehow hospital corporations are making record profits year after year. How does this add up? The formula is straightforward: monopolize and control the labor market with tools like non-compete clauses. Cut corners, raise prices. Medical care suffers, but the quarterly profit is up. Any other scenario simply does not compute.

Non-competes, particularly in medicine, are immoral, unnecessary, and a clear and present danger to the country. Medicine cannot be treated just like any other business — it's different, it's special, and access to it must be protected by banning non-compete agreements entirely. To all those who are listening, I will conclude by

	<p>saying this: you will all someday be on the receiving end of the healthcare system, take heed to what you create.</p> <p>Thank you for your time."</p>
Robert	<p>"I am strongly opposed to the use of non-compete clauses in employment contracts. I am a physician who is under a non-compete clause from a major "not-for-profit" hospital chain. I had a simple choice; sign the "non-negotiable" non-compete clause, or sell my home (during a down real estate market, with rising interest rates) and move elsewhere to earn a living. I have lived in my community for 12 years and have deep ties and do not wish to move. They know this, and giant corporations are leveraging the situation to take unfair advantage of individual physicians. It's unfair and it needs to be stopped."</p>
Karl	<p>"Non-competes our way to keep people under control and suppressed even after they leave a bad employment situation. One American should not be able to control another Americans future."</p>
Lynda	<p>"Non-compete clauses should be banned. I'm a physician and many of us have non-compete clauses which hurt patients and further restrict patient access in a time when there is already a huge deficit. The financial concerns of hospitals should not take priority over access to safe and consistent health care."</p>
Samantha	<p>"I signed a noncompete without knowing at my very first job out of college. Granted, I should've read the paper work and had a better understanding at what I was signing, but at that point I was just excited to even have gotten a job as it was the height of the pandemic. I'm now about to go through litigation because the noncompete is overly broad and restricts me from working in my industry anywhere in the world. Let's not forget, this noncompete was for an entry level employee who should pose absolutely no threat to this company. I fully stand behind abolishing noncompetes. It's restrictive and unfair to employees just trying to make a living and do their job in their preferred field."</p>
Dwaraknadh	<p>"I request FCC to ban non compete clause altogether It's against individuals and supporters big hospitals and corporations and insurance companies and makes healthcare more expensive and less available Than you"</p>
Ryan	<p>"I submit these comments on my own behalf and on behalf of the Florida Chapter of the National Employment Lawyers Association (Florida NELA) in support of the entire Non-Compete Clause Rule as proposed. Florida NELA is a non-profit organization dedicated to protecting the rights of workers throughout the state of Florida. Florida NELA promotes the civil rights of employees, applicants, and former employees by assisting the lawyers who represent them. Florida NELA is an affiliate state chapter of the National Employment Lawyers Association. Florida NELA has filed numerous amicus briefs with federal and state courts which have been recognized by courts in assisting in the evaluation of issues of Florida employment law. See, e.g., Gogel v. Kia Motors Mfg. of Georgia, Inc., 967 F.3d 1121, 1163 (11th Cir. 2020); Donovan v. Broward Cnty. Bd. of Comin'rs, 974 So. 2d 458, 461 (Fla. 4th DCA 2008). On a daily basis, the members of Florida NELA advise employees (and those labeled as</p>

independent contractors) on Florida's draconian law on non-compete agreements and other restrictive covenants. We speak with employees about the substantial risks they take when they leave a job to pursue the American dream of starting their own business or even just consider moving to a better paying job at the fast-food restaurant down the street. Even more heartwrenching is having to counsel an employee who has been fired without cause, but the employer is still enforcing a non-compete against them. I personally have 25 years' experience in representing employers and employees in Florida in non-compete matters. I have represented individuals who perform manual labor for minimum wage and chief executive officers of publicly traded corporations in non-compete matters. In almost every instance when I am discussing Florida non-compete law the individual is surprised about how Florida law treats non-compete agreements and the amazing anti-worker bias. In Florida, a non-compete clause typically prohibits an individual from working for a competitor or starting their own business for two years after the termination of their business relationship, regardless of the reason for termination. While there were previously geographic limits, with the growth of the internet many businesses now claim to have nationwide operations and seek to prevent individuals from working anywhere for a two-year period. As noted in the Notice and the proposed rule, there are a broad range of contract provisions that, while not explicitly labeled as non-competes, are used to restrict individuals from working after the termination of their business relationship. For example, non-solicitation clauses prohibiting soliciting potential customers for two years are functionally a non-compete because businesses consider virtually everyone potential customers. There are also non-disclosure agreements, which will prohibit an employee from disclosing or utilizing any information about their employer, typically for a two-year period after termination. These are often written not to protect true trade secrets but rather the mundane, commonly known information and are used to prevent legitimate competition. In addition, sometimes these agreements are structured so that the individual receives a signing bonus when they begin employment but requires the employee to return the bonus or to be bound by the restrictions for a very lengthy period of time. Similarly, liquidated damages provisions and training-repayment agreements are also used to restrict employees' ability to work. Under Florida law, these restrictive employment covenants are used against employees and those labeled as agents or independent contractors. See Fla. Stat. 542.335(1)(dX1). These contract provisions are often contained in the same document, which is typically presented to the individual as part of a package of items they need to click to accept, either at the start of employment or disguised as an innocuous update to policies and procedures. Because of the use of click to agree, the individuals are often unaware of these post-employment restrictions. Non-compete clauses are almost always presented as take-it-or-leave-it contracts and, under Florida law, where continued employment is sufficient consideration for enforcement of a non-compete, an employer can implement a non-compete at any time in the employment relationship. In addition, where there is an employment at-will relationship, a Florida employer can terminate an employee at any time and for any reason, including refusal to sign a non-compete agreement. Taken in combination, the individual has no meaningful way to avoid the unilateral implementation of a non-compete.

Although Florida has a broad general prohibition on contracts that restrain trade, Florida law on non-competes are a huge exception to this prohibition. Compare Fla.

Stat. §542.18 ("Every contract, combination, or conspiracy in restraint of trade or commerce in this state is unlawful.") with Fla. Stat. §542.335. As detailed in the Notice, Florida is "the state which enforces noncompete clauses most strictly." See Notice at page 21. It must also be noted that the basis courts in other states use to limit non-compete agreements identified in the Notice are greatly restricted in Florida. For example, in discussing "[t]he first basis on which a non-compete clause can be found unreasonable is where the restraint is greater than needed to protect the employer's legitimate interest" the Notice states, "[i]f the employer can demonstrate a legitimate interest, the employer must then show the non-compete clause is tailored to that interest." See Notice at page 52. Under Florida law, as long as the employer is able to establish a prima facie case that restraint is reasonably necessary, the burden is on the employee to establish that the restriction is overbroad, overlong or otherwise unnecessary. See Fla. Stat. §542.335(1)(c). More disturbingly, the Notice identifies "[t]he second basis under which a non-compete clause can be found unreasonable is where the employer's need for the non-compete clause is outweighed by the hardship to the worker and the likely injury to the public," but Florida law does not allow consideration of one of these basis at all and greatly limits consideration of the other. See Notice at page 53. Under Florida law, the court is explicitly not permitted to consider the hardship to the worker that the non-compete will cause. See Fla. Stat. §542.335(1)(g)(1) ("In determining the enforceability of a restrictive covenant, a court [s]hall not consider any individualized economic or other hardship that might be caused to the person against whom enforcement is sought.") With respect to public policy considerations, Florida law specifically provides, "[n]o court may refuse enforcement of an otherwise enforceable restrictive covenant on the ground that the contract violates public policy unless such public policy is articulated specifically by the court and the court finds that the specified public policy requirements substantially outweigh the need to protect the legitimate business interest or interests established by the person seeking enforcement of the restraint." See Fla. Stat. §542.335(1)(i). In addition, Florida law turns the normal rules of contract construction upside down. Rather than construing the agreements against the party who drafted them or against the noncompete, Florida law provides, "[a] court shall not employ any rule of contract construction that requires the court to construe a restrictive covenant narrowly, against the restraint, or against the drafter of the contract." See Fla. Stat. §542.225 (1)(11). Florida law also requires the court to construe the agreement in the employer's favor. *Id.*

It is against this backdrop that Florida NELA strongly endorses the entire Non-Compete Clause Rule as proposed. We believe that the Rule should apply equally to all workers, whether a laborer or an executive, whether paid minimum wage or with stock options, whether an employee or an independent contractor. Non-compete clauses prevent all workers from taking better opportunities. Further, senior executives and those who are highly compensated are often in a position to start new businesses, which will lead to the development of new products, services and even markets. There can be a magnifying effect from these individuals being able to fully compete as opposed to being forced to be unproductive for years, often during the prime of their working careers. Because of this we support the provisions of the proposed rule which clarify that the term "worker" includes an employee, individual classified as an independent contractor, extern, intern, volunteer, apprentice, or sole proprietor who provides a service to a client or customer. Similarly, because of the

	<p>variation of methods and terminology used to restrict employees after the termination of their business relationship, we support the broad prohibition on non-competes and all of their functional equivalents. Further, we urge the FTC to include franchisees in the rule. It is our experience that an increasing number of industries are relying upon franchise models. In fact, data from the United States Census Bureau shows that many industries have shifted to a franchise model. See <i>Nearly 300 Industries Offer Franchise Opportunities</i> by Barbara Zamora-Appel and Nidaal Jubran, December 01, 2021 available at https://www.census.gov/library/stories/2021/12/franchising-is-more-than-just-fast-food.html. Many of these new entrants are just as subject to exploitation as employees or independent contractors and should be protected. Further, if there is a different rule for franchisees, companies will just label their workers franchisees in an attempt to impose noncompete restrictions. On my own behalf and on behalf of the members of Florida NELA I thank you for undertaking this important work and for consideration of these comments in support of the proposed rule. If we can provide further information, please contact me."</p>
Kevin	<p>"I have worked for a medical device company, Zimmer Biomet for 13 years and have recently just been laid off. I am now being expected to not compete for 12 months but am only being paid 2 months of severance. This is now causing me to work outside of the state I'm in to avoid legal action from an overly litigious company. This new ruling would allow me to continue working in my industry near my home rather the putting the financial burden on a company hiring me to get me to either move or travel out of state during this time. If companies believed in having the best people and products, they wouldn't hide behind noncompetes."</p>
James	<p>"Non-compete agreements are interfering in the healthcare labor market. I know many physicians that are unable to change without uprooting their family because of a non-compete agreement. As the healthcare market changes, physicians need to the flexibility to work at different places in their geographic area and provide their expertise where it is needed most. It is not in the interests of patients or public health to keep physicians locked up in jobs that may not be a good fit for their practice patterns."</p>
Katie	<p>"As a veterinarian, I support this change. If we are covered by a non-compete, we often have to move cities or face long commutes to follow the non-compete. This is a huge financial burden."</p>
Corey	<p>"Please do this, my wife is a CRNA and the groups do this to force retention and hold back increasing compensation to be market value."</p>
Jesse	<p>"I feel that a non-compete clause is a way to hamper workers and limit their mobility and freedom of expression. a non-compete clause can prevent a worker from seeking better employment or prevent them from quitting a toxic job if they cannot work at another company in the same field."</p>
Michael	<p>"I agree we need reform on Non-compete contracts/agreements. They have gotten way out of hand and well past what they were originally intended for. I understand onon-compete when someone is working with developing cutting edge products etc</p>

	<p>but we are holding even nurses now to non-compete contracts. It makes no sense and it is well past time for reform. The abuse of these non-competes has led us to the point to almost scrap them entirely. If employers treat employees well then many stay. If not, they leave."</p>
Matthew	<p>"As the spouse of a veterinarian, I've seen the damage non-competes do to workers in industries in which they are common: they cause sclerosis, damage the economy, and only help the already wealthy and powerful business owners. My wife, as medical director of a non-profit clinic, has tried to hire veterinarians wanting to serve the public good, only to discover that years earlier the veterinarians had signed away their rights to decide how and where they work early in their career. This practice is wrong and should be outright banned. It not just hurts workers, but employers that *do not* use them to tilt the scales by preventing our economy from being as dynamic as it should be. Please make sure these rules protect workers by banning non-competes as much as possible: for workers, veterinarians, medical professionals, engineers, and anyone else moving this economy forward. Thanks."</p>
Courtney	<p>"Eliminating the non-compete clause in contractors would benefit the consumers right to choose their provider. This also benefits the worker- employers will have greater pressure to provide positive work places because their employers would not be shackled by non-compete clauses."</p>
Kurt	<p>"Adopt the Ban! Non-Competes solely benefit the employer and restrict competition and prevent growth."</p>
Zoltan	<p>"Eliminate noncompete. It forces an individual to either move from their locations, pulling children out of school and having to sell and buy a new home. It is a terrible practice and should be eliminated. Employment should be Atwill and fair market. You should be able to determine your value. I believe it will increase employee retention by raising salary to keep great employees."</p>
Jennifer	<p>"Ban non-competes, as well as non-solicits. It's always been a disgusting practice for a company to have the power to eliminate the hard work of an employee and ban them for 12-18 or more months after they're no longer with their organization. Most non-competes do not include a clause for if someone was laid off or if their position was terminated, so the pure fact that a company can keep all of the business someone generated while simultaneously kicking them to the curb is vile. But yet, if an employee isn't comfortable in their job, doesn't like their leadership, or has any reason to leave a job they no longer want to be in- they have to lose everything? The broad strokes many non-competes have are purely out to harm workers and some make it impossible for someone to even stay in the long standing career they've built if they choose to leave. People in the US love capitalism, so let's apply that to non-competes... a company should make their product or their remaining people better if they don't want to lose business. The majority of people under non-competes have no intention of stealing intellectual property etc, they just want to earn a living and perform the job they're good at/continue serving the people they've worked hard to develop business with- and the people or companies that want to continue doing business with a particular person who has earned their trust, should not be punished</p>

	and forced to work with someone they don't want to simply because an organization isn't confident enough in their product, services, or remaining employees to attempt to retain a customer."
Melissa	"Non-competes are debilitating and limit the employee to pursue other opportunities in their specialized field, unless they relocate. Non-competes also limit finding a new employer because of the legal battle that the current employer may uphold, new employer doesn't want to take such a risk, which then leaves the employee minimal to zero opportunities to further advance. It's just not right. No employee should feel or be treated like they are owned by any employer."
John	"The FTC proposed Non-Compete Clause Rule is an excellent idea. The proposed rule should increase competition and employee wages and reduce the economic reward reaped by employers. I wanted to point out that I have taken advantage of less version of this rule for my entire career. The Florida Bar has decreed that attorneys are not bound by any law firm's non-compete provisions because clients have the unfettered right to choose who represents them. Hence, the wages of attorneys have not stagnated as has happened in many other less-competitive professions and trades. I hope that other workers in America soon have the benefit of the proposed rule. A similar rule to the one that has been proposed by the FTC has certainly not hurt the legal industry here in Florida and I doubt that the proposed rule will hurt the United States' economy either."
Elizabeth	"Please pass this rule, particularly for health care workers and middle to lower class wage earners. The restriction of workers rights has trended worse and worse-employers are able to pay lower wages and treat employees unfairly because of these rules. I have been a victim of one of these no compete clauses. I'm a mom of 3 and health care worker already working more than one job to pay off my debt. I left because of the tendency of my employer to yell and use anger towards me frequently. I tried to follow the letter of the contract and the law in separating from the company but now the legal fees are destroying my family. I can't afford daycare, student loans and now legal fees to protect my career and keep a roof over my family's heads. The legal harassment I'm experiencing is incessant and I haven't slept in months. I just want the right to work in reasonable conditions and with reasonable treatment and the right to leave if that is not being offered."
Ana	"I am single mother and sole provider of two young men (15 and 8). I have worked at the salon I am currently at for 15-E years now. I started as just an assistant and worked my way up to be one of the lead stylist. Unfortunately, I made the decision at a young age of 23 to sign a non compete, not realizing further down the road that would be the worst decision I could make for my future. I am now 36 years old, unable to open the salon I've always wanted, unable to grow more financially, unable to help others grow within the business of doing hair. I have been put into a very mentally draining situation. The owner of the salon creates a very toxic, negative work environment. The turnover rate is like no other over the course of time I have been here. To the point where people will not even apply to work at his company due to his reputation around town. From the degrading comments he makes to employees, to "setting the tone" in the morning after he comes in and verbally abuses

	<p>staff because he simply woke up on the wrong side of the bed. He has raised his portion of the commission he makes off of us stylist. He requires us to sell his boutique items (jewelry, handbags, home decor) otherwise we will be penalized with more commission to be taken away, all though our passion has always been hair, not to work in retail. The only stylist left here are the ones who have unfortunately signed non competes. He no longer employees anyone without signing the non compete. My contract is the most extreme with being 25 mile radius for 18 months. I have brought this to his attention, making a point that I will not be able to provide for my children or myself if I move that far. His response was basically a shoulder shrug. I would really appreciate you considering banning non competes. So that I and many other employees stuck in an unhappy work environment get the chance to fulfill their dreams and to be able to make more financially!"</p>
Sarah	<p>"Want to improve public access to quality healthcare (I.e. physicians)? Make sure they can work freely, and fairly, in the workplace of their choice, in a free professional market. Noncompete clauses unnecessarily limit physician practice, without aiding the corporate employers who enforce them. Please stop this practice. Included within nonprofit hospital systems."</p>
Sarah	<p>"As a physician who has been affected by noncompete clauses for years, I will attest that this practice has limited my ability to practice my skill freely and effectively. It has given excessive power to large corporate groups who wield their power to limit good medical practice, competitive pay, and decent working treatment to physicians and other healthcare providers. The only beneficiary is their corporate profits! As a limited and valuable commodity in the US, healthcare workers of all sorts, including phsyci8ans, MUST be allowed to seek competitive, good employment or own their own practices. If we want strong healthcare in the US, END non-compete clauses!"</p>
Kevin	<p>"It should be up to the customer who they would like to do business with if they choose then they should have there say because some times they are stuck with someone they really don't want to be with ii also understand the the other side it might be in good faith to chance the tenn to a much shorter term that way it gives each person to have time to make good decisions maybe 90 days to 120 sounds reasonable"</p>
Joshua	<p>"Noncompetes harm and reduce competition. Remove them!"</p>
Rahul	<p>"Non compete for physicians can be very restrictive, anti trust and sometimes almost imprisons the physicians who can be forced to sometimes work at a hospital which is almost holding them hostage and the physician has to stay inspite of hostile environments due to family and other personal issues due to lack of choice. This has led to in many cases almost abuse of many physicians."</p>
Carmen	<p>"The non competes here in Florida, especially for health care providers, are antiquated, limiting to the point you have to move to another county! Who is willing to do that?? Until it affects the bottom dollar of other businesses (trickle down effect) it won't change. If I'm moving or driving over an hour to work because my non compete is twenty miles, guess what...!m spending money elsewhere. In healthcare there are</p>

	no trade secrets, we learn secrets at conferences! I92 I NC's end up hurting the patient and continuity of care. NC need to vanish."
Noah	"I am going into the salaried workforce and cannot stress enough how much I support this proposal. Pass this as it will give more power to the employees to take risks without the fear of being sued by giant tech companies."
Macie	" Dear Federal Trade Commission, I am writing to express my support for the Federal Trade Commission's proposal to ban non-compete clauses in the workplace. As an employee in Esthetics, I have personally experienced the negative impact of non-compete clauses on my career growth and opportunities. Firstly, non-compete clauses restrict my ability to explore new job opportunities and pursue my career goals. In a competitive job market, it is crucial for workers to be able to leverage their skills and experience to find the best job that fits their needs. Non-compete clauses limit this ability by preventing workers from seeking employment with competitors, even if they have unique skills and knowledge that could benefit the industry as a whole. Secondly, non-compete clauses often lead to lower wages and benefits for workers. Employers can use these clauses as leverage to offer lower salaries and fewer benefits, knowing that workers may not be able to leave for higher-paying jobs in the same field. Thirdly, non-compete clauses can have a chilling effect on innovation and entrepreneurship. Workers with valuable skills and experience may be hesitant to start their own businesses or pursue new ideas for fear of violating their non-compete agreements. In swnmaty, banning non-compete clauses would promote a more competitive job market, increase opportunities for workers to pursue their career goals, and encourage entrepreneurship and innovation. I strongly urge the Federal Trade Commission to implement this proposal and support the rights of workers in licensed trade fields and beyond. I personally work at the European Wax Center. I have been with the company for 5 years. I do not have the opportunities like so many to be able to work in my field and be able to pursue my own career opportunities. This would indeed change my life and future generations' lives as well. Below I have attached a file of my personal non-disclosure. I hope this helps with any information you may need. Thank you for considering my views on this important issue."
Mary	"I support the proposed non-compete rule; non-compete clauses have no place in the majority of jobs that currently use them. There is far too much control in this country over workers and workers still lack protections. If employers made their workplaces humane, paid them well and treated workers well, they wouldn't want to leave in most cases."
Sandra S	"Non-compete clauses should be outlawed. No. person should be tied to an employer by such a document. Just think about the type of person who would expect you to limit your life for his benefit. This clause is anti-employee, just as the "RIGHT TO WORK"lie is! I strongly support the FTC's proposal to federally ban non-compete agreements.t."
Deborah	"See attached files: Attachment 1 is my comment. Attachment 2: proof my old job is suing me for violating our non-compete agreement and the actual non-compete

	<p>document I was tricked into signing. Attachment 3: proof I have legally complained and will go to trial regarding emotional, physical, and sexual abuse at the job suing me for violation of non- compete."</p>
<p>German</p>	<p>"Restrictive covenants non-compete clauses should be banned as soon as possible. It is a highly abusive large corporate bullying tactic to control doctors and the patients they serve. In the health industry, it is a way for large corporations that are consolidating medical practices under their corporate umbrella to keep doctors from working in a specified geographically area. Doctors that are terminated or leave from these large corporate settings cannot go to local independent local facilities that are small businesses. This business practice hampers the small independent medical facilities from hiring qualified doctors that are leaving larger corporations hampering competition and stifling the growth of the small medical facilities. It also forces doctors to leave the area and find work in other geographical areas. This is detrimental to the community since it makes doctors leave an area where they have been serving patients and have gained an understanding of their patient's medical needs. There is no advantage to the community and to the patients served by having doctors sign and work under a Restrictive covenant / Non Compete clause. Please make this practice illegal and unenforceable for past, current, and future contracts."</p>
<p>Loretta</p>	<p>"I am a current employee of PSG, the physician arm of HCA. My contract clearly states I'm allowed to do outside work as long as I post a conflict of interest declaration which has been done. I also went further to ask for a letter of exemption. Also, the area of noncompete is 5 miles radius from the facility I work at. I have been repeatedly, denied Locums opportunities at other FICA facilities, due to the fact that I am employed at a facility with needs. Prior to pursuing these outside activities, I performed extra shifts which I have not been paid for in total \$80,000 worth of work. PSG has come back to say that those were in eligible shifts and that I owe them \$100,000 for not providing back up which was impossible to provide due to lack of back up shifts. They stated sign this new contract and will give you \$60,000 to date, I have signed this contract and have not received my compensation. Throughout this process PSG has not returned multiple emails. Voicemails text messages, and phone calls affectively ghosting me. It would seem that PSG/HCA is blocking employment opportunities for their benefit despite a contractual agreement to allow outside activities. My concern is that when I leave my present HCA facility, I will not be able to work at any further HCA facilities because of internal blocking, despite a noncompete area of 5 miles radius of my primary facility."</p>
<p>Mark</p>	<p>"I currently work as a primary care physician for a large medical system in Florida. When I began working, I had had zero patients and have built the panel of patients to over 1700 over the last 3 years. I have come to know my patients well and we have formed strong bonds. My current contract has a non- compete radius of 10 miles. So, if things go sour with my employer and I decide to leave, it is highly unlikely that my patients will follow me. This would mean starting over again which can lead to a large monetary deficit in the first 2-3 years. And this is a contract that is much more fair compared to others. This swings the pendulum of power in favor of the employer a bit too much and because of this, I feel that non-competes should not exist at all."</p>

Julian	"This is egregious, you don't even hide your contempt for physicians anymore."
David	"The FTC is considering removal of non compete clauses in some but not all industries. As a physician who has twice been negatively impacted by these laws, I believe that physician exclusion is a fundamentally unacceptable consideration. I understand how private practices, small-, medium- and large-sized healthcare systems need to have some basis of physician retention as there is ample upfront costs. In other industries, respectfully treating employees is the mechanism of retention. The multiple industries somewhat analogous to ours act like other free markets whereas this reality would be purposefully negated if the provision as is goes into effect. Lastly, the most important aspect of non competes to individuals is that it prevents people from establishing a home in places that are restrictive to healthcare start up. This allows and promotes patient abandonment, which should an issue prevented directly or indirectly in healthcare law, even if not actually occurring."
jay	"In the aviation industry the airlines are riddled with competition. People should be able to work in positions that are at opposing airlines. They work at airlines, they don't own them. It's about making a living and being paid what you are worth and what you need to be. All that a non compete clause does is hinder you from that. The workers themselves don't personally have a controlling stake in the company or own the airline, and therefore do not have a say in how the airline is run and the decisions it makes. It takes away your ability to have more than one source of income in the same industry - and that's why a no compete clause needs to be done away with. I would say the only exception to this is if you have an actual say in what happens the airline (not just as a shareholder)."
Kathleen	"I work for a large private practice group in Tampa Florida. I am completely opposed to non-competes, and I am in support of deleting them from any contracts."
deana	"I was forced to sign a non-compete clause before accepting an art sales job in Tampa, Florida. I was new to the industry and did not understand the repercussions of agreeing to the terms. The existence of this very broad non-compete has not only prohibited me from finding work in the field that I can most successfully contribute to, but it kept me at a job that was often hostile and unsafe because I knew I could not find work if I left. Non-compete agreements have NO place in the marketplace. This document can create an unhealthy power dynamic that takes away a level of accountability from the employer. It em damage the lives of hard working people who are just looking to make a living...not damage the business of past employers."
Jessica	"Agree this should happen (but also for profit institutions)"
Elizabeth	"To whom it may concern, I am writing as a practicing healthcare provider , to express my opinion and support of eliminating the non-compete agreement. I took a job in a rural community in Florida under the circumstances of many verbal agreements that are not being followed. I relocated hours away to take the job based on the circumstances discussed and based on the false assumption that the employer was a trustworthy person based on the discussion of religion and christian based comments during the interview that the employer made to make me feel safe

	<p>in the verbal discussion. Since relocating and beginning the job, every detail that was discussed has not followed through. Many private discussions have occurred regarding my frustration without any resolution. My pay has significantly declined due to this and I am now under financial stress all due to this employer not following the plan that was agreed upon prior to moving to this area. I was unable to take the job without signing the non-compete and feel that the employer trapped me into a position that she knew I would not be able to get out of given the area and distance and description provided in the non-compete. Due to the rural nature of the area, I am now trapped at a job that I am miserable at, not being appropriately compensated for, and have gotten myself into debt because of the lack of follow through of the employer's "word". At this time, I am no longer able to relocate to a different job within a drivable distance due to the description and distance listed on the non- complete in order for me to provide for myself and my family Elimination of the non-compete agreement would allow me to begin a practice or to take another job within a drivable distance in order to get myself out of debt and provide for my family. If the non-compete were to be eliminated, rural communities, such as the one I am in, would have better access to the health care that they deserve by allowing more businesses to begin and providers to do what they joined the health care system for- caring for patients. Please take my life story into strong consideration when making a decision regarding this important matter. Regards, Dr. Anonymous"</p>
<p>Darwin</p>	<p>"Non compete clauses have never stopped a company from terminating an employee but have prevented that person from using their skills in another position which is not right. I have experiences where employees was required to sign a non-compete if they wanted an incentive stock grant they had earned though their good work. In at least two cases I remember, the employee refused and the stock grant was canceled whereupon the employee resigned. I don't know if they ignored the non-compete or not but I would have. In any case, there was no benefit to the company and the employee suffered unnecessary disruption to their life. I don't see any whiners in this outcome and believe non-competes have outlived their usefulness if they ever had any."</p>
<p>Eduardo</p>	<p>"I am an ophthalmologist based out of Florida whose contract was not renewed. I cannot find a quality job in this area outside my non-compete that is close enough to realistically commute to. I am currently planning to move to a different state specifically due to my non-compete. As a result, hundreds of patients will lose their provider that they trust and depend on. I am sure many people will postpone their eye care, and they will probably be worse off due to this rule that only financially benefitted the practice. I truly believe patients health outcomes will be affected, and it is unethical to force non-competes on physicians. While the practice does have an interest in protecting their brand, the negative health consequences for patients is a more pressing issue. This is just not right for hundreds of vulnerable people."</p>
<p>Katherine</p>	<p>"Please get rid of non-compete clauses. They prevent doctors from taking care of patients. There is a great need for medical care & preventing doctors from treating patients only makes this dilemma worse. It only empowers the employer, not the patients needing care."</p>

C	<p>"I am a physician who works for a large hospital system in south Florida and am strongly against non compete clauses in employment contracts. In my contract I am not allowed to work within a 10 mile radius of any office in which I see patients. Unfortunately I have offices in 2 separate counties and the 10 mile radius takes up most of the inhabitable land in both counties. The combined population of these 2 counties is 5 million people and the hospital system has almost 20,000 total employees, so I fail to see how my leaving hurts their business."</p>
George	<p>"I fully support this. As someone who has worked in tech and design, non-compete agreements have forced me to miss out on opportunities that would have helped provide extra income to make my life easier. Companies take a broad interpretation of competition so even opportunities where there is very little competitive overlap I have not been granted permission to work on them. I don't think this is fair to individual workers to have companies able to dictate projects that they work on outside the scope of their working hours or in any time frame around when they worked for a previous company. Workers should have every flexibility and opportunity made available to them in order to make a living in their chosen career field."</p>
Kevin	<p>"It should be obvious that no employer, once the term of employment has expired, should be able to control the behavior of their former employees ability to find other work. If an employer who finds that they are losing employees due to compensation, mistreatment, or culture, then the onus lies on the employer to change their circumstances, not control their former employees circumstances. I would Grant an exception to this rule only on a very limited basis when the individual leaves employment to start a new business in the immediate area. This has the potential to be problematic if the area to "block" is too large, or the service area is limited in itself. In any case, competition has always been the driver of innovation and we should be seeking to encourage that."</p>
Lauren	<p>"I fully believe non-compete clauses limit a person's ability to work and/or practice their trade in the region they live. The non-compete typically protects the large corporate interests beyond the smaller business interests. They also limit wages since workers don't have an option to go elsewhere."</p>
M	<p>"This is the best news ever. Finally, this completely 1 sided and unfair practice is coming to an end. I am in the Nutriceutical manufacturing industry, we were recently acquired by a M&A finance company and i was forced to sign a non-Compete agreement of be fired. So unfair that I do not have the option to leave and take my book of business with me, HOOORAYY!!!!"</p>
Mike	<p>"Please move forward with banning non-competes. They have become a standard method to force many people to stick with a company they may be experiencing problems with for fear of legal backlash if they were to move to mother company and continue working elsewhere. They were not created nor designed for the average individual in the workplace and many employers have abused or taken advantage of employees by forcing them to stick with a workplace environment that overworks, abuses, and devalues them, backing them into a corner for fear of backlash. Some companies have also created absolutely unrealistic restrictions such as not being</p>

	able to work for a competitor within an entire state should they leave. In many cases, these individuals are forced to turn to other field or move for work elsewhere simply because they spent their entire life pursuing a passion that a restrictive non-compete unfairly undermines."
S	"Dear officials, I stand in staunch support of ending non compete clauses. This has affected my own life as a physician , and severely limited both the quality of life for me and my family as well as the care available to children in Central Florida which is already an underserved region. I look forward to your progress. Sincerely, annoyed physician"
PA	"Thank you for the opportunity to listen to those of us who are affected by non competes. I have read through many comments and was not aware the extent to which these restrictive covenants are utilized so widely in various professions. I am a Physician Assistant who moved from Texas to Florida for my current position. A non compete was a new concept when I accepted this job so I agreed to it and am now suffering the consequences. I have a 3 year contract and the non compete agreement kicks in once I leave this employer. Every year I stay, I am prolonging the inevitable of a 2 year non compete to follow. Moving out of my non compete range would result in having to move my family again and leave a community we absolutely love and thrive in. While I have the freedom to change specialties (unlike physicians), I have worked hard for 7 years to become very skilled in my current specialty and changing would mean lower pay due to lack of experience and need for extensive on the job training The non compete agreement does not allow for competition and provides no incentive to the employer to maintain a healthy, happy work environment in which people will want to stay! Please abolish this ridiculous clause and allow us to practice medicine in a way that will prevent burnout and keep providers practicing at the top of their scope."
Lynette	"Non competes do not benefit hard working successful individuals and I disagree with non compete agreements"
Katie	"I am a heath care provider in the state of Florida. Upon moving to Florida I started my employment with a company that imposes a non compete clause. After 2 years of employment I felt that I needed to move on due to no raises and hostile work place but I couldn't because of the non compete clause. The only area hospitals that employed my specialty were within the non compete clause. I had to wait over and additional 2 years for a position to become available outside of the non compete that was reasonably commutable. I ensured a hostile work environment because I couldn't and didn't want to sell my house and move because of a non compete clause. It does not foster good feelings towards companies. Employees feel trapped and resentful. It doesn't foster competition to be a better company or employer so that your employees want to stay (instead sometimes they have to stay). They should be banned everywhere for any progression regardless of salary or job with maybe a few select instances/special circumstances but even then - non disclosure clauses should be enough to keep company "secrets" instead of non compete"

Si private	<p>"Non compete clauses hurt careers, I am against non compete clauses because I believe it definitely holds back single individuals with promising careers that maybe stuck in their contracts to further their careers creatively on their own. Just say NO to non compete, get rid of them please."</p>
Bob	<p>"I would be overjoyed to see non-compete clauses be eliminated I work in emergency medicine and critical care. When patients need my services they aren't choosing their hospital based on whether or not I personally work there. I don't have long- tenn doctor-patient relationships such that my patients would follow me to another institution if I changed jobs. The non-compete clause is an undue burden on workers that impedes our ability to leave an untenable working situation without uprooting our families I moved my family several times during the training process to become a doctor and then subsequently during my military service, and removing the non-compete clause would give me peace of mind that I would be able to uphold the promise that I made to my kids that this is our forever home."</p>
Sunny	<p>"A non compete has affected my life significantly. It takes me away from my children as they cant move and I have to work 2.5 hours away due to a large geographical area non compete. I am an Ob/Gyn physician and my patients lost the continuity of care and my town lost another Ob/Gyn due to non competes. Additionally, my old company uses the non compete restrictions as a trap. It allows them to behave in improper ways, employees tolerate bad work environments only because its too hard to leave. Non competes should be illegal. I sacrifice so much of my life to become a doctor and to help people. Never did I think my freedom to work and my long time patients freedom to see me would be limited by a company."</p>
Charles	<p>"I have been a practicing physician for over 40 years. I worked for the Cleveland Clinic for 20 of those years. When they sold their hospital and clinic in Florida to for-profit hospital company, they also sold our contracts to the new company. That contract blocked us from going to work for any other unit of the Cleveland Clinic. I would have moved to Weston, FL or hack to Cleveland, but could not because of this. Since then, I have worked as an employee for 2 other practices. Both of them presented me with contracts that contained restrictive covenants. In both cases, I crossed out those clauses and said if you want me to work for you, initial this cross-out along with me. Both did. These covenants are bad for business in general. They prevent entrepreneurs from opening their own practices which includes the use of rental properties or new construction, the purchasing of new equipment and supplies, and the hiring of staff."</p>
Angela	<p>"The non-compete clause should apply to physicians. As the healthcare landscape continues to evolve, many physicians are employed by major hospital systems and for-profit organizations. A non-compete forces physicians to find work outside of a catchment area which can span several miles. This can be disruptive to families as it may require relocation. It can also limit employment opportunities for the physician."</p>
Jaime	<p>"Dear Federal Trade Commission, I am writing to you in reference to non-compete clauses that are currently being discussed, and urge you to ban all non-compete clauses for employees, including physicians. As you know, such clauses restrict an</p>

	<p>employee's ability to work for a competitor or even themselves for a certain time after leaving their position, and this restricts growth and can have a significant impact on employees and the public. As most physicians are now employees of much larger corporations or hospitals, these restrictive covenants can have a devastating impact on patient care. When employees, including physicians, have to abide by such clauses, if they want to leave a burdensome or even toxic situation, sometimes their only choice is to leave their field altogether because of restrictive covenants. This is particularly true for primary care physicians, of which there is currently a national shortage, and will further reduce patient access to quality healthcare. You may be aware of the recent study that showed an alarming 63% burnout rate of physicians, with large numbers leaving the field as well as decreased numbers of quality medical students entering the field of primary care. We need to ensure that corporations and hospitals do not further infringe on their rights to practice medicine in alternate situations if they are not treated well. You may find it interesting to watch Dr. Glaucomflecken's short videos for social commentary on such matters. In summary, I strongly urge you to include physicians in any ban on non-compete clauses. It is imperative that we prioritize patient care, and to do so we must prioritize the mental health of physicians who are experiencing burnout at record rates. By prohibiting non-compete clauses for physicians, we can help increase access to quality healthcare and avoid driving physicians out of healthcare altogether. Thank you for your interest and attention to this very important matter."</p>
<p>Rafael</p>	<p>"Agree 100%!"</p>
<p>Stephen</p>	<p>"Wholeheartedly support the action against non compete clauses. They are an incredible drag on labor Inability in my industry."</p>
<p>Justin</p>	<p>"I am 50 years old, and I must provide food, shelter and clothing for my family. My wife only works part time. And, I have been subjected to terrible non- compete and non-solicitation agreements for my entire career. I truly feel that it has negatively affected my ability to earn better wages for myself and my family and prevented me from gaining better working conditions throughout my entire adult working career. These agreements are always presented to a job seeker along with an offer letter. This is because the company has an advantage knowing that anyone seeking a new job is likely seeking career progression (or, may be desperate to leave a bad employer) and the job seeker is excited about getting a new offer. Therefore, if the job seeker tries to dispute the non-compete, the employer simply explains that it is a requirement, (or you won't get hired). So, many job seekers will sign to get the new job. On the back end, these agreements often last for 1-5 years after leaving the company (and, it is enforceable whether the employee resigns or is laid-off). Really?!? You laid off employees cause you missed your numbers, and then you tell them that they cannot go find work in their chosen career profession?!? Furthermore, if the company enforces it, then the former-employee must either defend themselves or hire legal council (significant financial hardship for most Americans, especially for someone who may have just been laid-off). Or, the old company simply sends a 'Threatening legal letter' to the new employer, and now the employee is in hot water with their new employer, and may likely get fired. To re-iterate, I'm just a guy trying to earn a living and provide food, shelter and clothing for my family. For me to go up</p>

	<p>against a multi-million (billion) dollar corporation and their legal council seems grossly unfair and unbalanced! Non-competes are anti-competitive and they have been used to block workers from freely switching jobs which has suppressed employee wages for decades. Furthermore, it inhibits innovation. "Trade secrets and non-disclosure" are completely separate issues. For example, if an engineer had exposure to proprietary patent information and tried to take that information to the next job at a competitor, I could see that being a big problem. But, companies should not be allowed to blur the lines between "Trade secrets and non-disclosure" and a "non-compete agreement." For example, many companies often try to "confuse" these two separate concepts by saying that in a sales job that "current and potential client lists are proprietary/confidential information." Which is not true, because I can search on Google, Definitive HC, ZoomInfo, etc. to get any publicly available list of names, accounts, etc. For these reasons, I would strongly support a broad Federal ban."</p>
<p>Jeffrey</p>	<p>"I wholeheartedly support the FTC's proposed ban on non-compete agreements. As a physician, I have witnessed first-hand the pain caused to patients when they learn they will no longer be able to see a physician because the physician is forced to practice far from their current location. Moreover, non-compete clauses often cause tremendous difficulty within families when one person is forced to work far away. Non-compete clauses are un-American and inhibit healthy competition and collaboration while simultaneously suppressing wages. Thank you for your consideration."</p>
<p>Reese</p>	<p>"As a physician I SUPPORT the ban on noncompete agreements and especially support physicians to be included in this ban. I believe the clause excluding not for profit hospitals should be removed so that no physicians are bound by noncompete agreements."</p>
<p>Avelino</p>	<p>"I am a primary care physician who has practiced for over 30 years in Miami-Dade county. For most of that time I practiced as part of my own PA. I only recently became an employed physician. My current non-compete stipulates a 10 mile radius from all of my employer's practice sites. Should I decide to leave or if they terminate me for ANY cause, this non-compete would be in effect. It would essentially force me to move out of the county to practice medicine. There are no particular trade secrets unique to my employer or my practice. There is no patented device or knowledge that I could use against them with another employer. I am a doctor. I see and treat patients. For example, the non-compete would preclude me from working with the local VA hospital or 3rd party organizations that primarily work with Medicare and Medicaid patients. In my current position I do NOT see these types of patients nor do they constitute a major source of patients for my employer. I feel non-competes should exist for fields where there is significant proprietary knowledge or skill sets that if taken elsewhere would damage an employer. Primary Care doctors do not represent such a threat. Only the patient suffers when they are not allowed to follow their doctor especially if their doctor is terminated for ANY cause. A hospital system's business decision to eliminate a position or close a satellite office, should not interfere with continuity of care for a patient."</p>

Joseph	<p>"I am in the tech industry and fully agree with banning non-compete agreements. For the past 20 years I have been bound to terms like this and it has kept me from finding better employment. I did leave one organization about 6 years ago and they threatened to bring myself and my new employer to court unless they fired me. This lasted nearly 3 months and was extremely stressful. Its crazy to think about how much power these companies have."</p>
Manny	<p>"You can write essays and paragraphs about this. But the truth is the truth. Large corporations use noncompetes everywhere, including in the medical field with nurses and doctors, to their advantage to set a price point for wages and not allow free markets to set them for themselves. Non completes should not exist in free market, only if there are company secrets which someone can take with them but the way they are used now are abusive and predatory."</p>
Caroline	<p>"Noncompetes are egregious and not only hurts the employee but the public in general. I am a physician and had to leave my area of practice due to a non compete now there is a shortage of physicians and I can't go back for 2 years. It's very detrimental to healthcare and public health in general. They should be banned across the country."</p>
Alma	<p>"Non-compete agreements should be banned. They are almost always unenforceable, wasting court time and cost if they ever go to court, and as such, they only serve to intimidate employees who don't know their rights."</p>
Claudia	<p>"I agree with this proposal. It will allow me to start my own business and keep in contact with all the relationships I have developed in my long career. Personal and professional development should be always in the top of our paths."</p>
Frank	<p>"I support this ban on non-compete contracts/agreements. Businesses should not restrict an individual with a certain skill set from moving to other opportunities in their field of expertise!"</p>
Gabriel	<p>"I am a journalist and News Producer in Tampa. Industry-wide in Broadcast News, it's standard practice to include non-compete clauses in our contracts. Frankly, I believe the practice is anti-capitalistic and anti-American. It exists only for the companies we work under to hold control over us. I've been offered job opportunities that I haven't been able to take because of the clause. It's a way for companies to lower their salary proposals, because they know we won't be able to take other job opportunities in our line of work without moving. I believe the only right thing to do would be to get rid non- compete clauses."</p>
Randy	<p>"I think it would be great to ban non compete clauses. I agree that this will allow companies to compete for labor which can allow citizens the flexibility to accept growth opportunities."</p>
Cesar	<p>"I am an orthopedic surgeon who is a minority owner in a very successful ambulatory surgery center (ASC). I am currently exploring new growth opportunities</p>

	although I am handcuffed by a restrictive covenant agreement. These agreements a detrimental to most if not all businesses, including healthcare where they ultimately negatively affect patient care in our country. They negatively affect innovation and wages, and they should not be legal in a free society such as ours. One way of improving healthcare is to eliminate restrictive covenants."
Michael	"I believe this is the right thing to do and long overdue. Having experienced working under a non-competes, it made it difficult to pursue better opportunities without intense negotiations, which didn't always work out well."
Cassandra	"I am all in favor of this. It is an unfair practice. People want to change jobs for all sorts of reasons, and employment should be a free market."
satish	"Strongly support this initiative to ban non competes"
Amy	"Noncompetes harm families. If the employer is fair noncompetes are unnecessary. This practice hurts employees."
Carole	"People that are skilled and need to work within a close radius to their homes and who work for small businesses, not in government or tech type companies with intellectual property/secrets - Should NOT be forced to sign Non-compete documents. The small businesses that promote using non- compete clauses are just afraid they will have to do better in their communities (pay more or give benefits) to keep top talent. They are using these does to keep people down and it hurts everyone in the community when top talent is driven out by small minds."
Aaron	"I support a ban on non-competition clauses. I am a midlevel anesthetist . In our field, we have noncompetition clauses that extend past the borders of the area we work in, requiring us to move to another area entirely if we are to find work elsewhere Banning noncompetition clauses would greatly help to improve my working conditions and pay without leaving my family behind."
David	"As a physician with a non compete clause I am forced to live outside my no compete if anything were to happen to my job I still have to support my family and can't make my small children move schools Because of this I live 1.5 hours because of traffic by car on my way home. Non competes ruin lives. I've missed so much time with my family because of this."
Cedric	"I am writing in support of this change!! Non-competes are extremely anti-worker and have no place existing in the first place!"
Christina	"Non-competes in the medical world should be illegal. When you are burnt out from clinical medicine and corporate agendas that put profits before patient care and physician wellbeing, the last thing you should have to do is uproot your life."
Richard	"I have worked for several companies who have non compete clauses and have always refused to sign one. So far, my employers have backed off because they need me more than I need them. Non compete clauses NEVER help the employee."

	<p>They tie our hands and prevent us from growing in our careers. They only help the employer. Yes to banning them!"</p>
<p>Lila</p>	<p>"Dear Federal Trade Commission, I am writing to you as a young physician myself to urge you to ban non-compete clauses for all employees, including physicians. It is NOT fair to single handedly exclude physicians, the backbone of patient care. 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, there should be no place for non compete clauses in the medical care doctors provide their patients - they have a significant negative impact on employees and the public. I personally know many excellent physicians who have had to uproot and move their entire families to other states due to non compete clauses, only to uproot them yet again a year or two later, to go back to where they originally wanted to practice to begin with. One cannot expect a physician employee to be "married" to their employer for life - things happen, and people want to change to another company or open a price practice. and these doctors should NOT be forced to move away. The patients a doctor sees arc not the property of anyone, they do not "belong" to a hospital or to a practice , and patients should be free to choose whatever doctor they want even if that doctor left a group and decided to start practicing on their own. In particular, non-compete clauses for physicians can have a devastating effect on patient care. If a physician is prohibited from treating patients within a certain geographic area, it can limit access to healthcare for individuals in need. This is especially concerning in rural areas, where there may be only a few physicians available to treat a large population. Non-compete clauses can also 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. 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. We NEED 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. Don't forget physicians are humans too , and they should have the freedom and autonomy to practice wherever they decide. Non compete clauses subject physicians to predatory and abusive employment situations, and nobody, especially physicians, should be expected to be tied down to such a situation simply because of a non- compete clause. Finally, this language to ban non-compete clauses MUST apply to all hospitals and groups, even the "not for profit" ones (where CEO's still make millions of dollars!). There should be no exception. Thank you for your attention to this important matter."</p>
<p>Alec</p>	<p>"I believe the non compete rule should be illegal. It's not fair if you get let go and you try to go out on your own and you can't or even if you don't get along with your partner and have to separate then you can't go out for 2 years to start a business. All in all it's not fair or ethical to do that. Non compete needs to be ruled out. I hope they pass this bill effective immediately 1."</p>

Jennie	"This is necessary. Do it."
Guru	"Exempting physicians from the provisions of this law, leaving them subject to non compete clauses that are aimed at curtailing negotiating power, limiting the ability to leave a job, is a dangerous idea. Administration often exerts enormous pressure on physicians to practice in an unsafe manner. This is because they deliberately understaff and overwork the ancillary teams, and then expect physicians to take dangerous steps to work around these limitations. If any physician found themselves in such an unsafe job, leaving is not even a question of monetary gain, but one of morals. Physicians should not be held hostage by these non competes, made to triage care due to the incompetence of those who are supposed to be administering the hospitals. Leaving the non competes here would constitute forcing someone to continue to participate in unsafe patient care, simply because the hospital knows they have the leverage to not need to improve conditions."
Douglas	"If we want to have a free market, employees need to be able to test that market to get maximum value for their services. I support the banning of non- compete clauses."
Ravi	"Please make sure doctors are included with this ruling. Non-competes are greatly reducing access to qualified physicians in rural areas as physicians become trapped under one system"
Kali	"I agree that non compete agreements should be banned by the FTC. I agree that non-compete agreements hamper worker choice within the job market, suppress workers wages, and discourages competition and innovation. Below is evidence supporting this."
Cheryl	"I was forced, along with every other employee, to sign a non-compete agreement or lose my job. I went to work there with all the info they needed, I am taking nothing of the employers with me, there is no "trade secret" to protect, all is public knowledge for anyone caring to search for it. I left when I found employment elsewhere that did not affect the non-compete (nearly impossible task). There is a customer of my past employer who is not being serviced well and wants to end their contract to bring the process in-house (they already did that with the other steps to the process). I was contacted to see if I would come work for them the make sure they were doing things right. This company is being stopped from growth, my experience is being wasted - and I was not told before I went to work there that a non-compete would be required. They needed me, not me them, yet my ex-employer had the right to steal my career. Where is the fairness in that for me? If employers want to keep their employees, they should make it so great that no one wants to leave. Enact it!"
Robyn	"This needs to stop. Why can't she move with the client if that's what the client needs. The client choose to move and he/she should be able to move with an Aide that's is known to them and comfortable with. These agencies needs to be stopped. They are already collecting a chunk of the money and paying these people little to nothing."

<p>Ronda</p>	<p>"I'm in full support of the change to the non-compete clause. I recently left a job due to impossible working conditions, continually working 80 hours per week which resulted in me working from 8am to 1am five days a week. I took Saturdays off and then worked about six hours on Sunday. I never caught up. I was deemed a top performer in the company with very high marks each year on my performance review. I had a huge stake in the game taking a lot of pride and was passionate about what I did and how I helped the company to succeed. I was more than fairly compensated and had significant equity in the company. These conditions greatly impacted my health including lack of proper sleep for months at a time, no time to eat, take necessary bio breaks, and zero time for adequate exercise. It finally came to the stark resolution that in order to save my health, I needed to quit. Not resigned, quit. I tried to work out these impossible working conditions with proper folks from HR to the CEO. The response was "please don't leave." I woke up a few months later and said I value my health more than this big, huge corporate job. Upon professionally resigning, I stated my case and asked that my non-compete please be reduced from one year to at least six months. I did not win that battle -- for both fulltime work or within a consulting role. So, I sit here now in much better health, enjoying life more, and proud that I found the strength to resign. However, I am unable to work within the industry that I love because of my non-compete. It's where I am most employable. AND, competitors have reached out and I stated that I am honoring my agreement and my non-compete is in effect. This has greatly interfered with my employability. It's not like I left the job because I wanted to. I left because I wanted to save my health and ultimately my life. I would greatly appreciate what is being proposed is actually implemented. I'd have a new job the very next day."</p>
<p>Brad</p>	<p>"Non competes should be illegal. If I go to school and graduate, get experience and then start a job. I do not believe that job should be able to dictate when and where you use your training and knowledge. These can be used for abusive and toxic employers to force workers to leave their chosen career fields or stay with the company. One of the main parts of a contract is consideration. Something of value is promised in exchange for a specified action or non action. Your exchange for working for a company is your salary. Non competes do not give anything to the worker in exchange for signing it."</p>
<p>William</p>	<p>"Dear Federal Trade Commission, I support the proposed rule. Non-Compete Clauses unfairly restrict the ability of individuals to seek compensation at the full value of their ability to contribute in the workplace. Employers have an enormous power advantage over employees, and they use this to implement and enforce non-compete clauses in order to restrict competition. This is unfair to employees. In order to protect employer interests, I do support strict enforcement of Non-Disclosure Agreements. Employees should be free to change jobs for a wide variety of reasons, but if they take a new job with a new employer, they should be obligated to protect the intellectual property and trade secrets of their previous employer. Thank you for proposing this new rule. I think that it will help employees get compensation that reflects the full value of their ability to contribute in the workplace, and with proper enforcement of Non-Disclosure Agreements, it will also protect employers."</p>

<p>Royce</p>	<p>"Non-Compete Clauses (NCC) restrain freedom of employment, career advancement, and family connectivity. RE employment. NCCs are precisely identical to employment restraints due to race, gender, or religious affiliation. Although NCCs allows an employer to control future employment, not for cause, but to prevent competition. by controlling an employee's ability to be mobile in seeking employment. The restrictions of NCCs area form of destiny restrictions, the former employer controls the employee's destiny, again parallel to other controlling biases. RE: Career advancement, NCCs prevent lateral and upwards career development. Seeking opportunity to improve career limited by NCCs is a form of employer entrapment without cause and purely for the employer's corporate gain. RE: Family connectivity. NCCs also affect families when an employee is forced to seek employment outside of the NCCs geographical boundary, disrupting family life, family growth and community coherence. Again for the sole purpose of corporate profit and employee control. Please prevent these negative impacts the NCCs have on the well being of employees and their families."</p>
<p>Mendy</p>	<p>"I strongly support the ban on non-compete clauses. I am a medical sales rep and I have been with a company that has been going thru growing pains and restructuring which has been holding myself and my team back as well as affecting our paychecks. But due to our non compete, we are not able to make a move to another company. Our non compete is for 12 months after resignation. We are also going thru lay offs and that means that this non compete is still hanging over our heads if we happen to be one selected during the lay offs. In this industry everyone wants to hire you for your experience, knowledge and relationships in the field. If I could make a move I would. Otherwise, I have to move to a company or industry away from my field of expertise for 12 months in order to make a move away from my current company. I find this to be unfair. I hope that the FCC does ban and abolish all current non competes."</p>
<p>Marcos</p>	<p>"I am a developmental-behavioral pediatrician and non-compete clauses are particularly damaging to our career. We typically can only work in places where there are academic centers and sometimes when something does not work out with an all-controlling organization, we are left with the only option being to move across the country to find more work. With the wait lists involved in our field as well, an individual will never truly take away from the workload of any developmental specialist practice in the area, so while non-competes are limiting they are also useless in our field. In fact, just this year, my organization decided it would stop covering a large portion of our health benefits, giving me no recourse other than to move my family from the area or stay on and pay potentially \$6-8k more per year, money I have not been able to budget before this moment. Developmental-behavioral pediatricians aren't exactly the highest paid physicians, and this change affects other professionals even more. Hospital systems and enterprises want to keep non-compete clauses in contracts because they exert a level of control over medical professionals and their autonomy. I could see how they could be useful in making sure that people pay back a training period or if they needed to extend proprietary control over a product or service, but professionals are people, not property. 99% of the time, when we enter into a contract with an organization, our training has already been completed and we owe nothing to the organization taking us on. In fact, if we are given stipends or bonuses,</p>

	<p>terms are usually dictated in the contract regarding payback periods. The non-compete is just an archaic means of control. Doing away with them encourages competition and ensures that no one organization can have power over another outside of the normal capitalist competitive nature that we encourage. I hope that law makers and the government can see past the greed that has cowed doctors and other medical professionals for years and vote/pass legislation in favor of the individual. Giving us our autonomy and power back is one step closer to being able to dictate our own fates instead of having a hospital system decide everything for us."</p>
Rosemary	<p>"Dear Chair Lina Khan, I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. As you know, noncompetes agreements stifle entrepreneurship and hurt working people. In fact, workers in states and industries with more noncompetes suffer from lower wages, less job mobility, and lower levels of job satisfaction, even when they themselves aren't bound by such agreements This will not affect me personally. I am retired and live in a retirement community. But I strongly support this because it will help people that need the help this ban--and in the long run, it will help me personally. Thank you for your work, and please issue a final rule that bans noncompete agreements."</p>
James	<p>"Please do away with non-compete clauses. In the IT industry, you can go to work for a company, even a small one, and be locked into a non-compete contract that makes it so that you aren't able to work for any other company within the surrounding 100 miles. That would make it impossible for someone to be in a hostile working environment, and then go to work somewhere else in the same industry and still be able to provide for your family. This is unfair to any workers that are looking for good employment."</p>
Robert	<p>"See attached file(s) Attachments support"</p>
Robert	<p>"I [...] fully support this move and also recognize what this would mean and the actions of these are unconstitutional. I have been tied into one of these in the state of Florida for 11 years now. The company basically bullies every employee with these and it drives the employees down and makes them scared to start a company of their own. Please vote for this to be banned and eliminated. Thank you"</p>
Rose	<p>"The Federal Trade Commission's motion to end non-compete agreements in the workplace is a great decision as it protects the rights of minimum wage and blue collar workers. Non-compete agreements are contracts that restrict an employee from working for a competitor or starting their own business within a certain period after leaving their current job, essentially prohibiting them from continuing to work in an industry they may have been employed in prior. This can be especially damaging for those earning minimum wage or relying on blue collar jobs since these types of employment often don't pay enough to cover living expenses while searching for new employment opportunities. Non-competes also violate the first amendment by restricting employees' freedom of speech and expression, which includes pursuing other career options that could lead them towards better wages and benefits than what was offered at their former employer. Furthermore, due to limited resources</p>

	<p>available when looking into legal action against employers who enforce such policies unfairly, many lower income individuals are left with no choice but accept whatever terms they're presented with regardless if it goes against basic labor laws or not.. By ending non-competes altogether this would ensure all workers receive fair treatment regardless of socio economic status when seeking out new opportunities away from undesirable workplaces without fear of being sued by former employers over breach of contract violations . In conclusion , The Federal Trade Commission's motion should be supported as it promotes fairness among all classes whether you're making millions annually or just trying make ends meet through hourly wages . It will help protect vulnerable populations like those dependent on low paying jobs with limited benefits so they can freely pursue better prospects without worrying about potentially facing financial penalties down the road. By enforcing a non-compete agreement that restricts an individual for more than 5 years especially is a very low key way to bully your way into having ideal retention rates."</p>
German	<p>"Non-competes are purely in favor of the employer and it keeps the employee from being able to negotiate better terms based on the market."</p>
Joseph	<p>"I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster an environment of discrimination, unfair wages practices, and bias against promotion for those who want to continue living in a specific region or want to continue working in the same field of expertise. I support this proposed change."</p>
Chelsea	<p>"I support the proposal to limit non-complete clauses as they are designed to benefit companies/organizations, and often harm individual worker's ability to secure gainful employment. Companies already hold too much power in our country, we need to restore power to the people themselves."</p>
Sarah	<p>"Abolishing the non-compete clause is vital to establishing fair and non-abusive working conditions."</p>
S	<p>"who takes a job in good faith and puts down roots. "Then they're like, 'You know what, I don't like my employer. I want to go work somewhere else,' " he said. A person takes a job and creates roots in the community. The job ends up not being a good fit. With a non-compete, this person literally has to sell their house, move their kids to a different school, or leave their family to commute to a job further away, all in order to stay in their profession. That is unethical and a disservice to the community. BAN NON-COMPETE."</p>
Rebecca	<p>"I believe non-competes are ridiculous, you should not be banned from getting another job and working in your preferred field. If anything they should sign non disclosure agreements and move on."</p>
Dawn-Marie	<p>"Although I respect a non-compete clause when a business is purchased, I cannot in good faith support one when partners split because of differences. In my situation, I have been a client of a CPA firm in which two partners disagreed on how to manage & run their business. The majority partner, not the one who I had been working with</p>

	<p>for years, placed a non-compete on my accountant and she was no longer able to work with me. I find this ludicrous, as I feel like I am being punished. I should have the right to go to whom I desire, as I too feel as if I have had a non-compete placed upon me (the client). Please strongly consider the CLIENT'S position, as you decide the fate of the notorious "non-compete". I am clumsily trying to find a replacement...but, after working so closely with her for years, I fear it will be years before I can fully recover! Thank you!"</p>
Adriana	<p>"Thank you for proposing to ban non-compete rule. I hope the the vile survives."</p>
K	<p>"I agree with the doing-away / banning of the noncompete rule, as I am a drafter / c.a.d.d. operator by career who signed a noncompete 1 year ago, and while work is very slow in the survey world which I work in I am unable to make a living."</p>
Linda	<p>"The non competes are very unfair! Please end them thank you"</p>
Mandy	<p>"As a primary care physician, banning non competes would have a direct and significant effect on healthcare. Non competes are standard on many physician contracts. Some of which routinely cover 1,500 square miles. However they "protect" the employer or hospital system and allow them to become lazy in keeping their physicians happy and providing quality care. Patients lose access to their doctors because of non competes. Non competes only serve to keep doctors in low paying or poor fit jobs. I believe that if non competes were eliminated for physicians, it would be the first in a series of necessary business changes to our healthcare system and support it fully. When looking for my job, I chose a location for practice that would serve an underserved population. After several years of frustration and difficulty with my employer in being able to adequately treat my patients, my only option is to move away from this underserved community if I want to continue practicing medicine, but not with the current organization. Doesn't seem to support our patients needs with the current state of our healthcare system and physician shortages especially in primary care."</p>
Amy	<p>"I am a Nurse Practitioner in Orlando Florida. I am currently under a scrutinizing, overly broad, and unjust non-compete. I am a mother of three boys, 7, 5, and 10 months old. I left an extremely toxic work environment after 3 years of employment and have been forced to travel 2 hours one way to abide by my non-compete. On the first day of my previous job almost four years ago, I was given a 15-page employment contract laying out the terms of my employment. I was not allowed to leave the building with the contract to have my husband, family, or an attorney look over it. I was told all employee paperwork "must stay in the building." I was a new Nurse Practitioner, and I was presented with a good opportunity to provide for my family. After 3 years, my employer would not let me decrease my hours when I became pregnant and needed more time off as a mother and therefore, our relationship went sour quickly. I left the practice and was presented with a threatening attorney letter only days later reminding me of my 50 mile 2 year non-compete clause and that my previous employer would be "watching me carefully" to ensure I did not violate the covenants of the contract. At 7 months pregnant, I got a job in Tampa two days a week to make bills and cover the cost of groceries. I have been doing this for</p>

	<p>1 year now, and it has been an exhausting and extremely difficult feat. My previous employer used my noncompete as a sword not a shield against me. This noncompete has not only kept me from providing services in healthcare to my community, but it has taken valuable time away from my family. Non-competes are being abused by companies and workers are suffering. They are absolutely ruining fair competition and rights to work in my state among all providers in the healthcare industry. I hope that someone will read this and truly take into account that people's lives are being turned upside down by these contractual agreements. We are never taught about legal contractual agreements in our specialties, and most of us are desperate out of school to be hired without experience. Employers know this, and they choose to prey on new hires for this reason. Non-competes must be banned in order to allow middle class working families an opportunity to provide for their community without a fear of legal repercussions from an employer who truly has zero legitimate business interest in a former employee. Especially not 50 miles from the previous employers place of work...."</p>
Jerel	<p>"I believe non-competes are inhumane and unethical. They should be banned. Physicians spend so much time in school training to serve society and the fact that their options are restricted when they are done is insane. Especially in the day and age when there's a shortage. Someone is forced to leave an area for a certain amount of time before they can return to serve"</p>
Amanda	<p>"I support a federal ban on noncompetes. 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 directly impact the health of the American people."</p>
Ela	<p>"I support the bill 100%. It restricts employee's chances of getting employment in the area. I know individuals that had to move out of the area to be able to make a living and then come back 1-2 years later."</p>
Jessica	<p>"I support ending noncompete agreements. My husband is a physician for a large hospital system in a metropolitan area. His noncompete holds him back from pursuing new opportunities unfairly."</p>
Leslee	<p>"Non-compete clauses should have always been illegal. These clauses only benefit the business, not the worker, not the physician. Business do not have the right to hold you hostage. Wanting to change jobs should not mean you must move away from your home, and take on additional expenses. Business use this to trap employees in jobs that no longer fit them. "Stay with us, or move and disrupt your entire life". Businesses should compete for employees, like employees compete for jobs, Non-competes affects the quality of life, happiness, and sense of autonomy. Non-competes squash creativity, developments of new businesses, and prevent physicians from taking jobs in smaller or rural communities. Non-competes in small and rural communities will force a move out the community if the job does not work out. Non-competes must go as soon as possible."</p>
Ashley	<p>"I strongly support forbidding the use of noncompete clauses."</p>

<p>Ryan</p>	<p>"I strongly support banning non- competes. It has cost me and my family \$100's of thousands of dollars in earnings and upward mobility. I am currently unemployed. This should have been done a long time ago. Thank you to the FTC for getting the ball rolling and I look forward to the day when we can all move freely to enjoy our careers and be paid fairly for our efforts."</p>
<p>Jennifer</p>	<p>"I am a physician working in the state of Florida. As a physician I have been subjected to non competes that forces you to move in another direction from were you were treating patients and friends. Non competes are used by hospitals and private groups, and they have the power of banned use from entire regions. In other positions I know they ban you from working from entire health systems. Is unfair, as it makes us stay in a job we don't like longer if we have children going to school or have made the investment to buy a house. In my prior job, our employer always declined to increase or adjust our salary to inflation as he was sure we would either stay or move out of the area. Canceling non compete rule will make our jobs fair. Thank you"</p>
<p>Silvio</p>	<p>"I support the removal of non-compete clauses. I work in the healthcare field and non compete clauses causes physicians abuse by private practices with nefarious intentions. One should be free to work without the pressure of a non compete. I applaud the efforts. Great job!!"</p>
<p>Diana</p>	<p>"I strongly support prohibiting the noncompete clause for physicians! When compared to other professions, this would be standard, so please consider this an equity measure!!"</p>
<p>Jeff</p>	<p>"This is a great thing to have companies care about the employees they manage and prevent ruining people livelihood by preventing you from doing the only thing you have done for years. It's one thing to have actual company secrets such has a formula or similar but to restrict you from competing with them is an unfair practice. Thank you again for looking out for the very people you represent."</p>
<p>Mary</p>	<p>"I agree with this proposal. I have personally seen how destructive this practice is. Most perspective employees are not aware of how restrictive these contracts are and are only thinking about the new position they have. The companies have access to the best legal means and they know it. It's a sad day when an employee that leaves an employer cannot work in the field they were educated in. Most of these employees have college loans to pay and then they are restricted from that field. Crazy!!!"</p>
<p>Kelly</p>	<p>"I do not believe that physicians should have noncompetes. This is the employer's way of making sure they are locked down and stuck in their jobs. By being transparent you can create an enjoyable work environment for the physician and you won't need to trap them with a noncompete. There are no "trade secrets" to medicine."</p>
<p>Joseph</p>	<p>"Please include non for profit hospitals. They do this rampantly."</p>

Joseph	<p>"Hello Leaders of the Federal Trade Commission, I am writing this to you of my own personal experience. I am a Physician and health care systems have been buying practices and making physicians employees for years. Most physicians are now employed. These health systems want to reduce competition and employee freedom and have been doing so for an extensive time with non-compete language in contracts. These contracts even ban you from a certain distance radius should you leave for a defined time frame. My current contract is a 2 year 20 mile ban. Could you imagine starting a new position and finding out it was not a good fit for you and having to uproot the family and leave town? The hospital I worked at before this did not have a non-compete clause. How they would keep people is by treating them well and fairly. Quality people will stay with a quality company and do not need a punishment to leave. The only reason I left this position was to move closer to aging family members. I would have stayed until retirement there. My first employed position at a hospital had a 2 year 5 mile ban. I went to another hospital 10 miles away. Non-compete clauses are just another corporate scheme to control people. This is part of the reason Physician burnout is high, why they are leaving the workforce, why there are not enough medical professionals. If I am restricted to one place how am I to help more people? Bottom line non-compete clauses reduce freedom, competition, and fair work practices. This is why unions were formed. I am in unquestionable agreement that these clauses are manipulation and should be illegal."</p>
Thomas	<p>"Ban non-compete"</p>
Samantha	<p>"I fully support! I've worked with an explicit non-compete clause in my employment, and I understood its importance but I TRULY believe it restricts the professional development of a worker if they are no longer growing in a certain job position, if they work on a toxic environment and someone else included a potential competitor is making a better offer. I'm happy to see this non-compete clause happening, and I hope to see it come to fruition! I think companies will end up having happier employees and restoring the workforce."</p>
Imad	<p>"I am in full support of eliminating no-compete-clause. I am a physician who I was a partner In multi specialist clinic. Suffered from financial abuse for many years and when I decided to leave the clinic I had to leave the area for 2 years before I was able to go back and work where I'd like to work"</p>
Monica	<p>"Hello, I hope my comment and plea for help is read. My husband unknowing signed a non compete agreement with a real estate brokerage that does not allow him to work for a competing brokerage for 2 years after they purchase his shares from him. They have not purchased his shares yet. He resigned from his employment position about 3 months ago. My husband was employed by 1 brokerage in 1 city in the US and is being told he cannot go to work for any other real estate company in the entire USA. We have an attorney. Our attorney is working to renegotiate the non compete agreement. It is not going well. The scenario as a whole is much more complicated than I described here and I just cannot believe that there is not sonic law, someone that can help us. We do not have the money to hire a bunch of attorneys or take this company to court to find out how a judge may rule on this matter. My name is</p>

	<p>Monica, if anyone can help us, guide us as to how we may be able to get my husband back to work. Thank you."</p>
Pam	<p>"I am in favor of this proposed rule."</p>
Laura	<p>"I am An obstetrician/gynecologist in Tampa , Florida. I am also part of a larger organization of physicians that spans the entire United States. I am adamantly apposed to non compete laws, especially with regard to medical practices. My belief is that if you provide an environment in which people like to work, they will stay. If they are not happy, why would I want to maintain such an associate ? We have no secret trade secrets that I would be concerned about losing to a competing group/organization. Physicians should strive to provide the best care possible in a respectable and supportive environment . I vote to do away with noncompete clauses ."</p>
Dominique	<p>"Noncompete ban I hope that the noncompete ban goes through for multiple reasons. please comment to FTC. The American Hospital Association (with not one single physician on their executive board) is fighting to exclude physicians (and ONLY physicians) from the new FTC non compete rule. I strongly suggest commenting your opposition and sharing with your physician colleagues if you have the time and inclination. There's a limited time for the comment window. Here's a sample template Dear Federal Trade Commission, 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 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. I never thought I would be in a position where I could not practice medicine but due to a noncompete a currently cannot open a practice in the area I live. 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."</p>
Stephen	<p>"Thank you for recognizing the importance of this significant employee issue. As a physician, I see the extreme levels of frustration and burnout in my peers. These feelings seem to be compounded by feeling "trapped" by employers. I work as a pediatric sub specialist in a large system in a large urban city, but I know that if I wanted to leave my current employer Pd have to leave this area of the state, requiring me to sell my home and move my family (including requiring my spouse to</p>

	change employers). There is no reasonable need for employers- especially large corporate systems- to have this inequitable bargaining power to limit our rights to work."
David	" Physicians are placed at an unfair disadvantage by non-compete clauses. Physicians spend years developing physician-patient relationships and physician-physician referral/co- management relationships that lead to patient efficiency, better care and patient safety. Non-compete clauses for physicians can hurt the community. A non-compete has much more weight on physician employment than would be expected. Physicians can not engage in group negotiations, unions nor have the ability to strike by law. I support the proposed changes."
Shay	"I am personally under the restraint of a non-compete that has cost me two job opportunities because the new employer was hesitant to bring me on for fear of litigation with my former employer. This is having very negative consequences on my livelihood. The employer had me sign a non-compete during a corporate buyout and then eliminated my position 5 business days later. They KNEW they were eliminating the staff and replacing them with their own people, yet bound us all to a non-compete anyway. I am fairly certain the non-compete wouldn't hold up in court, but that isn't stopping the negative impacts on my job prospects due to new employers being hesitant to engage until the non-compete terminates. Unless I hire an attorney, which I cannot afford while being unemployed, I am stuck. Non-competes only hurt workers. Employers can implement non-disclosure agreements to reasonably protect themselves and do so without restricting an employee from working. I have children to care for and my current restrictions are harming my family in a very meaningful way."
Molly	"The non-complete clause should be abolished, especially in the healthcare setting. Physicians and their practices have been bought out by investment companies and large corporations who have placed non-compete clauses in the physician and other healthcare provider's contracts. This has created a loss of continuity of care for patients and hurt medical care and access. Good, established, and experienced physicians are being forced to leave the area they have served for years if they do not agree with or comply with requirements set forth by the large employers such as required metrics for number of visits. These are profit-driven and not driven by improving patient care. However, with a non-compete in place the physician cannot leave to care for patients they have established with for years. This has made many physicians leave clinical practice all-together creating an even bigger problem. Please eliminate the non-compete clauses from healthcare and hold the current ones ineffective and unenforceable for both the patients and the ones who care for them. Thank-you."
John	"I fully support the Non-Compete Ban! They are a form of control that forces a person to stay working with an employer even when unhappy."
Charles	"I can tell you that this would be greatly appreciated by employees like me. I have over a 20-year sales career and worked for a fortune 500 company. I lost many an

	<p>opportunity to work for a competitor or hire someone because of a non-compete. It is about time that the employee has the freedom to move when they want to."</p>
<p>Kristen</p>	<p>"I whole heartedly believe non competes should not be a thing I currently am under one and in a bad spot where my boss doesn't even fully supply the products we need as hairstylist to do our job such as hair color product even forgets about cleaning supplies and toilet paper! I would love to get out of the situation I'm in but I'm scared because they've sued people for leaving and the closest place I can go is almost an hour from where I live and a lot clients aren't going to drive that far every 4-6 weeks! I 1000% support the banning of non competes it's toxic!"</p>
<p>Akash</p>	<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 the 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. While true that the physician could move outside the radius of the non-compete, there are at least two problems with this. First, the physician may have established a family life in the area rendering moving impractical. And second, the real need for a subspecialized service, for example, may be in the area the physician is already in, with needs in other areas already met, relatively speaking, due to regionalization of services. For example, a surgical oncologist who specializes in neuroendocrine tumors may be recruited to a health system but it turns out that the operating room and clinic are inadequately staffed and poorly run, greatly limiting the ability of the surgeon to serve patients. If the surgeon bought a house, has a spouse who also found a job in the area, and school age children, relocating out of the area may not be practical. Further, it may be that there isn't the same level of need in other regional centers around the country and so the surgeon's expertise is most needed in the area she is already in. In both cases, limiting the surgeon's mobility through a non-compete clause harms the local community through effectively forcing the surgeon to stay in a sub-optimal practice environment, leading to reduced service levels for patients in need. Physicians all bring unique skills, even within the same specialty, and so there would not be a reliable way to determine from specialty/subspecialty alone whether a non-compete would harm patient care in the area in the manner described above. Therefore, I am writing to urge that physicians as a group not be excluded from this rule prohibiting non-compete clauses, which would protect the ability of physicians to serve the public to the best of their ability."</p>
<p>Joseph</p>	<p>"The company I previously worked for recently sold. The new owners wanted certain employees to sign a very restrictive non-compete agreement. I refused to sign the agreement. I was not fired, but I found out the company was looking for my replacement. After leaving, I reached out to a competitor who was interested in hiring me. Even though I told the prospective employer I did not sign any non-compete,</p>

	<p>NDA or employment contract of any time, they did not want to hire me as an employee because they feared potential litigation. I left with no company information, only what I know from my experience of nearly 30 years in the industry. These types of agreements are meant to control wages and are completely one sided for the employer and not the employee. They do not offer any compensation to the employee in consideration of signing the agreement. In my case, I have years of experience in a very small industry."</p>
Shawn	<p>"I am writing in STRONG support of abolishing Non-compete clauses. They are un-American and stifle competition. Worker's rights are routinely trampled with these non-competes. Abolish them, please!"</p>
Sara	<p>"These needs to be eliminated I This prevents us as providers to better ourselves and the community when other opportunities arise."</p>
BRENT	<p>"End Non Competes!!!"</p>
Robert	<p>"I strongly oppose non-compete agreements as I have seen how employers have abused this process which prevents lower level employees from obtaining new employment without any compensation, even when the company has fired/laid-off the employee. While the employee may not feel threatened by this non-compete agreement, potential new employers often do not want to get involved in a legal battle with the former employer which results in the employee losing significant income and creates a great deal of hardship on the former employee & their family."</p>
Beverly	<p>"Please ban unfair non-compete clauses for physicians."</p>
Sarah	<p>"Physicians should not be subject to non-compete clauses for the same reasons others should not be subject to them. They can limit patients' access to healthcare, reduce competition, and negatively impact physician autonomy and career opportunities. Additionally, with the continually decreasing reimbursements despite inflation, the overall physician morale is low and the noncompete is yet one more thing that contributes to this. More and more physicians are leaving medicine for other career fields and, before we know it, there will not be any physicians left to care for us. It makes no sense to discriminate only against physicians and steal away their autonomy of being able to choose where they and their family will live. This kind of discrimination will not stand and will look very poorly upon whoever tries to institute such a policy."</p>
mary	<p>"To Whom it may Concern, I desperately and urgently advise you to abolish any and all anti-American non-compete laws and/or policies. They suppress wages and chain us to wealthy corporations. We are extremely grateful that you are even addressing this issue and are optimistic that you will follow through. I work for a large commercial laboratory and not only can they terminate us without warning, with or without cause, but I cannot work as a physician, practically speaking, in this country for a year afterwards. These are horrific and barbaric gifts to corporate greed. It's extremely interesting that Florida lawyers have forbidden such non-competes for attorneys but not for physicians, hair stylists and sandwich makers alike. I have no idea if this is</p>

	<p>just Florida or Federal, as I am a physician tasked with saving lives and not an attorney. Please help us all as we are desperate."</p>
Connie	<p>"Please ensure that the ban on noncompete clauses applies to physicians. There is currently abuse of noncompetes to retain physicians into poor working conditions and harms the community and their patients when they are forced to leave the region to continue practicing. The physician shortage in this country means that most areas will not suffer from the competition of more than one physician practicing in the same area. As hospitals are merging to create ever larger healthcare systems, physicians are being forced into contracts with noncompetes if they want employment. A ban of noncompete clauses would create more effort to retaining physicians and ultimately benefit patients. Thank you for your consideration."</p>
Eric	<p>"I am a physician in the Jacksonville, Florida area. My Practice was bought out by a large corporation 3 1/2 years ago with the promise to improve efficiencies of the practice as well as provide better resources to improve the care I provide to patients. This has not come to be. All they have done is drain all the resources from my Practice. My expense ratio prior to joining them was 55%. Now it is 80%. I actually have to pay this corporation to come to work each day. Based on this scenario, it is no longer an equitable relationship. My employment contract restricts me from practicing in this community for 2 years if I decide to resign. I have been in this community for over 17 years. If I am forced to leave my home, my patient care relationships that I have nurtured over the years will be left behind. Banning Non-Compete clauses is good for the employee, but also benefits patients and the general public."</p>
Nayf	<p>"I support this ban on non-compete clause. It hurts doctors workers and most importantly patients who wants to keep their doctors."</p>
Jon	<p>"Non-compete clauses are anti-competitive and shift power from employees to corporations. Corporations have gained too much power in the employment relationship over the past 40-50 years. This rule would be one small step towards correcting that."</p>
Andrew	<p>"As a contractor working with a fortune 5 company I'm bound by a non compete from my staffing agency. The staffing agency did not recruit me nor does it invest in my development in any way. I simply used the staffing agency as a pass through in order to work as a contractor for previous colleagues at the fortune 5 company. Please do away with non compete agreements."</p>
Georgia	<p>"I'm strongly opposed to excluding physicians from these noncompete rules. These rules trap physicians in bad and at times unsafe working conditions, especially if they have bought a home, have a spouse with a local job, or are raising their children in a particular school. Why should we and our families be subject to such unethical clauses while the rest of Americans are protected from it? This is the kind of thing that's contributing to massive burnout and physician shortages. Lastly, I do not agree with non-for profit hospitals being excluded. I know from personal experience they can be some of the worst work environments. Let us not forget that the CEO of</p>

	<p>Atrium health made 10 MILLION dollars in 2021 alone. Not sure how that amount of money is justifiable in a nonprofit organization. But clearly they profit from these hospitals just as much as for profit leadership does."</p>
<p>Stephen</p>	<p>"I'm an audiovisual engineer. My industry has been also plagued with stringent non-compete clauses. I held a position at a company for several years as a service technician, where I saw my leadership team pursue ANY former coworker that left to work for competition. On multiple occasions I saw my employer win settlements against those former coworkers. These were NOT high level executives. No one holding trade secrets. Just other technicians like myself. The fear of that happening to me, locked me into that company for years longer than I saw fit. It created a toxic workplace culture. Our leadership team made certain to let us know the consequences of what would happen should we leave. This company did not establish my career, they did not pay for my education, and their pay scale was marginally lower than industry standard Non-competes are meant for high level executives holding trade secrets. NOT blue collar workers that established their careers with dick own ambition, education, and dedication to the field. I had the chance to take my position remote, which allowed me to move outside of the area specified in my non-compete, FINALLY giving me peace of mind to leave the grip of that employer. Only to be locked up in another one ! In my experience, non-competes have been nothing more than a tool to abuse worker rights."</p>
<p>Jordan</p>	<p>"While I believe the proposed rule is a good start, excluding not for profit entities will limit the scope of this proposal in a harmful way. Many physicians are burdened by non compete clauses and many work for not for profit hospitals (some of the largest employers in metro areas). As such, I believe that this exclusion should be removed to further benefit those who are impacted negatively/restricted by non competes. Physicians and patients will benefit as a result."</p>
<p>Jeffrey</p>	<p>"I completely agree with getting rid of the non competes. I just resigned as a financial advisor from a company in a small town. They have us on a 2yr noncompete that says I cannot even contact the clients I worked with, nor open a new office within a mile of their office. They naturally are on the main street of the town. This makes it be impossible to be downtown in a small town. Having started this job straight after retiring from the military, it feels like they have taken advantage of us (many vets) as they know we haven't any idea about that part of the contract. Please not only abolish it for the future, but force companies to remove them from the past, just as you stated in the potential rule change. Thanks for purposing, and hopefully completing it after comment."</p>
<p>Candace</p>	<p>"I would like to request that the Non-Compete Clause Rule be eliminated. I believe it is not a fair law. In my case, we have lost an accountant that we have worked with for over 12 years for both our business and personal accounting needs when the business was sold. Due to the "old guard" vs "new guard", our accountant left the business and due to a "non compete" clause, the accountant that knows our business and personal needs inside out, that we have worked with all this time, is not allowed to do business with us. I have no history on the new owner and have to either stay with someone I don't know or find another accountant that I don't know."</p>

	<p>Where did OUR RIGHTS go to be able to work with the accountant of our choice that we know and that knows us? Especially since this person is still doing accounting work. Why is it fair for her to be able to work with strangers but not those of us that have had a long time business relationship with her? I respectfully request this "Non Compete" clause be done away with. Thankvyou"</p>
Kenneth	<p>"Once our franchise agreement is complete, we should not be prevented front working in the industry as we still need to make a living. Of course we should not use any proprietary systems, but we should be able to create and run our own business. The real problem here is the franchisor can set any terms they like for renewal and we are on a take it or leave it basis. We have zero negotiating power. That is not right."</p>
Kevin	<p>"Non competes shift too much power from those who do the work "employees" to the institution. Even after the contract is over, institutions hold non competes which gives absolutely lack of FREEDOM to work to the employee. Having to move to find a good job when there are similar jobs in the same area seems easily against our own typical workers morals. I would ban all non competes."</p>
Liz	<p>"Non-compete clauses are unfair to employees and make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. If you aren't allowed to work in the same industry that you're trained in, how are you supposed to get a decent job? The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by 5300 billion per year. More people making money and having jobs would help the economy and lessen the need for welfare. Plus, it would just be more fair. It's hard enough to get a new job nowadays, and non-compete clauses just add to the stress and difficulty. Please ban non-compete clauses...or at least modify them to allow people to work in their field as long as they don't divulge past employer secrets to their new company."</p>
Jessica	<p>"I completely support a non-compete clause rule for all industries. This would vastly improve wages and ease of changing jobs."</p>
Maricer	<p>"I strongly support a federal ban on non-compete clauses proposed by the bill. These clauses are used to keep doctors from leaving abusive work environments. They often have ridiculous constraints. My last contract had a non-compete that included 3 counties for a period of 2 years and was in effect no matter why I parted ways with the employer. This would require uprooting my family and moving my husband and children (which is exceedingly difficult, but ultimately what I ended up doing). It seems like doctors should simply not sign contracts with these clauses, but they have become ubiquitous so the choice is usually to sign it or remain unemployed."</p>
James	<p>"I think non-compete clauses hurt regular employees and working class people more than anyone else."</p>
Julie	<p>"As a physician assistant practicing in dermatology in an already underserved area, i was required to sign a two year 25 mile radios non compete clause with my</p>

	<p>former employer. In order to advance my career and to find a job with basic benefits, i have been forced to drive 1.5 hours each way daily in order to find a comparable position. This is actually costing me both more time and expense in traveling as well as more time spent on one of the most dangerous interstates in America. As we are unable to practice medicine without a supervising physician, there is no way that we would be able to cause or coerce patients to leave a practice they are comfortable with in numbers sufficient enough to cause damage to a practice even if we wanted to. I do believe that non competes are unfair and are a violation of the fair trade agreement. In the same way that you can have a CVS and Walgreens directly across from each other or two gas stations across from each other and both can be successful, the same is true for providers that may be just a few miles away. Non competes are unconstitutional in my opinion and should be obsolete. Thank you."</p>
Rachel	<p>"I believe that a noncompete should either not exist or there be some specifications put on them. I am a single mom to four kids, I had to leave my previous job due to some mental health issues with my daughter that required me to take a leave of absence from my employer and then go with a position that allowed me more flexibility and the ability to make more money in less time, aftinding me the attention I needed to be placed with my children. I parted on good terms only to get sent a letter from my previous employer threatening to sue me even when I did nothing wrong. I have had to already go through great obstacles to work in areas outside of a 75-miled radius which is quite difficult especially when people want to specifically work with me and I have to turn them down. I am still being threatened which required me to spend money I don't have obtaining an attorney which on top of all of my other struggles already existing has caused more emotional distress. I am a drop in the bucket compared to all of the business this company gets and considering all of the money I made them. It's absolutely ridiculous. It is a shame that someone that has been there for years can keep getting their pay cut and they can get away with it because that person is so invested that they can't afford to start over. I understand if someone is intentionally being malicious but if it is innocent and beyond an employees control, there should be special consideration given without having to spend thousands in legal fees."</p>
Tom	<p>"Great idea.A no compete clause that I had to sign to get sewerage pay at The Merchants Association of Florida prevented me from pursuing my specialty which was coordinating a Street Pole Banner Program in Fl. so I am a champion of not allowing this practice. "</p>
Khaled	<p>"Non competes restrict trade. They should be eliminated"</p>
Eric	<p>"Fully support ban of non competes as I have had to practice under one for 17 years so far"</p>
Ben	<p>"This rule is needed to protect employees and foster fair treatment of employees and fair wages. As a former employee of South Motors of Miami Dade, I am subject to a non-compete. First I recognize that I bear responsibility for signing the document. The restrictions this document places on people like me is extremely unfair. I did not receive any specialized training at South Motors, I brought 30 years of automotive</p>

	<p>experience into the job with South Motors and found my wages stagnant for the three years I worked there. During my employment there, my processes and analysis brought the company millions in earnings Upon tendering my resignation I was first threatened with enforcement of my signed NON COMPETE I remained steadfast on my decision to leave. Only then I was offered a 200% salary increase to stay, I declined the offer and still left. On day one of my employment at my new job, my new employer received a strongly worded yet incorrect letter from South Motors. In most instances that type of letter resulted in new employers terminating the new employee. The employee would have no choice but either leave the industry, take an extra long commute or return to South Motors. On the other hand, South Motors hired an employee from AutoNation named Mr. Bueno, who also had an existing non-compete. South Motors, made Mr Bueno a "consultant" while giving him a full time job with responsibilities of a normal employee. South Motors' unlimited resources make it very hard for employees to challenge their non-compete by using their attorneys and court to coerce former workers. Yet, hypocritically they scuff competition's non-compete. They've even enforce their non competes on carwash employees."</p>
<p>Kristi</p>	<p>"I was working as a commission only employee. My employer takes 50% of what I earn. I have the opportunity to go work for a new company offering a new position, better compensation and room for advancement. My employer is stating that because I met this individual (now new business owner) during the time I was working for my previous employer I can not go work for the new company for 12 months. I'm not taking any trade secrets, any clients and there will be no financial impact due to my departure and it's a new position. However, because I "met this person" through my employment I am unable to work for them. I left my job after signing a contract and now I don't have a job to goto. Because my previous company is so big I'm not sure where I can go that I haven't made contact at some point with a large majority of people in my industry."</p>
<p>Todd</p>	<p>"Non-competes have scope creped well beyond protection of trade secrets and have and are used to prevent employees from using personal experience to grow professionally. The agreements work to commingle trade secrets with personal experience and value thereby limiting one's ability to look for more competitive wages, companies and competition with better corporate values, benefits etc... They are a product to maintain the corporate/company power and limit innovation. FTC is correct in this new rule."</p>
<p>Eric</p>	<p>"Yes please! We live in a world being taken over by monopolies. The government should do everything in its power to encourage competition. AntiTrust seems to be dead. Why not empower entrepreneurs at least?!"</p>
<p>Urban</p>	<p>"This proposed rule will enhance pricing, quality of advice and reduce disputes for consumers in personal finance/financial services sector. Currently, many workers such as financial advisors, planners and bankers have non-competes that undermine the foundation of the sector- relationships and quality advice. So much has been done at the Dept. of Labor and SEC to attempt to put the clients first but non-competes are inherently a conflict of interest. Consider a fiduciary financial advisor</p>

	that has a legal duty to put their clients' best interest first. If the fiduciary advisor cannot fully depart their employer that's incentives, initiatives and products undermine the fiduciary relationship, is the consumer best positioned to receive non-biased advice? In the financial services sector where non-biased advice is fundamental to helping consumers reach their goals, non-competes are tools used to override fiduciary standards for the best interest of the entities requiring non-competes rather than consumers."
Nancy	"I believe that this proposed non-compete clause limits an individual's incentive to grow in their position. Our nation is founded upon freedom and this would severely limits an employee's creative freedom or the ability to better themselves by being in a competitive marketplace. It is so wrong in so many ways. It stifles an individual from wanting to do better as it limits their potential. It would thereby limit the free enterprise that made us a great nation."
William	"Thank you for considering this proposal. As a veterinary specialist , I am in full support for outlawing non-compete agreements. They allow corporate practices to exploit their employees and prevent natural competition in the market."
Sheyla	"I'm a new grad healthcare worker . Having difficulty to decide either to not get a job or sign a non-compete clause with a poor salary. I don't believe non-competes should be legal. I studied very hard and own money to my federal loans from school."
Andrew	"I am in full support of removing the non-compete clause. I am currently trying to survive a one year non-compete clause. The effect is extremally difficult. with reduced income and pressures on family life. I cant work within 25 miles of my last job which is extremely restrictive. All I want to do is get back to work and provide for my family."
Wayne	"non-compete is wrong. get rid of it. we are not owned by business."
Laura	"As someone who worked in corporate America for over over 30 years, I know the devastating effect of he non-complete clause rule. Like any other law/rule there must be some thought behind it...though addressing the needs of both parties. From what I and others experienced the rule was heavily weighted to the side of the employer. While I was an executive, this rule also effected those whose positions were not "executive". Earning a living with the talents and expertise we have are critical to the expansion of our economy"
John	"Thank you for considering this. I am a general surgeon and have been in practice for over 30 years. I have experience noncompete clauses in two of my practices, including the one in which I am currently employed. I provide wound care at nursing homes, and the noncompete clause is extremely onerous requiring that if I were to leave, I cannot work within 25 miles of any facility where any of my colleagues work or have worked within two years. There are over 300 physicians in the group spanning the country. This is an exceedingly onerous and unfair clause in the contract. At the time of signing the contract, I do not believe I had any other option if I wanted to do the work, and assumed that I would likely be retiring from that practice,

	<p>so it wouldn't be an issue. Unfortunately, I need to leave this practice for various reasons, and I am restricted significantly from working in the same field in any meaningful way for the next two years. This would potentially require starting over in an entirely different field with the attendant stress, decreased wages, and difficulties that would come with it. In a previous practice, I had to leave the area, moved from Pennsylvania to Ohio in order to find employment because of the noncompete clause. This was extremely disruptive to me and my young family, forcing me to leave the extended family in the area where I had been raised. Thank you for considering this ban on noncompete clauses and rescinding any that are currently in existence. I welcome this, as a tremendous benefit to people like me, and all workers who are affected by it. It will stimulate the economy, allow for healthy competition, and improved growth and jobs. Thank you."</p>
Cathy	<p>"The FTC should eliminate all non-compete clauses. These agreements hinder the ability of employees to seek better jobs."</p>
Joshua	<p>"employers are using non-compete agreements as a form of retaliation against former employees. contacting the former employees new employers and harassing their company for information. some employers find themselves threatened with a lawsuit even though they are not privy to the terms of the agreement. all too often these companies determine it is easier to terminate the employee than to defend them in court: even if language in the non-compete does not equal a breach of terms. non-competes are not being used as a way to protect a business' legitimate interests but rather as a sword to attack former employees. if this rule is not passed, as is. I would like to see a shield be given to employees to defend them from a former litigious employer who is using a non-compete as a tool for harassment and retribution. specifically wording that contacting the former employees new employer is a form of harassment and to penalize them with punitive damages."</p>
Jared	<p>"The use of noncompete clauses in employment contracts by hospitals and organizations is used to force established physicians to accept any terms proposed. Physicians inherently have less negotiating power compared to institutions with hundreds of employees. Additionally, noncompete clauses are one sided providing no limitation to the hospital and enforcing unfair restrictions on physicians."</p>
K	<p>"I am a physician from Montana. I was forced to stay out of the civilian market in large part due to no compete clauses. It is unfair to hold your home and family's stability hostage due to the whims of ever-more powerful hospital systems. Please end noncompete clauses. They are unfair and cannot be avoided due to vested interest of employers."</p>
Zach	<p>"End Non- Compete's!"</p>
Alessandro	<p>"Finally. The non-compete is damaging the single teacher and self employed people and forces them to accept low pay and to be submit to unrealistic studio rules"</p>
Bradley	<p>"Dear Federal Trade Commission, I am writing to you as a general surgeon, who is bound by a noncompete clause. I am writing in strong support of your proposed</p>

	<p>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 force 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 the right to leave and work elsewhere, without having to uproot our lives to another city. It is not as though we are taking trade secrets or intellectual property with us as physicians. Furthermore, let it be known that the American Hospital Association does not speak for physicians when it states that it is against the elimination of noncompete clauses. I cannot think of a single physician that I know that is in favor of noncompete clauses. I respectfully ask that the FTC pass the proposed rule to eliminate noncompete clauses from contracts."</p>
Christopher	<p>"Please ban all non-competes, including for physicians. Noncompetes in physician contracts puts unnecessary barriers in the healthcare system."</p>
Matthew	<p>"I am completely in favor of banning non-compete clauses. These stipulations in employment contracts do nothing but drive wages lower for workers and allow corporations to monopolize talent in a given area. These clauses cause a lack of competition for a fair wage for the labor provided because a competitor in the area cannot offer a competing job offer due to the non-compete. Additionally, these clauses when applied to critical services, such as healthcare, prevent a facility from recruiting from other organizations and causes skilled labor to move from an one city or county to another for a better wage. This causes an artificial labor shortage and ultimately only serves the owners of these organizations. A ban on non-compete agreements will be helpful for workers across the country."</p>
Xueli	<p>"I am personally a victim of the unfair and unjustified practice of non-compete clause. My employer required every single employee to sign a a non- compete agreement during the middle of employment, which essentially blocked us from working for any other employees for two years. Several of my coworkers lost their job opportunity when the potential employer learned they were bound by non-compete agreement. When I submitted my resignation to my company, they specifically threatened me with the clause. This practice is essentially a modern day indentured labor system. A complete ban of this unjust practice is urgently needed to protect the rights of workers and promote a free labor market."</p>
Samer	<p>"Eliminating the non compete clause for physicians would allow for better more robust care for all patients especially those who are disadvantaged or disabled. It may be on the the most cost effective method to reduce health care costs and improve care at the same time. I would be happy to discuss further in any format."</p>
Jason	<p>"Thank you for finally taking action to protect us from noncompete clauses. Both my wife and I are physicians and are bound by noncompete clauses. Every healthcare worker we know are also bound by noncompetes. If either my wife or I try to leave to work somewhere else, we will be unable to live with our family for over a year due to noncompete clauses. The hospital systems know this and they take advantage of these noncompete clauses. And there's nothing we can do about it as they all use the</p>

	<p>same system to prevent any of us from ever working somewhere else without banishing us to leave our loved ones behind or picking up our entire family and moving."</p>
Renee	<p>"The non-compete tyranny should be banned. It is an oppressive portion of a contract that enslaves a worker to continue working at the same spot due to having to relocated their lives and families if the employee wishes to change jobs. Please strike this from being legal for all past contracts, all current ones, and any future."</p>
Colleen	<p>"Noncompete clauses have been used in medicine to lock physicians out of entire cities if they choose to change employment. The average physician at large healthcare systems does not carry trade secrets and cannot alone change the dynamic of referral patterns between these health systems. Noncompete clauses inhibit physicians from changing jobs leading to increased burnout and decreased productivity. They also lead to the loss of talented physicians from markets with only one or two health systems. It is time for this practice of restrictive covenants to end."</p>
noah	<p>"As a current non-compete worker I believe this keeps employees trapped by their employers. Having years of related experience in an area should not allow an employer to trap employees from being employed in other businesses that may be partially related to the current employee's work. I think non-compete allows employers to hold all the cards when it comes to wage growth and retaining employees as there are no options for workers to seek as they will breach their non-compete contracts."</p>
Joseph	<p>"I am a physician in primary care. Physicians of all types should not be excluded from legislation prohibiting non-competes. Non-competes prevent patient access to care to physicians they like if the physicians have business disagreements with their employers. End non-competes for all healthcare practitioners."</p>
Joseph	<p>"If lawyers are prohibited from signing non-compete clauses, why treat other professionals trying to advocate people any different? Physicians need to be a neutral party in offering the best advice to patients, and when they are bound by non-compete, they may feel pressured to make decisions to benefit their employer. Please see: https://jamarietwork.com/journals/jama-health-forum/fullarticle/2786894"</p>
Linda	<p>"I have seen the non-compete clause used unfairly on those being laid off and have to travel long distances for employment. And forces people to stay in jobs so they don't have to move for a new job out of the non-compete area."</p>
Gaspere	<p>"Non-compete clauses can protect an employer's investment in a new physician employee. This investment can be calculated, fairly or unfairly. However, if the physician is bound by a non-compete clause, this may allow the employer to unfairly treat the employee knowing the employee is bound to them by a non-compete. Some employers refuse to inform patients of the new location of the physician they introduced to the community, deliberately withholding information from patients who chose and liked that physician. Non-competes should be made illegal and unethical in medical care. Attorneys consider them unethical. If it is impossible to render them</p>

	<p>illegal, a compromise is to limit their scope and duration. Less than ten miles distance from a primary office (not to include all offices of that employer) and a maximum duration of 1 year. There should also be a stipulation that if a physician leaves an employer, that employer is obligated to provide the current location (if known) of the physician's new location, unless the physician was released/fired for cause related to malpractice or egregious behavior."</p>
Suzanne	<p>"All physicians should absolutely be entitled to the new FTC non-compete rule, just as all other workers will be afforded this safeguard. Physicians, especially hospital-employed physicians such as myself in Radiology, Pathology, Hospitalist Medicine, should NOT be exempt from this needed worker protection as it stifles our ability to negotiate our contracts and instead offers large hospital systems an unprecedented advantage over our livelihood and the marketplace. Exempting Physicians from the new Non-Compete Clause Rule (NPRM), is not only unjust- it will contribute to the burgeoning epidemic of physician burnout."</p>
Kacey	<p>"Non-compete have directly affected my ability to work and support my family in an area we consider home. After 11 years of education as a physician this is complete injustice."</p>
STEPHEN	<p>"Wonderful! Wonderful! Hurrah for the proposed Non-Compete Clause Rule!"</p>
Dimitri	<p>"Dear Federal Trade Commission, I am writing to express my strong opposition to the use of non-compete clauses in contracts for physicians. These clauses restrict physicians from practicing medicine within a certain geographic area or with a certain patient population for a specified period of time after leaving a practice. The use of non-compete clauses in physician contracts is detrimental to both the physicians and the patients they serve. Physician non-competes limit the mobility and job opportunities of physicians, and can prevent them from providing care to patients in need. This can lead to shortages of physicians in certain areas, and can make it difficult for patients to find the care they need. Furthermore, non-compete clauses in physician contracts can limit competition, which can lead to higher healthcare costs for patients. By limiting the number of physicians in a given area, non-competes can also limit the number of choices that patients have when selecting a healthcare provider. In light of these concerns, I urge the Federal Trade Commission to take action to prohibit the use of non-compete clauses in contracts for physicians. Such a prohibition would help to ensure that patients have access to the care they need, and would promote competition in the healthcare industry. Thank you for your consideration."</p>
LAWRENCE	<p>"Huge income disparity is destructive to a democratic republic. Management gains inappropriate leverage over employees by using these non-compete clauses. It's high time to end the abuse of these restrictive legal devices. ASAP, and as broadly applied as possible."</p>
Robert	<p>"This restriction stops people from earning a living in the field of choice"</p>

Kristen	<p>"I think this is a wonderful proposed rule. I was trapped in a job for ten years with a non compete. When I left, to honor it, I had to drive 3 hours away and spend frequent time apart from my family. The home care industry doesn't even protect proprietary knowledge. It stifles competition by often requiring these burdensome agreements. I spent \$1000 of my own money to have an attorney review my agreement prior to leaving my company to advise me of my options. They were few in number and limited in scope."</p>
Amy	<p>"In regards to Non-Compete Clause Rulemaking, Matter No. P201200. I am fully in favor of the ban of non-compete clauses. I have been a licensed, practicing Physician Assistant for almost 20 years. I had to sign a non-compete clause with my previous employer for a 2 year period. Because of this, I have had to travel over an hour one way to work since finding new employment. This was my only option in order to remain in my medical specialty. This has caused me to cut back to part time work and has made a large impact on my family's income. I am 15 months into my non-compete clause and have another 9 months to go. If I had had the opportunity to stay in my community to practice Dermatology, I would in no way have been taking business from my previous employer. Please consider passing this ban to allow employees to have better options to better themselves and choose other employment without any road blocks due to a useless non-compete clause."</p>
Nishant	<p>"I absolutely support the banning of non-competes. It essentially amounts to indentured servitude. In the spirit of free market economics, this practice should absolutely be banned, wholly, completely, and retroactively, and especially for physicians."</p>
Amanda	<p>"Non-competes are archaic restrictions to control employees and competition and have no place in a free market"</p>
Helen	<p>"Non-Compete agreements area bad idea and used to exploit employees in many situations. Sometimes they are valid when someone might steal clients or scientific formulas etc. When they are used in situations where employees in low skill jobs are compelled to stay in dead end situations due to a non-compete agreement that is a very serious problem and should be outlawed."</p>
Becky	<p>"I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster an environment of discrimination, unfair wages practices, and bias against promotion for those who want to continue living in a specific region or want to continue working in the same field of expertise. I support this proposed change."</p>
Steven	<p>"I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster a poor work environment and dissatisfaction. I have been a physician in my community for the past 23 years. My group was acquired by a large private equity company 4 years ago- they made numerous promises and have failed to perform even close to stated expectations. Patient care and work - life happiness continues to decline with this organization. I have no practical recourse - not practical to have a legal battle with a multi billion</p>

	<p>dollar company. I am forced to either continue on with other disgruntled physicians or leave my family and community of 23 years to start over. If employers fostered a good work environment and did not fail to perform as promised then there would not be a need to look elsewhere. With the current state of non compete agreements the employers have too much control over their employees - there is no balance of power. I fully support the proposed legislation to end non-compete clauses."</p>
Bhaskar	<p>"Comment: 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 and hospitals. The opposition to this ban is motivated by the greed and need of the hospital groups to dominate the market and control the physicians. Non-profit hospitals should not be exempt from this ban. Sincerely,"</p>
Anton	<p>"I support the FTC in banning noncompete clauses. Noncompetes cause undo duress onto the employees and limits competition and innovation in all fields. I am a physician and an administrator and I do not support the American Hospital Association statement in reference to this policy, they do not represent me and I comfortably say they do not represent the best interest of any of their associated hospital's employees as they make it seem in their first few sentences of their statement. Noncompete clauses stifle innovation in health care and can lead to bum out and people leaving the healthcare field due to lack of options. Please do what is right for the people and ban noncompete clauses."</p>
Pablo	<p>"This is absurd. How insulting and discriminating to exclude employed physicians working for non-profit organizations when we know such non for profits make hundreds of millions every year at the expense of such professionals. Non compete clauses are a form of slavery and completely out dated. Name one more professional field in which an important employee can't go work for the competition of the competition offers him a better compensation or just a better quality of line. Imagine Lebron James being hostage to the Cleveland Cavaliers or Tom Brady at the Patriots. Changing jobs it's a constitutional right. Right of freedom and right to choose for yourself It's allowed in legal firms, it's allowed in professional sports and certainly in the financial institutions. It's allowed in our education system and in our best colleges and universities. Why are we doctors being discriminated against? So that large corporations benefit from the legal boundaries written by unscrupulous lawyers?? Ridiculous. We physicians are the absolute worse to fend for ourselves... we are the nice guys doing what's best for our patients but we've been take. Adv rage of for way too long. This needs to stop. Non compete clauses need to disappear nd be made illegal IN ALL CONTRACTS INVOLVING PHYSICIANS"</p>
Pablo	<p>"Medical providers, as with any other profession are currently held hostage to contracts that not always serve their best interest. Often, such physicians will continue working, unhappily, in certain institutions due to the lack of an option to switch jobs without having to move their spouse and children to other city or state. Physician bum out and suicide are at an all time high for physicians. Although multi-factorial, whether this chronic unhappiness at the work place is in part related to restrictive non-compete clauses could be argued. I cannot drink of another profession</p>

	<p>where contracts prevent free competition (I'm this case among health care institutions) to sign a talented human resource because of this iron clad stipulations. This needs to stop."</p>
Alberto	<p>"As a surgeon in Florida I was negatively impacted by a non compete. I worked for a private group for 6 years. When we finally reached the point that we could not continue the non compete caused me to leave the community I had served for 6 years. The only Spanish speaking vascular surgeon in Tampa. Lawyers wanted \$100k to defend me and allow me to practice, but who has that kinda of cash to throw at a legal system. Non compete was set for 4 counties and max 2 years in Florida. It is time to allow physicians to practice without harm to their family and lifestyle. It is time to federally ban non compete clauses in medical practice. If u treat your employees well and pay them appropriately you will not have an issue Non competes are based on greed and bulky tactics. They must be banned."</p>
Maggie	<p>"Please ban this non-compete! I am not making a living wage at my current job and I am being offered a great job from the competitor which will improve my living situation considerably. But I sign the non compete and I can't take the job!"</p>
Regino	<p>"I welcome the opportunity to opine on this important issue. By severely limiting mobility, Non-compete clauses 'de facto' serve to keep employees hostage. This feeling progressively results in job dissatisfaction, decreased productivity and eventual burn-out (with all of its attendant negative consequences). As a physician, I should have the freedom to choose my place of employment without fearing these repercussions. I strongly believe it is past due to illegitimate these contractual vestiges, once and for all! Thank you"</p>
Ana Maria	<p>"My situation is a perfect example of an overreaching no complete agreement that I signed only as willingly as one can be when the only other option is termination. The agreement I signed prohibits me from working within 20 miles of my ex-employer for a duration of 2 years. I have owned a business that services the same area for 4 years before joining my ex employer, and yet I cannot resume business with my clients. I have a lawyer who is unwilling to pursue arguing the legitimacy of the agreement. If I were to resume business in the area, and my ex-employer sought to engage in legal action against me, would a judge rule in my favor, given the position of the FTC regulation proposal?"</p>
David	<p>"I strongly support eliminating non-compete clauses in contracts. I am an employed hospitalist physician who does not have a group of patients considered my own, yet I have an extensive non-compete with my hospital that limits me from providing hospitalist work with our competitors within an hours drive. Similarly, other physicians perhaps in private practice are not allowed to leave their groups to work as educators serving uninsured women. The hospitals specifically restrict our employment as a means of reducing wages and any attempts to negotiate work conditions. We have not had a raise in 7 years, which in this inflationary environment represents significant loss of wages. I am not free to seek employment with a more favorable reimbursement scheme simply because the hospital desires to control us. I signed this contract as a newly graduating physician 1. Because I had a favorable view of</p>

	<p>the hospital which is now diminished 2. Because every healthcare organization had similar or worse non-competes. Healthcare is facing serious challenges coming out of the pandemic. Healthcare organizations must be held accountable through a free work force. Our hospital continues to hire administrators rather than physicians only to make more demands of an already fragile workforce. This problem is pandemic across the nation and needs to be addressed."</p>
Sam	<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. Non competes forced the best Mayor my city, Lake Worth Beach ever had to leave town. His wife had one and it changed the future of the life of 40 thousand people for the worse, in a major way."</p>
Alan	<p>"I strongly support the FTC's proposed Non-Compete Clause Rule. Non-compete agreements are almost always inequitable and disadvantageous to employees subject to them. Non-compete agreements harm employees by restraining their ability to use their skills, knowledge, and experience to move up the economic ladder by changing jobs. Companies frequently tout training and experience gained on a job as benefits, while severely limiting the ability for people to use such benefits. Non-competes tend to indenture employees to an organization while preventing those employees from seeking economic prosperity and freedom. Non-compete agreements are wholly un-American and should be banned."</p>
Austin	<p>"These non-compete clauses reduce competition among hospitals and degrade healthcare for American citizens. Furthermore, they place an unfair burden on physicians who have spent ten years in training just to be able to practice medicine. I shouldn't have to uproot my family and leave the state if I find the my cunent job to be untenable."</p>
Deanne	<p>"Regarding Non-compete Clause Rulemaking• Matter No. P201200 I firmly support the FTC's proposed ban on non-compete agreements. These agreements are pervasive within the medical community and are often used to intimidate workers from leaving positions, while also pressuring workers to sign on to a position with benefits, over others without benefits, while including anon-compete clause. Often whole areas are left without medical care because of non-compete clauses, since employees can no longer work in their home areas after leaving employment. Large corporations seems to be the worst offenders of forcing non-competes, and they also have the funding to litigate against single employees hying to survive after leaving their employment, or even worse, being terminated from employment due to no fault of the employee. I myself have worked for 2 years under a non-compete after serving my time in the military. It was the only position available in my county at the time I returned home. Over the past two years, the company I started with has been sold twice and every sale has brought on more restrictions and more work. The sole purpose of the non-compete is now intimidating me from leaving my job - which is working, and I am stuck in this position until retirement, unless I want to drive 1 hour to work and then hack. And the surrounding positions all have non-competes as well."</p>

	It is a travesty. Please find non-compete clauses illegal and as such force companies to rescind the clauses, allowing more competition and more freedom. Thank you."
Michael	"I feel that it is unfair for anyone to allow an employer to refuse the right of an employee to not provide for their family. Especially when they have worked in their profession for a long period of time."
Thomas	"I support the full ban of noncompete employment contacts. I have been employed with my company for 12 yrs in insurance sales . My compensation is 100% commission based and I am compensated with a percentage of the commission I sell. I do not receive leads or business opportunity's from the company and develop my sales from the many years of personally networking much at my own expense. My company has lowered my commission changed my compensation structure several time for their benefit with littler to no recourse for myself. I have been a top producer annually and my non compete empowers my employee and imprisons me from moving to another company that may offer greater benefits, opportunity and support. I do have the choice to move to another company, though the non compete is a deterrent to other employers and is purely leverage to be able to create to keep employees captative."
Caryn	"I am in favor of a ban with a provision stating that employees who RESIGN -- as opposed to being terminated -- cannot contact customers/clients for 6 months. I think this exception should be limited to resignations because otherwise, an employer could hire a great salesperson from another company, and the employee could build up the employer's client or customer base, and then the employer could terminate the employee -- knowing he/she isn't permitted to contact his/own customers for an extended period of time."
Robert	"Getting rid of noncompete clauses will allow physicians to better care for patients, and will enforce more fair hiring practices by hospitals for nurses, doctors, and other healthcare providers. Iam fully in favor of eliminating noncompete."
Anne	"This non-compete clause is punitive to American workers and downright in-American in its damage to competition. Please do not approve!"
Sahil	"I am a physician and worked in my community in rural Illinois for three years. I was the only pain physician in that community and was getting patients off of opioids to treat opioid addiction. However, due to a contract dispute with my employer I was not able to continue in that community and had to leave to find a different job. My non compete stated that I can't find work within 50 miles of the hospital for up to two years . I had to move states to find the job I liked . My patients in rural Illinois are still struggling to find a pain physician and lots of them are reverting back to opioids. I am in support of making non compete clause obsolete ."
Daniel	"As a veterinarian , I 100% agree with banning non-compete clauses. As a highly trained and skilled professional, it is outrageous that I have to move to a new place if I decided to leave my job. Corporations should be more worried about talent retention

	and fair working conditions, instead of being allowed to force people to remain in a job with a fear of legal repercussions if they left for a better offer in the vicinity."
Zoey	"Non competes are harmful and have been very detrimental to our family. As an orthodontist I have paid well over \$750,000 for my education and I cannot use it within 15 miles of any of the 3 locations of my former employer which is effectively a 45 mile non compete. It is hard to see any claim that he has over the education and skills I have build over 10 years of education. I had to leave due to horrible working conditions and the culture of high volume and poor quality of work at his offices. I can now only work 1 day a week over an hour away which makes it very difficult for me and family who live in a rural area with not many orthodontic job options. It also is harmful for the public and my former employer is not practicing to the same standard I believe is appropriate, the public no longer has access to high quality orthodontics."
Darius	"Totally agree that this Non-Compete act is only in favor for big corps not for small companies or individuals who want to compete in a fairly way"
Lisa	"Thank you for this very important proposed rule. As a physician , I witness firsthand the immense frustration and burnout experienced by my colleagues, which is often exacerbated by employers holding them hostage. Being a pediatrician in a large urban city, I am aware that if I wanted to switch employers, I would have to uproot my family, sell my home, and even require my spouse to find a new job. Such a situation is unfair and unnecessary, especially in the case of large corporate systems that wield disproportionate bargaining power to restrict our right to work freely."
Dr	"I am an eye doctor that worked for a large group practice for the last 10 years. It was bought by an investment firm that only cares about profit and not treating patients. I was let go for not "producing" enough profit. My original contract had a non compete for neighboring 3 counties for 2 years. I started working for a small practice 15 miles from my previous employer and they have filled a lawsuit against me. I have not solicited patients. I have a right to make a living and should not be punished for providing hood health care. Non competes decrease patient care and are and unfairly punish honest doctors. There should be at least much more strict limits on non compete clauses."
K	"This impacts me directly. I am currently under a non-compete agreement that is very broad. Extends beyond direct competition of my former employer to include any vendor of, or proposed vendor of my prior employer. I'm blocked from getting a job in an industry for which I have the most expertise. I am a stock holder of less than 1% of my prior employer. I believe there should be a balance of protection of companies intellectual property and a non- compete/non-solicit. I do not think employees should be able to steal company secrets, including customer lists beyond their direct relationships. However, a I think broad non-competes like the one I am under is too prohibitive - keeps me from providing for my family."
Todd	"I work in Pool Repair in Florida. I've been with the same company for over a decade. We are forced to sign a non-compete when the job commenced, and a few years ago, were forced to sign an updated one. It is 5 PAGES of fine print oppressive

	nonsense. I would like to get my contractor's license and start a small company but am in fear of litigation, as Florida is one of the worst states for enforcement of these contracts. Nothing that our company does is significantly different than other pool repair companies. There are no trade secrets that you can't find on YouTube. I was trained for a few weeks over a decade ago and 90% of what I know I've taught myself. But still, these overreaching ANTI Competition agreements prevent me from taking steps to better my and my family's position. I agree with the FTC that these contracts are Anti Capitalism and Anti American. Please finalize this rule and help the hard-working families of this country pursue happiness."
Terry	"Ending the unfair non-compete clause would be an absolute improvement for employees rights. It is possible to protect both the employees and employers interests without the non-compete clause. It is past time to stop the use of this restrictive practice."
Scott	"I am an HR professional and am speaking for myself, not my company. I strongly believe that rigid non-compete clauses should be illegal and agree with the FTC that they hinder the free market at trade at the expense of the employees. I know many employees who have spent their whole working career in our industry and because the company I work for competes in many different categories, employees who separate, whether voluntary or involuntary, don't think they can get a job that they are qualified to do near the same wage they were making Non-disclosure policies can protect the company from proprietary information getting into competitors hands. Non-compete agreements are way too restrictive and hinder workers from making a living in the field they are experts in."
Samira	"I vote against non compete clause for physicians ."
Julia	"I am a nurse practitioner looking for a new job in central Florida. Many jobs I am currently looking at have 2 year or 40 mile non-compete in their contracts. I would like to purchase a home, but if I ever want to leave one of those employers with a mile clause I would have to drive 40-60 one way to find a new job or move to a new town. It would be wonderful to be able to find a new job in my current small town. Nursing does not contain any proprietary information. Please pass this bill."
CJ	"I agree with eliminating non-competes. I am currently under one. I was a hospital administrator , and my previous company is preventing me from working in the field for 2 YEARS, AND 50 MILES from my last hospital. So I either have to move my family, or switch industries. I ended up switching industries. I can understand a non-compete to keep you from going after clients, key employees, etc. But to prevent you from earning a living and supporting your family is atrocious."
Blake	"Please ban non-competes! They hurt all of us!"
Candis	"Many people are held in lower-paying jobs because of non-compete clauses that they signed without realizing the consequences. This is shoddy behavior on the part of the corporations that are exploiting their workers. It should be prohibited!"

Kameryn	"I am a huge supporter of this new rule. This will allow for healthy competition in the labor market. Employees should be able to develop their skills and switch jobs as needed."
Erika	"It seems absolutely counterintuitive that a company/practice can prevent us from seeking out a better situation for our families, better pay, better benefits, etc. based on geography and catchment areas. If there's an opportunity across the street that would better my wellness, career goals, etc., I should be able to pursue it without a hefty consequence (i.e., a year's salary), especially when we live in an era in which there are health care disparity areas included in those restricted/non compete areas."
Wayne	"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!"
Crystal	"We relocated to the beaches area to reduce transportation costs and reside closer to our children's schools that offer no transportation. We rented, uncertain if we'd love the neighborhood. Fell in love with the area. Nearly mid-lease, owner advised he needed to sell. We're hastily crunching numbers; we had another year on our lease to ensure we could not only afford the home but also qualify. We'd anticipated to buy a home but timeline was moved forward! We apply, Crystal needs to make more money to proceed with purchase. Crystal had opportunities and was offered a job tripling her salary satisfying terms of home loan with an agency neighboring our county. Crystal reaches out to employer [at the time] and was completely transparent on reasons to separate employment were for the short & long-term benefit of our family. I'd asked to kindly release me of the 12-month boundary restriction as our children will be uprooted and lose this home. She had no idea what I was speaking of until I pointed it out in her own clause. (Backstory: she'd sued her former firm costing 11,000 in attorney fees to regain only 4,000; I was fully aware of the venom in this woman and didn't wish to subject my family to her spite if I were to accept employment in my county- hence my need for transparency.) Her counter offer was to extend my restriction an additional 12- months. Mind you, two-thirds of my income at the time were commissions. I declined to empower her unrestrained use of authority. Business is business. END RESULT: 1) We lost the home to another buyer with the inability to settle timely due to this non-compete. 2) We lost our 'retirement investment'. We would have later sold the adjacent lot connected to this home. We were offered no benefits nor 401k thus my strategy to improvise 'retirement'. 3) My husband and I now have a useless hard-inquiry on our credit. In conclusion, departing this firm was our family's greatest blessing yet this clause was more than an unfair method to former employees. Arbitrary, immoral, single sided, unreasonable and unwarranted loss to the family."
Maria	"Get rid of non-competes. It's hurting patients when they can't find the doctor or care they need. It only helps big corporations"
Arielle	"I urge the FTC to include non-profit organization employers in the new proposed rule. Employees of non-profit organizations, including many hospitals impose onerous non-compete restrictions on employees. This can be just as limiting as non-

	<p>compete restrictions imposed by for profit companies. Doctors are a group of employees particular affected by these onerous contractual restrictions."</p>
BRETT	<p>"I wholeheartedly support this rule, and it would change my life. As a worker with a non-compete clause in an organization that requires a 1-year non- complete in all employment contracts primarily to limit competition with more lucrative opportunities, this directly affects me and all my coworkers and I have had to turn down multiple job offers due to this. By implementing this rule, not only would it open opportunities for me to seek higher salaries elsewhere, it would push my current employer to raise their compensation for all my colleagues."</p>
Sheryl	<p>"Corporations should not have a hold on the work life of it's employee base. It is critical for the well being of workers that they are fairly compensated and not held back with ties to a specific company. Support workers and innovation by ending non-compete agreements."</p>
Lauren	<p>"Non competes should be banned in the field of medicine. Non competes can force a provider into not practicing for that period of time. There are numerous reasons a provider may need to leave a practice and move to a nearby practice. I hope this law goes into effect. It will have positive impact in our field."</p>
Sam	<p>"I strongly support the rule. I am a gastroenterologist and I have previously worked in underserved areas as well as in larger hospitals. The noncompete created an environment where the hospital focus is on attracting new physicians and giving them generous initial offers and well as multiple promises-which are often broken-, and when contract renewal comes the hospital has the upper hand knowing that the physician has the option of either agreeing to whatever they propose or moving out of town, which is not convenient the least to say especially for people with families. Removing noncompete clause will shift the hospital priority to retaining their current staff rather than focusing on trapping new physicians into signing with them and then not caring about them once they are hired. It will also help reduce physician bum out which is a lot of times precipitated by the feeling of being "trapped" in a job they don't like or working under conditions they don't desire. Hospitals help physician employees establish their patient base and provide them with CME payments for continued education. However, these potential losses to the hospitals can be metigated by nonsolicitation clauses and refunds of certain payments if physician leaves within a certain period of time. The solution for those issues should not be trapping the physician and giving them the option of either staying with their current employer or moving into a different city. In cities where there are two or more health systems, this decision will cause increased attention to improving working conditions and physician retention and will lead to reduced physician burnout and improved patient care. If hospitals are expected to compete, they should also be competing for attracting and retaining talent. It should not be free market for hospitals, and surfdom for physicians."</p>
Mason	<p>"I am submitting a comment in favor of the proposed elimination of non-compete clauses. I am a resident physician about to enter the workforce as an independent practitioner and the impact of these rules is immediately visible both for myself and</p>

my future patients. For me, this has created unnecessary hurdles in my job search, because I have a geographic area of interest to practice due to personal factors, the most important of which is proximity to family. These non-competes mean that I am beholden to my first employer even if work conditions change to become less favorable because leaving the position would require that I either uproot my family or drive many miles away to work. It is not difficult to see how employers can potentially use this to exploit physicians who care deeply about their family and patients, not wanting to abandon either group due to forcibly having to practice outside the non-compete distance. I think it is wise for society at large, not just those in medical practice, to remove barriers to leaving an employer who in the worst circumstances could be acting unethically. We should not be placing an added burden on employees to choose between doing the right thing (which could include leaving to report illegal or dangerous behavior) and avoiding being forced to leave behind beloved family/friends/clients/patients. Furthermore, non-compete clauses create an unfair competitive market for anyone seeking employment. When negotiating an offer or contract, the candidate will have a finite amount of political capital based on how desirable their skills are in the market, and having to spend some of that good will on reducing the distance or time frame of a non-compete will reduce salaries. I hence, it is in the benefit of the employer to erect unnecessary points of negotiation such as the non-compete because the candidate will not be able to reduce the non-compete while also successfully negotiating a better salary or other specifics of their work environment, hours of preference, etc. In rebuttal, employers may state that without a non-compete clause, employees will simply leave and set up shop across the street. Some employers may even view this as tantamount to stealing but there are a few reasons this does not make sense. For one, contracts could still enforce that stealing patents, existing employees, soliciting existing clients, or other intellectual property relevant to that industry is not permitted. That is totally different from preventing an individual from using their non-unique skillset in close proximity to the former employer. For instance in medicine, guidelines of appropriate care are published for anyone to read. Since the law dictates that contracts cannot infringe on the patient-physician relationship, it creates a perverse incentive for employers to prevent physicians that leave from being geographically available to known patients. This creates fragmentation of care, prevents innovation, and raises expenses. Additionally, many of these large employers have numerous brick and mortar locations, or in some industries may service extremely large areas due to the nature of the work (online work, utilities, etc). Thus, to assert that an employee moving outside of an arbitrary non-compete radius will prevent competition in geographic proximity with the parent company does not make sense. On a parallel note, some employers may claim that this rule is unnecessary because non-competes are not enforceable in many jurisdictions. However, without a firm rule in place from the FTC across the board for the entire US, bigger employers who can afford to tie up individual employees in the legal system to adjudicate the non-compete can continue to do so. This causes non-competes to be practically "enforced" in reality because it is an undue financial burden for employees to exercise their rights. Overall, I think the elimination of the non-compete clause or creation of a narrow maximum-allowed non-compete such as 1 mile for 6 months from the primary site of work would be a positive step forward for promoting fair and ethical business practices."

William	"Employers tell you that it is ok to sign the non-compete as they are never enforced. I came to my current employer with twenty five years experience in the industry. No I want to leave they have me hostage as I can not get a job in the field with this non-compete. I am effectively their slave. This should be illegal."
Susanne	"It is time to protect workers by prohibiting non compete contracts so wages can increase and more job opportunities are created"
Robin	"Support! I think this is an excellent initiative. The non-compete rules entirely focus on the best interest of corporations and do not allow fair employment opportunities for workers. Especially in specialized fields, such as healthcare, the non-complete limits an employee from pursuing better opportunities, better pay, and advancement."
Jared	"To whom it may I am an equine veterinarian in Ocala, Florida. Ocala is where I have called home for over 17 years and I have raised my family here. My children are 14, 11 and 9 and my wife is an elementary school teacher. I can to Ocala and have worked for the same company for 10 years. I currently have a non compete that keeps me from starting my own business which has been my lifelong goal. My only options are to move my family out of the place I consider home or travel for a majority of my time and live away from my family. Neither of these options are fair to my family and I consider my family the primary factor in my life. So ultimately I am stuck in my current position which unfortunately weighs on my personal happiness and intimately damages my personal and professional life. I hope that the FTC can put a stop to these unfair practices."
Lindsay	"Non-compete clauses handcuff signers to often times be unable to have a career with skills that they have learned."
Chris	"I have spent my whole life enamored with Search Engine Optimization and Digital Marketing. I even earned my MBA in Marketing, having done several projects in the SEO space with a minor in Entrepreneurship, knowing one day I would start my own business. I joined a small start up upon graduation and helped lead that company from nothing to \$1.5M in monthly revenue. After 5 years there it was finally time to start my own venture. It was around that time I received a call from another competing company. They promised me the moon if I joined there team and talked about how well everyone was doing and what they were earning The one caveat? I had to sign a non- compete. After joining it became instantly clear this company was not what they said it was and they had succeeded in simply removing a Director at a major competitor. After reviewing my noncompete, we see that the geographical restrictions are worldwide! The scope of work was practically anything in the digital space related to my expertise. What am I to do? I want to start my own business or at the very least join a company to earn a living but my noncompete prohibits this. I know I can build a company giving the world the best possible service. I know I can provide hundreds of people with wonderful careers and a great culture to work in. I can't do any of this as long as that noncompete stands."
Robert	"Non compete clauses are used to extort medical professionals. Hospitals and large private groups attract physicians with promises that they may or may not keep. They

	<p>know once a physician settles in to the area, buys a house, kids in school, etc. that moving becomes difficult. These non competes prevent physicians from working elsewhere in the area and leaves them with 2 choices. Either uproot your entire family, or continue to work for an employer who takes advantage of you. Nothing is more un-American than non compete clauses. It has made me second guess continuing to work in healthcare. These non compete clauses must be made illegal. There is no justification for them. It only helps the employer and only hurts the employee."</p>
<p>Brian</p>	<p>"non-compete clauses should be revoked. It is abused by hospitals and corporations to control employees. It should only apply to employees/trainees who learned something. e.g. somebody receives training as a resident for heart transplants. You shouldn't be have non-competes so that individual can't open a heart transplant center next to the place he learned it from. But for individuals now it is used to control nurses, or office managers, or doctors who have already received training at other institutions and should just be done away."</p>
<p>robert</p>	<p>"I am hopeful this rule change passes. Its almost unreal to think about how this rule even came about in the first place. Employers and employees know of the rule and understand if they go to a competitor their current employer may sue them. The employees where I work at also understand the rule will be imposed and enforced because we have seen it first hand. The non-compete rule holds people back in other ways as well. I was speaking with a coworker recently and had mentioned it would be a good idea to get some more experience at our current job and then go look for a new job elsewhere that pays more because rent prices in Florida are insane. That coworker said to me he was willing to do that except he fears being sued if he left, and that wasn't even leaving to a competitor but just in general.</p> <p>I understand an employer may see the situation as losing their Intellectual Property when an employee leaves. I can see where that mode of thinking comes from and why a company would want to tie a rope around our neck and ankles to protect what they deem as I.P. but the better methods of retaining people like better pay and better work conditions are a much better option. Most workers are not working on Nuclear fusion and want to take that to a competitor and then stop because of a non-compete. There are other laws to govern those sort of cases and the reason this non-compete stays law is to ensure an employer can bring a case against employees when the damages to I.P. are near to impossible to prove otherwise employers would go to court against an individual for I.P. theft. Employers taking employees to court for non-compete have a ripple effect through the employees because they know that is their future parting gift should they leave. You work and prepare each day differently obviously.</p> <p>I have seen a few cases where the owner of certain IP has been questioned and I'm no lawyer but from what I have seen with my layman eyes suggests employers believe everything is their IP. I am hopeful this is not the situation everywhere or as a whole and I can see how this mindset gets embedded in our heads but the reality may be a little different. If your a pastor at a church there is a good other pastors in time may end up doing and using the same tools and methods just by nature of the</p>

	<p>job and learning. Unless a company is truly disruptive most processes and methods employed by most companies of like industries become similar over time.</p> <p>An employer can retain people they feel are worth retaining by doing the same things we do for people we care about and want to keep. Small sacrifices by all involved at companies can return large gains like putting to rest the worry of IP theft. I obviously prefer a world where the people who "do" can do what they do for whoever is willing to afford them the best life, but we do live in a country that hasn't raised minimum wage since 1970 I believe I read??? that's crazy! Is also a crazy world where you have to go to work with the thought of not doing better for yourself for fear of retribution. This non-compete rule is a rope around Americans best, please get rid of this."</p>
Keenan	<p>"My uncle [redacted] was one of the nations top computer programmers in the early 1980s. After a dispute with his boss he was told "if you don't work for me....you don't work anywhere" for most of my childhood in NY I watched him suffer. He couldn't get a job of any kind. No matter how or where he applied. In the early two thousands... It happened to me at avis rent a car. Once budget took over I was on the wrong side of management. They found creative ways to get rid of all the avis employees and when I threatened legal action I was blackballed by them. It took nearly a decade to recover and a federal job at NASA for that to finally end. The things companies get away with through legal loops are beyond conscience... Absolutely disgustingly criminal... Yet legal. The cost to our nation and society in general is beyond calculation. It is long overdue to be addressed. This is only a small step, but it IS a step in the right direction."</p>
David	<p>"I am very very excited to see this new rule put in place. It has impacted me my entire career and has prevented me from pursuing my career in the past that I intended. I was forced to not accept positions of higher pay in higher status, as a part of my career advancing strategy which impacted me and my family greatly. And what is sad is I even attempted to do the right thing and notify my employer where I was going in the position I was accepting, and that this new employer was more than willing to put in writing that I would not contact certain customers or clients over the first year in my current employer, at the time rejected this effort by myself and my new employer, and thus I had to turn down the position. And what is sad is I even attempted to do the right thing and notify my employer where I was going in the position I was accepting, and that this new employer was more than willing to put in writing that I would not contact certain customers or clients over the first year in my current employer, at the time rejected this effort by myself and my new employer, and thus I had to turn down the position. Most non-competes I Donely don't allow the hiring of the employee to work in the same industry, profession, etc. but it also prevents a former employee from doing contractual work not as a direct employee. He prevents contractual work or consulting as well. In the same industry, they are leaving as part of the noncompete and non-disclosure. This new rule should include those factors as well."</p>
Dana	<p>"I am a general OBGYN Physician; there is NOTHING proprietary or secret about my job or my field of medicine AT ALL. Almost all of my colleagues and I have non-compete clauses forced upon us by employers who use them as nothing more than a tool to prevent us from moving to another opportunity (thus suppressing our freedom</p>

	<p>and wages). To allow this practice to continue is absolute abomination and as un-American as you can get. If you have the power to stop it, PLEASE do so!!!! I beg you. Every single one of us in the healthcare field risked our lives for this country over the past 3 years, please help us!"</p>
David	<p>"Non competes should be outlawed. They hurt workers. They are inherently not fair."</p>
Richard	<p>"This is a good move for the United States. Frequently smaller US companies are being acquired by larger conglomerates and foreign entities. The primary owners walk away with significant payouts; however, many of these smaller companies have key employees under strict noncompete agreements. Very often, these noncompete agreements are transferable. The employee may even have a small stake in the company as with smaller businesses key employee retention is critical. When the company is sold, the employee is often obligated to sell their shares (if they have any) to the acquiring entity. The payouts for the small shareholder is not enough to retire, but the employee remains with the company with the best of intentions of continuing their employment on a long term basis. However the acquiring company may have other ideas. If is proven that one of their "efficiency" strategies is to remove highly paid employees and replace them with mid level employees. This can work for the company if they are in the mode of holding tight to their current products and not in the mode of developing new products or markets. Often once a company hits a certain level it can grow on its own, these conglomerates know this and therefore increase profits by cutting employees and combining resources with their other holdings. This is a fact of life and all well and good with the exception that the employees who have built their careers, elevated their incomes and have a great deal of value in the market place are restricted by time and geography. Often incomes when the employee has to leave their specialty can drop as much as 75%. In addition, companies that would normally hire these talented individuals to enhance their own product lines without any hesitation; cannot hire because of the noncompete agreements. It is not fair to the individual who has built their career in a specialized industry to have to take a massive loss of income due to a noncompete. Often this can be a "career killer" for the folks who are caught in this trap, as once the time has gone by that fulfills the noncompete, technology may have passed them by or their value has dropped because companies are hesitant to hire someone who has "sat on the bench" for a number of years. As you can probably already determine, this has happened to me personally, which is why I can discuss this with some level of accuracy and detail. In fact, this has happened to me twice in my career, so I can verify and demonstrate that this is a real thing. Another factor regarding non compete agreements is the fact that the company basically holds the employee hostage. In that, let's say an employee decides they want to make a change, perhaps due to wanting or needing to relocate to take care of a family member, or advance their career. Perhaps they find a position that they are qualified for that allows their income to increase significantly. The noncompete in many cases prohibits the individual from being able to seek any other opportunities and without any recourse. In the industry this is referred to as "golden handcuffs" and is strategically used to capture employees and then use their talent at a reduced rate for extended periods of time. This does not work for every position, but highly technical positions are the nonnal target for this strategy. If an employee is under a noncompete and the company ends</p>

	<p>the employment, then the company should be obligated to compensate the employee for the duration of the noncompete. If the employee starts a new career then the past employer should be obligated to compensate the employee for the difference in income that the employee experiences for the duration of the noncompete. That way at the end of the noncompete the employee can decide whether to continue the new career or go back into the area of their expertise. Although this would be a step in the right direction the losses to the employee due to the loss of time within their specialized industry might not be fully recoverable. With the realization by our country's leadership of the unfairness and damages done to those who have been effected by this. Please consider making it retroactive to those who have been damaged by companies who obviously knew what they were doing by tagging their employees with this act. And then there is the basic rights of being an American, the home of the "free": however, we allow businesses to limit, actually even prohibit capitalism and entrepreneurship. Just think how backwards this country would be, if the folks who were the pioneers of an industry were prohibited by not branching out on their own. Just think, if you study the history, if the noncompete had existed may decades ago, we might only have one automobile manufacturer in the US, one light bulb and their are so many other examples. I low much further would we be if individuals were not so restricted today? I believe we have set back progress by decades."</p>
Leah	<p>"Physicians are the value creators in hospital systems. They are the ones that bring in the knowledge, the skills, and the expertise. Physicians also have a fudiciary responsibility to their patients so noncompetes puts patients at risk, because it makes them unable to uphold that responsibility. Patients should be able to have full continuity of care and see their doctor, wherever they work in order to prevent death and permanent disability, and improve their long- term outcomes. The practice of including non-competes in any employment contracts for physicians is not only anticompetitive, but it's dangerous for patients, and it needs to be put to an end. I am in Emergency Physician and I believe this is a key factor that has led to worsening physician access, increase costs, and worsening patient outcomes across the United States."</p>
Leah	<p>"Physicians took an oath to put patients first, they also have a fudiciary responsibility to their patients. The corporate practice of medicine is illegal in most states. Noncompete agreements are in direct conflict with the ethical practice of Medicine because they put Physician's at risk of being strong, armed into practicing unethical medicine, and into putting their employers over their patients. Physician should have a right to work and move freely just like every other person. Physicians are the value creators. There's no intellectual property or business value that is created by health system employers -they bring patients and doctors together, they are compensated, handsomely for that service, and they should have no further influence or jurisdiction over the practice of medicine."</p>
Sarah	<p>"I'm a Nurse Practitioner forced to relocate (multiple times) in order to be in compliance with companies' non competition clauses in my contracts. These outrageous clauses have limited my ability to work, and cost me thousands in moving expenses and licensing fees. As though it isn't hard enough with the AMA tying my</p>

	<p>hands in practice, taking any job with company with contractual non competition clauses basically chips away at my right to practice at all. Forget about independent practice. And patients have zero opportunity to choose me as their provider if I leave because I'll be too far away from them. It's truly unacceptable."</p>
<p>Karen</p>	<p>"I worked for a company where I had a non compete. After I left this company and did not even go into the same field. I was harassed. Law suits threatened. We should have the right to work wherever we want."</p>
<p>Matthew</p>	<p>"Dear Commissioners: I 100% support the proposal to ban non-competes. Please categorically ban non-competes: I support the option to categorically "bright-line" ban non-competes. That option is needed to fully realize the benefits of getting rid of non-competes, as workers and companies need to be completely certain of the situation when making decisions to accept a job, or offer a job to a worker. The amorphous, fact-specific tests currently used in many states are very damaging, because workers do not know if they can accept a competing job, and competing employers do not know if they can offer the job to a candidate subject to a non-compete with the prior employer. Non-competes Especially Harmful to Specialized High-Tech Workers, Cause Specialized Labor Shortage That Harms Companies I believe that non-competes harm both workers, and indirectly companies. I believe that non-competes are especially harmful in any field where workers have invested substantial amounts of time and money into their training, especially in highly specialized technical fields, like specialties of electrical engineering or computers science. Imagine spending 5-7 years getting trained, and to be able to only work for one employer afterwards. With non-competes, if that employer does not work out, the employee can't use that training elsewhere. Non-competes thus may discourage college students from getting the specialized training and advanced degrees needed for many current high-tech jobs. It is frequently stated that the tech workforce has a talent base "a mile wide and an inch deep." This situation - an abundance of people with broad, shallow skillsets and a shortage of highly specialized workers - may be exacerbated by the use of non-competes in 47 states. An environment where many employers use non-competes may constitute a "tragedy of the anti-commons" where each employer uses a non-compete because they believe it directly benefits them, but each employer is also indirectly harmed by the industry-wide use of the non-competes by other employers. The solution is a categorical ban on non-competes. The fact that California continues to have a huge technology industry - despite high costs of living - may be due to their not enforcing non-competes. If a specialized high-tech worker - e.g. a phd in electrical engineering - is in a situation that does not work out, he or she can leave and stay in the same specialty. In 47 other states, the employee may have to stay in a sub-optimal situation or find something else to do, thus exacerbating a shortage of specialized labor. Please categorically ban non-competes. Thank you."</p>
<p>Carmen</p>	<p>"I agree wholeheartedly with passing this new law/rule. As a primary care provider I was driven out of the town I live in due to a non compete agreement when my contract ended with my employer and I did not renew it. As a results hundreds of my patients were left without a primary care physician. Non-competes need to be eliminated immediately. thanks"</p>

Amanda	<p>"As a family physician, I wholeheartedly support the ban on non-compete clauses. The clauses inhibit competition and prevent doctors from practicing in many areas. This is contributing to the crisis of being unable to find a primary care physician in many areas or if they do then they wait months to be seen. This proposed ban will help free workers from restrictive clauses and enable workers to remain in the communities they love!! Competition should be cherished not banned."</p>
Brenda	<p>"This is so unfair to workers!"</p>
Vanessa	<p>"I fully support this rule. As a physician, non-compete clauses are common and ultimately limit the ability to practice and advocate for patients and improvements for fear that loss of their position could uproot their lives. As over half of physicians are now employed physicians, our ability to negotiate for improvements in working conditions or in patient safety is limited and these large corporations with multiple sites use their size to expand non compete ranges Banning non competes gives physicians the ability to move freely, which in turn improves physician power to improve conditions in hospitals and in patient safety without fear. This is a win for both physicians and patients."</p>
C	<p>"Physicians hold no trade secrets and practice independently. Non competes exist only to limit physician to patient relationships outside of a branded healthcare entity. It exists to stop negotiating and stifle benefits and competition. At the end of the day, it hurts patients who have established a safe relationship with a physician they trust."</p>
M	<p>"The non compete agreement is a weapon against physician to make them stay at a job they might not like or enjoy because it will be hard to find another. It is a clause that is created to three the employees to stay at their job with no hope of finding something comparable or better within a large area. It's so unfair."</p>
Marinella	<p>"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets -- and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. I strongly support the FTC's proposal to federally ban noncompete agreements as this would will lead to higher wages and better opportunities for American workers. Thank you for your time and consideration."</p>
John	<p>"Please pass this regulation"</p>
Mark	<p>"As an individual that has been subject to a few non-compete agreements as conditions of employment - I very much welcome this regulation."</p>
Jennifer	<p>"Non-compete clauses prevent people from obtaining work without a major shift in their lives - often necessitating moving very far distances in order to comply. This uproots families, especially children who are in school. They are unfair and should be abolished."</p>

<p>Avi</p>	<p>"My life has been ruined because of forced Non-compete. I have been working 15 years in my trade, have built long lasting relationships over those years, and have always been a source of knowledge for my long term client lists. I began my current role roughly three years ago and was forced to sign a non-compete or not get paid. I have wanted to leave my current role for over a year due to my CEO/Founders discriminatory comments, treatment, and overall bad nature of conduct. However, the consistent threats of being sued if I leave to a competitor, or work with clients that I BROUGHT to this current position based on 10+ years of relationship building has left me with no choice but to stay put. I am underpaid for my role, have had my performance based commissions cut in half, and have had none of the promises made to me when I came here kept. In any other situation, the employee would have left quite some time ago. However, I am not in a financial position to fight a 6 figure legal battle with a spiteful egomaniac. If I were to start over at a new company, I would have to take 12 months away from contacting my friends and clients which would inhibit me from gaining a position at another company. Again, these are relationships I built well before I ever started at my current role. Overall, I never thought my life would be so extremely tormented by this little paragraph I was forced to sign. Please, reverse these actions, let people work where they choose, we have a right to our freedom and our time we've put in our trade."</p>
<p>Oral</p>	<p>"I agree with banning this. I had a contract which I fulfilled but afterwards I still was unable to work in the area. This is unfair."</p>
<p>Pascal</p>	<p>"I do agree, non compete should be banned, it limits our ability to change jobs for better wages and conditions"</p>
<p>Mahendran</p>	<p>"Non compete clause are one sided and restrictive to physicians and deprives of the clinical workforce in a community . It should be banned ."</p>
<p>Jasmin</p>	<p>"Our family was torn apart for 3 years thanks to a devastating non compete my husband had to follow after leaving a practice. For 3 years he works 3 hours away from home, only coming home on days off. Left me raising kids alone while working full time. This is not humane."</p>
<p>Marcel</p>	<p>"I work in Aviation as a insurance producer. I too have a non-compete agreement and I also work in unfair conditions. I do not get raises, bonuses are non-negotiable, and my non-compete has cemented me to the company. And I have a \$1.5 million book of business, generating over \$100,000 for me last year. Keep note I've been with the company for two short years. Coming to reality in this moment soon enough. Along with no reward for performance, I've increased my companys portfolio by over 10% in less than 24 months. Its been in business for 42 years. And my badgering boss still complains about making phone calls. Biting the hand that feeds the business itself. I'm getting feasted on by the baby huey of all heirs in a family business. Almost a nightmare from Horrible Bosses with that Kevin Spacey guy in it. The company isn't even looking to grow as it stands, preventing me from any type of growth within itself. I'm a producer working for two owners. I have to sell more to make more. I get fired for some odd reason tomorrow, my \$100K per year I just did in two miraculous years, is gone. Unless the next aviation broker you work for is</p>

	<p>Assured Partners or Acrissure. I'm sure they'd pay those court bills until my incumbent folds due to continuances. Thais of course once I get sued for leaving the company and "pirating" their business that I rightfully earned. And done. Charges do apply if you want more sensitive information about the aviation insurance industry. One take away on this matter. I don't even get paid on time. I don't get my wages paid on time. Even when they say they will pay, they don't pay. But they pay, just whenever they feel like it."</p>
Chris	<p>"This has to be banned, it's limiting where new physicians can practice which restricts access to healthcare for the general population"</p>
David	<p>"I am in favor of the FTC rule to ban non-compete contracts. Especially in healthcare. It negatively impacts patients and medical professionals alike. Physicians, nurse practitioners, and Physicians Assistants are forced to move often 60miles or more upending their families and forcing patients to lose trusted relationships in order for hospitals and practices to make more money. These workers do not have trade secrets. It's medicine. A non-solicitation should be more than adequate. Impose a Smile cap so it's not a hardship if patients want to maintain their relationship and clinicians can avoid having to uproot then families and move. Competition is a cornerstone of capitalism to drive innovation and service. Let companies retain employees by being an employer of choice. Why would they be afraid of losing patients if they were good healthcare clinics? The AHA and special interest lobbies are sure to be large and vocal to retain their protected status, but non- competes hurt us all and is against the public good."</p>
Dr.	<p>"I am a physician that is bound by a non-compete clause in my employment contract. If I were to leave my position, I would have to uproot my family and move to another area to find work. While non-compete clauses in physician contracts are not new, they are often used to limit the mobility of physicians to leave an abusive work situation. If a physician chooses to leave employment, they are often precluded from practicing within 10 miles of any clinic or hospital of their employer. The time limit of the non-compete is usually 2 years in duration. These clauses should be revoked permanently. Non-compete clauses exist entirely for the benefit of the employer and the detriment of the employee."</p>
Michele	<p>"I am an 013/GYN in a busy metropolitan area. A non compete in my contract will essentially prevent me from providing patient care to a very underserved population even if my current practice closes. This is an unacceptable form of abuse of the physician who only wants to care for our patients. Patients should be provided the right to follow their doctor to another practice should that doctor choose to leave. Additionally, practices should have work environments and compensation such that physicians do not desire to leave. Non Competes hurt patient care plain and simple, they should be deemed unlawful immediately"</p>
Richard	<p>"During my career, I was required to sign non-compete agreements with several companies in order to be employed by them. There was no ability to modify any of the terms of those agreements, and in my case, they prohibited me from working in my field for a period of one to two years, regardless of whether I resigned, or was laid</p>

	<p>off, or left the company for any other reason. I was very fortunate that in one case where I was laid off during a change of control at a company, the company released me from my non-compete agreement - otherwise I would have been in a pretty had financial situation, since I would not have been able to work for any other company in that business!"</p>
Greg	<p>"Working in healthcare this definitely hampers my ability to seek the best location for my financial and mental wellbeing. I support removing it preventing non compete actions."</p>
Brandon	<p>"Great idea!"</p>
Ken	<p>"I'm so glad this is finally happening! I work in real estate in Orlando. For the last 20 years, I've worked in timeshare. I own a timeshare and love it, but that's for another day. The industry standard is to have everyone from bottom to top sign non-competes. Here are the issues: 1) if you quit or are fired, I have to move out of the state to find new employment. It's a 100 mile rule, but if I work at Wyndham no other company will hire me to I get CLEARANCE from Wyndham to work at the new company because they don't want to disrupt the non-compete system. Timeshares are only sold in limited vacation locations, so if I can't move companies locally, then I have to move to a different state. 2) if I leave, the non-compete says I have to pay money back. So, I lose my future commissions (my pay is usually 30-45 days behind with revision laws) but they have tried to bill me for cancelations from clients who cancel contracts from years ago. 3) the Industry gets a bad name because non compete doesn't allow good, non-lying sales people to move from bad companies or corrupt management. We can't hire good local people without them losing their livelihoods for 6 moths to a year. I like helping people and don't lie to them, but I've worked with management who doesn't support that and I can't change the culture but I also can't leave. It creates a box that good workers are stuck in. This is not just Florida, it's everywhere. PLEASE PLEASE PLEASE get rid of non-compete for workers! It helps the workers AND the consumers!"</p>
William	<p>"Non-compete clause give too much leverage to the employer, and don't prevent companies from replacing employees with either lower paid graduates or h1b workers."</p>
Maritza	<p>"To whom it may concern. Not only do non compete contracts inhibit our ability to make more money but it often forces us to stay in jobs where we are miserable. It is unfair and one sided power the employers use to deter other competitors from offering more lucrative and rewarding positions as, even if, like myself, you live in a right to work state, it takes months and thousands of dollars to go to court to fight for your right to make a living at your chosen profession. PLEASE PUT AN END TO THIS"</p>
Rohan	<p>"I am in favor of the FTC rule to do away with non- compete clauses. I am an employee surgeon in a mid sized town with only 2 hospitals. Under the current non-compete rules I would have to potentially leave town if I chose to leave my current employer and work for the other hospital."</p>

<p>Evan</p>	<p>"Here is a very condensed version of my true non-compete agreement story. that has caused me or the past 17 years, in the prime of my life and career to be either in corporate bondage (over 10 years) or facing millions of dollars in legal fees (over 6 years and ongoing) in litigation: - In 2005, I founded my own attorney recruiting company, after working as an associate at a top Wall St law firm for a few years and already an experienced and successful attorney recruiter for over 2 years. - In 2006, a former colleague (in a recruiting company) who started in the industry only several months before I did convinced me to join his firm on a no- strings attached basis, with no non-compete agreement, and promised to provide me a bunch of resources I could use to build a database and complex job board website I had been planning to build on my own. We agreed that either of us could end this employer / employee relationship at any time, for any reason. Without this assurance, I never would have agreed to join his company. - 8 months later, after I was provided none of the promised resources, but after I made several placements and built a new Asia practice from the ground up, I was forced to sign a draconian non-compete agreement or else I would lose all the commissions I had generated from these new Asia placements AND also would lose all the commissions I had in the pipeline for 2007 placements (this was well over \$500,000). My employer knew that I was in a difficult financial position (I had worked pro bono on a litigation for 2 years prior, my family lost our home in Hurricane Katrina. and other issues well known to my employer). - For 10 years after this unfortunate event, I stayed at this company, under constant vocalized threat of being defamed to clients, sued and bankrupted with legal fees, if I ever left the company. - I was NEVER paid the commission 65% I was promised for any of hundreds of placements. There was nothing I could do to protest, because if I complained, I could be fired, have all my commissions pending and in pipeline stolen from me, and sued with no resources to litigate many years. - I was never trained (another promise of the forced upon non-compete agreement), which was comical to think about since I taught my employer how to recruit successfully. - I was never reimbursed for most of my business expenses and was forced to pay for most of my employer's Asia operation business expenses for 10 years. - I sourced all my own clients. -18 months before finally leaving this abusive employer, I was transferred to Hong Kong (from Miami), but the promised and legally required I tong Kong work visa application was cancelled without my knowledge. I was told that I had to remain in Hong Kong and work illegally, or else be fired. have all my pending and in pipeline commissions stolen from me, and of course be sued under the 2006 Florida non-compete agreement. -I finally left the company in December 2016 after being advised by counsel that I could be arrested if I remained living and working in I long Kong without a work visa. -In March 2017, I was sued by my former employer. He did not make any attempt to serve me however until April 2018, but for those 13 months prior he "served" his lawsuit against me to most of my key clients. When he finally served me, he voluntarily dismissed the nonsensical fraud claim against me and my partners. -After 6 years and well over \$2 million in legal fees (that we literally raised on month to month basis, in amazing herculean effort for a start up recruiting company), we went to trial in December 2022 and unfortunately lost an a judgment for millions was entered against me. -The Court ruled that every time my employer paid me a much smaller commission than I was promised in the 2006 non-compete agreement, I was agreeing to a new contract basically with lower commission %s by my not resigning from the company immediately. -Of course, this part of the Court's</p>
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	<p>ruling would imply that when I was told I would get lesser commission than promised, I had to leave the company and not have any even social contact for ONE YEAR with anyone at any law firm in the world that my employer recruiting firm had ever been in contact with for my 11 years there. -Yes, that draconian term was included in the non-compete agreement I was forced to sign. -The Court ruled that it was irrelevant that my employer transferred me to Hong Kong and cancelled my work visa and was forcing me to work illegally in [Hong Kong. -I was not allowed a jury, even though when I was sued a jury was "demanded." -All of my many material witnesses, except one, were excluded from trial only one business day before trial began. -Many other irregularities in judgment and discovery process too numerous to fit in 5000 words. - We are appealing. "</p>
R	<p>"Doctors are being subject to corporate coercion by health systems owning doctors and imposing non competes."</p>
Sergey	<p>"I am a physician, and noncompete clauses are rampant in our profession, especially with the increase in organization employed physicians over the last two decades. Non-competes generally harm the ability of physicians to respond to changes in patient care needs across the country and unfairly burden physicians from addressing changes in care needed within their own community. From a patient standpoint, noncompete clauses beholden patients to a specific administration via the fact that administrators make decisions about clinical care and resources allotted to their employed physicians. These allocations are first and foremost in the interest of the medical systems rather than in the interest of changing standards of patient care. Lastly, physicians have spent more than two decades in school, and in most cases have devoted significant financial resources to attain their degrees. Noncompete clauses reduce our ability to maximize their income potential, settle our educational liabilities, and build a sufficiently robust retirement plan in the setting of a markedly shortened career created by the long educational requirements of entering the profession."</p>
Madelyn	<p>"For physicians trying to care for the sick and being pressured by hospitals to see more patients irrespective of the quality decline of this factory process, the best bargaining we have is the freedom to work in a competitive market locally. With the non compete clauses removed health care will improve as the market will drive satisfaction to a higher and higher level. Please.. this is a win win. And this is America. We should have the freedom to work unincumbered"</p>
Arun	<p>"I believe there should be no non-compete clause"</p>
mina	<p>"I've personally been impacted by non-compete clauses. I worked for a company named "Postcardmania" that made me sign an NDA (I felt that there would be retaliation since I work in a right-to-work state) and essentially that prevented me from working at another marketing company for 2 years post employment. I've been in marketing fir years prior to Postcardmania and since I signed this non-compete, it has forced me to switch industries and no longer work a position that I'm highly educated on."</p>

Priya	"Noncompete clause is not fair at all , especially when doctors are in shortage , it affects patient care"
Kamaljit	"Highly support."
Angela	"Bring in the construction industry as sales we are forced to sign NC but simply fact I came to this company with my knowledge an training prior but once I accepted the new position with them I was forced into a NC before I could get a deserved raise . NC are out of control an it no more then paper slavery . It hurt's employees from moving up an providing for their families an companies know they gave you trapped . If you are not the CEO, CFO etc they should not be able to stop a person from trying to better themselves"
Susan	"Corporations and businesses should not be able to dictate and control people's lives and livelihoods."
rob	"I am the victim of a non compete. I fully support the removing non competes and making the illegal. These huge companies give pay decreases during the great recession and won't allow you to move to another company due to the non compete."
Eric	"Hello, I would be very happy if the non-compete was eliminated As a person that worked for a company for 28 years, it was very unfortunate that upon being tired did I realize that I could not go get a job to support my family in the same industry because of a non-compete. To me, I believe that the only way a non-compete would be appropriate is if the employer paid for a type of license/school and then it should only be valid for a set time period like 2-3 years depending on the amount paid. I hope non-competes are removed from society."
Jason	"Please ban non competes because they are plaguing our industry of orthotics and prosthetics and make it very challenging to work even when terminated unwillingly from an employer. It's absurd that this is allowed to happen 1, in some instances there's absolutely no compassion for human rights and the right of people to work"
Brittany	"In the setting of unprecedented moral injury and burnout, it would bring so many physicians joy to see the end of non-compete rules."
Raymond	"Employees are not owned persons. Non-compete terms of employment are effectively ways for an employer to own a person's livelihood. Alternatives ways to reward employees for loyalty and respect of intellectual capabilities can be easily offered in long term bonuses, retention deferred salary and a myriad of other incentives. Non-competes should have been disallowed as part of the 13th Amendment."
Thomas	"Please do this. I have been trapped inside crazy non compete clauses before and threatened to be sued by companies that weren't paying me what they owed me. I am in the door to door sales industries and employers use these clauses to threaten

	and deprive individuals of their constitutional rights. Please move forward with a complete ban on non competes."
A	"I support the proposed ban of non-competes for physicians and other medical professionals alike. These non-compete regulations hurt the free market, medical professionals, and support monopolies. As a new physician with \$400,000 in medical school debt, non-competes limit my ability to pay off my student loans. It is better for our government, our societies, and our future that noncompete to be banned. Thank you for your consideration and understanding."
Rohan	"Please ensure this rule banning noncompete clauses also applies to physicians and other healthcare workers. Physician salaries are currently kept artificially low by predatory and unreasonable noncompetes which are directly contradictory to the concept of a truly free market."
Robert	"Non-compete clauses should be made illegal, especially in medicine/health care. It is currently nearly impossible for patients to find a consistent physician to care for them. Employers significantly exacerbate this problem by forcing physicians to move away from the area each time they need to change jobs. Allowing a physician to stay in the area after changing jobs would allow patients to continue to receive the vital care that they need. Please eliminate non- compete clauses."
Bridget	"I am commenting on the rule to ban noncompete clauses. I believe they should be banned. It is an unfair business practice. Workers will suffer, and be out of work when noncompetes are enforced. Trade people who have been in the same industry their entire lives can be out of work and unable to re enter the work force for a certain amount of time due to these clauses. I absolutely love my profession and have worked so hard to get here, and a noncompete clause can put me out of business for up to 2 years. 2 years not earning income or doing the thing that I love to do. I'm passionate about my career and it is unfair to not allow me to work in my field due to a noncompete. I work for a small business that has two locations in two small cities right next to each other, and if I decide to leave or get fired, I cannot work in either city for 2 years. My only choices would be to not work for 2 years and collect unemployment and wait until I can re-enter my field, or move to a different city. These are two absolutely unfair extremes. Our country needs people to be working, and banning the noncompete clause will give people opportunities to work."
Samuel	"I am a doctor who has been working for 10 years, the hospital that I work for has been dramatically arbitrarily reducing my salary but I cannot look for a better paying job due to this abusive non compete law. This is an abusive law that needs to end."
Patrick	"As a physician , I whole heartedly support the proposed rule from a personal as well as patient care perspective!"
Jeffrey	"As a physician , noncompete clauses have had a negative impact on my family as we have had to relocate for a new job. Noncompete clauses are contracts that prohibit employees from working for a competing employer for a certain period of time after leaving their current job. This means that physicians who have signed a

	<p>noncompete clause may be limited in their ability to practice medicine in their field, as they may not be able to work for certain hospitals or healthcare providers within a specified geographic region. In many cases, this can force physicians to move to a new city or state in order to find work. Relocating for anew job can be a major disruption to a family's life. It can be difficult to uproot children from their schools, leave behind friends and family, and adjust to a new city or state. Additionally, moving expenses can be significant, and finding a new home in a competitive housing market can be a challenge. For physicians, relocating can also mean giving up seniority, patient relationships, and a familiar work environment, which can be stressful and disruptive to their professional lives. All of these factors can have a negative impact on a physician's family and quality of life, and can make it difficult to maintain a healthy work-life balance."</p>
<p>Nancy</p>	<p>"Noncompete agreements give all the power the corporate interests, especially corporate medicine. If a doctor leaves a practice, the patients should be able to choose where they will be seen. Patients don't "belong" to anyone. Please vote to eliminate noncompete clauses in doctor's contracts."</p>
<p>Brandon</p>	<p>"This directive is long overdue. Non-competes are exploited to indenture employees and limit competition for labor. For doctors in particular this impacts patient care and continuity. It is unfair and harmful to the wellbeing and commercial interests of the public. It also unfairly impacts those employees who are not able to work remotely or in smaller communities. They are forced to work at jobs they do not like for wages less than they would otherwise earn. It empowers larger corporations to take advantage of individuals. I own a small dermatology practice, in a small city, and would benefit the most from keeping the status quo, but I am strongly against it."</p>
<p>Christopher</p>	<p>"In the IT industry, businesses already skirt a grey line when it comes to overtime and job categorization. Adding enforceable non-competes to a job that is not sales related restricts a workers options and should be unlawful."</p>
<p>Raymond</p>	<p>"I am a practicing physician who started my career in 1993. At that time it was stated clearly in AMA ethics policy that non compete clauses were considered unethical. The logic is rather obvious. Firstly, physicians are licensed, highly specified professionals and not a patented or proprietary business model. Secondly, most communities lack sufficient supply of physicians who serve a critical public good. Business employment contracts should not be allowed to impede the communities access to a licensed physician who would wish to remain available to the community. Hospitals are tightly limited (by regulatory intent) and in our community's case, are an actual monopoly. They can decline privileges to physicians which markedly impedes the doctor's opportunity to serve in the community. In 1993, I pointed this out to my first employer (private practice partnership) during negotiations and they agreed that they would have their lawyer pull the noncompete clause. They too agreed it wasn't ethical. Over the years I have served as a Florida Medical Association Delegate and the topic of seeking redress and/or address the abusive positions particularly hospital entities arc using with non-compete contract language has been repeatedly proposed. Physicians clearly reported feeling trapped with no recourse should they want to consider remaining in the community but not in the present contract. The</p>

	<p>non-compete language would have enforcement positions even when the employee served their contract time term. Employed physicians have requested elimination of these tactics in contracting but so far this hasn't been accomplished. In our Lee County of Florida, we have a large hospital monopoly (they have 95% of all lxxis in the county) which has morphed into a major employer of physicians over the past 15 years. The hospital system use non compete clauses in doctor employment. They tell physician prospects "take it or leave it, there is no negotiation with these clauses. We must treat all contracted employees the same" (how convenient). They use geography boundaries and buy out clauses to deter competition of physician employment. In my particular experience I was forced to pay a buy-out payment equal to 10% of a Hospital- employed physician's last year earned salary in order for the hospital to release him from their no-compete clause. The clause existed to stop any hospitalist business entity from entering our market which is specifically the hospitals intent. The physician had completed his contract term (2 years) and was going to outpatient practice whilst maintaining his hospital privileges in order to be of maximum service to his/our patients. We are not a hospitalist business. What is particular wrong in this instance is the hospital administration enforced this clause DESPITE the employed physician completing his contract and simply wishing to return to a private outpatient medical office with a partnership opportunity. I am sure we have legal standing to dispute this particular case but the legal costs and time required are clearly a successful deterrent. The hospital administrations abuse of this clause demonstrates that this is likely "standard practice" business behavior by the hospital industry. The hospital industry in my estimation is one of the most powerful lobbies that our federal and state governments have to deal with. I favor eliminating noncompete language from employee contracts. Employees (my direct concern being professional physicians) do not pose a business threat to hospitals or a formed business with rare exception. Further, the concerns of limiting use of proprietary business practices can be mitigated by special contract arrangements including buy-outs or a license/materials contract should such a concern truly exist."</p>
Melissa	<p>"I support the elimination of the Non-Compete Claus enacted by employers. My husband has worked for the same company for 24 years. Over the years the company has become a hostile work environment, overbearing discrimination, and on many occasions witnessed or experienced sexual harassment. Through the years he has made this company a lot of money and was paid by commission. Due to his hard work and dedicated work ethic he made decent money as well. As he worked harder than most in the company, he did not receive raises like everyone else did. He finally had enough and resigned. Unfortunately the skill that he mastered in the last 24 years is unable to be used because of the "Non-Compete" that the employer made him sign. He is unable to better himself by starting his own business, or work for another company in the same field due to this. This same company took a single mother with 2 kids to court because she violated the Non-Compete by switching to the competition. The other company was willing to pay her more, which in turn made it easier to support her kids. Luckily the courts ruled in her favor. Eliminating the "Non-Compete Claus" can't come soon enough."</p>
Robert	<p>" I vote for eliminating the non compete agreement."</p>

Calvin	<p>"Many people are subjected to non-compete clauses (also known as restrictive covenants) when it comes to employment. Especially those who identify as professionals. As a physician, I have been subjected to being coerced into signing employment contracts with non-compete clauses without the ability to negotiate. This not only restricts physicians in their ability to practice, especially if they have a family in which their spouse also has a career, forcing many physicians to uproot their families to other areas due to non-compete clauses, but also prevents others from bringing their abilities to communities to practice medicine where it is needed. This is detrimental from a public health perspective, but also detrimental to many families I am sure other professions are also subject to the restrictions of non-compete clauses and also cause the same disruptions when it comes to their careers and families. Many professional physician societies have long called for the end of non-compete clauses, well before the FTC has proposed this rule. As a physician who has spent many years training, I support any rule which would effectively ban the ability of any employer to utilize non-competes, or restrictive covenants, to limit their current, former, or potential employees as they only serve the business and limit healthcare delivery to people and have shown to be extremely disruptive to people and their families."</p>
Sunil	<p>"Non compete for physicians can be very restrictive, anti trust and sometimes almost imprisons the physicians who can be forced to sometimes work at a hospital which is almost holding them hostage and the physician has to stay inspire of hostile environments due to family and other personal issues due to lack of choice. This has led to in many cases almost abuse of many physicians."</p>
Varinder	<p>"Non-compete clause only helps corporations. It promotes slavery. We need to remove the last root of slavery. Non-compete clause also hurts patients. I have seen over the years that many physicians were forced to move out and therefore have to give up their long established patients. Patients can suffer in the process of a finding a new doctor, transitioning of care, establishing trust which can take years. It creates a big gap in patient care and poor outcomes. Non compete can never be justified if you think of patients."</p>
John	<p>"Couldn't support this more. I have been restricted unfairly by a rouge company stating that no employee can work in the industry (finance) in any state which they have a business relationship. Theoretically, this definition could mean any state in which they have a client which is just about every state of the nation."</p>
J	<p>"I strongly support the FTC's efforts on banning non-compete clauses. I am a young physician practicing in Florida. I work for a physician group that was bought out by a large equity firm several years ago. Do not be misled into thinking the reason for non-competes is to improve patient care - if anything it hinders it greatly. I have a very large patient base that I would have to abandon if I attempt to find better working conditions fur myself - instead I'm forced to stay where I am as I cannot just uproot my family and move to another city. Additionally, the corporations will claim that there has been investment in physician training - absolutely not. I have all my medical knowledge from medical school and residency — I have had no training from my group other than a 1 day lesson on using the EMR. The non-compete clauses are</p>

	<p>simply a way to control physicians by limiting our options to practice and keeping our wages low so the administration can have an inflated salary; despite the physicians doing all the work the administration and equity firms are reaping the benefits. My physician group desired to hire a new-graduate physician but was only allowed to offer a below-market rate. When we asked to raise the salary to a more competitive rate we were told it was not possible as they need to keep new graduates at a low salary. The new-graduate understandably passed on our offer and we were forced to hire a less-qualified graduate that would take the lower salary. This is just an example in the medical field of how non-compete clauses are harmful to the worker class and only benefit the owner class. Hearing the FTC take on non-competes has given me hope that there may be a better future where I won't be forced to compromise myself or my practice. I hope this passes without any exceptions for physicians as all workers stand to benefit from the banning on non-compete clauses."</p>
<p>Larry</p>	<p>"I support this rule change. Non-compete clauses should not be allowed anywhere in the U.S. They serve only the company's interests and are unfair to workers and our right to earn a living. It's time to end this practice once and for all."</p>
<p>yuandy</p>	<p>"As a recent FNP graduate I don't have many options to start working because "NO experience" is what all the employer said, so once you sign the first certificate of non-compliance you have no choice but what they give you, even if you need to start practicing and after a few months you don't like the place or the people or you just move to another house you can't work in a different company because the agreement says that 10 or 20 miles away. I understand the interest that companies have in maintaining control of the population that you see, but "COMPETITION" is part of capitalism, that is what makes this country great, because you as a company owner have to do the best to keep your business open, this is quality of service, and this is what we are losing today with all those regulations and prohibitions. I agree with the FTC's proposed rule that would generally prohibit employers from using non-compete clauses, Thank you."</p>
<p>Sandra B</p>	<p>"I will like the non compete law to be remove. I don't think is fair that a person has to move the family the kids away to another school because the non compete problem with the ex-employment. There is enough business in the area, employees should keep clientele happy and employees happy or they are the ones that loose."</p>
<p>Christopher</p>	<p>"I am 100% unequivocally in favor of this. I am a physician who just left a practice in Florida which is a state that upholds most noncompete clauses, despite them being unethical and limiting my ability to earn a livelihood. My current noncompete has been fought with me by my prior employer with threat after threat of litigation. It also limits me beyond my ability to overcome such limitations geographically stating I cannot practice medicine within the tricounty area of South Florida (ie, all of South Florida!). I am currently still unemployed, getting unemployment as a physician (!!!!), and beyond anxious and concerned about what I'm going to do - it seems either pack up and move my whole life that I've worked so hard to establish here or get a job doing telemedicine with a license in another state, working remotely. Additionally, it has hurt my prior patients beyond belief. They were reassigned another provider without being informed of my leaving the practice and they are not allowed to</p>

	<p>continue their relationship with me for 2 years; patients come to a practice to see a provider, NOT the practice. The relationship providers have with patients is sacred and takes a long time to build that trust and level of sharing and noncompete's completely disregard and damage good patient-physician relationships, worsen patient outcomes, limit patients' right to choose, and increase healthcare costs exponentially while patients scramble to bring a new provider up to speed. What happened to continuity of care? Apparently if money is involved, it doesn't matter. I vehemently oppose ALL noncompete clauses and believe our economy SHOULD have the pressure and possible fear of losing good people/employees to go off and compete with them should they be treated poorly/abused. In medicine we are often treated expendably and all that matters is our productivity; it's time that our satisfaction and work-life balance actually mattered. For all these reasons I almost cried when I read the FTC initial report /stance and am hoping that this will give me new possibilities to obtain meaningful employment without a constant fear of litigation/someone looking over my back causing RESTRAINT OF TRADE, limiting my ABILITY TO EARN A LIVELIHOOD, restricting my ABILITY TO PROVIDE NEEDED CARE IN A COUNTRY WITH A KNOWN PHYSICIAN SHORTAGE (especially primary care), worsening the already SEVERE BURNOUT PHYSICIANS ARE EXPERIENCING (now worse after COVID). and ONLY WORSENS PATIENT OUTCOMES WHILE DAMAGING THE PATIENT-PHYSICIAN RELATIONSHIP, increasing costs and only serves to grow monopoly-like big clinic/organization entities where patients are just a number and everyone gets 15 minute visits where the provider never takes their eyes off the screen in front of diem. This is unacceptable and only hurts an already crippled medical system where patients are demanding better care - how can we do this when we are sued when trying to do S0999999 PLEASE YES FOR ALL THAT IS GOOD AND JUST; BAN ALL NONCOMPETES!!!!!! "</p>
<p>Claudia</p>	<p>"Noncompetes exploit employees, cause unease, and potentially prevents good talent in working in certain healthcare settings. This creates a major impact in the community by creating areas of deficit and minimal access to certain subspecialties in medicine. It also creates unnecessary costs for physicians having to move to different geographic areas due to a restrictive covenant. Bottom line, this should be unethical and eliminated as a practice."</p>
<p>Seetha</p>	<p>"The non compete clause has significant adverse effects on the family unit. While imposing restrictions on a working parent it doesn't take into consideration the well-being of the children. For example, if a working mother who has a non compete clause to not work for 3 years in a 30 mile radius is predatory. If the mother has to move commute for the job, the child will need to move and change schools as well. It negatively impacts our future citizens especially in the aftermath of the pandemic where social isolation and ability to form close friendships is already effected. This clause doesn't serve the American public, it only serves corporate greed"</p>
<p>Phillip</p>	<p>"I moved to East Coast for work. After I arrived I was told that I had to sign a non compete. Being already here I couldn't say no. After a time I realized that I didn't like the company. I was stuck. This is not American. How can someone tell me that I can't better myself nor that of my children."</p>

Gina	"Having a individuals sign non compete clause is total unfair to the individual. If you want to keep your employees do right by them. Most of the time people don't leave organizations, they leave people or working conditions. Keeping people from being able to earn a living in a field where they can excel at only befits big business."
Lillian	"I do not agree with non compete contracts"
Doug	"ban exploitative noncompete agreements - NOW"
Jennifer	"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. It also keeps you from getting work when the branch of the company you were in closes, but not the whole company, like what happened to me when the company we were working with decided to stop using a third party (the company I worked for). I could not apply for the same kind of work due to the contract I signed for at least a year. Not helpful when you have bills to pay and can't move."
Michelle	"In support of banning non compete clauses. Employment contracts are business agreements and one parting ways a party should not be able to limit the activities of the other."
Jonathon	"As one who is bound to 2 non competes and currently in a lawsuit for one, I feel this is a great opportunity for working to broaden there careers. There is no intricate definition to "trade secrets" Sales itself is a trade secret. Myself being bound to this non compete and lawsuit that was just filed, this will help me and all other workers in my situation significantly. Thank you for presenting this!!!!"
Jenna	"I know many people who have been forced to commute hours out of town in order to find employment in their field of expertise due to non-competes. It is my opinion that they are a burden to most Americans, inhibit commercial competition/growth, and negatively impact access to fair compensation."
Monica	"As a practicing Ob/GYN who has been subject to multiple non-compete clauses in employment contracts, I can say non-compete clauses hurt patients and don't serve legitimate business needs that they purport to just company profits. I strongly support the proposed rule to ban unnecessary non- compete language, especially in fields involving patient care."
skip	"As a Insurance Broker , I am writing to express my support for the proposed ban on Non-compete language in employment agreements across all industries. I have seen firsthand how these agreements can be used unfairly by employers. Under a non-compete, your value as a professional diminished and then going your power is removed, making correct decisions for yourself and family are less. Such agreements handcuffed all employees, staying in positions where they are unhappy, underpaid disrespected. A non-compete holds all employees from taking their skill and making a bettering their life. Raise income, remove non-compete agreement. In my current

	<p>employment, I have even been threatened with termination for questioning my employer's operations, and at the same time, faced with the prospect of a multi-year non-compete agreement that would force me to move into another career if terminated. This is unacceptable. Non-compete agreements should not be used to trap any employee in positions they are unhappy with or force them to leave their careers. While some argue that non-compete agreements are legal in some states, their legality does not necessarily make them fair or ethical. Several states have already banned non-compete agreements, and I believe that this should be the norm across the country. As a insurance broker, my ability to work in a particular industry should not be limited by non-compete agreements. My skills are not the property of any particular insurance firm and non-compete agreements unfairly exclude me work with other particular employers. A simple confidentiality agreement would suffice to protect an employer's trade secrets and business practices. Changing jobs as a insurance broker can be a costly process, Fighting a non-compete agreement can double this expense, which is a burden that falls solely on the employee. This is unfair and disproportionately affects all employees of all income levels. Non-compete agreements harm both low and high wage earners alike. In conclusion, non-compete agreements are unfair restraints on trade that prevent physicians and other healthcare providers from seeking better opportunities for themselves and their clients. I commend the FTC for taking this necessary step, and I urge you to include all professionals in this rule as we are often the targets of this unfair practice."</p>
<p>Maria</p>	<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. According to one report, 117,000 physicians left the workforce in 2021, which is roughly 10% of the physician population. In an era where profits are continuously being put above patient care and the physician shortage is amplifying dramatically as physicians leave the field in droves secondary to widespread frustration and burnout, it is important for physicians to be able to speak out about these issues or leave their jobs without fear of retribution or the inability to provide for themselves and their families"</p>
<p>Jay</p>	<p>"I am a physician in support of banning non-competes."</p>
<p>Doris</p>	<p>"Please include physicians in the FTC non compete ban. Do not limit patient's access to physicians by enforcing non-compete clauses."</p>
<p>Tammy</p>	<p>"I strongly support the FTC's proposal to federally ban cruel noncompete agreements. For decades, these 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>

Howard	<p>"To whom it may concern, Non-competes regarding physician contracts is an issue near and dear to me. I have left practices and given the non-compete, this could conceivably force me to uproot my family to go to mother location to work. Non-competes for physicians either not exist, or should be limited to cases where an institution is first expending a significant income to attract a physician (eg significant equipment expenditures specifically to recruit a physician) and the institution invests more than say, 5 million dollars to bring a practice. I am against increasing government regulation and I am in favor of increasing competition, especially when it comes to physician recruitment. Thank you."</p>
Ivan	<p>"I fully support getting rid of non competes"</p>
Joanna	<p>"As a registered dietitian in a clinical Setting and have a private practice to help more people in the community it is discounting that such clauses are cust that restrict where and how you can practice. Medical professionals shouldn't have this clause as in in the end it's the people and communities that suffer."</p>
Joseph	<p>"Physician should not have non-competes. It enables healthcare systems locally to destroy a physician and their practice of medicine. HCA IS A PRIME EXAMPLE. We need action now."</p>
Cairenn	<p>"Non-compete clauses are restrictive for both the employee and the employer. Three scenarios in my own work history include the following: 1. My new hire company paid me a \$250k guarantee for one year to "sit out" while my former employer issued cease and desist letters if 1 so much as ran into a client at the gym. 2. Another new hire employer bought out my non-compete, to the tune of \$500k. 3. And another new hire employer refused to interview me beyond round 2 because they were a brand new start up company and couldn't afford the litigation, although they would have greatly benefited from my experience and industry knowledge. In particular, the unfairness of a non-compete is highlighted in "right to work" states where employees affected by restructuring and mass layoffs still have a binding non-compete while they attempt to seek replacement employment. And proving that a non-compete makes you "unemployable" (where the former employer is required by law to pay the employee through the conclusion of the non-compete) is incredibly difficult to prove, and requires immediate funds to obtain an employment attorney. If you've just been made redundant, you simply don't have those type of funds available. When companies reference the return on investment of a new hire, which includes their investment in training; they fail to mention that, in any given year, that same employee is cultivating and managing an entire book of business for the organization that can be valued in the millions of dollars. Or, in the case of labor & manufacturing markets, they are involved in creating a product that provides a return in the millions of dollars. Perhaps a reasonable non-compete buy-out could be agreed upon at the commencement of employment, ie: the equivalent of 3- 6 months salary, etc., which would allow lateral mobility, and replace any loss of use and training costs for the replacement hire. Non-solicitation clauses are relatively fair, as they still allow employees to leave of their own accord, but prevent one employee's departures upending the entire organization."</p>

<p>Jennifer</p>	<p>"Thank you for recognizing the importance of this significant issue. As a pediatrician practicing in neonatology and pediatric ICU, I have been trapped in positions where working conditions were detrimental to my mental and physical health. Moreover, I have cancer. I work in a large system in a large urban city, but I know that if I wanted or needed to leave my current employer to work in a position that accommodates a "new normal," I would have to leave this area of the state. I would also be limited in other states because of the locations of the system in which I work. There is no need thr employers- especially those large ones with far reaching sites- to have this power which not only limits our right to work but also limits our choice to live where we want or our families need."</p>
<p>Alexis</p>	<p>"Hello. I'm an ob/gyn in Florida. That's right... the hot bed of ALL things legal and statutory. While I have zero interest in leaving my current job, I know, for a fact, that non-compete clauses are hindering patient care. I can speak of dozens and dozens of physicians who cannot and will not leave their current jobs, which they are miserable in, due to non compete clauses. While govememtn never really cared much about people FEEL, I encourage you to think about how people REACT when they feel they are trapped. They make mistakes. They are burnt out. They spend less time with patients. they make medication and surgical errors. Tehy have higher rates of mental illless, higher rates of physician suicide, etc. The list goes on and on. This is a system designed to protect HOSPITALs and major corporations, not the average physician. Enough is enough."</p>
<p>Jenny</p>	<p>"I am in favor of eliminating non-compete agreements to an extent. It is understandable for an employer to restrict its employees from soliciting its current clients within a limited timeframe. However, employers restricting employees' ability to work in the same field or within a distance radius affects their livelihoods. I live in South Florida and have worked in the property management industry for the past twenty years. My current employer limits my ability to work for another company or start my own business within 20 miles from the client property. They have offered me no training to do my job. Instead, I have invested my time to make their company a success. My current company's benefits are expensive and I know I can get a better benefits package and salary with another company. However, the distance restriction would mean I would have to work about two hours from my home, taking time away from my family and other work-life balance activities. These non-compete restrictions must be outlawed. If a company wants to retain its employees, they need to offer better wages and benefits to compete with other companies instead of shackling the employee and demeaning their worth."</p>
<p>Shuo</p>	<p>"The non-compete clause is unfair and shall be abolished cross the country."</p>
<p>Floyd</p>	<p>"Thank you for recognizing the importance of this significant employee issue. As a physician, I see the extreme levels of frustration and burnout in my peers. These feelings seem to be compounded by feeling "trapped" by employers. I work as a pediatrician in a large system in a large urban city, but I know that if I wanted to leave my current employer I'd have to leave this area of the state, requiring me to sell my home and move my family (including requiring my spouse to change employers).</p>

	There is no reasonable need for employers- especially large corporate systems- to have this inequitable bargaining power to limit our rights to work."
Fitore	"To whom it may concern, I would like to state for the record that non competes are ludicrous and should be terminated as a requirement for employment. There is a plethora of reasons, some including but not limited to the fact I've made more money and have been able to have more work life balance with my current company. Inevitably pouring more into the economy. I should not be punished for my old employers not being able to compete with the competition... so many other reasons. From someone who is currently hying to be SUED it's unfair and I don't care if someone was to open the same store next door, this is what this country is based on. Competition is a good thing, requires you to be innovative, and take out the box. I have never heard of fast food companies offering non competes. Yet they still expand and are capable of growth. Thank you!"
John	"I am a board-certified neonatoloist , and have been required to sign a non-compete for every job I have accepted in the past 15 to 18 years. These non- competes have significantly limited my ability to change jobs within the same city/region and have limited my salary potential by unfairly limiting competition for my professional services. In each case, these companies, which invariably have huge legal teams, and already exert significant power over me as an employee, have exerted even more power over me and my family by limiting our ability to change jobs without great expense. Big companies which often enjoy non-profit/501(c)3 status, and government subsidies to do research, are using their power over the little guy! I have worked at the University of Texas Southwestern (Dallas), Nationwide Children's Hospital (Columbus, OH), and now at the University if Florida College of Medicine in Jacksonville, FL, and each of these institutions have required me to sign a non-competes in order to accept an academic neonatologist job... This limits my opportunities within the same region, and indirectly limits my income potential by limiting competition for my skills/services. Moreover, when I join these institutions I have to sign over my rights to feed for services rendered to the institution! I am happy to discuss further, but would like to do so anonymously unless I can be protected (legally) from my current (and former) employer(s). Thank you for initiating this important protection of the individual."
Christopher	"I agree with this motion. I think it's a great way to enhance competition and growth of industry especially when located in a city where a 5 mile non compete can push you out of a city if you decide to change jobs. I support getting rid of non competes 100%"
Samantha	"I respectfully and wholeheartedly support the proposed Non-Compete Clause Rule. It brings hope to empower physician and also increase physician access to certain communities that are in need of more support. This allows physicians to practice in the same region and still provide healthcare to patient but under a different organization that might place a better emphasis on quality of life, work life balance and patient: it allows the physician to be happy and the community not to suffer the loss of a physician due to a non compete"

Joni	"I ask for the elimination of 1) the exception for nonprofit hospitals and 2) the salary cap."
Katherine	"As a physician who has worked in underserved areas, I strongly believe non competes prevent doctors from freely practicing and continuing to treat patients in their community. I previously worked in a underserved area of Ohio where patients had to wait over 6 months to see a medical specialist. My hospital job required a non compete of 20 miles. These non completes three physicians to leave the community and their patients if they want to leave their job. I personally had to move with my family to another state to work again after leaving. This not only causes disruption for physicians families-they are forced to move homes, children move schools but also forces hundreds of patients of each of these physicians to now have to re-establish care with another doctor they do not know. In many of these underserved communities there aren't even any other doctors in this speciality and patients may have to wait many months and travel far to see their doctor again. Large corporations almost always require these non compete agreements for new doctors and many of them have locations in multiple cities and states and the competes are for all locations of the company basically preventing the doctor from working again if they leave. I personally know several doctors who left clinical practice because of these types of extreme non competes. With a current shortage of physicians and specialists we should not allow large corporations to prevent doctors from practicing medicine and taking care of their patients. Doctors often train for 10+ years to gain the knowledge and expertise to take care of patients-we should not allow large corporations to take away doctors ability to care for their patients and to be forced to leave an area if they lose their job for any reason."
Judy	"They are taking freedom away from employees bettering themselves by pursuing jobs that would give them more opportunities for advancement, better pay along with additional benefits, better working conditions and overall not feeling enslaved by a job!"
Thomas	"Today I have a job offer on the table, pending request from the offering company regarding non-compete clauses I'm subject to. Turns out that I am subject to a non-compete that was stuffed into a contract I was newly required to sign in order to receive my bonus - this contract was not described at the beginning of the year, but only after bonuses were announced, several months into the subsequent year. So what do I do at the time? Throw away 15% of my salary, or sign a stack of pages of fine print. The non-compete is hugely problematic - it covers the entire, massive financial industry , and it claims irreparable harm if I were to work for the competition. In short, I'm forced change careers after 30 years, at the most valuable time of my career, resulting in greatly reduced income. Or I can remain indentured to the company that I want to leave."
Cynthia	"This must be stopped. It is unfair to individuals, and it leads to more poverty and instability in our democracy."

John	"This should not include an exception for 'hon- profit" hospitals because physicians and other employees should not be limited based on this employer status."
K	"I support a ban on non-compete agreements. My current employer made me sign a non-compete that I cannot work in my highly specialized field (Vocational Rehabilitation), for which I have over 30 certificates, for two years. This is the field I am trained in and invested in for schooling."
Joshua	"Non competes are predatory and harmful to the worker. I believe they should be abolished."
Carol	"Non-compete clauses trap employees in their job and prevent them from taking their skills elsewhere. Even if you are in a state that limits or bans non- competes, the threat of litigation is enough to keep employees from leaving a job. It's a form of modern servitude. Please ban this form of servitude."
Kerry	"Non-competes should be banned! I would make more money if I could leave to work at another company but I can't."
Atul	"Stop this illegal practice of non compete"
Mitchell	"While I'm certainly not looking to leave my current employer - there is a sense of freedom in knowing that should my employment be terminated for any reason that my options are not only limited to work outside of my chosen profession, skillset, and expertise. In turn as someone who hires talent - removing this hairier may seem like a difficulty in the short term. However, I see it as an opportunity to reinvigorate our team with new skills, expertise, and most importantly enthusiasm and passion over the long term. I am whole-heartedly in favor of the non-compete clause rule (NPRM), and grateful to those who proposed this change as it stands today."
Christopher	"I was asked to sign a Non-disclosure document for an employer that was so broad that it ended up effectively being a non compete and a assignment of all rights of intellectual property ownership from the employee to the employer for any and all ideas regardless of whether they related to the industry of the employer or not. I agree with the arguments against non compete agreements, whether contained in a non disclosure agreement or as a separate document, and I am strongly in favor of the FTC putting an end to this in spirit not just in name only. I am very grateful to see of the FTC taking on issues like this and look forward to more scrutiny of non disclosure agreements and intellectual property rights assignments. Things like requiring all of these documents be posted publicly with a job description or something similar would help as the employer springing these documents on an employee during orientation after they have already left their previous employer is unfair and a deceptive abuse of power."
Beth	"I was the victim of a non-compete clause in 2002. I was contract sales for a durable medical equipment company near Ocala Florida. I was very good at cultivating clients such as the VA, Medicaid Waiver program and Vocational

	<p>Rehabilitation. A colleague, another contractor, struggled and usually needed a "draw". The company owner decided to terminate my contract and "give" my clients to the struggling contractor. Poor business decision, in my opinion. It was 15 days before Christmas when my contract was terminated and as a single mother of a young son, I ignored the non-compete clause and switched companies. All of my clients honored my company change and stopped purchasing from the original company. I was sued and settled for my own attorney's fees, \$2500, and I ceased competing...I had to get a regular job and had to dig myself (family) out of that hole, slowly."</p>
<p>Sheridan</p>	<p>"The FTC should end non-competes. The reasoning for keeping them are illogical. Imagine telling a family medicine physician that they can't work where they want to, that they cannot serve their communities all in the midst of a shortage in primary care physicians. This is a great step by the FTC!"</p>
<p>Rahil</p>	<p>"Please stop non compete clauses. I have incurred physical, financial, emotional trauma from having to leave a job but not being able to practice within the same county. The harm extends to the family members and socioeconomic impact of this is significantly detrimental and should not be allowed. Hospitals and large corporations should not be allowed to force a non compete clause on to their employees"</p>
<p>Hunter</p>	<p>"I am an attorney who practices in multiple areas, including commercial litigation. In my practice, I have handled a number of situations and cases involving non-compete agreements (both for the employer and for the employee). It is my opinion that a non-compete agreement creates unfair restraints on competition. Specifically, for companies that require a non-compete agreement, prospective employees are typically required to sign the agreement before beginning work. At that time, the employee only has a glimpse of the company and its work environment. The employee will generally only meet one or a few of the managerial level employees at an interview at which a "best view of the company" is described for the prospective employee. Any workplace politics, issues with supervisors/managers, unsavory work conditions, etc., are generally not shared with prospective employees at the interview (and are not usually available upon Google search about the company). And yet, the prospective employee is asked to sign an agreement stating that if that employee leaves the company for any reason, that employee is restricted from working in the same industry for some number of months or years after the employment terminates. There are occasions where employees begin employment and find out that either they do not get along with a supervisor (and the supervisor knows there is a non-compete so the employee has a difficult decision to make), or the company is doing things that involve questionable ethics/morals. Despite these and other scenarios where the workplace is not quite as rosy as the employee was led to believe during the interview, the employee is still bound by the non-compete agreement. Sometimes, the work environment changes after an employee is hired. Sometimes there is managerial turnover or a particular employee's supervisor changes, or a change in how the company does business to try to gain an advantage in the marketplace. There are times when these changes create an environment where the employee simply does not want to work ... whether because the new supervisor is entirely irrational or unreasonable, the new policies conflict with the employee's</p>

	<p>ethics or morals, etc. This is the epitome of unfair bargaining power and unfair competition. A question was asked as to what tools would exist for an employer to protect itself if non-compete agreements are banned. Nondisclosure agreements were mentioned and this is one way for employers to protect themselves from disclosure of trade secrets or confidential information. Also, non-solicitation agreements would protect employers from an employee taking an employer's customers in whom the employer invested resources. The combination of nondisclosure and non-solicitation agreements provide protections to the employer that its own investment in ideas, concepts, and other trade secrets are protected from being shared, and customers are protected from being stolen. Meanwhile, the employees are free to explore other potential employment opportunities in their field of experience and expertise if other opportunities provide a better work environment, compensation and/or benefits. Banning non-compete clauses may also encourage employers to value the workplace environment a little more so that an environment is created where employees do not want to leave. A question was also asked about whether the non-compete ban should apply to franchisors and franchisees. I believe that it should. Just as I explained in my first paragraph above, franchisees make an investment in a franchise without the benefit of much experience with the franchisor. In my practice, I have met with franchisees who advise me that franchisors failed to provide all of the training and resources that were promised. In these scenarios, a franchisee should be able to look for other franchise opportunities in the same or other industries without fear of being sued under a non-compete clause. Franchisors could maintain protection of its trade secrets via nondisclosure provisions."</p>
Denise	<p>"As a professional who is involved in a highly competitive industry, I totally support abolishing this antiquated rule. Competition only makes us strive to do better and provides the public with optimum choices for service providers who really have to work hard to succeed. A consumer should be allowed to make the choice - not a document."</p>
David	<p>"I am strongly in support of the proposed rule to limit non-complete clause. My previous employment ended with an expensive buyout in order to keep hospital privileges despite fulfilling my contract obligations, giving proper notice prior to non-renewal of the next contract, and change in my capacity of work from hospitalist to primary care physician as a new DPC physician. These type of penalties are unnecessary and do not add to patient care. I left on good terms from a not for profit organization, why should they be allowed to monetize my choice to alter career path."</p>
Sara	<p>"First, I want to thank all who proposed this bill. While I may not be a medical professional, these non-compete clauses have been presented at nearly every employer I have worked with. The roles were low paying and minor and it has always struck me as incredibly bizarre that I would need to sign them. Most of these jobs were low labor jobs. These non-compete clauses make it incredibly hard for entry level employees to gain experience in a field and move to a better position with a better company for those who have talent and wish to grow in their career fields. It essentially takes wage negotiation off the table with employers who have non--competes, allowing them to take advantage and in some cases abuse those who are passionate about their work. The employee is forced to either move, wait for the non</p>

	<p>compete to expire, or work in another field altogether. All options stifle the growth of the individual employee and give an unfair advantage to the potentially subpar employer. I presently work in a small art and antique auction house. As a recipient of a Bachelor's in Fine Arts, this was an incredibly lucky find in my local area; there are not a lot of career avenues for art graduates outside of teaching or design. The company took me on despite my lack of experience and I have come to really enjoy the idea of this industry being my career path. However, I once again had to sign a non-compete. I have been with this company a year now and while I love most things about the company, one of the owners can be at times rude or abrasive to his employees. The pay is also comparatively low considering the level of service I have provided them and my education. I would love to move on, but this non-compete prevents me from doing so. Even if I wanted to move on to Sotheby's, a far superior auction house that provides a professional level wage, I wouldn't be able to. Even though there is absolutely no "trade secret" I could possibly provide Sotheby's of which they do not already have knowledge. In short, these non-compete agreements stifle Americans who wish to grow in their careers and they impact in my opinion the lowest level workers the hardest. And now knowing how it impacts nurses and doctors, I now understand why the healthcare industry is in shambles. It's time for these companies to start meeting the expectations of their employees and clients. If we really want a "free" market we need to stop protecting had performing companies and eliminate the non-compete agreements. Let competitive companies and individuals thrive! Our market will be better for it."</p>
<p>Hector</p>	<p>"I spent the last 20 years working in a specialized industry. I was offered a 50% pay-cut to stay with the company. I could not survive on that pay & now they have a 3 year non-compete on me that I signed 20 years ago. At 58 years old, it will be very difficult to move into a totally different industry. Not really fair after 20 years of loyal service."</p>
<p>Kayla</p>	<p>"This absolutely needs to be implemented. I worked for Neogenomics laboratories and this is a big practice to keep employees locked in with little pay and demanding work. A lot of my colleagues left for other industries. Top talent will leave if they feel backed into a corner. Successful people will be just that.. successful regardless of what company they work for"</p>
<p>Seth</p>	<p>"The idea of allowing for non-compete clauses in workplace contracts/paperwork is outdated and easily abused. Having someone, especially younger people just entering the workforce, sign these non competes for spurious reasons as a tool to exert control over them, not to protect any sort of top secret process or formula that the company themselves created, is asinine. The United States, a country that openly claims is a free country, must therefore, make necessary changes towards the economic freedom and well being of its citizens. The move to eliminate non competes, as well as I hear another rule to eliminate captive anti-union meetings, and to hopefully fund the NLRB properly, would be moves in that direction. A truly free populace is one where work is a choice. Where to work is a choice. And where one does not need to give up one's freedom, dignity or humanity for a paycheck that barely (if at all) covers the most basic of human needs. So while we do need to do more, like raising the minimum wage, passing the PRO Act or similar pro-union</p>

	<p>legislation, providing a federal jobs guarantee, providing paid parental leave, guaranteed vacation, protecting the right to strike...this action nudges us a step closer to true economic justice for Americans, rather than moving us farther away from it under the guise of a conveniently nebulous and undefined idea of "freedom"."</p>
Larry	<p>"As a physician in Maternal-Fetal Medicine I feel this is overdue. If you are not supported as promised, children are in schools locally, and want to move on, you have to move to another city or risk being sued through the non-compete. One company, Pediatrix, restricts working at any site within a certain radius of one of their practices, and they have practices throughout the country. Other industries aren't held to that same standard, why physicians are is beyond my grasp. This has been a travesty from the beginning, essentially dictating where you can make a living if you make a mistake and attempt to move on to another practice. There is a fairness issue here. These companies will prevent you from getting a raise and threaten you legally if you practice within a specific radius of your previous job. I am 100% behind this legislation!"</p>
doug	<p>"It has always seemed to me that a non-compete agreement is a violation of anti-trust laws for human resources. If I have top secret information and the company or entity has compensated me fairly for my ideas, then a non-compete makes perfect sense. But if I work for a company or entity that does not value my contributions, either in reality or in compensation, then keeping me from a company that would value my contributions in reality and in compensation is unethical, immoral, and should be illegal. My company makes clear the non-compete agreement is for their benefit only by stating it is not an employment agreement and the company can terminate me at anytime, but I would still be subject to the non-compete. Further, the agreement (written by the company) states any ideas I have on company time or my personal time belongs to the company. Not sure that is even legal but they write that to leverage their size and ability to bring legal action to scare one into compliance. Moreover, these non-compete agreements artificially keep wages down for talented people by limiting one's options and compensation in one's chosen profession. For these reasons, among many others, the use of non-competes should be limited to very specific relationships. And if a non-compete is warranted, due compensation, agreed to by both parties, shall be required. A free and open market place demands such."</p>
Virginia	<p>"I support this rule change. Non-Competes, meant to apply to highly compensated, technically oriented white-collar workers, are inherently unfair to most workers and make it virtually impossible for every day workers to make a living if they are let go or look to change their employment - even to work independently! Please make this change!"</p>
Dawn	<p>"To hold a physician to a non-compete clause is absurd. To limit our ability to work and be near our family at the same time is cruel. To think I can "compete" for patients as a neonatologist is ludicrous! If I go to a different hospital, pregnant women whose baby will need NICU care do not follow me! Please end this illegal nonsense. It is bad for physicians, bad for healthcare, bad for patients, and un-American!"</p>

T	<p>"Non competes have always felt like a way for corporations to force employees to stay at their current employer even though they may have a better opportunity from another employer. I am in full agreement of forbidding non-competes and keeping my employees through better leadership."</p>
Collin	<p>"I am a psychiatric mental health, nurse practitioner, and I work in outpatient psychiatry, predominantly serving child and adolescent populations. My employer has a noncompete clause in my contract, which would three me not to work for approximately two years after leaving this practice. Not only does this make me feel trapped as an employee, but it significantly hampers my ability and drive to one day establish my own practice, noncompete clauses significantly and negatively hold back the healthcare industry and its providers. I truly hope that noncompete agreements are nationally banned. I am not only a medical provider, but an officer in the United States Army reserve in my whole goal is to serve my community. I should not feel trapped into a position where I lack leverage for compensation, or ability to venture out on my own. Thank you for your time."</p>
Megan	<p>"It is very important to get rid of these non-competes! Big hospitals and companies are adding bigger and completely unreasonable non-competes that probably wouldn't hold up in court, but knowing young doctors out of training won't risk taking them to court and spending a lot of money. It doesn't make sense to have these non-competes if you have a family and your spouse works in the area and enjoys their job, and you don't want to have to move the whole family or do locums for a year or however long the non-compete is. It is unfair to make people stay in a job they hate and are being taking advantage of only because they don't want to move their whole family or have no income. This also applies to non-competes for fellowships, for example I know someone that had to sign a fellowship contract with a completely unreasonable non-compete of multiple counties. The spouse was also a doctor and had just started a good job and they wanted to start a family and long distance was not an option, so they had to take the fellowship. After fellowship, they are forced to sign with that group because the non-compete states they can't work anywhere in the surrounding 4 counties for 1 year. New grads don't have any money reserve, have to start paying hefty loans, and they don't have the money to take on big companies in court. Doctors shouldn't be stuck in these situations."</p>
sybil	<p>"As someone who has been in the broadcast industry for very nearly FIFTY years I can tell you that a non-compete clause has been inserted into every single one of my employment contracts. And I have not been permitted to strike through any of them. I was never the type of talent who would have taken thousands with me had I "crossed the street" (journeyman). So these contracts made it necessary for me to MOVE every time a job ended or I felt the need to advance in my career. They are simply a tool with which business maintain controls over personel they have no right to wield. And yes, it negatively affected my lifetime earnings which will affect my SSI payments which may require the state to care for elderly me. Conservatives yet again cut off their own noses in a lame effort to avoid supporting AMERICANS (who have paid for it - and them - remind them please)."</p>

Keri	"Please put an end to these so I can finally take this invisible ball and chain off of my ankle and be free to work where I want."
Nicole	"Noncompetes only hurt patients by limiting the amount of physicians that can Practice"
T	"As a health care provider , I wholly support banning noncompete provisions in contracts. They stifle competition and discriminate against female workers."
Naresh	"I am a physician and totally agree with a ban on non compete clause. More corporations are taking over our practices and then making working conditions difficult forcing us to quit and then enforce the non compete clause and get new recently trained physicians or non physician providers to take over the practices that we have taken years to build and pay the new providers a low reimbursement compared to what we were being paid and thus increasing their profits"
Mari	"Right now, noncompete agreements are being unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets — and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their walkers better pay, working conditions, or benefits"
Fernanda	"As a physician I find that we should be able to freely chose where to practice medicine. Big hospital systems deprive doctors of the free will to live and practice anywhere hey choose. Please abolish the non compete clause once and for all. Thank you"
Gianna	"Non competes are an abuse of power and used to control employees in an effort to strong arm them to stay in a job that is no longer a good fit or serving their goals. They need to be heavily regulated."
Deborah	"Somehow this country has to stand up for the people and allow them to have lives they choose without keeping them from growing with their families needs. For years I worked for people that I had to stay with to carry insurance on my family. If I quit to get another job I would lose health insurance for my son with asthma because they didn't cover preexisting conditions. Obama fought for the people and I was able to move to a different job not worrying about my sons health coverage. To this day some government leaders want that taken away?! So this fight is again for the people. To help them make a life for their families by giving them options and not keeping them stuck in a job . Please know it is not easy out here in the middle class world but we are fighters so we will prevail. Albeit we won't make much money we will be ok."
Stephanie	"I'm a physician , noncompete limit my ability to work in the same area I live in and have built established relationships with patients in if the relationship with my "employer" becomes null. This essentially grants the Health System full autonomy over the work I personally have done in building those patient relationships and bars

	<p>me from opening my own practice or working for another office and limits my ability to earn a living as most of my earnings come from production of revenue. It takes many years to build a patient base large enough to support a salary and noncompetes for us either tie us to hostile work environments, cut us off from patients who know and trust us or make sure we have to move to other areas and start all over again. This is an unfair practice that favors only the corporation and not the worker (the physician in this case) who has done the actual work."</p>
<p>Cary</p>	<p>"I was hired by the University of Florida at Halifax Health in 2014 with a start date of 6/1/2015. The offer letter had a non-compete clause which was not negotiable with a 50 mile radius from the Halifax Medical Center in Daytona Beach for a 2 year period. If I wanted this position, I had to sign the offer letter which I did in Nov, 2014. My family relocated to the area, and our parents soon followed residing approximately 2 miles from our home. Additionally, my wife and I have children in the public school system, and my wife's career has really taken-off in the area. We also have close community ties and my wife volunteers with the Junior League of Daytona Beach. During my time in this practice as a Cardiothoracic Surgeon, I worked very hard reaching-out to physicians in the region to grow my practice and have outstanding clinical outcomes. There was very modest support from the University of Florida or Halifax to grow the practice which I shared with one other surgeon. On July 27, 2022, I was informed my contract would not be renewed and was given a 90 day notice which was per the original offer letter as a "no fault" termination. Needless to say, I was caught by surprise and faced not only a loss of income, but also, health insurance for my family as well as dental, vision, and retirement benefits. This all happened just prior to my 60th birthday which placed me in a less desirable position to acquire a new position due to my age. I was verbally offered a position at the Advent Daytona Hospital locally, but was informed that I had to be released from the non-compete clause from the University of Florida and Halifax Health. I attempted to discuss my situation in-person and in writing with the CEO of Halifax Health as well as the UF Health administration for this release so I could provide for my family, and was told to hire an attorney. At the end of August, 2022, I hired an attorney to negotiate a release from the non-compete so I could be present locally for my family and our elderly parents. It has been approximately 6 months since this process started, and the University of Florida and Halifax Health have hired a private law firm to enforce the non-compete against me. Their strategy has been to stall the process as much as possible and the matter remains unsettled. In the meantime, I had to find work as a locums surgeon to support my family with locations in Texas, North Carolina, and Iowa. This translates into me being away from home approximately 15-20 days a month which is not good for my 2 daughters at home or for my wife who is a single parent during this time. I am also unavailable to help my mother who will be 80 in June or my in-laws. The decision to terminate me was not mine, but completely the decision of UF Health and Halifax Health. I was happy to remain in my position serving the community, and just want the opportunity to remain working in the Daytona Beach area where the population has grown immensely over the past several years, especially people greater than 55 years old. Yet, this non-compete is preventing me from practicing locally despite many referring physicians who want to continue sending me patients. There is a tremendous need for healthcare providers in the area, but recruiting and retaining physicians has been a challenge. As a locums physician, I work as an independent contractor and had to secure health</p>

	<p>insurance for my family. I have shared my experience with many physicians as well as individuals not working in healthcare. None of them can understand how I can be prevented from practicing locally when the employer made the determination to terminate me. I have been assured by my attorney as well as attorney friends that UF Health and Halifax Health will lose this battle, however, the legal process is slow and if this process takes 1-2 years, the employer wins by default. I am also personally responsible for the legal fees to fight this non compete which is an additional stressor. In summary, these non compete clauses between health care systems and individual doctors arc completely unfair and are designed to handcuff the physician to a hospital or group. The expectation is that the physician will pack-up and move elsewhere if terminated regardless of cause, and there is no consideration of family members or the roots planted in the community. I hope the ETC is able to remove this unfair labor practice and allow healthcare providers the ability to find work in their communities. Thank you for your time and consideration."</p>
<p>Thomas (Russ)</p>	<p>"Hello, I may be the poster child for who Not to care much about but I do appreciate a forum to be heard. For starters, I am a young white male who is a tech entrepenur / founder that helped start a successful software company as soon as I graduated college with two seasoned buisness men that I would later find out went against their word while having me me sign an NDA before I really knew what I was doing (I know, still my fault for not reading). The NDA that I signed has basically made me a prisoner to my own IP and everything that I have built over the past 5 years. Again, my fault for signing something I did not truly understand, but I'm sure I am not the only young entrepenur that has been taken advantage of while being locked into something that allows my employer to underpay and basically hold me hostage for everything I have or will ever create while working here. I think we all believe that this proposal will be great for the American people as it will increase competition while decreasing the ability / chance for absolute power. At the very least there should be some sort of expiration date required for Non Competes that companies should have to renegotiate. Thank you for giving a platform to comment on this proposal. Just a last second thought, If I were "Big Buisness" I would have thousands of bots lined up on this site ready to say the exact opposite."</p>
<p>Roxana</p>	<p>"I support the banning of the non-compete cause for physicians and all professionals. It is just UNFAIR!. It almost feel like you belong to someone. I understand their purpose of taking care of their interests and their money making business, but most of the times these are huge millionaires corporations, thus a physician opening his/her own small practice won't do anything to them. This type of legislation just support everyone being a "forever employee" of a company that makes a huge profit out of your work and is not even appreciative. In my case, I started a job and decided to quit after 1 year because it was a very toxic environment with horrible working conditions. The job didn't turn out what I expected or what it was promised it'd be. Then, after quitting, I just wanted to join another practice (cause I needed to continue making a living) and then I had the non-compete clause for 2 years and 10 miles radius. So, that means that even when I'm not a decent or realistic competitor to this huge corporation, I needed to find a job significantly far from them (and my home) and that I have to consider to change my life such as</p>

	<p>moving to another area or commuting for hours just to be outside of their radius. It just doesn't make sense and it's not fair!."</p>
<p>Chris</p>	<p>"Please eliminate all non-competes for workers. Non-compete clause should have only been used for executives in large companies. They have now been used as a beat stick to prevent workers from leaving companies that they no longer wish to work at. Because of the restrictions in these non compete it prevents ordinary workers from taking offers with other companies who are willing to provide more. It is frankly unamerican that a corporation is able to tell a worker where they can and cannot work after they leave. Again, please eliminate all non-competes on the federal level."</p>
<p>Jennifer</p>	<p>"I am strongly in favor of the rule that would ban non-compete clauses in employment contracts. The state of Florida is known for being extremely favorable to employers after state level legislation was implemented in 2018. The employers in the industry of my employment over the last 12 years has been using these agreements to threaten and intimidate workers after laws became more favorable to them. Many of the clauses I have personally seen are overreaching For example, this industry is a niche of construction but they have banned workers from working in any area of construction, whether or not the company of employment even performs the service. While many of the terms of these agreements are not enforceable in court, the goal of these employers is to scare the employees with very costly lawsuits and it is usually effective. There are additional contractual terms that can protect these employers from losing the cost of specialized training or prevent employees from leaving and taking clients and other employees to competitors. Non- solicitations are also added to the non-compete agreement and are usually quite fair. The term where employees may not work for any company the employer defines as a competitor perpetuate unfavorable working conditions to the employees. I have personally experienced or been witness to sexual harassment, verbal abuse, physical abuse, and extremely unsafe working conditions made possible because people could not leave and utilize their skills without the threat of a lawsuit. These lawsuits can cost what the average worker makes in a year. Please move forward with the ban of the non-compete clauses in employment contracts."</p>
<p>Carson</p>	<p>"As an independent consultant I fully support and encourage the proposed rule-making to restrict the use and enforcement of non-compete agreements. I make a living leveraging decades of experience to help clients improve their business processes. I don't do this by sharing trade secrets or insider information — I provide a personal perspective based on my experience to help my client see their business in a new light. Non-compete clauses make it extremely difficult to move freely from client to client. This limits my income potential, and hurts the clients that could be benefiting from my assistance. I typically have non-disclosure agreements with my clients, so a non-compete doesn't really add any additional protections to the employer, while creating a significant burden for me. This is like asking a ghost writer to sign an agreement that they won't write for anyone else. Or a traveling nurse agreeing not to work for other hospitals. Non-competes make no sense. They are bad for employees. They limit job opportunities. They limit employee income</p>

	<p>potential. They prevent job mobility. And they don't really afford any real benefit to the employer. Please proceed with the proposed rule-making!"</p>
Eric	<p>"Totally agree with stopping the non-compete. I currently has one that according to the non compete is effective globally and doesn't allow me to work anywhere in the solution I've managed and worked in for 9+ years"</p>
Eric	<p>"The ban on non-compete clauses/agreements is absolutely needed and likely overdue. A few years ago, I was working as a software engineer at a financial institution. There was a clause in my contract that stated I could not work for a competing financial institution for 1 or 2 years after my employment ended with my employer. This prevented me from being able to work for other companies that were offering more competitive salaries and benefits, just because they competed in the same market as my previous employer... I had no trade secrets or information regarding new products or services... It was completely ridiculous. I decided then I wouldn't ever work for an employer that required me to sign a non-compete agreement and I haven't since. It's clear from the other comments that I've read that other people in different professions needed this ban as well. This surprised me but even positions such as personal trainers and even security guards suffered because of non-compete clauses... I don't believe executives of companies should be excluded either, they should be free to work for a competitor if they choose to do so. Even if they're knowledgeable of future ideas of products, services, or marketing campaigns. It will ultimately only increase competition in the market and that helps consumers. It's always been an assumed risk in business that someone could steal away your customers because they provide another product/service in a cheaper or better way. They will still have to respect anything patented, copyrighted, or trademarked... This clause is clearly intended to only benefit the employer and to intimidate their current and former employees from working with competitors, even when those employees have knowledge and experience of laws, regulations, or perhaps a general understanding of consumer needs in that particular market... All of that knowledge will be wasted because they can't work for an employer in that market because their previous employer could sue them or their new employer... The counter-argument to this might be, "well not all companies have non- compete clauses." This argument is preposterous because it doesn't cost companies anything to include this clause and what happens when enough companies in a market do have these clauses? Another counter-argument could be that, "well no one is forcing the employee to agree to this clause/agreement." This argument is also only half-baked because considerations need to be made for a person's available local job market, if he/she has limited opportunities in their area, ifs preventing them from gaining additional work. Ultimately utilization of this type of clause only hurts employees and the consumers of that market by keeping prices high and stifling competition. Below is copy of the FTC's mission: The FTC's mission is protecting the public from deceptive or unfair business practices and from unfair methods of competition through law enforcement, advocacy, research, and education."</p>
Tyler	<p>"I worked at TQL for a period of time, ended up leaving and went to a company called Fusion Logistics a satellite office for REEDTMS. After 9 Months of working at REED, TQL issued a court summons for previous employees that were currently working at</p>

	<p>REED violating their noncompete. Even though i wasnt listed in this witch hunt I was let go because i came from the same company. I was 23 years old leaving on my own, I wasnt making enough to have a savings but i valued the experience. little did i know a noncompete would take away my entire source of income. End these noncompetes, they do nothing but allow companies to dictate the future of their employees."</p>
Subhasis	<p>"All non compete causes should be banned including for doctors. It is Anti American."</p>
Trina	<p>"noncompete agreements are unethically used across the country to prevent workers from quitting their jobs for a better offer. Competition drives markets --- and when noncompetes eliminate competition in the labor market, employers don't have an incentive to give their workers better pay, working conditions, or benefits. Please make noncompete agreement unlawful!"</p>
Rob	<p>"I agree with banning of non-competes. There is rules in place for copyright, patents, trademarks etc.... Companies have plenty of legal options to protect their interests legally. The worker in this case is stifled and there are many reasons why a worker may want to leave a company."</p>
Jai	<p>"As a consultant who advises companies on all sorts of transformational projects, my personal worth is tied to the knowledge and experience I gain doing my work. Existing protections provided by intellectual property rights, confidentiality agreements and trade secret protection agreements are more than sufficient to preserve and protect my employers interests. A non-compete clause that prevents me from working for a competitor or with my prior clients is only designed to hurt competition and my interests as an employee who "works at will". As long as I do not divulge secrets or misuse protected materials, I should be allowed to work for any competing firm and provide services to any of my prior clients as I wish. California has it right in not allowing restrictive non-compete clauses and that's a big part of why software and technology companies have thrived there. Without that protection, Intel, Oracle, Sun, Salesforce and the like would never have been born. It is about time, the proposed FTC rule unleashes innovation and unshackles workers all over America. I whole heartedly support this proposed rule banning non-compete clauses."</p>
Valerie	<p>"Non-competes put the employees at a significant disadvantage. I had a 100 mile noncompete for 2 years. The company was abusive and frequently broke the law. But as an employee, I didn't have the money to hire an attorney to fight the situation, so I was forced to move to another state for 2 years to be able to find work in the only industry that I have experience in. I really hope you will ban non-competes as it really harms the workforce. If companies treat employees well, they don't have to moony about them leaving. Non-competes allow companies to be abusive and we endure the torture if we aren't able to move to start a new life."</p>
Rajat	<p>"Non-competes are used by hospitals and group practices to trap physicians in suboptimal contracts. When those physicians leave, they have to leave the area</p>

	<p>where they are often raising their family. Not only are physicians affected by this, but patients are harmed. I was just talking to a patient today who said her PCP changes every time she has an appointment (every 6 months). When turnover is this frequent, patients don't build relationships with their physicians and that leads to suboptimal care for patients. This especially impacts areas outside of cities where patients already have fewer options. This shouldn't be a hospital v. Physician issue but should be seen through the lens of allowing patients to have better continuity with their doctor and enhanced trust in the medical system."</p>
Ricardo	<p>"As a Healthcare professional we are usually asked to sign contracts with non compete clauses. These restrictions definitely limits the ability to make lateral employment decisions and negatively impacts not only our careers but our ability to provide for our families financially I would encourage the FTC to implement the proposed law to eliminate non compete clauses Thank you for giving employees who are limited by these restrictions to voice our opinions"</p>
Michael	<p>"I have been in sales in the MRO industry for 15 years and I am definitely for the abolishment of the Non- Compete agreements. I am actually restrained by one of them with my ex-employer and can not expand and run my business properly because of it. I keep receiving letters with legal threat which I find totally wrong. My expertise is in that field and this is all I have been doing. My customers are buying from ME and not from my employer. I hope this will go through. Thank you so much for getting this done and free us!"</p>
Evan	<p>"I wholeheartedly support this proposed rule. As a professional Software Engineer, entrepreneur, and freelancer, I have often times turned down work - both full-time and contract that were not sourced from the state of California. This was due to the fact that the way that other states enforced non-compete provisions were at times so contrived and onerous that they made the regulatory environment too unpredictable to safely operate my enterprises despite there not being any clearly identifiable competing interest that a layman or professional alike could identify. In my experience, these provisions, particularly when applied to non-executive positions, do a lot more harm than good and stifle innovation and economic activity."</p>
David	<p>"After 22 years with the same company I was let go without details as to why. Not required in Florida. The company provided a nominal severance package and enforced a 1 year no compete that I signed 22 years ago. Now, at my age, moving out of my industry in next to impossible. Non-competes should be banned. A NDA will protect what intellectual property concerns might exist."</p>
Zachary	<p>"I am strongly in favor of eliminating non-compete clauses. This will have the effect of freeing skilled labor to migrate and innovate, serving the economy."</p>
Amanda	<p>"Our family has personally suffered from stagnated wages due to a non-compete clause. On the first day of my husband's employment, without prior notice, an extensive 2 year non-compete clause was put in his employment contract and while it was noted within the clause he could seek counsel, when you are in the middle of your first day of work ifs not practical. In addition, for most people, if it is your first</p>

	<p>experience with a non-compete, you likely do not have the funds to pay a 8750 per hour lawyer to advise and negotiate on your behalf, nor realize the possible long-term consequences. Most people do not grow up around lawyers or experienced business people who would be able to advise of the consequences of non-competes. In my husband's case lie went 3 years without a raise and upon seeking out other employment found he was drastically underpaid but when he brought this to his employer's attention, they immediately referenced the non-compete and so the "market's" value did not apply. Our experience has shown that employers cannot be counted on to do right by their employees and at the very minimum there should be severance guarantees required to enforce a non-compete which would allow more equitable positions between employer and employee. As my husband's non-compete completely barred him the entire sector he worked in for the majority of his career without any severance or termination compensation it gave the employer complete control and they had no incentive to pay him any more as very few people can afford to go two years without working in their industry without severely impacting their family and even if they found employment in another industry they would likely have to start over to try to work their way up again. Please approve and defend this rule. I have attached a copy of his non-compete for reference on how lopsided some agreements are."</p>
<p>Kiranmayi</p>	<p>"As physicians non compete clause is detrimental. We end up being bonded laborers to hospitals."</p>
<p>Aino</p>	<p>"As a primary care physician I truly hope to see this move forward. I recently left my position at one company and for a year commuted an hour to be outside of my non compete radius. I recently returned to my community and discovered I have more patients than I can count who simply didn't get care for over a year because they didn't want to find a new PCP but also could t make the hour drive to see me at my new location. The commute was annoying for me, but ultimately the only ones truly hurt were patients. Let's stop hurting our patients by restricting their ability to see their physicians."</p>
<p>Ryan</p>	<p>"I am bound to a non compete in my job my company pays me less than other companies for the same position. I would like to advance in my career after 13 years but my company will not promote me. Other companies have expressed interest but once they hear I have a non compete they are no longer interested. I have lost out on great positions and great pay raises not being able to move to other companies. So here I sit I can't leave my company for another, even if they let me go I'm still bound to the non compete. I am not an executive I am about the lowest on the ladder in my company, please remove non competes ."</p>
<p>John</p>	<p>"I am a Home Instead franchisee owning 1 franchise and employing approximately 105 individuals in the community. I am writing to discuss how the noncompete agreement that I was required to sign in connection with the signing of my franchise agreement negatively affects my business and me. In August 2021, our franchisor — Home Instead, Inc. — was purchased by Honor Technology, Inc. — a private-equity/venture-capital backed entity. I had no say in that purchase and was not informed of it until after it happened. Honor is attempting to fundamentally change</p>

	<p>our franchisee-franchisor relationship and business model in a way that I do not support. I am now in an involuntary contractual relationship with an entity that I did not choose and would prefer not to be. But because of the noncompete agreement, I effectively am unable to leave the relationship, even when the term of my existing franchise agreement ends. Since last I signed what was already an oppressive, one-sided, franchise agreement, the franchisor has removed its obligation to provide franchisees with any support. Additionally, the new franchisor has announced that it intends to change our royalty from 5% to a 4% to 7% range, shorten the term of the franchise agreement from 10 years to 5 years, raise performance standards, and require us to provide monthly financial statements. I do not support any of these changes. I have two choices when my franchise agreement ends: I must renew my contract on completely new, non-negotiable terms or, because of the noncompete agreement, I must completely leave a business that I have spent years building. If I choose the latter, the noncompete clause in my franchise agreement requires me to walk away from my existing business, and it severely limits my ability to create or own another similar business. The economic penalty of not renewing is just overwhelming, thereby forcing me to renew with an entity and agree to terms that I would not otherwise do. As such, I ask that you consider banning post-contract non-compete clauses in franchise agreements. Thank you for your time."</p>
Adeeb	<p>"I am absolutely 100% behind the proposed ban. As a physician this has placed many of the US Medical force in chains when it comes to providing healthcare to our particular localities. I have personally been part of a malignant work environment and it was my first job out of residency, had to leave because of an unsafe work environment but slapped with 2 year restrictive covenant 25 miles radius from the hospital. Had to move to find work when I could easily worked for the competing hospitalist group if this wasn't in place. This affects many more like me. Eliminating the clause would make employers improve work conditions and salaries to compete with other groups for the best providers medicine can produce. These non-competes inhibit Medical job growth and ultimately Americans continue to suffer due to their enforcement."</p>
Tracy	<p>"Please ban non compete clauses. They hurt working Americans."</p>
Cel	<p>"Non-compete limits healthcare options. Only business owners win. Patients lose."</p>
Samuel	<p>"This is a great thing and I agree and support this. This will enable more freedom for us Americans to work where we want to and help our families and not be locked down by where we work. And the data shows our salaries can go up as well and be able to better take care of ourselves and hopefully need to rely less on social services to support our family."</p>
Austin	<p>"Non-competes, by their nature, are a means for corporations to stifle competition, reduce wages and shift power from the workers to themselves. Many that are enacted are also incredibly broad, effectively trapping employees at their current place of work. With some highly specialized industries and skill sets, there are few options for employment and the non-compete can make it so that the employee in question has no opportunity to leave. This can end careers and drive skilled talent out</p>

	of not just the area, but potentially the country. Most states have right to work laws, and this gives them huge leverage over individuals when they know they can ban them from the industry. This rule should be put into place for the good of the economy and the country."
Ram	"Fully support this rule to eliminate non-compete clauses in contracts"
Mohan	"My services are needed for the community and non compete prevents this. I'm an oncologist and continuity of care matters to cancer patients. It's a dis service to humanity and violation of human rights and obstruction of hippocratic oath."
Sushma	" Physicians should not be excluded. We are human too with regular lives kids and families"
Kishan	" Physicians should not be excluded from these rules as it would be discriminatory. Physicians deserve the same protections as other employees"
Ronica	"Non competes for medical professionals should be eliminated Non competes compromise patient care. In rural Or underserved areas, enforcing non competes can virtually eliminate a patients access to care within a reasonable radius. In addition employers already have a virtual monopoly on physician employment opportunities and non compete clauses further narrow options which has dramatic effects on future earnings and family lite. Non competes only benefit hospital corporations and PE"
Mark	"As a physician currently employed with a noncompete clause in my contract, I strongly support the abolishment of this. I should be able to practice freely where I reside now after being here for many years and where I have built a life and home, if ever I decide to leave my current employer."
Andrew	"Competition should be allowed. I have suffered horrible service for years because there was only one feasible option in my area."
Dido	"This is such an important step towards workers freedom and I fully support! I've worked with an explicit non-compete clause in my employment, and I understood its importance for the small start-up business I was working for. For small businesses, they make a lot of sense. But for larger businesses and corporations, I think they heavily and unnecessarily restrict the freedom of a worker to quit when they want and work for someone else included a potential competitor who is making a better offer. I'm happy to see this non-compete clause happening, and I hope to see it come to fruition!"
William R.	"Non-completes (NC's) need to end. Businesses are using the excuse of NC's and keeping trade secrets to oppress workers when they can be using a Non-Disclosure Agreement (NDA). This only harms employees and their freedom to look for better opportunities and brighter future."
Rebecca	"I have worked in and managed a salon who used non-compete contracts and saw first hand the damage it did to those affected employees. One of those employees is

	<p>a young woman I know personally and professionally. She is currently being enslaved, exploited, and suppressed due to a noncompete. This non-compete was presented to her after she had already accepted her position within the company and therefore had little negotiation leverage. She is a single mother and needed this job to provide for herself and her children. Starting as an assistant to the stylists and through hard work, continuing education, grit, and long hours, she has worked her way up to being one of the lead stylists. Her non-compete contract dictates that upon resignation and even termination, she is unable to work in any capacity in the cosmetology industry within a 25 mile radius for 18 months. She has asked to be released from her current non-compete contract but has been denied and threatened on all occasions. She has personally hired several labor attorneys to determine if there are any legal terms on which she can leave - which there have not been. She is now quite literally stuck in a work environment with no room for personal or professional growth and development and no choice but to continue to be subject to the owners whims - recently including unfair commission splits. The detrimental consequences of signing that contract have taken her greatest professional assets - her years of hard work and earned skills - and turned them into a liability as she is now prevented from doing the one thing she knows how to do. Her mobility is frozen and any bargaining power and sharing of company earnings, has declined. There is no incentive for negotiation when the owner of the company knows she cannot leave. I petition you to ban non-competes and can attest to the fact that they block personal entrepreneurial goals, suppress wages, and most certainly exploit employees."</p>
<p>Lee</p>	<p>"A practicing anesthesiologist and pain management physician. I am in support of ending non-compete clauses as they apply to physicians. These clauses are frequently cited as necessary for some reasons as I have listed below 1. Reduce physician turnover and therefore increase stability and continuity of care for patients. 2. non-competition agreements legitimately protect employers' investments in providing specialized training for doctors while preventing unfair competition. 3. loss of the employer's confidential business information. 4. loss of patients from established practices to departing physicians. The truth is that they are enforced in order to protect the business owner be that a physician, a private equity group, or a hospital system. If a company provides such excellent service as many large hospital system love to tout, then patients would remain with the company because of its own attributes. Not leave because their physician has left. If a physician is appropriately compensated then why would they ever wish to leave the practice? In my own case, I can share a brief story. My first job was in upstate NY where my wife was from. There are not an abundance of options for a physician to choose from. I chose and was hired by a hospital system to enforced a 60mile, 2 year non-compete. When I realized I was unhappy with the job and attempted to have discussions with hospital management, the same answers always came. "At the end of the day, with your non-compete you would have to move. Is this worth you uprooting your family for?" The answer eventually was yes. I left an underserved area in dire need of physicians because of my non-compete. I would have transferred to another employment opportunity otherwise. Never was there a concern over taking patients, proprietary information, or concern over training I may have received. It was further stated clearly to me by the department head, "we have this non-compete so you can't just take a better offer somewhere else. It keeps your salary in check." That is the basis of this. These non-competes are only enforced to limit the growth, employment</p>

	<p>opportunities, and income opportunities of physicians. I am saddened the American Medical Association has asked for no ruling to be made. Their only argument can be that this would lead to higher patient care provider turnover. This can't be done at the expense of physician's right to work and our inherent rights in a free market economy. You have the opportunity to make individuals professionals again instead of employees who are losing their rights with no ability for recourse other than to leave and uproot."</p>
<p>Terrell</p>	<p>"I support getting rid of them. I am currently constrained by one."</p>
<p>christopher</p>	<p>"As a healthcare worker (nurse practitioner) who has been adversely affected by non competes since the inception of my career, I strongly urge the FTC to proceed with a complete and total ban on non-competes and NOT only apply this ban to workers who are lower income, or meet certain income thresholds, or have certain jobs. Reading through other comments you can see how the current non compete landscape is negatively impacting everyone, and not just lower income or skilled workers. I've seen numerous comments from physicians, nurses, pharmacists, vets, nurse practitioners and PAs, dentists. I read through the proposed alternatives. I don't see any reason the FTC would make the monumental change and then only restrict the ban to certain incomes or jobs. This would further divide who the ban helps and hurts when everyone is hurting from it. In my opinion, no employee benefits from a non compete regardless of income. We should NOT be penalizing employees earning a higher income. They also need to provide for their families. Non competes crush the healthcare industry and many physicians, PAs, nurse practitioners who are earning income over \$100,000 a year also have their careers and income potential negatively impacted by the existence of non-competes that are rampant in healthcare. I still struggle to provide fully for my family and plan for our future as a one income household living in a high cost of living area. Healthcare workers devote their lives and careers to helping others. I used to work a few jobs having 3-5 flexible income sources but now I am limited to one job and it only hurts me, my career, and family. I support a complete and total ban that does not restrict certain income levels or groups of workers. Healthcare workers are the LAST group of people who would care about company "trade secrets?" and sharing company information from one to the next. We simply want to have the freedom in our careers to grow, provide for ourselves and our families, and help our patients. Give the power back to the people who deserve it, the workers!"</p>
<p>Amy</p>	<p>"Non-competes are stifling growth and well-being of the American Economy. I developed a strategy to create a storm safe community, Babcock Ranch, that endured Hurricane Ian just off the Florida coast with little to no damage, and has been featured nationally the its unique engineering design. I was recently fired from my job, however, due to a conflict of personalities, not because of anything work product or ethics related; and I have a non- compete, that will not allow me to obtain work within my field of expertise, utilizing a design I created myself, prior to even joining the firm I was fired from; which will set America back as a whole from advancements in developing communities in a more resilient manner to endure extreme storm events with little loss."</p>

<p>Daniel</p>	<p>"Hi, I'm a software engineer, US citizen, and a resident of Florida. I commend the FTC's decision to look into banning non-compete agreements. Non-compete agreements were originally intended for key executives at a company. However, they've come to be broadly used by line workers as well and it's purely to suppress competition. I think that the decision to ban them outright (except perhaps in limited circumstances, such as owners of a company agreeing not to compete when the company is acquired) would be the correct one, but short of that, companies that want to enforce non-competes should at least need to pay out salaries. In other words, you don't want me to compete? Fine, pay me to not work during that period. The current situation is not tenable. Most employees have very little ability to negotiate the boilerplate language in contracts. Meanwhile, employers are incentivized to have non-compete clauses in their contracts, even when it hardly benefits them."</p>
<p>Chon</p>	<p>"In light of hospitals being a monopoly and using noncompetes to usurp this power. One needs to realize the only way to allow prices of healthcare to drop is to allow competition. The only way for states to not lose their doctors is to allow them to practice where they live."</p>
<p>Thanh</p>	<p>"Non-compete should be abolished for all workers and employees, including and especially for physicians. For too long, this has stifled fair trade and hampered the ability of physicians to continue to practice in an area and prevent them a means to make a living. Abolishing non-compete will create fairness as well as promoting patient care so they can continue to be cared for by doctors who know them."</p>
<p>Thanh</p>	<p>"It is unfair and should be eliminated. Thus rule has caused too much adversity and hardship upon US physicians far too long. We should be allowed to work for our livelihood when one opportunity closes. It is also for the good of our patients so they can continue to receive care from physicians they know once they end their previous employment."</p>
<p>Uyen</p>	<p>"Please allow non compete to apply to physicians. I was hired for a job in Sarasota; however after looking at the contract, I refused to sign since it is not in alignment with my goal. The hospital itself approaches me and wishes to hire me with better contract. They were unable to do so because the recruiter company has already presented me to the hospital. And they can't hire me without a big buy out. That costs me an opportunity with this hospital. Although I've never signed any contract it's still somehow enforced in the recruiter and the hospital 's side"</p>
<p>Michele</p>	<p>"Non-compete clauses, much like employer provided health care, prevent mobility and free choice in making career moves and job choices and this is true in any level of employment. As a clinical social worker, I have avoided taking jobs where I was required to sign NCC because it too severely restricted my ability to choose my own path and have far too much control to the agency or employer over me as a person and my intellectual development as a commodity, seeing my skills as a tool for the company to utilize, rather than allowing me to choose where I could go to work that would benefit me the most."</p>

Jerry	<p>"Noncompete is a scare tactic. The company that I dedicated myself to for the last 5 years just sent me a letter from their attorney. I did not like what was happening in management, dismissing co-workers before Christmas and replacing them with inexperienced personnel. So I proceeded to find a job further away because I don't need any of their customers and just wanted a fresh start. Now they are trying to scare me and my family. If they worry about taking care of employees as much as they worry about this, I think they wouldn't have to moony about their company."</p>
Vicki	<p>"As an emergency medicine physician, I support the FTC's proposed rule to ban noncompete clauses. I would also ask that the exemption for non-profit hospitals be removed from this rule. Noncompete clauses in physician contracts are harmful to physicians, patients and their community. When a physician, especially an emergency physician, is restricted from practicing at a particular hospital or geographic location it is detrimental to the community to lose their expertise and knowledge in order to protect business interests. Emergency physicians have no proprietary knowledge for these clauses to be necessary in their contracts. Noncompetes area tool used by corporations and hospitals to hamper EM physicians from changing jobs easily and prevent them from staying in their home area and serving their communities."</p>
Sally	<p>"Non competes are killing the average person"</p>
Brian	<p>"In this day and age where corporate medicine overwork and underpay physician employees, the non compete clauses that are commonly placed in physician contracts hinder physician efforts to seek a stable 'home base area' to raise their families. Corporate medicine thinks nothing of ending a physician's employment for any reason, and on top of that, they enforce the physician's non compete clause to force them to move/relocate outside the enforced area, upending their families lives. I have moved at least 7 times in my career to different cities because of non compete clauses, which wreaked havoc on my career, ended my marriage, and upended a stable home life for my children. All this could have been averted if I was allowed to seek employment elsewhere at a nearby hospital that was inside the enforcement are of my non compete clauses. For this reason I support the ban of Non compete clauses for MDs/DOs in medicine"</p>
Joseph	<p>"I am a Family Practice Physician in Zephyrhills Florida. As an employee of Advent Health I was obligated preferentially use medical specialties in the Advent Health System. When I left Advent to work at a different health system I was required to be at a distance of 5 miles for 1 year. This was inspire of 19 years of loyal service. Advent usually enforces 15 miles. My elderly patients were inconvenienced tremendously in traveling to a different town to seek continuity of care with their provider"</p>
D.	<p>"Please eliminate non-compete clauses. It makes no sense from a personal rights or right to work perspective."</p>
Alissa	<p>"Please pass this for the medical field at minimum I am a physician. I joined a small practice owned by physician but lie sold to private equity and I did not realize that I</p>

	<p>would get sold with the sale too and my non-compete is still valid. So this means that my entire patient panel that I have worked hard to build and for whom I care immensely, would no longer have access to me should I decide that I don't like working for this huge corporation. And honestly I don't like it....But if I choose to get another job I have to go far enough away that most of my patients would never be able to drive to me. So by enforcing non-competes on physicians, you limit healthcare unfairly to the patients. The patients are the one that suffer because their doctor disappears. And the company usually will not tell the patients where you went. They will say that you're retired or moved away with complete dishonesty. And it makes us physicians feel trapped because we don't want to abandon our patients. Please help."</p>
M	<p>"This non-complete clause practice should be changed immediately. It stops competition, which is the bedrock of the free enterprise system."</p>
18 years	<p>"Non-competes have followed me my entire career. It creates an environment of animosity because in order to progress or try experience new things in the workplace, I have to move geographically and leave my patients behind. Currently, the organization I work for in Florida has clinics in all major cities. If I chose to leave, I have to uproot my family and leave the state. My move would still be limited as they are present in the 2 states we would be interested to moving. I have no recourse to ask for a raise or changes in benefits, because they know I don't want to move my family. It holds me back financially and my patients lose when I move away and disrupt their care. Nobody wins. Disgruntled works stuck in a job they no longer want doesn't help companies or workers. Please abolish the non-compete clause in Florida and nationally."</p>
Daniel	<p>"The time to ban non-compete clauses is long overdue. Please support this rule change that will improve the lives of millions of American workers and shift the imbalance of power in labor relations away from employers."</p>
Ryan	<p>"Please ensure that all non compete clause removal applies to physicians as well. Non competes in physician employment absolutely stifle competition for wages and force physician families to often relocate to entirely different states rather than across town if a job change is needed. We are not exposed to hospital propriety informationwe ourselves are the information. Without us there is no health system, it is not like a tech or marketing company where access to code or business strategy may compromise the company we leave. Non competes for physicians are in many ways a form of slavery....we may be moderately paid slaves, however those clauses effectively dictate ownership of our services, despite us holding all the critical information in our clinical ability. It's absolutely wrong, and time it was changed. Inflation adjusted most physician wages have been on the decline for decades, while part of this is due to Medicare part B legislation, the other aspect is hospital employers have a huge amount of leverage over physicians due to non competes. When you have to leave the state , sell your home, move your kids to different schools, all because of a ridiculous clause it's insane, esp when no corporate proprietary information is at play. Are there overheads for physicians...(hospital justification typically) ...absolutely, but that is the cost of business. Take a</p>

	<p>construction company or farming company , you think that there are not enormous overhead costs ? Cost of an excavator for construction or cost of a combine harvesterabout 750k on average per piece of equipment , excluding maintenance costssignificantly more than anything a physician has in overhead , but do you see heavy equipment operators or farm workers have non competes with their employer ? No it would be a total joke. So why is it not a joke for physicians? Time to get real and tell the C suite folks to give us real wages and stop holding an axe over our heads with non competes Reality is that there is no hospital , no revenue without physicians. It's time to treat us with a little more respect instead of threatening us all the time. They know we can't walk out because of these clauses and the impact on our families. No one will enter medicine the way things are going. Who do you want to treat your kids and grandkids ? You want an A grade student or the C grade student doing your brain surgery ? It's your choice, but it's time to act."</p>
Ricardo	<p>"This is America. Competition is the bedrock of american exceptionalism and capitalism. Non-compete clauses are a malicious tactic that destroys healthy capitalism. I'm in favour of ending non-compete clauses."</p>
Sarah	<p>"Hello, as a Clinical Psychologist I strongly support the banning of non-compete clauses. These clauses place an unfair burden on the employee and are exploitative in nature."</p>
Victoria	<p>"As a Family Medicine Physician I find myself professionally limited by non compete clauses. Currently, my Non compete contract bans me from practicing medicine in 3 consecutive counties. As a young physician, with over \$450k student loan burden, I should be able to provide my services without a geographical limitation. Non compete clauses cost physicians thousands of dollars by being forced to relocate to avoid legal action against us. I am 100% supportive on eliminating non compete clauses and allowing the free market to regular based on demand."</p>
Zane	<p>"I was hired as a county school officer Guardian in 2019 and only After the initial process and 30 or so of us had left our previous jobs and were sitting together in a classroom were we told we could not work for anyone else including in the summer when school was out and we would have no work at the schools. We were not able to work anywhere with the training we had including some who had our own companies. Noncompete enforcement or agreements should NOT exist... PERIOD."</p>
David	<p>"Please abolish noncompete and restrictive contracts they are hurting Americans. I cant provide for my family right now because of these restrictions."</p>
Jesse	<p>"Please pass this!"</p>
Sandi	<p>"My husband is currently unemployed because of the noncompete law. He's been employed since 2015 and was let go in September 2022 because he supposedly wasn't the leader they wanted but yet they aren't allowing him to work within the industry because of the noncompete Agreement. Even though he found employment an hour away from this company, they sent him a letter a through a attorney, threatening legal action if he did not terminate his employment with this company.."</p>

	This is in no way affecting their company, but it is affecting our family as he is the main income earner, we have three teenagers at home, and I have been a stay at home mom with part-time work occasionally."
Ahmad	"I strongly support this long overdue proposal to ban non-competes, given that the vast majority of the world has nothing like this in healthcare, nor do the vast majority of other US industries (except physician employment). This is unethical and a disservice to both physicians and the patients they serve."
A	"I fully agree in abolishing this law. As a healthcare worker me and all my coworkers are bound by a non compete that means moving to a different city if we want to take on a higher paying job while practicing medicine. Employers should not be allowed to control the life of people once they decide to leave the job."
Faith	"I'm bound by a non compete that doesn't allow me to accept an offer in the whole produce industry because they reference subsidiaries and affiliates. I'm a credit manager I don't have proprietary information and shouldn't have to worried that I will sued WI want to better myself and change jobs. I'm trapped in a job I really don't want to stay in. This is so unfair."
David	"I have been in contract with Baptist Primary Care in Jacksonville for 20 years. The organization has unilaterally changed the conditions of my work at least a dozen times in that time. I live and work in the small town where I grew up and will never leave. I feel trapped in this organization by a noncompete."
Ozlem	"I strongly believe that banning noncompete clauses for physicians is a beneficial decision. Noncompete clauses limit a physician's ability to practice in their chosen field and can lead to a decrease in quality of care for patients. With a ban in place, physicians would have more freedom to practice where they choose and would be able to provide more comprehensive care for their patients. Noncompete clauses can also create a monopoly, allowing certain practices to dominate the field and drive-up prices. By banning noncompete clauses, competition in the medical field would be increased, leading to lower costs for patients. One potential gap in the FTC proposed rule, however, is that it wouldn't apply to nonprofit health systems, and a majority of hospital systems in the U.S. are classified this way. Finally, a ban on noncompete clauses would protect physicians from unfair contracts and ensure they are able to practice in the best interests of their patients. This is particularly important when we have significant issues related to physician burnout and shortage in the country."
Rosemary N	"I support the proposed non-compete clause rule."
Gabriel	"I fully support this! Physicians, surgeons, nurses, nurses practitioners should not be excluded from this. Physicians are being hurt by non compete clauses and many times they have to move to another city to continue working..."
Sarah	"Please do not exempt physicians"

Amit	<p>"Abolish none competes! Also for None profits!!! In a job where it restricts me from the ENTIRae East coast!!!! Medicine is unfair! Abolish it!"</p>
Divya	<p>"Hello, I don't think non-compete clauses are fair to employees. I am a physician and I have found that main reason they are used to prevent clinicians from having their patients follow them to the new organization. However, this benefits the original employer but not the patients. Patients generally prefer to keep seeing their doctor. Non-competes places the needs of employer above the patients. The clauses are used for financial purposes, but the patients needs are not considered when these clauses are in place."</p>
Koran	<p>"I am physician and I had to leave a previous practice and ultimately leave town because if non-compete. My practice was a small cardiology practice about 4 cardiologist but they have multiple offices in town and they asking a noncomepete 15 miles from each office some of these offices they rent for 1-2 days a week, one office they barely could have enough patients in that they were sending patients across town to be seen there but they deliberately kept that office because me and another cardiologist lived close to that office technically that would be a deterrent to both of us to move because it will technically put us out of work and we have to move from our houses because if non compete They threatened me that if I move I can not go to so and so hospitals close to my house because if non-compete I threatened that I will sue and question the legitimacy of this non compete but ultimately figured that it will be a lot of money and need to move so I moved to a different state worked for the VA basically because I have so much of hard time signing with a private practice after what happened Noncomepete is not used to protect any legitimate business it is just used to reign in employees and coerce them to accepting bad deals. Noncomepete is you punishment if you asked for better condition or wanted to negotiate anything It is a absolutely preposterous that is needed to protect business Absolutely no reason for it other than to reign in and force physicians to accept what ever terms the practice through at you Original Comment I am physician and I had to leave a previous practice and ultimately leave town because if non-compete. My practice was a small cardiology practice about 4 cardiologist but they have multiple offices in town and they asking a noncomepete 15 miles from each office some of these offices they rent for 1-2 days a week, one office they barely could have enough patients in that they were sending patients across town to be seen there but they deliberately kept that office because me and another cardiologist lived close to that office technically that would be a deterrent to both of us to move because it will technically put us out of work and we have to move from our houses because if non compete They threatened me that if I move I can not go to so and so hospitals close to my house because if non-compete I threatened that I will sue and question the legitimacy of this non compete but ultimately figured that it will be a lot of money and need to move so I moved to a different state worked for the VA basically because I have so much of hard time signing with a private practice after what happened Noncomepete is not used to protect any legitimate business it is just used to reign in employees and coerce them to accepting bad deals. Noncomepete is you punislunent if you asked for better condition or wanted to negotiate anything It is a absolutely preposterous</p>

	that is needed to protect business Absolutely no reason for it other than to reign in and force physicians to accept what ever shiny terms the practice through at you"
Krista	"Please pass the banning of the non compete clause. So many doctors who have worked so hard their whole lives to get to where they are are stuck in horrible jobs or situations because of these non competes and these big companies know they are stuck which give them the leverage to under pay and overwork them. Then they have to move their families to different cities to escape. These big hospital system and companies have too much power. Enough is enough."
Parth	"Please make noncompete clause is invalid. These only suppress the potential of an employee in there for the growth potential of the country as a whole."
Pk	"Non compete agreement is taking away the physician of choice from hundreds of thousands of patients every year. This must stop."
Pranavkumar	"As a hospitalist there should be no non-compete.. we take care of patients that get admitted through the ER, we do not influence the business aspect of hospital in any capacity, please eliminate the non-compete clause .."
Rakesh	"I support it!"
Roshan	" Physician should not have non compete. They should be allowed to change the job without being harassed by corporate structure just like other workers...."
Himanshu	"The non compete rule should be banned forever. Hurts the worker and reduces competition for employer. It can force people to stay in a job that they hate due to the employers l'll treatment/bullying etc."
himanshu	"Non compete for physicians can be very restrictive, anti trust and sometimes almost imprisons the physicians who can be forced to sometimes work at a hospital which is almost holding them hostage and the physician has to stay inspite of hostile environments due to family and other personal issues due to lack of choice. This has led to in many cases almost abuse of many physicians."
Sandhya	"I am a physician and life has taken us places and major inconveniences due to this particular cause. While patients would still find and follow us regardless, this is unfair to both us and patients. we all stand a right to see the physician provider that we are comfortable with regardless of who they are employed by. I even had employers threaten through written communication that they will pursue legally if I pursued employment against that clause and a reminder always comes through upon termination reminding us of the clause. And they are all major players that we as tiny representatives cannot afford to fight back. The clause is outright unfair!!"
Robert	"Please do away with non competes. As they hurt local people who work in industries and also hurt other businesses in industry. It is not fair especially in states like fl where you can get fired for anything but can't get another job in the same industry."

<p>Stuart</p>	<p>"As an orthopaedic surgeon who has been affected by a non compete contract, I applaud the move to outlaw this activity. This is anticompetitive behaviour by employers. A physician will not leave an employer if they are working in an environment that respects and supports them. Restrictive covenants are a form of indentured servitude. If you elect to resign from the company, you and your family are forced to relocate 15-50 miles away from ANY of their places of employment. In some cases, that entails moving to counties remote from your established home. Hugely disruptive and financially devastating for a family. Patients lose their established physician. Ironically, an attorney has no restrictions as to where they practice after leaving an employer in Florida. Grossly unfair situation."</p>
<p>Kym</p>	<p>"Hello, I have a friend that is a hairstylist. She is trying to open her own salon, but she signed a non compete and has to be 25 miles from this salon. Please stop this! Thank you!"</p>
<p>Alex</p>	<p>"This would be a tremendous change for our country, as well as our economy. America is built on free enterprise and the freedom of its people, or atleast, that's what it's supposed to be built on. If the FTC goes through with this, they will only be reinforcing these principles. Workers' rights have long been, and often ignored in America. Now, the FTC has a chance to make a real change. A change that will positively affect America, its families, and the economy, by greatly expanding the number of opportunities given to each and every U.S. citizen. This rule supports everything that I believe America is and what it should be about. So please, go through with this."</p>
<p>Vamsi</p>	<p>"This will be a welcome change. Will make changing jobs easier and open up free/fair market into jobs. Remove unnecessary/unfair restrictions by employers."</p>
<p>Katherine</p>	<p>"I would like to state my opposition to non-compete clauses and support legislation to make them invalid. Once serving a purpose to protect companies, they have become far too rigid and truly stifle an individual's ability to gain employment not only in their industry but across various industries."</p>
<p>Daniel</p>	<p>"My mother and I have both been locked into companies but non compete clauses. They limited our mobility and made it so that we had to choose a different field of work or state/county we could work within. They unfairly protect a company's workforce, not the secrets they should be hoping to protect. A well crafted NDA could accomplish the same outcome and it is anti competitive to continue to allow companies to trap employees this way."</p>
<p>Javier</p>	<p>"I am in favor of eliminating draconian in compete clauses that only favor employers and hamper healthy competition. I am a solo practitioner/surgeon and welcome this reform."</p>
<p>Jesus M</p>	<p>"I'm 100% in favor of banning non compete agreement it is abusive and prevents worker to get better jobs / salaries. as soon as an employee signs a Non compete, management becomes abusive and exploit the worker."</p>

<p>Sarah</p>	<p>"I first off want to start off by saying that I am not a democrat. I am a free market capitalist republican and I think that banning non compete across the country is the single best thing that the Biden administration has proposed. This should have STRONG bi partisan support. If politicians truly care about Americans and our well being, this is a no brainer. No company should have the ability to prevent an employee from seeking a job with their competitor. Banning these archaic socialist forms of over reach would truly require accountability from corporate America. For far too long companies have had a choke hold on american citizens that require them to stay in a job where they are not happy or treated properly. If someone is unhappy with their current job with their current company for whatever reason, they should be totally free to choose to go to another organization in the same general field. I read today that the US chamber is challenging this and their logic is absolutely ridiculous. No "trade secrets" or other proprietary info will be lost if this is allowed to take effect. Those are and should be patented and copyrighted. Companies can take extra measure to make sure that any info such as that is fully protected which I support. I want to take a second to touch on non competes for a specific industry and that is medical providers. This is an appalling practice which stifles patient choice and and on its face is illegal in my opinion. How in the world does a hospital organization restrict a providers medical license? Because that is exactly what non competes are in the medical field. They are prevented from practicing medicine in a state or zip code because of a contract they had to sign to get a job. The only entity that is able to restrict medical licenses is a state medical board. End. of Story. Non compete contracts are contradictory to the principles of free market which our country is founded on. If a customer is able to take their business elsewhere, than the employees should be able to take their TRADE elsewhere too. I will go one step further and say that I also think it should be illegal for a company to not tell former clients, if they call and ask, where the former employee is now doing business from. That is a company making a choice for a client or patient if this medical in nature. We do not do that in America. That is not in line with any principles we abide by. It is time that corporate america and healthcare companies put their money where their big fat mouth is. A true free market does not support non compete contracts. I also think it is within the FTCs ability to ban these under Section 5. This is without a doubt unfair methods of competition. Make sure you all use that bit about medical non competes...because it is well documented who and for what reasons a medical license can be restricted and under no circumstance can a hospital do this Just as an FYI. This same theory can also be applied to any license someone has to obtain to work. It is time for a change in this country. Any opposition to this is only because employers are afraid that they will lose the control they have to keep people working for them, even though they do not care about said employees. Fight hard for this, I know you all have great attorneys. Both sides of the political spectrum are behind you on this. Thank you!"</p>
<p>Elsa</p>	<p>"I support the FTC's ban on non-compete clauses. These clauses hold workers' wages down, stifle innovation, and harm working people. This policy will make it easier for workers to earn what they're worth because people come before profits. If you are valued then you reflect that. This includes the right to get a better job, without having to worry that your employer will punish you for deciding to leave your present</p>

	<p>position. Just like indentured servants were a bad idea, non-compete clauses in an employment contract will do more harm than good for the people it effects."</p>
Michael	<p>"As an emergency physician currently bound by a non-compete, I wholeheartedly support the unfair practice of non-compete clauses. I take great issue, however, with the exception for non-profits. I currently work for a non-profit and feel that it is unfair that my employer should keep its ability to unfairly limit my job-seeking rights. Furthermore, non-profit status these days is stretched far beyond what one would innocently believe it to mean. Please ban non-compete clauses for all employers!"</p>
Mary	<p>"As a single mother, I support ending non compete contracts... I have experienced verbal and emotional abuse from an employer knowing they have the upper hand and I have no choice but to endure the difficult miserable work environment because going to look for a healthier work environment with benefits is not possible with my non compete! Please end the non compete contracts ASAP so I can find a healthy work situation where I can grow my career in a positive direction with growth and benefits for my family rather than being stuck in a misleading situation bound by a contract that is not in my favor My employer demanded I sign the contract AFTER I started working there and since I needed a job to support my family and had already started and was hoping for the best, I felt pressured into it"</p>
Edward	<p>"Competition is the critical element that makes free markets work. It is the "invisible hand" alluded to by Adam Smith.</p> <p>Noncompete clauses are anti-competition. Competition is the lifeblood of a free market system. It lowers prices, forces all competitors to improve their products and/or services, while rewarding the best. In the aggregate it boosts profits, elevates, wages, generates more tax revenues, and raises living standards."</p>
Patrick	<p>"Totally support this rule. An individual that works diligently for many years and is then forced out to allow younger less expensive employees to take over the accounts they have built relationships with is a common practice within companies these days. So the employee is limited to either staying and being paid less or leaving and forced to take on a new role with no experience. The employee suffers and good competition is eliminated via the non-compete process."</p>
Mary Frances	<p>"So I know this will probably never be seen. But I'm a doctor and so is my husband. His company was bought several years ago and the new company has been very difficult to work with. He is a cancer surgeon and he and his current partner are the only ones in 100 miles that do the type of surgeries he does. If he could not work the care for cancer patients would greatly be affected. A new opportunity in the area opened up and he wants to take it. The opportunity would be great for him. He has a non compete with his current company who 1. Didn't help establish his practice 2. Is actively reducing his staff due to the company doing poorly 3. Is very disrespectful to him. He's a doctor he has no company secrets. Why should we have to move out of a town where we have established our lives and children for a company that is actively hurting him? Patients will suffer. The only one that benefits is a large company that doesn't have to take care of their employees"</p>

David	"I fully support the proposed rule. As a practicing physician who recently left a medical practice, I now will have to commute 2 hours per day to stay in town and work or be forced to move away or do out of town Locum work as the 2 year noncompete forces me to travel or stay in a position that no longer gives me professional satisfaction. Thank you for addressing this long overdue issue!"
Jared	"Non-compete agreements have caused me and my family increased struggles and burdened out lives. Please ban this practice"
Tyler	"Dear Chair Lina Khan, I am a Family Physician and I'm writing today in support of your effort to ban noncompete agreements. Your plan will boost the economy and directly help millions of workers, future new business owners, and people like me all across the country. I have heard many stories from other doctors about the negative effects of non competes. 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."
Matthew	"I am currently unable to work in my county as a Florida licensed Home Inspector . The non compete prohibits me from working within 100 miles and areas that they plan to do business in fir a period of 2 years. I am no longer working with this company due to scheduling conflicts and issues receiving the hours that were in my offer letter. I am part of a family of five and should have a right to work in my state without an employer telling me that I cannot. My license, my education and certifications are basically worthless now and I was sent an exit letter stating that I need to find work outside of the Home Inspection world. I beg of people to pay attention to the fact that we let employers have this kind of power and control over someone else's career path just because of fear of competition. I definitely support this ban and feel that this should never have been allowed in the first place."
Beata	"Noncompete clauses limit physicians who have dedicated their life to patient care, and in turn limit their own lives by restricting the physician from making career changes that would allow for growth, family support, and personal reasons. Current non-compete clauses force doctors to work in what may be subpar conditions and dont give them the flexibility they deserve to move to a better job opportunity without compromising pay, or many times forcing the doctor to pick up their family and move for a better life. Non compete needs to be removed!"
Gayan	"I support the dissolution of non-compete clauses. As a physician , it is an undo burden to have to completely relocate yourself and your family if you are unhappy with your employer, and no compromise can be made. Physicians should not be forced to remain in unsupportive or toxic work environments just to stay in their home."
Ilana	"I am a physician . Due to non compete clauses, I've had to move states every time I've wanted to change jobs. The public and my patients lose out because I have to

	leave them. I don't even have a clinic as I'm hospital based. Please please please get rid of non competes for physicians"
Michael	"It seems like a non-compete clause is a violation of basic capitalistic principles. Just about the ONLY power a worker has is to choose for whom he or she works. Does capital have to own labor outright?"
Joseph	"Non compete clauses provide no value to the often stated purpose to protect organizational interests without unduly suppressing future employment options. The fact is, if an employee has valuable company data they don't need to be employed by a competing organization to wrongfully disclose the data. Non competes should be banned. There are other methods to provide sufficiently negative consequences and are better suited to obtain the desired outcome without unnecessarily damaging employment options."
Dan	"Non-competes force salaries down because you can't leave and people can't entice you with better pay or benefits. I'll never sign a non-compete. Your employer can treat you like total shit, but then you're supposed to stay? No, I will not."
Karla	"I have anon compete in staffing agency I worked only 2 months and is a small agency they put me a restriction in Miami and Broward for 2 year and I close 2 accounts for this agency. That the Benedict's are very important in money increase every month. The owner send me 2 intimidates emails remind me that I can't work in Miami and Broward for 2 years for this non compete. I'm a single mother. I received another offer as a regional manager in another states Im working outside of Miami right now but I feel is unfair this non compete and even he doesn't want to negotiate and intimidate to me with a bigger lawyer company"
Lisette	" As a single mom, I fully support the ban on non competes. I have been stuck in a job with no opportunity for advancement or salary increase, all while being bound by a non compete agreement. It's incredibly frustrating to know that you could potentially work for a competitor for better pay and benefits, but you're unable to do so because of your contract. The struggle to support and provide for your children is an added stress that no one should have to bear. I wholeheartedly support the need for reform around non compete agreements, to ensure that workers are given the freedom to pursue better opportunities and improve their quality of life."
Sionis	"This rule has been a long time coming. I have worked as a contractor for over 25 yrs. And one thing that very much hampered my growth was/is the Non- Compete Clause Rule (NPRM) If this rule passes, then it will be a great day for those of us that had to take a job and got stuck not being able to move onward and upward because of the fear of being sue. ."
Nicklaus	"I believe that non-compete agreements are a danger to small businesses as myself I've been with the same accountant for years and she's no longer with that firm. But, due to a NC, I'm no longer able to utilize her. I've never heard from the firm after her departure and nothing has been done with my files. It's become hard to find an

	<p>accountant that will take on my multiple businesses right in the middle of tax season. Non-competes only hurt the consumer."</p>
Leo	<p>"I can't begin to tell you what detriments non-compete clauses have done to my career. What gives the right for a company to tell me what to do with my life? What gives them the right to say I can't work in my chosen field where I live? After years of dealing with this dilemma, I support banning them, non-competes, like California has done. Give the rights back to the American workers!"</p>
Eduardo	<p>"I support a federal ban on noncompetes. We're currently in a physician/medical staff shortage. Non-competes are an undue burden and lead to physicians/medical staff 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>
Brian	<p>"I am against no compete contracts. It robs a person of their livelihood, and their ability to make a living in the area of their dwelling and family. Often times it leaves customers in an uncomfortable situation, where they no longer have the services they desire because they cannot freely function in the market with the person they are most comfortable with. Please make a common sense decision and ban all current and existing noncompete clauses."</p>
Charma	<p>"It is unethical and unwise to force healthcare workers into non-compete clauses. It prevents providers from diversifying themselves and the healthcare system. It enables facilities and companies to be unsafe and abuse their staff because they are less able to leave. It can uproot workers who are forced to relocate instead of choose somewhere near them, raising risk of burnout and worsening the ever-present issue of physician burnout. We need to regulate companies so they cannot abuse these people integral to our health system. There is no health system without the actual providers and caregivers. Protect them like they protect you."</p>
Mary	<p>"Dear Federal Trade Commission, 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. I am a primary care physician and due to a current noncompete clause will not be practicing primary care for at least one year. With the long wait times for primary care and shortage of physicians in general this has a large impact on my local community. 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</p>

	<p>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."</p>
Kayla	<p>"I recently left a staffing company I was a branch manager with and they sent a demand to comply to my new company on my first day of employment! The non-compete that I signed is making it impossible for me to do my new job because I cannot touch any clients I did business with in my old company, even though the services are slightly different that we offer. It is hindering my ability to do my job and make money. I left my old job due to poor management and direct favoritism. I should not be punished."</p>
Elizabeth	<p>"Non-competes only help the hospital/corporations. Healthcare workers are leaving in record numbers. Removing non-competes can revitalize the work force. This is the governments opportunity to show they support the worker - REMOVE ALL NONCOMPETES"</p>
Alfredo	<p>"As a small business owner and startup co-founder, I very much recognize the arguments made by certain entities and individuals about the IP protections and legal benefits that come with non-compete agreements. However, I believe that NCAs are ultimately counterproductive toward general innovation and progress across business communities. NCAs also disproportionately impact lower-income and low-skilled workers who, unlike higher-income business executives, cannot leverage their way out of NCAs nor trade up skills or knowledge as easily as other workers. I strongly urge the FTC to ban NCAs for all workers. If a compromise must be taken, then I urge them to ban them for low-wage, low-skill laborers, at the very least."</p>
Lu	<p>"I worked with a Multi Level Marketing "MLM" (Young Living) who has made it impossible to share any other MLM opportunity regardless of if it is competing or not. A fellow friend is a naturopath practitioner who offers multiple modalities. When she shared another non-competing health supporting modality that happens to be offered in the MLM structure, they terminated her. The first reason was because she offered a product that was competing. When she proved to them that it was not competing, they claimed that the "Intent of use" of that product was competing. When she pointed out that the product shared is exactly like another company that they allow others to share that they consider non-competing they changed what the term "non-competing" means and that it was because instead she offered a competing BUSINESS OPPORTUNITY to their customers. This was not the case at all since she never offered the business opportunity at all in the one post, nor the one email she sent that got her terminated. Now she must wait 12 months to even share this other product with anyone. As a practitioner this is harmful to her practice, to her clients, and also to her ability to make a living. In this day and age where most people are purchasing online, it is not right to have these non-competes in place. People need to have freedom to purchase and sell what they choose to. MLMs should not be under different rules just because they have an opportunity attached to them. People should have the right and freedom to share what they want to share if it works for them. Please consider banning non-compete clauses for those in the MLM workspace"</p>

Shannon	<p>"While I have been fortunate enough to avoid non-competes through contract negotiations, I have seen many colleagues who have not. I have had colleagues who have needed to leave a place of employment, but had to either uproot their family or face a significantly burdensome commute to find new employment outside of their compete radius. When an employee or contractor feels the need to leave a work, they should be able to obtain new employment wherever they can. Non-competes cause a necessary burden for workers, and should be eliminated."</p>
Juan	<p>"Non compete clauses are unduly cruel, unethical and nearly immoral, especially in a day and age where market and personal freedom rule. Non competes allow big corporations to destroy people's lives, in the healthcare field a large established practice or hospital will seek to harm an individual physician, his/hers family, children and personal relationships, more importantly it also affects proper continuity of care and patient physician relationship deeply. Sure patients can see another physician, but not without struggle to bring their care up to date and many times with poorer rapport. I think non competes are quite unnecessary given the fact that there are plenty of patients for all to go around, when you call a practice and the next available new patient appointment is 2 months out it speaks volumes of how unnecessary it is to remove a physician from a 20 mile radius, which if multiple offices exists can become 100 miles in the blink of an eye. Please remove this arcaic practice and allow for the best to succeed over the big."</p>
Darin	<p>"Non-competes hurt workers significantly. They're often so broad in scope and employers use them to bully employees. Even if you're not directly competing, I've had to sign non competes that basically include my entire job I do, which is generic. I absolutely agree that the FTC should ban non competes and rescind existing ones. This will be a huge benefit to workers."</p>
Raja	<p>"As a physician, at the present time, I do telemedicine for an online psychiatry corporation in Georgia on a part time basis. When I applied for another part time telemedicine position for a different corporation in Florida (to treat patients only in Florida), I was told that other corporation in Georgia is a direct competitor for this corporation (in Georgia and Florida) and they would not hire me for that reason. I feel it is an unfair restriction on my ability to practice wherever I want. I am wondering if this new mule proposed resolve these types of restrictions. Thank you."</p>
Kent	<p>"Are noncompetes are fair? Seriously? I told an employer I needed a hernia operation and couldn't travel for several weeks. Unfortunately, I told them verbally. Let go 3 hours later and then they blocked me from taking a job with a competitor. I spent \$5k on an attorney to try to negotiate with them. Really, this is fair? It nearly financially wiped me out as it took over a year to find another job. I almost moved to CA to stop this nonsense...."</p>
D	<p>"As a lifelong educator, business owner, entrepreneur, HR consultant, and head of household during the hiring process I have had several employers seek to impose a non-compete clause over their employers or consultants. Over the years I have signed non-compete but understand under no circumstance will any organization's policy documents, etc. prohibit me from advancing my career, and business goals, or</p>

	<p>increasing my revenue by what I create to appropriate well-being for me and my family. It is shameful that organizations think employees should create for them but wants to stop when an individual create on their own. My creativity belongs to me and not an organization and will not stop me from moving forward in the same industry with business, patents, products, and services. Organizations actually seek individuals from the same industry then they try to stop individuals from advancing their careers. No one has a monopoly on another person's career. A non-compete is unethical and should be banned because individuals will always do what is best for their career path and increased revenue."</p>
Douglas	<p>"Employers use non-competes to coerce employees into staying employed. Employees are not "competition." They're employees. These clauses make it impossible to leave a job without moving, selling a home, upending a family. The clause is not about competition at all!"</p>
Etoshia	<p>"For it"</p>
Daniel	<p>"Yes please eliminate the non compete. It is unfair to employees. I have been hurt and continue to be hurt by non compete clauses."</p>
Louise	<p>"I am a taxpaying US citizen. This proposal needs to pass unanimously. Current non-compete rule is preventing my freedom to choose the firm that represents myself, my husband and my company regarding accounting and income tax (and has for more than 10 years). Please understand the hardship on those that can not compete as well as those of us who should have the right to choose who represents and takes care of us."</p>
Martina	<p>"I believe non-compete clauses result in an inequitable balance of power between the employer and employee. Clauses such as these foster an environment of discrimination, unfair wages practices, and bias against promotion for those who want to continue living in a specific region or want to continue working in the same field of expertise. I support this proposed change."</p>
Kendall	<p>"Definitely support this idea. The rules for non-competes are too vague and discourage people seeking better opportunities within their own field."</p>
Marimer	<p>"I support banning non compete"</p>
Rick	<p>"No one should be required to sign a non-compete contract. Any exception should require a lawyer representing the employee (of the employee's choosing and paid for by the employer) to review any such document."</p>
Donna	<p>"Please ban noncompetes for physicians We are increasingly held by private equity. If we leave they have deep pockets to prosecute us. Our kids would like to stay in their community and schools.. We need to stop being punished for doing our jobs so well, that entities want to prevent us us from providing the sevice for ourselves or someone else. We implore you to give us back this small inch of power"</p>

<p>Afonso</p>	<p>"No compete has hurt my career. I live in the backyard of one of the largest gi practices in America named gastrohealth Either you work for gastrohealth or you suffer the lifelong conflict of interest of working for a hospital. There is no other option, no gl doctor can survive in a solo practice around gastrohealth. We need to end monopoly! We need to be free to work anywhere we wish."</p>
<p>Stephen</p>	<p>"As a physician I think it is very important to abolish non-compete clauses. It not only hurts patients by restricting access to care but also physicians who devote themselves to the community they would have to move out of if non competes exist. Furthermore it gives healthcare corporations unilateral control over physicians who can't push back on business decisions that aren't in the best interest of patients. If a physician stands up to these healthcare corporations the could find themselves without a job and having to move out of the community they serve/love in order to find gainful employment. Non competes are predatory and allow companies to make decisions that are in their best interests not that of their employees without any recourse from their employees."</p>
<p>Jasmine</p>	<p>"I signed a contract as a physician in Florida for a position as a hospitalist, a primary care physician solely sees patients in the hospital setting for acute inpatient care. The contract had a noncompete clause that I should have never signed. After realizing I had more holiday coverage than colleagues without increased pay and again no bonus pay which was previously told I was on track for, I gave my three month notice. I live in a small city where there are only two hospitals within less than 10 miles of each other. The non-compete states I cannot use my medical license to any degree within 25 miles of any clinic (they have clinics all over the area, extending over 30 miles from where I live). This has kept me away from my home where my family lives for extended periods of time. It has prevented me from serving my community and I plan to fight this non-compete once I save enough funds to secure an experienced attorney. I hope that this rule is passed not only for myself but to protect others who are only trying to make a living in the communities where they live and are being bullied by employers whose main objective with these unfair and heinous non-competes is to use fear tactics to retain employees."</p>
<p>Jonathan</p>	<p>"I think this proposed rule is a positive change for workers in the United States. When I was a business owner I avoided non-competes because I felt it was unnecessary to expect to limit competition through the workers who were helping me grow my business. The best way to limit competition is to be a better employer by paying competitive wages and constantly innovating the way you offer benefits to a worker. The most loyal workers are workers that are well paid and feel appreciated. Non-competes are also all over the place and enforced differently state by state which is very unfair."</p>
<p>Lin</p>	<p>"Please, BAN the non-compete clause from contracts there is continuous "bait and switch" for many industries including healthcare stop enforced indentured servitude. Outlaw non-compete clauses in contracts."</p>
<p>Jorge</p>	<p>"As a family of two physician doctors with small kids, I believe that non-compete clauses have significant negative impacts for the physician who signs them; that</p>

	<p>surpass any negative effects a hospital may have from losing the business of one physician. The most important negative effect I see is that most of these non complete clauses force the physicians to uproot their families and leave town because of the radius in which they are banned from practicing. There is no real negative effect to the practice from one physician leaving. Patient's will continue to go to the hospital or practice to get their care. Specifically, in my practice which is radiology, a patient will continue to go to the same center to get their imaging. In general patients don't seek to have their studies read by a specific physician. Me leaving the group, to join another group in town has no negative effect to their practice. Having non compete clauses also decreases the need for a hospital group or practice to compete to retain their best people. I believe down stream consequences of this lead to decreased quality of care overall, although difficult to quantify. A specific example is a general surgeon friend who maxes out his salary and RVU based bonus before the end of the year because of the quantity of patients he has to see. Once he maxes out, he continues to work essentially for free until the next cycle begins. Those three or four months he continues to have the same day to day responsibilities but does not get paid the additional work, while the hospital continues to bill for his care. Although he continues to provide the best patient care, there is no incentive to continue to go above and beyond to see the large influx of patients coming in. He's brought this issue to the administration during contract negotiations over several years but they have not increased his base or bonus structure. I believe this is directly tied to the control the hospitals have with the non compete clauses. Because my friend has a growing family and a strong community here he has decided to stay. Otherwise, in order for him to work and provide for his family he would have to leave town until the 2 year restrictive clause expires. That is why I strongly agree with the proposition to ban non-competes. Banning noncompete clauses allows competition between employers, so employees can be part of the companies they want to work for without fear they are hurting their future selves, by being limited to one employer. It allows communities to stay intact so they can grow and flourish. Doctors shouldn't have to leave town or the state to be able to provide for themselves or their families. Patient's also shouldn't have to lose a trusted physician because of these clauses."</p>
Luis	<p>"I would to thank the current FTC administration for taking on the subject of non competes. As a sales leader for my organization, I feel 'handcuffed ' to my organization. I had an attorney review my non compete and his words were " the language was tight and it would be costly to fight". In order words, if I would find a better opportunity to provide for my family In an industry I have served my entire adult career (healthcare) I would not be able to do so. I absolutely hope that non competes are abolished and cannot come soon enough. It would be great to understand once it is agreed upon, when can it be implemented. I understand the 180 day rule, but is there an approximate timeline? Thank you again so much in behalf of my entire family!!!"</p>
Yasaira	<p>"Physician should be included in the noncompete group. We have a shortage of physicians we don't need noncompetes interfering with patients care and access"</p>

Thomas	"Non-compete clauses hinder workers from advancing their careers within their respective fields. When threatened with regulation, corporations proclaim they choke the free market and unfairly restrict business. These non-compete clauses are a restriction on the market of labor. Make them illegal and restore a some power and bargaining back to workers."
Francisco	"I am in favor of banning non-compete clauses and voiding the ones existing in current employee agreements. I work in the working capital and lending industry, sales department. There is NO trade secrets in lending!!!! I have the impossibility of going to work on another office basically for life according to one attorney - that said that the clause on my agreement is so aggressive they can follow me for years."
Rusty	"It's not fair to average Americans that they can't go to work at another employer in the same field."
Gregory	"Non-competes unduly limits worker pay, job growth and skill development. Worker non-competes inhibit innovation and denies the consumer the best value for their money."
Brian	"Many people are forced to sign a non-compete as a condition to start a job without really understanding what it means. It's a bit of a bully tactic from employers & should be eliminated. In a free market, this should not be a limiting factor, especially since many non-competes say you cannot work for another company in teh industry even if we fire you."
Brad	"It took hundreds of hears to lift the United States out of slavery, and several more decades to finally protect paid laborers. Allowing rich companies to control when and where I can work is not a free market of labor, it is indentured servitude. Please control this scourge of backstepping our history and ban non- compete clauses."
Lance	"Non competes should be banned."
Heydi	" I signed a non compete with Hand and Stone spa in Lakeland Fl in December 2018. At the time, I was fresh out of school, desperate for employment and had no clue what a non compete agreement was or how it would affect me in the future. Fast forward, I left this spa in July of 2022. My non compete stated I couldn't work for another spa or as a sole proprietor for a period of 6 months after I left and within a 10 mile radius. Lakeland is a small city, so 10 miles is pretty much the entire city. I would have had to travel over 30 miles to another city for to work. So I had to work in secret for myself. After 7 months, and once my non compete had expired. I received a cease and desist letter from my former employer asking me to stop working and since they believe I violated my non compete I must comply and start the 6 month period all over again. I had to hire a lawyer to help me which is costly. I worked hard for my former employer, sacrificed my time, extra hours, and many days off. After all I did for them this is how I am repaid. Non competes restrict people from the earning a higher wage and becoming entrepreneurs. They want to confine us to a limited income status so that only they can profit. They instill fear. Please ban non compete agreements in the future so that others don't suffer like I am now. I have a family to

	<p>provide for and now I am unable to work in the only field I have worked in for the last 5 years. It's so difficult to gain employment in a different industry when all you have done for the last 5 years is worked in one particular industry. When I worked for the spa I was underpaid, overworked, and in a hostile environment. Working for myself has been a blessing and my dreams of being a business owner came true. Now I have to put my business and my life on hold to satisfy another's greed."</p>
<p>Jack</p>	<p>"I am a professional broadcast journalist subject to a non-compete agreement with every employment contract I have ever signed, which is the industry standard. I understand the need for contractual agreements with on-air talent and some off-air talent, but non-compete agreements have historically offered nothing to employees besides restricting where they work, and how much money they are able to earn while giving large corporations and ownership groups the ability to offer small raises and few benefits knowing that employees would have to completely relocate if they wanted to seek or accept another opportunity. I support the FTC's proposed rule change relating to the elimination of non-compete agreements. In my 10+ years of experience in my industry, I have never been privy to any trade secrets that are not already made publicly available by the time I learn them, which has always been cited as the primary reason for non-compete agreements in the first place. Additionally, organizations claim to make major investments in on-air talent like myself, thus presenting the need for employers to restrict our ability to seek or accept better opportunities at competitors in the same city. This hinders my ability to negotiate employment agreements that adequately consider my needs and those of my family. As everyone across all industries know, sometimes change is needed and employees want to seek other opportunities for various reasons. With a non-compete agreement, I would be prohibited from working in my field in the same city for a period of one year, thus forcing me to stay employed at my current job unless Pm willing to move to a new city - which is often challenging in and of itself. Additionally, because so many people work under long term contracts, the timing of finding a new job is already challenging and adding a non-compete agreement makes it virtually impossible to seek jobs outside of your current one until the stars align. I feel that removing noncompete agreements would force employers to negotiate in good faith with workers, and encourage more open dialogue between them. It would also foster more creativity, allow companies to hire from a more diverse and readily available pool of talent, and increase worker wages by promoting healthy competition. There is nothing accomplished in a non-compete that a non-disclosure couldn't also do. Our industry is a challenging one in which to work. It requires moving every few years in order to advance. But as with so many things, television companies and stations change frequently. As such, working environments, managers, and priorities change while workers are left with their hands tied by complicated non-compete agreements that make it fiercely challenging to pursue better opportunities. I hope the FTC will adopt this nile change for the betterment of employees in my industry and across business sectors everywhere which will surely see a rise in wages, creativity, and ultimately success for employers once we are all able to operate on a level playing field instead of having to move across the country, away from family, or pick our children up mid school year to seek an opportunity that might exist just down the road. Please pass this rule change."</p>

Jay	<p>"I agree non-compete clauses should be abolished. I am a physician and have had a variety of businesses. I was forced to sign a non-compete agreement during my initial employment. However, I have refused since and never asked any others to do so. Everyone has the right to considerably advance professionally to bigger and better opportunities. The only exception might be when an employer fully trains and invests (time and expense) in an individual to provide entirely new skills and experience."</p>
Adriana	<p>"I agree with this ! Say yes to non competes its unfair to shackle people to one income when they have families to support especially if they have dreams of having their own business. People should be free to build their future"</p>
J. Matthew	<p>"I am in complete agreement with doing away with non-compete clauses. Not only do they stifle innovation, but in my field, medicine, they can compromise access to care by artificially limiting physicians who can practice in a certain area. The argument often used in medicine for using them is to "protect business secrets". After practicing in private practice medicine for 15 years, I can say with certainty that there are absolutely no "secrets" of "sensitive" information that one physician can pass to any other groups because the practice of medicine is the same in each instance! It is in the by far more in patients best interests to be able to preserve any physician patient relationships that may have occurred than it is to protect any "trade secrets" that simply don't exist in the first place."</p>
Angus	<p>"I support it because it helps workers have more leverage in negotiations, as it means that a company has to actually pay competitively to retain a person over making them sign away that ability"</p>
Julieta	<p>"I am a medical doctor and a surgeon. It is my personal experience that noncompete clauses reduce patients access to medical care. I left my private practice of 8 years after it was sold to an * *out of state* * private equity corporation. Due to the noncompete clause, I cannot see my patients, some of whom are in a rural setting. They have not found a doctor to replace me, those patients now have to drive for hours or wait for months to see a subspecialist and even longer to schedule their surgery. How can an out of state corporation walk in after 8 years and sue me for continuing to take care of my own patients, who I have built relationships with over years? This is my community, it is a practice in which I am very invested, and I built with my work. This has resulted in me leaving the state. I know countless doctors in this position. My husband is a subspecialty pathologist, he was offered a job with a practice reading slides mainly for the diagnosis of cancer- his noncompete was written that he could not work in ANY STATE from which he received a specimen. This was almost 30 states! He passed on that opportunity. While we know it is an unreasonable and non enforcable clause, what individual doctor is willing to legally take on these huge corporate entities? It is intimidating, the legal fees world bankrupt us. We have since left the state."</p>
Joanna	<p>"I believe non compete rules need to be revised from a past experience. My son is special needs and I had a waiver support coordinator in state of FI which is in regular business a case worker. He has this WSC for over 10 years. We had a excellent report with her as a solo provider. When the Agency for person's with disability</p>

	<p>through legislators, forced everyone into no more solo providers but 4 to make an agency. I went to court to testify that state has a "FREEDOM OF CHOICE which the court denied to the solo third party workers and gave the original owners of agency permission to a non compete clause with out parents being made aware of. So when my case worker wanted to leave to another co or start her own she was forced to leave some of the consumers behind. We were forced to stay with that assigned agency and they gave us a new case worker who we never saw or heard from until that day in court. I told the judge I have never met the new case worker until today in conversation telling my story she was listening and came over and said you mentioned my name. She is herself, and agency she worked for, where her area was. Her are was 4 hours away. She never knew the agency was billing for her from my son's funds. First illegal, secondediciad frudad. The judge agreed it was a misunderstanding instead of fraud. The co was told to replace the funds to son. Do better training But the judge did tell my case worker you signed a non compete therefore you can't take the consumers for 1 year. After that you can have them transfer. But I left that co and went to someone different and stayed with them since. Non compete clause cause more trouble for the consumer then the businesses and this is why they should be allowed. They people are not staying because of the co but the dedicated workers. If worker leave for promotion, better pay, better co we should as freedom of choice be able to leave too. We don't sign contracts. If an employee leaves for cause then it should be brought to the consumers attention why? Especially to vulnerable consumers who most have guardians. Theft, abuse, over charging for work, not showing for work. If you worked for any other business you would not have non compete. I had a lawyer who left firm for car accident. I kept that lawyer who left in mid stream because he knew the case. We were asked if we would like to be released from that firm. Common courtesy and I could have left without permission but they were kinda notified us he was leaving and we could be reassigned or leave."</p>
I	<p>"I've been stuck without work because of NC rules, it's so weird and evil, not sure why this was ever allowed! if another company can pay more ide like to leave thank you! NC — Slavery loophole!, government please fix this, thank you."</p>
Patrick	<p>"Non-Competes mean I can get fired, lose my source of income, and not work in a career I have spent 20 years working in. They are tools for big business to bully individuals burying them in legal fees. Whether it is enforce-able or not doesn't matter when your defendant can't afford a lawyer."</p>
S	<p>"Lets get Rid of non compete in healthcare to make it easier for physicians to practice where and hiw they want to do it."</p>
S	<p>"Restrictive covenants have been used unfairly to limit individuals' abilities to practice their chosen profession. They stymie true competition for services and unfairly prohibit individuals from working in their desired location (usually near their home). In my humble opinion, our ability to choose where and for whom we work is a core value to our economic freedom. The very essence of non competes/restrictive covenants undermine that. They prevent us from seeking jobs with higher wages or better work environs. In particular this is hurtful to struggling families that would</p>

	<p>otherwise benefit from increased wages, especially this past year with inflation pressures on goods and services. Furthermore, business owners in need of upcoming talent often run into roadblocks when individuals have restrictions from current employers. This can lead to unnecessary and costly legal proceedings. I whole-heartedly support the removal of the non-compete. I am confident this will allow for greater economic growth, empower the workforce with more choices and encourage fair competition."</p>
Sarah	<p>"Please ban noncompetes! These prohibit physicians from moving hospitals and in doing so limit patients access to care and physician autonomy"</p>
Ma	<p>"There is no reason for an organization to place restrictions on where physicians can practice. The only reason is their insecurity and their wanting to prevent competition, which serves absolutely no purpose in providing better patient care, only hinders it by frustrating the physicians due to the employers' unfair practices. It benefits no one other than the employers (in lining their pockets)!"</p>
David	<p>"I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200. Non-compete clauses in contracts are unamerican. Such clauses limit the ability of employees to seek new job opportunities and can create a barrier to entry for people seeking to work in certain industries. Therefore, it is imperative to support laws that prohibit non-compete clauses in employment contracts. Firstly, non-compete clauses limit employee mobility, which is essential for the growth of the workforce and the economy. By restricting an employee from working in a similar industry for a certain period, they are unable to explore new opportunities, grow their skills, and gain valuable experiences. This can cause them to feel trapped in their current job, ultimately leading to reduced job satisfaction and motivation. Furthermore, it can negatively impact the industry as a whole by reducing the pool of skilled employees. Secondly, non-compete clauses can cause undue hardship on low-wage employees who may have limited job opportunities. Such employees may be forced to accept non-compete agreements in order to secure employment, leaving them unable to seek alternative job opportunities if their current position does not work out. This can create an unequal power dynamic between employers and employees, leading to exploitation. Finally, non-compete clauses can also stifle innovation and competition, leading to negative effects on the economy. By limiting the ability of employees to move freely between different companies, innovation is hindered as employees are unable to share their knowledge and expertise with other businesses. This, in turn, can lead to a lack of competition, ultimately resulting in reduced efficiency and increased prices for consumers. Furthermore, the use of non-compete clauses in the medical environment further drives the cost of healthcare and the rate of physician burnout (already at all time highs). In conclusion, laws that prohibit non-compete clauses in employment contracts are essential to promote employee mobility, reduce exploitation and medical provider burnout, and foster innovation and competition. By supporting such laws, we can create a more equitable and dynamic workforce that benefits both employees and the economy as a whole."</p>
Sandra	<p>"We have recently experienced the "non compete" as my husband having had enough of the company that bought his place of employment went and found a better</p>

	place to work. Upon meeting with the personal manager and giving his notice he was informed of a non compete "agreement " he was in and that he would not be able to work in his field of expertise. They did that with a smile, as they knew he did not know. This corporation is very dishonest and doesn't treat their people well. I wondered if we had moved to China , surely this is not legal in America , 7000\$ later we find it must be"
Brandon	"I am strongly against the non-compete agreement and hope that it gets changed as people should not have to change their professions because of it!"
Christopher	"Sounds look a good idea. It should hopefully promote competition between corporations."
Jeremy	"I hope for all the families put there that this ban goes into affect. I have been unemployed since November because of a non-compete agreement that prohibits me from working in the trade that I have been working in for the past ten years. The non-compete states I cannot work with a different company, nor start my own business and I cannot do the type of work within a 30 mile radius. The company that had me sign the agreement is nationwide. I just want to be able to provide for my family again."
John	"Thank you for recognizing the importance of this significant employee issue. As a physician, I see the extreme levels of frustration and burnout in my peers. These feelings seem to be compounded by feeling "trapped" by employers. I work as a pediatrician in a large system in a large urban city, but I know that if I wanted to leave my current employer I'd have to leave this area of the state, requiring me to sell my home and move my family (including requiring my spouse to change employers). There is no reasonable need for employers especially large corporate systems to have this inequitable bargaining power to limit our rights to work."
Angelia	"People should be able to work for whomever they want. If they can find a better job elsewhere, they should be free to take it. Anything else is involuntary servitude. The idea that a company can tell you that you cannot use your skills with another company, for better pay, is absurd."
Rajendra	"There is no world in which these non-competes make any sense or help any patients. They are designed to stifle competition and control markets in healthcare. Our best hope is for these rules to be done away with."
L	"I strongly support a ban on noncompete agreements. Noncompete agreements result in local monopolies, which mean higher prices and worse service for consumers. A truly free market is one in which consumers have a choice between many competing companies."
Eileen	"This ruling is important and a long time coming. I've seen non-compete documents that include anything the employee invents on their own time, even if it does not

	<p>relate to the work they do or their role with the employer. This needs to stop. I applaud this effort."</p>
Shaina	<p>"This bill should be passed. I built a strong relationship with hundreds of clients. I was the only accountant they knew in my office and because a new shareholder bought in, that did NO work and spent all of our money, I left and cannot retain my clients. They are extremely mad and seeking my services on a weekly basis."</p>
Brian	<p>"I am a physician working in a large healthcare system. Our hospitals cover a nearly 100 mile radius. My non-compete clause prohibits me from working in up to 3 counties in south Florida. Most physicians sign their contracts with no option for negotiation on the non-compete coverage. This provides an unfair advantage to hospital systems and employers and forces physicians to move to extended distances away from family and friends in the event of contract termination for almost any reason. This anti-competitive practice must come to an end."</p>
Edward	<p>"I fully support the ban on non-competes. In my experience they are an unfair burden on workers and have personally prevented me from pursuing opportunities that would have allowed me to advance my career and make a greater contribution to the economy."</p>
Martin	<p>"In November of 2023 I'll be 83 years old & have always worked Full time (even at my current Age) & intend to work until I medically can not produce or drive to my office (22 miles each way)- I'm a Full-time Insurance Agent in Florida (I work in my office in Naples & Live in Estero-The Agency I work for has a new owner (about 2 years ago) & if I (We) didn't sign the non-compete we'd of lost our position-In the contract it says within 100 mile radius I can NOT in any circumstance work as an Agent even though I've been one since 1977-Its basicly all I know-My wife is 75 & I have a Step Son who's on Medicare Disability (He does wk pt time wheeling wagons in a Publix parking lot) I'm the only source of good income (we are on Social Security) The Person who owns the Agency is very difficult & always threatens Agents if we don't put more applications through- -There are other Insurance Agencies in my area that would want me to work for them & regognize the Value I bring to any Insurance Co-- I've been awarded Numerous Company & Industry Awards & I can sill do an Excellent job--I've got lots of Clients that come to me every day for advice & help in getting them the Proper insurance & Based on her Non-Compete contract I'd have to stop working therefore stopping any income which she claims she would go after. Even though we would have a tough time in paying our bills nor living a lifestyle that I worked over 40 years to achieve-This is totally unfair-I've earned it--I've also as a Human being earned a right not to work under honorable threatening conditions--If I had stolen anything Or committed a felony I might understand but this is NOT right--I'm not the only one-My compensation is on a 1099 (Non-Employee) & yet she holds all the cards-This is a Free Country & considering my age I know I deserve the right to work in a business that I've worked in for almost 50Years- -50 Years & now I can't work?? TOTALLY UNFAIR"</p>
Christina	<p>"I am strongly in favor of eliminating no compete agreements as a condition of employment, termination, or resignation. No company should have the power to</p>

	restrict an employee current, former or future from working for another company in the profession of their education, training and experience."
Daniel	"Speaking from personal experience as I am currently restricted by such a document. I should not have to jeopardize 1 yr of salary just to leave my company and stay in the field I have been in for 35yrs. Please pass this!!"
Rashmi	"I am a board-certified, family physician in practice in Florida since 2000. My onerous noncompete/anti-competition clause in my contract with a very large hospital system prevented me from continuing to practice medicine when I decided I no longer wished to be an employee with rapidly changing priorities. I would've had to upend my entire family if I wanted to keep working as a physician. Two years ago, I made a very difficult decision to leave clinical medicine, because of this noncompete clause. Big hospital systems already have too much power. This power over the lives of physicians is unethical and should be banned."
Rashmi	"The non compete clauses should be eliminated from physician contracts. Big hospital systems take advantage of physicians and essentially hold them hostage with these rules. They should be illegal."
William	"Non-compete clauses are in practically every physician contract and serve to prevent the physician from leaving practice to serve patients in a locations within a county radius in some circumstances or a certain mileage radius in other circumstances. I understand that there is some degree of cost advertising and credentialing involved in hiring a physician but these non-competes never even sunset and these non-competes are used against physicians to keep them locked in to the salary in the contract they signed. I was hired by a large hospital organization to work as a primary care physician and was given a salary consistent with 7 years of work experience. Then cost of living rose dramatically in my area and hiring of physicians to the area became more costly. The same hospital organization then hired a new doctor to work in the same practice I was working He was just out of medical school and had no prior experience. He was given a starting about 15-20 percent greater than me in addition to a signing bonus. When I asked for a raise I was denied. I think some employers use these non-competes to keep salaries the same because employees have no other options."
Gregory	"As a physician , I'm disappointed that there is consideration not to protect me from predatory contracts."
Richard	"Please approve the Non-Compete Clause Rule. Non-compete clauses stifle competition in the market. They also turn employment especially for low- wage earners into captive employees akin to indentured servants."
Mike	"Please repeal all non-competes. These are antiquated rules. People sign those sometimes against their better judgment, but need the job being offered. A non compete should never be part of a persons contract for the duration of their career. Please move forward on eliminating non competes."

Sherryl	"This should definitely be banned there has been professionals unconvinced by working great distances from home or completely different states due to non compete clauses. This is unfair and it is a punishment for not wanting to stay with a practice or company"
Christopher	"I am an employed Physician in the South Broward Hospital District of Florida. I would like to leave to open my own practice as I am not being fairly compensated compared to my peers. However, the contract I had to agree to stipulates a 1 year non compete in all Broward with an additional 5 mile halo around it. How am I supposed to go that far away for a year when my home, family and entire patient practice is in Broward?. It forces me to stay or leave and struggle significantly for a year. It's just not right."
Robin	"Please remove this egregious non-compete rule from standard employment contracts. It is being used overused and inappropriately. Protect America's workforce."
Christopher	"I was recently informed of the lobby efforts of hospitals to add an exception for healthcare workers. As a physician , I find this to be an unacceptable modification. Non-competes in healthcare lead to significant hurdles to practice, and force many physicians to uproot their families if their work situation becomes untenable. It gives unreasonable power of hospital executives over healthcare workers and should be abolished. To make such an exception immediately after the pandemic when healthcare workers were pushed to the limit by hospitals that continued to make record profits would be a grave insult."
Kathleen	"Non-compete clauses make it harder to move on from a job that underpays or mistreats you, by allowing your former employer to sue you if you go to work for another company in the same industry. The FTC estimates that banning non-compete contracts would open new job opportunities for 30 million Americans and raise wages by \$300 billion per year. This would be particularly important for people who work in the fast-food industry, where wages are often inadequate to live on, but employees are very often mistreated and not allowed to go to work for a different franchise because of existing non- complete clauses in their contracts."
Kathleen	"The proposed ban on non-compete clauses is an EXCELLENT idea, and will give workers more freedom to move to a better job. Thank you for proposing this."
M	"I fully support ban on Non-Compete clause. Thanks for reading!"
Kay	"Please ban non compete clauses for physicians . The only person those help are the CEOs of corporations forcing practice geographically restricted physicians to practice in suboptimal work environments (poor staffed, understaffed, inadequest support systems etc). At the end, its patients that suffer."
Sunay	"I am a physician and need to relocate my entire family due to a non complete clause. This decision will affect my wife's job and 3 children in school. Non competes

	<p>prevent employers from fostering a good work environment because they are in control if you don't like your job. Only options are to continue a poor job or relocate the entire family. Employers should be encouraged to foster a great work environment so employees stay long term. Instead Non competes force people to stay in jobs with less than desirable work environments since many cannot relocate their families. Let's end Non competes and force employers to improve the work environment to retain their employees."</p>
Nirmala	<p>"Taking away non compete is a must .. so physicians will practice freely and willfully."</p>
Andrew	<p>"I have recently transitioned from an academic emergency medicine faculty position at a state university associated health center to independent contractor status in a busy community emergency department. In a world in which corporate ownership of my professional work is a constant threat, this Non- Compete Clause Rule is a sign of sanity in an increasingly depersonalized and alienating work culture in the United States. Corporate entities do not have families, they do not live in communities, they do not put down roots, and they do not have their employee's best interests as a founding, fiduciary principle of their make up. Through non-compete clauses and conditions of employment they can determine where and how their employees can live-- when and whether their employees must make their children change schools or find new care facilities for their elderly parents. In a playing field already tilted overwhelmingly in favor of business, non-complete clauses are an unnecessarily powerful tool used to control employees by forcing them to choose between a potentially unfavorable or exploitative work life, and uprooting their personal lives and the lives of their families by enforcing often arbitrary geographical limits on that employee's ability to look for alternate employment. I am in favor of the FTC's proposed rule to eliminate non-compete clauses, and support this rule."</p>
Kavita	<p>"I am writing as a physician in support of the FTC proposal largely opposing the noncompete clauses. I have felt that these are used by employers to intimidate workers and physicians into remaining in positions wherein they are unhappy or in a position unable to advocate for themselves under threat of being functionally "exliiled" to relocate far beyond a reasonable distance. The scope of noncompete clauses is often too large a burden."</p>
Sabina	<p>"Non-compete clauses make it difficult to leave hostile or unsupportive work environments. One becomes tied to the job if relocation is not an option. Many forms of non- compete clauses do it make sense. For example, a hospitalist position would not be "stealing" a patient as they are not the primary MD anyway. Patients do not choose who they admitted under while inpatient. Patients do not follow physicians in this manner. Therefore non-compete clauses don't make sense."</p>
Bob	<p>"Highly supportive of this proposed rule change!"</p>
Sue	<p>"Stopping a physician from working after leaving their prior job is there merely to punish a physician and a way to keep physicians from being able to negotiate their work contracts. It does not in anyway benefit the healthcare system, it can only hurt patients. What does society benefit from making sure a doctor cannot work for 1 year</p>

	<p>sometime up to 5 years in the area, just because they want to change their contract or location. Physicians are generally hardworking people just trying to do their best in their field. Please don't let large corporations punish the individual."</p>
Eric	<p>"I strongly support the ban on non-compete clauses. I've signed several over my 20+ year career within information technology, and never once did I feel that I was in an equal negotiating position -- it was <u>_always_</u> "sign this or expect to find a new job". I'm neither a c-level executive or a patent generating scientist, so I feel there was very little reason for me to be asked to sign a document like this. In my opinion, non-competes have zero upside for employees, massive upside potential for unscrupulous employers, and encourage exiting employees to seek work within different and unfamiliar industries to avoid possible litigation, much to the detriment of our overall national productivity."</p>
Andrew	<p>"This absolutely needs to become the law the land. Non Competes only benefit the employer and further restricts workers from being able to pursue their craft and utilize their skills to their maximum. When we were are told that we have a non compete in our clause we are told that we cannot utilize the skill we have developed at all, which forces us to remain with companies that can then offer us less and less benefits knowing they have hamstrung us. A rule abolishing non competes is a win for worker's rights."</p>
Randi	<p>"Non competes should be banned, this is an unfair practice. It is especially prevalant in the state of Florida where there are fewer opportunities, so it makes it even harder to increase your salary."</p>
Mirtha	<p>"Non compete laws force employees to move from areas where they have built relationships and have family and friends if their contract expires and they would like to remain in their chosen field. It empowers the employer and controls the employee to remain"</p>
Prathap kumar	<p>"I have seen physicians moving out of the practice area, It hurts the established patients the most. Those patients would need to find a new physician in that area. It impacts continuity of care, can potentially play a significant role in delayed diagnosis or even can contribute to missed diagnosis. I support removal of restrictive covenant provisions in clinical practices."</p>
Stephanie	<p>"This should be crossed out on every contract! Let the economy grow, support entrepreneurship and let us work where we choose and in conditions we choose!"</p>
Robert	<p>" I am strongly in favor of banning non-compete clauses. These types of restrictions stifle the pursuit of happiness for the US workforce at best, and handicap economic growth and healthy competition at worst. Non-compete clauses have no place in our society."</p>
Dmitry	<p>"Non-compete is a lightly veiled attempt of corporations to force serfdom onto employees. Freedom of choice and equality are trumped by extreme profits extracted</p>

	by employers. Non-compete contracts are anachronism that should be banned in free society."
Balraj	"Dear Federal Trade Commission, Thank you very much for looking into medical noncompete that is need of the hour. Physicians are hired by big companies and corporations making this noble profession turning into business, trading and fish market Noncompete clause benefits nobody but the big administrations and hospitals and companies abusing health care providers who have to agree to their terms An employee working for Walmart can leave Walmart and start working for Publix and Sam's Club. He or she does not have to leave the town or to go to a different city for two years. Why is medical noncompete a different situation ? This will open new doors for physician and give them Some autonomy and eventually this will help patients getting the care they deserve"
Jay	"The noncompete clause should also apply to so called nonprofit hospitals. Though, they call themselves nonprofit, in all manners of operation they behave as for-profit hospitals The noncompete clause, they use restricts physician movement, and they use it as it additional clout to restrict and force patients into the system, physicians, who do not refer to the same hospital system as their employed by a severely punished. This is completely non-competitive, and should be abolished."
Tonya	"The non compete makes it very hard for the In my industry Healthcare revenue Cycle very hard to get out of a contract. If I resign I cannot work for another revenue cycle company for 2 years n if I'm terminated in have to wait 1 year."
Dr. Gayatri	"The non compete should be taken away. It causes great havoc for basic living and as physicians it can extend up to 30 miles. This means we have to move to a different place and it really affects the livelihood. The noncompete does not really help the employees. It should be definitely taken away."
Benjamin	"I am a physician working in a semi rural location in the United States. Like many of my colleagues I have a non-compete clause that would prevent me from caring for the patients in my community. This negatively impacts the community I work for, and disproportionately effects patients living in rural communities who have fewer physicians to choose from. If these communities cannot retain the physicians they attract it will continue to become harder to find care in rural America. Additionally non compete clauses hams workers. It reduces our leverage to negotiate with local employers, and the freedom of choice helps self regulate a free market. Stifling free market choice of employers is anti-capitalist and is a form of market control and manipulation used by employers to stifle their employees pay and benefits. I would urge you to move to invalidate non-compete clauses both for the protection of rural American as well as workers everywhere."
Sarah	"Despite a large provider shortage in my community, I am currently unable to start a practice in my hometown because it would violate my current non- compete. This ruling would allow me to serve patients in my own community and not have to search out other opportunities to wait out my 2 year non- compete. I am already working outside my community because of my non-compete from my previous employer."

Mike	<p>"I support the proposed Non-Compete Clause Rule. I practiced medicine for 40 years (1977 through 2017). During that period the standard contract in my specialty, pathology, included non-compete clauses. These clauses forced me to move my family twice (once out of state), restricted my income throughout my career, denied me many work opportunities and finally forced me to retire earlier than I anticipated (when I was 63 years old). Non-compete clauses are unfair to all workers and should be banned in total. Thank You for giving me an opportunity to comment."</p>
Sandra	<p>"Non-compete clauses are unfair and blatantly unethical. I am 63 years old and have lived in Miami, Florida since 1996."</p>
Gabriel	<p>"I fully support this ban on non-competes, it is good for workers and good for competition and ultimately good for consumers. In my industry (pricing software) noncompetes create an unfair competitive advantage for companies that are based in states like Texas where these are enforceable. I have not been able to hire people and also had to terminate one employee as their former employer took legal action against them to enforce a noncompete that they didn't even realize they had signed, causing significant hardship to him as well as our organization . Moreover, as a former resident of California that has recently moved to Florida, a noncompete would also adversely impact my ability to move to another company in my industry and certainly suppresses earning potential for skilled individuals like myself to seek similar roles in other companies in my industry."</p>
Justin	<p>"America prides itself on "free enterprise" and by extension of that principle, workers should be able to move freely between jobs just as freely as capital is allowed. Non-compete clauses are anti-freedom. They have no place in a country that boasts "most free in the world"."</p>
Lee	<p>"This law should be passed. Employees have been taken advantage of and power has been abused. Please pass this"</p>
Robin	<p>"The removal of non-competes is integral to the growth of the economy and wages for Americans."</p>
Tired	<p>"As a physician assistant that works within several counties in my state, my contractual non-compete/non-solicitation is quite strangulating. Like many others, impossible to relocate especially with the territory that I cover, and switching specialties at this point in life would be a difficult transition. I love my job and love serving the population that I serve, but have been feeling unheard and very unsupported by my employers.. they know that I am "stuck", so they choose to poopoo my complaints and needs. I just want to be heard, I just want to feel valued, and I am excited to know that, hopefully, one day soon- if my current employer cannot find the value in me, I cotdd find an employer that does."</p>
Joseph	<p>"I am working for Konecranes as a service technician in the Nuclear field. I have worked on Overhead Cranes since 1999. My first job was with P & H out of Milwaukee, WI. They forgot to make me sign a non compete when they first hired me. They tried everything along with threats to get me to sign. Years later Konecranes</p>

	<p>took over my company. They also tried to make me sign. I went to Whiting Cranes Nuclear. When I decided to join Konecranes Nuclear I signed the noncompete since the pandemic I have been offered higher paying jobs in my profession. But as soon as they hear that I signed a non compete the offer is withdrawn. In the last three years of these economic times I have only gotten two raise 2.1/4 % and 2.1/2 % . I have always been around a Journeyman electricians pay. I am fifteen dollars an hour behind"</p>
Atul	<p>"Needs to be banned. Physicians deserve a free and fair market to serve patients."</p>
Joshua	<p>"I am a physician. I am in a non-compete due to my specialty in Emergency Medicine. There are no trade secrets in medicine or nursing. This is only a way to control employees. The American hospital association statement is completely off case. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."</p>
Brian	<p>"Non-compete clauses represent the closest thing to indentured servitude that our government allows. It puts all the power in the hands of the employer and restricts the leverage of the employee. In my current position, my hospital administration is allows to change any rules in our contract as they please. We are told, if we don't like it then we can leave the job. But given our non-compete clauses, leaving the job means I will have to leave the county, give up my home, and move my family to find a new job. This just seems like an unfair balance of power that should be prohibited."</p>
Tyler	<p>"I am a stylist in Florida that has worked for a salon company for 10 years and was let go without notice due to a difference of opinion and I am still held to a non compete that doesn't allow me to work in a tri county area that encompasses hundreds of miles. I secured hundreds of thousands of business for this company to just be let go with no options to go work. There are hundreds of salons near me and I am not able to go work at any of them. Something needs to be done about these overreaching non-competes that force people to stay in hostile jobs work environments for fear of not be ing able to secure another job. Please pass this bill for me and many others."</p>
Eric	<p>"I strongly support banning non-compete clauses. Such clauses only serve to benefit the employer and restrict an employee from seeking better conditions locally. It pushes employees to look for work much further away, which increases commute times and expenses. It does not stop nearby local employers from hiring other employees to fill vacant positions, so competition still exists whether it is coming from a former employee or a new move in. Such clauses do not exist for other healthcare workers. I believe it creates an unnecessary financial, psychological and physical burden for any employee looking for a different job near their home. I have a friend who is now looking to uproot her entire family to move to a different state because of a non-compete clause because she wanted a job that offered more money. Due to the non-compete clause she could not look around the same city for similar work. I was prohibited from working for a different company near my home due to a former contract after my employer systematically continued to cut wages, which was contrary to the original contract, and I was left with no option but to accept their terms</p>

	<p>while my employer made no sacrifice on their end in terms of negotiating the contract. It was essentially, "accept the contract as it is, because if you don't, we let you go and we keep you from working anywhere near home.""</p>
Michele	<p>"I am writing in support of banning the non-complete. As a physician in South Florida, having a non-compete makes it impossible to keep working in South Florida. Many hospital centers have satellite sites spanning 100s of miles; if physicians. or nurses or techs or anyone working at the hospital can not get a job within 20 miles of any satellite site, essentially they have to move out of the state. Additionally, many non-competes for physicians are 1-2 years long. How can we possibly support our family if we are not working during this time? How can we afford health insurance? rent? Many young doctors are starting out in this state with a massive amount of debt and no savings- we need to continue working for ourselves and our communities. Hospital systems benefit from non-competes because they can pay physicians less knowing that they can not leave, but that does not drive progress or success long term. Additionally, patients can use the internet and find where their doctor moved to and follow them to the new hospital system Banning physicians from telling their patients where they are moving does not prevent patients from figuring it out."</p>
GREGORY	<p>"I am current under an "employment agreement" that has kept me with my employer for over 12 years. I've been in the same industry for over 35 years. To find employment elsewhere I can't go to work for a competitor with a HUGE penalty by my current employer."</p>
Hershell	<p>"This would be a major increase in our economy. Suppression of innovation and productivity must stop"</p>
Anna	<p>"Please suspend non-competes! It is putting a chokehold on our nations labor force."</p>
Cameron	<p>"Please ban non-compete clauses! They unfairly limit our ability to earn a living outside of our current employer. They also place undue liability burdens on workers who don't have lawyers to represent our interests most of the time and we could unknowingly violate non-compete clauses."</p>
Phillip	<p>"I am in favor of the proposed change in the non compete contracts. I have had non compete contracts with employees in the past. When they left their position I've never tried to enforce the contract as I felt it would do more harm than good."</p>
Soleena	<p>"I left a salon last month due to open drug use and drug distribution. I filed a complaint with the State of Florida. Now the Salon owner is threatening to sue due to me working within 5 miles. Our entire town is about 5 miles. I went out on my own, no real competition to a salon with several locations. I have no doubt I would win in court, but the cost to fight the non compete and threats from her attorney to the owner of the space Im renting is unreal! The other stylists that work for her are afraid while she takes 70% of their earnings Mostly young stylists that don't know any better, and now can't better themselves unless they leave town and never contact a client they worked with."</p>

<p>Nick</p>	<p>"Hello, I am a small business owner and 12 year veteran of the healthcare staffing industry. I am absolutely appalled by the way that noncompetes are used in this industry. As an employee, these agreements give far too much power to your employer and essentially turn you into the company's property. As a business owner, they are anticompetitive and leading to lower wages and higher costs to hospitals and healthcare systems. I'm going to just make a few short points on the topic here rather than try to organize a big essay: 1. "Trade Secrets" are already protected by state and federal law absent an employment agreement of any kind 2. Non-solicitation agreements for clients or business interests are a viable alternative that don't take away a US citizen's right to work in their field 3. California and Utah have had noncompete bans in place for years, and their economies are among the strongest and fastest growing in the nation 4. Under current law in most states, noncompete agreements remain in place even after an employer has changed the nature of the job or reduced pay and benefits. 5. Sexually harassed employees, usually women, are often trapped at a job by these agreements 6. The legal system is heavily skewed towards large corporations, who often use noncompete agreements to harass employees who aren't violating them. 7. If companies wish to retain employees, they should do so by offering more compensation or benefits, not by fear and threats of legal action Thank you for your time and I thank you for your attention to this matter."</p>
<p>Caity</p>	<p>"When I first heard of non-compete clauses, I thought "surely, that's illegal." I was appalled to find out it is not. This rule is a long time coming."</p>
<p>Carlos</p>	<p>"I am an employer and even though I wouldnt like for an employee that I teach the business to to open their own and be my competition, it is true that people deserve the right to work and should not be endentured by any employer who usually has more leverage and money to suppress them. In the end if you have a good product or service and you work hard to sell it, you shouldnt worry about a start up business competing. In the end competition drives innovation and lowers prices. I agree, pass the rule."</p>
<p>Yam</p>	<p>"Non compete is not fair and it should be eliminated. Non compete is a type of slavery."</p>
<p>Nicole</p>	<p>"Having non-competes is a disadvantage for employees. Companies have no interest in keeping employees happy (salary wise/work conditions) because they know that we are attached to the company due to non-competes. I completely agree with banning non-competes."</p>
<p>Sterling</p>	<p>"Regarding the change in the non-compete. Yes, this ruling affects a lot of younger workers, but it also is crippling for those of us that are trying to slowly leave our full-time job and make some income part-time in the career that we have been doing our whole lives. I am currently 66 and I have spent over 40 years in the restoration industry. As I look toward retirement, I would like to be able to do consulting to supplement my retirement income. However, the companies noncompete would keep me from making any income in my industry for three years. Assuming I wanted to leave my current position at the end of this year, at the age of 66, I would not be able</p>

	<p>to do any work in my industry until I was 69. How can that be right? My current employer has made it clear that they will pursue anyone who leaves for any reason and enforce their noncompete. Please realize that one of the groups of people that non- compete affects most severely is those of us that are close to retirement age."</p>
Richard	<p>"Dental offices use restrictions to limit competition and lock out providers in large areas. Removing this restriction would allow much more freedom of movement and increase provider availability to patients."</p>
Robert	<p>"All physicians should be included. Non competes destabilize quality care in the community, destroy patient and physician relationships. Create an undue burden on a physician and their family, be potentially creating s move to leave a hospital system, or a lengthy drive. There should be no exceptions for this rule. Non for profit, or for profit entities should be included in this rule. In health care it will create better systems and healthcare in general because the entities will have to better manage themselves and their employees, physician talent. The non compete clause places significant leverage and creates a toxic and hostile work environment. That does not allow the free market to improve systems, process and quality to keep good employees. There should be no healthcare system exemptions."</p>
Daniel	<p>" Dear Chair Lina Khan, This is an amazing action that will save untold numbers of workers from what I consider employment slavery. Please push this through."</p>
Julia	<p>"I support the ban on non-compete contracts 100%. As someone who, at one point in time, worked full-time as a yoga instructor and had to sign non- competes at every studio I worked in, I had to drive a ridiculous commute to be outside of the contract limits and actually make money."</p>
Connie	<p>"I think this is so so necessary and it's about time. I'm someone who is trying to get into technology and last year I turned down an entry level temporary job that didn't even pay \$20/hr because of the non-compete. Where was I going to go after the job ended? Am I supposed to move away to another city or find another career path because they're afraid? It's like telling a McDonald's worker they can't go to Taco Bell. It's ridiculous. I really hope you do this because it can't come soon enough."</p>
Amanda	<p>"Regarding the "Non-Compete Clause Rulemaking, Matter No. P201200", I wholeheartedly agree with removing all non-competes as it harms the working class. Personally, I am in fear of leaving a toxic working environment in fear they will attempt to pursue legal action. Their non-competes specifies that during employment and for two years after, I would not be able to work in a similar specialty within a 40 mile radius. I work in a highly specialized field and with their non-compete it would be extremely difficult for me to obtain another job outside of that specialty. I would run risk of being jobless for an extended period of time until I find a job willing to hire me without experience in that field (unlikely in the medical field). With non-competes, it limits job opportunities and growth within the community and forces workers into being jobless for an extended period of time or accept positions that are below their pay grade just to get some sort of income into their household. What happened to the old saying that, "competition is good for business"? Employers shouldn't limit</p>

	<p>competition, they should welcome it, as it's a driving force for companies to become more innovative and develop opportunities for them to get ahead of the competition instead of maintaining stagnant."</p>
<p>Karyn</p>	<p>"In NO WAY should physicians be excluded from this ruling. We have ALREADY served the public good by devoting YEARS (often more than a decade!!!) of our lives to grueling curriculum, insurmountable student loan debt, and the endentured servitude of Residency. We DESERVE the same basic rights as any other worker! We often fo without restroom breaks, vacations, any sort of breaks for food other than crackers and peanut butter between patients. We are human too, and deserve to be to freely work and serve where we wish. These Big Corps (which call themselves "hospitals" and "centers of healing") didn't take oaths and sacrifice everything to become a doctor. I did. I deserve basic employee protections too. NO to Non Competes!!!!"</p>
<p>ADAM</p>	<p>"I recently left my job as a family physician for a corporate healthcare system in Pensacola, FL. After 18 years of dedicated service, I realized I needed to move on to a new opportunity. When I asked my former employer if I could pursue a job with a local private medical group, I was told no because of the non-compete clause in my contract. I was forced to leave the area and am now employed in Alabama where non-compete clauses are not enforceable. I grew up in Pensacola and graduated from a local high school there in the early 1990's. I left the area for college and my medical training Upon graduating, I immediately returned to Pensacola to serve the community I love. My children attend school in Pensacola and my wife works at a local elementary school. My parents still live in the area and are very active grandparents. Non-compete clauses in the healthcare field not only hurt individual workers but can also be destructive to families. Normally when a physician leaves a practice in Florida, they must sell their house, pull their children out of school, and ask their spouse to find a new job. In many cases, it also means pulling the children away from their grandparents. The clauses are also very damaging to patients and result in higher health care costs. In my case, many of my patients were left without a primary care provider. My former employer attempted to find them new ones, however there are simply not enough primary care providers in the area. Some of them had to wait months to find a new provider. Many were not able to get medications refilled in a timely manner and had to delay much needed care. Starting over with a new provider is also costly and very time consuming. Non-compete clauses must end, especially in the healthcare field. They are harmful to patient care and result in higher costs. They are also destructive to physicians and their families I commend the FTC for standing up for workers against the large corporate entities. It must stand firm and eliminate this exploitative practice."</p>
<p>JOHN</p>	<p>"As a hopeful entrepreneur I have seen the harm first hand how a non compete contract has harmed myself and others around me due to the inability to pursue better opportunities for our families we spend lye tome to learn a trade and become a professional just to be bound by a business owners unwillingness to allow for forward movement economicly. The owners of a business who has prospered off the labor of lower paid employees who dedicated their time and effort to leans a trade and in that process make money for the business far and beyond the income paid. When</p>

	<p>opportunities are limited wages stay stagnant and competition in the market is limited costing consumers more on good and services. This is a antiquated practice and should be outlawed. The theft of proprietary practices and trade secrets is of utmost concern and need to be protected while still allowing a person to seek upward movement it's the American way and what this country was built on. I feel all non compete contracts should be outlawed while still protecting and allowing non disclosure of trade practices and secrets contracts to replace the non compete . Unless a practice or secret is not covered with copyright trademark or patent rights."</p>
James	<p>"I support the banning of non-compete clauses. It is monopolistic, suppressive of economic growth, and serves no purpose other than to chain an employee left in an environment they would be unwilling to continue to work in otherwise."</p>
Brian	<p>"I want to begin by stating that I believe there are cases where proprietary information about products, and customers is warranted. However, personally I work in the construction industry and recently I went to a home improvement company in Florida that had me sign a non-compete before I started selling kitchen remodels and closet organization for them. There were some things that were verbally promised to me that they did not deliver on and I decided to find other employment. I found one of their competitors on the window side of the business (they do not compete on kitchens or closets) and got a sales position with them. Upon discovering that I was going there, my boss threatened to sue me after I had only worked there for 2 months and had no real information that would be beneficial to the competitor. I decided to take my chances and go anyway since a lawyer told me he had legal grounds in Florida, but the benefit to suing me would be very small to him. It has been a great move for me, but the fact that the non-compete exists still hangs over my head. Also the way it reads I would be barred from working anywhere in a 2 hr radius for the next 3 years in any construction position. Construction is my entire experience for my 17 years of work. Put simply, please pass this law!"</p>
Chris	<p>"I support workers ability to have freedom of choice without the restrictions of a non compete. It's unreasonable to restrict that freedom via non compete clauses and for employers to claim they are the value add instead of the skills of the worker."</p>
Arthur	<p>"I wished this would have happened a long time ago because I'm stuck at a job that likes to push the limits of abuse and degrading people. Because they have me on a non compete for a two year period if I leave, I'd have to move my family out of the state just to support my family in the same job that I've done for almost 30 years. Not is it not only fair but it's so mentally draining. Please pass this as soon as possible. It's no fun not getting paid bonuses your owed or getting little to no raises."</p>
Ryan	<p>"Non competes regarding physicians are bad for physicians and bad for patients. My specialty of hospitalist medicine simply takes care of the patients that show up to the hospital. They don't come for me specifically as they have no idea which of the dozens of doctors on staff will be taking care of them when they show up. I do not have any trade secrets, and if I were to quit and work at a hospital across the street there would be no stealing of "customers" and honestly no one would notice. The same goes for ER physicians. There is absolutely no logic or sense behind</p>

	<p>noncompetes for my specialty, however every single position requires it just because they can. It limits salary and benefits because it severely limits competition. I urge the committee to make all noncompete clauses illegal, and to specifically include physicians in this ruling."</p>
Erik	<p>"Non competes are very unfair and trap workers in jobs they do not like which hurts innovation and the entrepreneurial spirit"</p>
Ryan	<p>"This is a great change for the American worker"</p>
Kyria	<p>"Please end the practice of non competes!!!"</p>
Reinaldo	<p>"Non Competes are anti-Worker in nature. We are growing our skills when we work at a company and to tell us that we cannot work someplace else that would benefit from the skills that we grew... That is inhumane since we rely on the income we gain through trading our time and skills for money. If we cannot do that then how will we live? Put yourself in the workers shoes and you'll see how terrible noncompetes are."</p>
Rolo	<p>"I fully support the banning of non-compete clauses. As a physician, and speaking on behalf of myself and, more importantly, younger physicians, the non-compete clauses stifle competition and drive up health care costs. Larger groups are formed with individual physician unlikely to leave for fear of litigation, these larger groups have a larger portion of the market share and thus negotiate higher health care costs from insurance companies despite, in most instances, not performing superior care. Banning non-competes, in particular for physicians, will see the resurgence of small practices that can more closely focus on patient care. Thank you for doing this. I encourage you to proceed with the nde and hope Congress will follow suit and thus protect you from the anticipated litigation on constitutionality. Respectfully, Dr. LM"</p>
Elisa	<p>"I am a Nurse Practitioner working for a Community Health Center in Tampa, Florida. I support the removal of Non- Compete Clauses in all work settings. Over half of the patient population served by my community center are un- or under-insured. Providers are required to sign a non-compete upon hire. This non-compete excludes work at any non-profit health center in our county and three surrounding counties. Providers who work here have a passion for patient care and serving those most in need. To accomplish this work, we have to commit to not extend our service and talents to other similar organizations. This is a detriment to the community's health and further exacerbates provider shortages for those most in need. I urge you to consider supporting this legislative action and ban non-compete clauses for all professions."</p>
Vanessa	<p>"Should be illegal A non compete is causing me to drive 45 min out of my way so that I can work. I'm a single mother supporting my family. I have to be away from my daughter's school, drive more and spend more to get to work. All because it benefits a large company that has 16 clinics. They tried to have me so that I couldn't work near of any of their 16 clinics, basically forcing me to move out of state. Because of my divorce agreement I have to live near my ex. Basically the noncompete almost left me homeless and without a job. Please stop the noncompetes."</p>

<p>Vanessa</p>	<p>"Non compete from my last place of employment caused me to now have to drive 30 minutes to Mount Dora Fl. I am not near my home nor my daughter's school. Seems like corporations can mandate where a single mother supporting a household now has to Jump hoops to make ends meet. Please help and make them ilegal."</p>
<p>Karin</p>	<p>"I am an anesthesiologist and since signing on with a new company a non-compete is usually attached, you are forced to stay at the job no matter what. Most non-compete clauses in FL are for 2 years and 25 miles around each facility. If you are unhappy with your current job, you would need to work as a Locum tenens provider outside that range for 2 years, until you can search another job. Sometimes companies are getting bought up by majority decision, pressing new contracts on their employees, who are, if they do not want to work under these conditions, forced to work out of the non-compete area. As new practice areas get acquired by the company, the area of non-compete expands. If the employee decides to leave the company, he or she may need to relocate. Non-compete clauses only work for the employer, it does not help the employee. It hinders healthy competition and innovation."</p>
<p>Mikel</p>	<p>"The non-compete rule is completely a one sided contract that only favors business. It hurts employees who feel they have no choice but to sign an agreement when onboarding with a new company. I know someone who was recently let go from his position as a sales executive and was notified that if he tried to work for a competitor they would pursue legal action. Meanwhile this guy has a wife and two kids and is being denied a chance to make a"</p>
<p>Brandon</p>	<p>"This is a GREAT IDEA!! I am currently under an 18 month non compete that incorporates the ENTIRE state of Florida. For the next 18 months I am not allowed to do my job whatsoever. This is forcing my clients to be working with people from my old company that they don't like, or trust. Instead of being able to work with me. This affects people's lives. I do trauma surgical consulting. So the surgeons I've worked with for over 10 years are working with people they have never met. My former company will not let me do anything in the hospital, doctor's offices nothing. They say if I even talk to them it violates the non compete because I may be able to talk to them about trauma stuff. So essentially I am sitting at home until the non compete runs out. And if the surgeons still want to work with me I will be able to go back to work. If not, I will have to start all over and make minimum wage down from a steady six figure job. Thank you for stopping this horrible practice that is designed to keep business with the original company and screw the employee who left. Making it so nobody wants to quit even though it is in their best interest, and their family's best interest, to quit. It takes advantage of the employees and keeps the employees down in a hole that they cannot dig out of. Thank you very much. I hope this passes."</p>
<p>Colyn</p>	<p>"TWIMC, I've been a developer in the Technology industry for more than 13 years and have had to navigate Non-Compete agreements. As I understand it, they were initially intended to prevent theft of intellectual property. In practice they are used to create a new kind of indentured servitude where they trap employees with an employer. These agreements restrict an employee's ability to practice their craft and skills for years after they leave an employer. Sometimes the agreement is restricted</p>

	<p>to the state the employee lived in, but most time's there are no restrictions. Employers also restrict employees from sharing open jobs at other employers among each other as if the current employer "owns" rights to employ that employee. These practices are abhorrent. ill-advised, and anti-American. Industries across the country have abused Non-Compete agreements to unfairly and adversely affect American's pursuit of life, liberty, and happiness. Further these abuses have been levied for want of consideration (no compensation). They should be abolished like the opiate they've become. Sincerely, A Concerned Citizen"</p>
Sreekanth	<p>"I completely agree that it is time to lift these restrictive rules that only benefit the corporate medicine teams. Removing this clause make a level-playing field for physicians, reduce the burn out and increase professional satisfaction. This is long time due"</p>
Marta	<p>"I fay support the FTC's potential ruling that non-compete clauses are illegal. I was laid off by my company and I have a non-compete clause in my original employment agreement. It's not fair that they laid me off and now I am having a hard time finding a new company that isn't touched in some way by my company. Competition is the cornerstone of the U.S. workforce and limiting a person is jeopardizing their livelihood. I've applied to over 200 job postings and none are really in the industry I can work. It's challenging with thousands of applicants for each position. I even have turned down a very good job offer due to the non-compete clause. I feel that if a company is worried about competition, they should focus on something like intellectual property, trade secrets and confidentiality...not impeding my ability to work."</p>
Michel	<p>"Non compete are unfair and should be illegal. They are unfair to the physicians who trained for so many years and to their patients that need to find a new doctor, after establishing a trust relationship. The doctor needs to uproot his family and move many times to a different city. Doctors become less competitive and have less negotiation advantages due to non competes. And many times we are forced to accept lower salaries or more work hours without compensation"</p>
Robert	<p>"I support this proposed rule. Non-complete clauses area horrible thing and inhibit the ability for employees to make the best job choices for themselves. As a nurse practitioner, it is common to have a non-compete clause in every contract, many of which have excessive geographical and time constraints. This limits my ability to practice in my own city."</p>
Ray	<p>"A non-compete has forced a hardship on my family as there are many limitations that keep me from working in the same healthcare specialty I have been in for the last 12 years. I could only work jobs paying much less than I currently make. Non-competes keep Americans from supporting their families while corporations get rich off the backs of employees."</p>
Britt	<p>"Freedom to the workers - especially those who want to further their career. My child's pediatrician was stuck in a non-compete contract. I applause the FTC for trying to achieve change!"</p>

Kenneth	"Yes, please. For employees who don't have trade secrets, this law is outdated, prevents competition, and keeps salaries lower."
Kristin	" Physicians should be champions of patient safety, but the current noncompete climate punishes those that speak out. If there were no noncompete clauses, local hospital systems would have to compete on systems of care and safety to retain physicians. Let physicians freely choose the best hospital system to provide the highest quality care for their patients, and patient care will improve across the board. Physicians can be engaged and active participants in improving care without the ever-present threat of having to uproot families."
Jamee	"Thank you for recognizing the importance of this significant employee issue. As a physician, I see the extreme levels of frustration and burnout in my peers. These feelings seem to be compounded by feeling "trapped" by employers. I work as a pediatrician in a large system in a large urban city, but I know that if I wanted to leave my current employer I'd have to leave this area of the state, requiring me to sell my home and move my family. There is no reasonable need for employers- especially large corporate systems- to have this inequitable bargaining power to limit our rights to work."
Daniel	"I definitely believe believe that non compete rules stifel competition and suppress wages and opportunities and they should be banned."
Jeff	"I have worked in the field of steel distribution for the last 31 years. From 1999 through 2007 I owned my own business. Late in 2007 I sold my business to a competitor and took a job with that competitor for the last 15 years. Two years ago the company that I sold my business to was sold to a third party. I was told that due to the business being sold I had to sign a non-compete for the third party buyers, even though I was not an owner, and not even under contract to the company. After working at the same job over 13 years I signed an agreement so that I could keep my job. My supervisor told me at the time that I needed to show the new company that I was a "team player" and that I would be promoted to a regional manager in the coming year. After working under the owners for 18 months, I was told the regional manager position was no longer an option for me, and they restructured my pay plan and cut my salary nearly 40%. I gave a 2 week notice early in January 2023, however the new company is now trying to enforce the non-compete on me and stating that I can not work in the steel distribution business anywhere in the Southeast US. After working my entire 31 year career in the in industry they now seek to restrict my employment because it was mandatory to sign the agreement two years ago when they purchased the company. I applaud the FTC for proposing this new rule, and I hope it is made law."
Bri	"Non-competes make it impossible to leave my current job. In order to change jobs I would also have to move my family away from all of their extended family. It also interferes with my ability to further my career in our local area."
Julie	" I am submitting this comment as a physician leader, mother, a proponent of the Proposed FTC Ban on Non-Compete. As a first generation Taiwanese American,

blessed with educations from Cornell, New York Medical College, trained at Mayo Clinic Rochester as Otolaryngologist(ear, nose, and throat), I then trained 2 more years in fellowship to become pediatric ENT. Since 2003 I have devoted my career and all professional activities as a surgeon treating thousands of children, advocate, educator, research, and serving families first in KC (2003-2013) then moved to Orlando (2013 until present). I was employed by the largest US pediatric health system who opened brand new children's hospital in Orlando in Oct 2022. There are 3 pediatric hospitals in Orlando, with the other 2 being part of a larger adult health system, each about 22-23 miles from the hospital I worked. The clinical team I built has rare expertise, we served at hospital and 5 satellite clinics including Melbourne to Lakeland FL. When my family and I moved here, I never questioned signing the restrictive covenant which explicitly states I can't work for either Advent Health or Arnold Palmer Hospital for Children in Orlando, for 2 years nor within 30 miles of the hospital I worked at. We have no family here, I moved here and built an incredible pediatric ENT and audiology division to serve the Central FL patients and families. There is only 1 private practice group of similar expertise in town (4 surgeons), and no others except 2 in Gainesville, then 2 in Hollywood FL, and down to Miami. After working exhaustively for the hospital and health system for 8.5 years, I chose to resign for many reasons. First, despite all of my contributions, pandemic impact to finances led to my being asked in early 2021 to executive reduction in force impacting letting go of several clinicians, including surgeon, advanced practitioner, audiologists, and also elimination of any work life flexibility. During the forced lay-offs occurred at a time when I suffered right frozen shoulder, requiring surgery. Post surgery-May 2021, I developed adhesive capsulitis losing nearly all range of motion of right shoulder. Instead of rehab and rest, I focused on pressures we faced and meeting patient demands. In 2021. In October 2021, I developed cervical radiculopathy, numbness and tingling of right hand/fingers, arm, and continued severe right shoulder pain. After 3 months of FMLA I chose to leave in Feb 2022. This entire past year I have struggled against disability insurance hesitant to pay benefits, but have since regained much function after self pay for chiropractic therapy, extensive physical therapy once I had time away from clinical work as a surgeon. I have recently completed my master in medical management at Carnegie Mellon Heinz School, and chose to return to school to learn in depth all factors eroding the quality, access, and issues related to US Health care system due to political "hijacking",lack of universal health insurance. The argument for eliminating noncompete is to serve public good. I am highly trained, ready to work, need to work to support my family. I am barred from making a living. My husband was laid off last October, we are living off our savings. It's humbling to be President of American Society of Pediatric Otolaryngology, I teach medical students at UCF COM, and receive countless messages from desperate parents, they want to see me but can't. I have spoken to attorneys, and despite the other 2 systems approaching me last year, expressing interest, and private practice groups interested in hiring me, no offer is possible as ALL are afraid of litigation in FL. There is not contingency so no "money" to be made for my case. After my departure, another surgeon resigned as well. The patients now are waiting at least 6 up to 9 months to get an appt at my old hospital, . I volunteered yesterday at a free clinic for children with Down Syndrome, moved to tears as so many patients/families I have known came to see me. Some children have had pus draining from their ears for 1 year, decreased hearing, unable to get appointments. The group of 4 private practice surgeons are "drowning", as population

	<p>of Central FL and FL in general continues to increase, anticipating another 1 million children in next decade. My husband is a computer software architect with intellectual property law degree. I understand there are exceptions to protect businesses for proprietary information and inventions, healthcare should NOT be included. The AHA will protest and lobby against this for their marketshare, control, and focus on revenue. I assure you it's not for patient access or public good. Not allowing highly trained physicians and surgeons to serve the public is detrimental. My old employer fought for certificate of need for 5 years, citing that the need for 3rd children's hospital was present despite having 2 already within 20 miles. Ironic. Please I want to meet Chairman Khan."</p>
Melissa	<p>"I am a licensed marriage and family therapist (LMFT) in Florida who is bound by a non-compete clause that limits my ability to provide additional therapy services to my community. I would be able to increase my family's income and provide additional needed mental health services to my community if it were not for this clause. I support this proposed rule change."</p>
Eric	<p>"I worked for a company that I thought was edging toward doing things that were illegal. I had a non-compete agreement, but luckily, the owner was a hot head and yelled that anyone in the office who wanted him to tear up his non-compete agreement, he would do it. He did, and I went down the road two miles and took over the management of a competitor's business. But, if he hadn't been a nut case, I couldn't have worked in the same business within 200 miles. And, I certainly couldn't afford to go to court to invalidate my agreement."</p>
Emma	<p>"The non- compete clause is very disruptive for physicians with children, who are forced to move school districts and lose all their friends if a physician parent has to move 50 miles away. Families are torn apart if only the parent moves. Divorced families struggle greatly with kids having to travel long distances to see the other parent. The non-compete clause is an unfair and unnecessary punishment tir physicians who sacrifice so much for training. Physicians are leaving the field due to burnout, and if a physician faces a non compete, he is more likely to just leave the field entirely. We need to support the physicians who gave so much during COVID."</p>
Walter	<p>"Non competes are a form of involuntary servitude. One step above slavery. People spend years developing knowledge and experience in a field and need to start in an entirely new field if they no longer wish to work for an employer. Those reason could be financial but they could also relate to the work environment or how they are treated by the employer. It may restrict them from career advancement and improved compensation and benefits. That talent is wasted as is the time they invested to educate themselves in their field of expertise. It is not fair to the employee or favorable to advancement of their expertise in a particular field."</p>
Deborah	<p>"I am a physician and I support a ban on non-competes."</p>
Morgan	<p>"Non compete agreements are anti-competitive and often punitive to workers. They do not deserve to be a part of the labor marketplace."</p>

Eric	"Fantastic idea!"
Andrea	"This is way overdue. Please proceed to ban non-competes."
Joel	"i have been in the insurance industry for 25 years. I was terminally ill and was forced to leave my job making in excess of 500k per year. It was a miss diagnoses and I was ready to come back to work. My employer refused to let me come hack and enforced a three year non compete that ultimately made me almost homeless. I had file for bankruptcy and have never recovered. These contracts have protected greedy business owners to take advantage of people like me. You should do away with them now. Please"
Richard	"Considering I am being sued and put out of business from my previous Fortune 500 Employer I stand in favor for this rule. We started this business and offered a better product with better service and the big company did not like that so they are trying to put us out of business through legal fees. They can afford to sue us in Federal Court and bury us with legal fees in efforts to break us into submission. Small businesses can't afford the literally Hundreds of Thousands of dollars in legal fees, so most companies fold. It is very difficult to understand why a 20 Billion dollar business gives you an ultimatum get vaccinated or be fired. Then, sue you for violating your non-compete even though they were going to fire you. As we are finding out quickly, this is done to put competition out of business before they make a bigger impact. It is ruthless and shameful!"
Susan	"I support this ban 100%. I have been in the horse business all of my life (I am now 73). I first heard of this mandatory non-compete, for veterinarians when I was living and working in Wellington, FL. Veterinarians there, if leaving their group/employer, could not work in the same area within 700 miles. I thought then, as I do now, how completely unfair and fear motivated it was by the employers. They did not want any competition. Everyone suffers with that!"
Joseph	"Banning non-compete clauses would incentivise employer's to pay better wages and treat their employees better."
Kristen	"Non compete clauses should be banned. I am a physician who works in Florida and non-compete clauses are particularly bad here. One of the biggest employers in this state has a 5 year, 2 counties away "from any office". So if someone wants to change jobs, they are leaving the states. There is little to no guidance on what to look for in a contract as you are finishing residency and looking for your first job. You are exhausted, making less than 50,000 a year, and watching loans pile up Companies lure in residents with big signing bonuses and stay vague on the details on how they will get paid after the first year. Then companies make new rules about how they are paying the physicians- and usually pay amounts go down for the same amount of work. i have seen physician salaries cut in half. But people feel trapped in their job because their families already have a life in the area kids go to schools etc. If companies/hospitals want to hang on to their physicians, they should pay them fairly

	and give them the support they need- not hold them hostage with an non compete which we can't afford to fight"
Amberly	"I am in favor of a ban on contracted non-competes."
Christopher	"A non compete clause was part of my future contract not yet in full force because I had not completed fellowship training in Mohs surgery. It was to become active after I graduated, yet I signed the contract 4 months into my physician subspecialty training because the private practice hosting the fellowship training invited another dermatologist in a rural area to become part of their group. I was going to move to this rural area that had no fellowship trained Molts surgeon/skin cancer specialists. The owner of the dermatology practice in the rural area decided to separate from this larger dermatology group. The program director for my fellowship who is also the president of the larger dennatology group sued me personally on non compete grounds to prevent me from providing care in this rural community despite me not having worked under the contract. I provided care to this community for 7 months however, I could no longer affbrd the months long legal suit and \$70,000 worth of legal fees with no end in sight and had to settle agreeing to leave the area and not return for 2 years. The non compete was abused and prevented a community in need from having the care it deserved. I have another 8 months before I could return. I fully support the ban on non-competes it does no good for the community and only serves the interest of those who would prevent care to serve their own bottom line putting money above the care of a community. Mohs and Reconstructive Surgeon"
Tim	"The non compete in my industry handcuffs me to work in constrained conditions which limit my ability to progress within my industry. My life's work and skillset is in this given industry; and my company knows this, therefore I cannot leave to pursue better opportunities because I cannot work within 50 miles of my already large territory. If I wanted to pursue a better job, I cannot because I would have to move my family and my home to be able to commute to that job. My employer knows this and limits my wages and exploits this non compete as they know I can not just move my family. The non compete subjects sales representatives to exploitation by the employer."
Alyssa	"As it is currently written, many lawyers have stated that the FTC proposal would not apply to nonprofit organizations. Given that the majority of the hospital systems in the country are classified as nonprofit in name despite the business model being the same as other healthcare entities, this would actively give nonprofit hospital systems an unfair advantage over independent physician practices and for-profit health systems. It is important to note that several of the hospital systems that produce the most in profits and pay their CEOs many millions a year are 'not for profit' in name. Therefore, this rule seems arbitrary, and if the FTC proposal was to have its intended consequence, noncompetes should to be eliminated for both not for profit and for profit hospital systems. While it is hard to argue that a single physician leaving a hospital system would significantly affect the bottom line for a large hospital system, it is quite true that a single physician employed by a small independent physician practice could significantly hurt that independent practice by using the practice's resources to build a patient base and reputation, and then opening their own practice

	<p>across the street. Given that the footprint of an individual practice is smaller than a hospital system, the argument that a physician wanting to leave that practice could still practice in the area without having to uproot their families is much more reasonable. Independent practices area valuable player in the healthcare ecosystem, and preferred by many patients. Therefore, if a carveout in the FTC proposal is created in healthcare, it should be for independent practices, not for 'not for profit' healthcare systems, and be aimed at keeping independent physician practices viable."</p>
<p>Dave</p>	<p>"Please make this happen! I've been working medical sales for 10 years. I was let go by a company and now they're after me with their attorneys for taking a job in a similar field. I have four kids I'm trying to raise and I'm just trying to work! Now they are threatening me and I'm having to hire an attorney. These non competes are out of control. This one restricts me from working in three entire States! It also says 2 years of salary and commission are immediately due to them. How can this be enforceable!?! Please please end noncompetes! "</p>
<p>Tyler</p>	<p>"I am an associate oral surgeon under a two year noncompete with my current employer. I am starting my own practice in a different area than my current employer, however I am supposed to refuse to see anyone who would normally be referred to my current employer per the noncompete. Many of my current employer's referral sources are ones that I secured on my own as an associate, but I will have to turn them down and ask them to see my current employer per the contract. I also cannot hire any of his staff for at least 2 years in spite of them expressing an interest in changing to my office."</p>
<p>Robert</p>	<p>"I am 100% in support of eliminating non-compete clauses. I am a physician whose career trajectory has been harmed by non-compete clauses - unable to leave a position with a poorly run practice because I would have to relocate away from my family."</p>
<p>Clark</p>	<p>"The FTC's proposed rule banning non-compete agreements is both necessary and long overdue. It's well established that the Article I, Section 8 of the Constitution of the United States is intended to empower the Federal Government, and by extension, the various agencies formed by Congress to enact and enforce its policies, to regulate interstate commerce. It is undeniable that in an increasingly "remote first" world, more businesses are working across various State boundaries. These businesses are often formed in a particular state, but employ persons residing in another (and are therefore generally bound by a different set of laws). For instance, a business formed in California is already statutorily prohibited from employing non-compete clauses in agreements made with employees. A business formed in Florida (a notoriously pro non-compete state) is not bound by the same Sate restrictions. Now, let's assume each of the aforementioned companies chooses to employ persons in the opposite state. We have a clearly ambiguous situation in need of Federal regulation in favor of the common good, and leveling the playing field for businesses. The common good, I would submit, is the banning of non-compete agreements, if not in whole practice, as the proposed rule contemplates, in all but only the most extreme circumstances of executive employees, founders of</p>

	<p>businesses of substantial size, etc. A personal story as reference follows: Having just recently graduated from a state university in Florida, I was excited to get my career started, but had no particularly specialized degree or requirements for a job. Only that it be in a sales position to gain experience in a mass market skill. In a tough economy (2008) I managed to find a job working for a company (formed in Florida) that asked me to sign a non-compete (something I knew nothing about at the time). I was an entry level employee by all accords. Having worked for the company for 4 years, and having gained some skill in the general areas of business (as one would nearly anywhere,) I was approached for a job by a competitor of my company and offered a job, making 28.6% more per year and allowing me to work from home. An upgrade in lifestyle by anyone's measure. They were a California based company. They asked me to sign non- solicitation and non-disclosure agreements, but not a non-compete (which were already banned more than 10 years ago), presumably to protect both their interests and those of my former employer. When I resigned and told my employer of the new opportunity, I was physically assaulted by our CEO ,who slammed a copy of the non-compete in my chest. Afterward, they weaponized the non-compete by sending it to my new employer, who promptly rescinded the offer out of fear of litigation. I laving done real financial damage, I had no choice but to sue my former employer for Tortious Interference in hopes of undoing the financial damage. Because of Florida's body of common law, and its judiciary's tendencies of liberally siding with companies, my former company prevailed. To pile on, they pursued, and were awarded Attorney's Fee in the amount of approximately 587,000. I was under 30 years old. My only available choice was Bankruptcy. Even that didn't prevent me from having to pay the judgment, which continued to devastate for years. This is a cautionary tale, but could have been any well-meaning recent college graduate trying to improve their career and standard of living, without any malice towards the company holding them hostage with a non-compete. I'd happily provide more details to any governmental body wishing to learn more about my story. This experience has had one of the most profound efl. Tts on my life of all. Non-competes are weapons of mass destruction against the common welfare of the working class, and are in desperate need of Federal regulation."</p>
<p>Lisa</p>	<p>"To whom it may concern, Please repeal this. It hurts American workers and limits our abilities to gainful employment."</p>
<p>Karen</p>	<p>"I strongly agree that non-compete agreements should be banned. They are old-fashioned and just a way to suffocate the worker, because the worker is basically forced to sign when they are vulnerable, ie, in need of a job and most people don't really understand the ramifications. It stifles the workforce, preventing workers from obtaining better job opportunities, and keeping them trapped in a job that doesn't work for them."</p>
<p>Justin</p>	<p>"I am currently a medical student who was required to enter into a non-compete agreement for a job I held during my undergraduate degree. The job paid me \$15 per hour and I did not hold trade secrets. This non-compete was used to lock me into a job. This is also a critical issue for physicians, who are increasingly locked into non-competes. Physicians who are locked into non-competes cannot change jobs or practices without being forced to pay large sums of money or leaving the</p>

	<p>metropolitan area or state. This denies patients access to medical services by worsening local physician shortages. Non-compete agreements are being abused by large and small businesses and should be banned in order to protect the future prospects for millennial's and Generation Z, who have or are entering the workforce with few of the benefits that older generations benefited from. Opponents of this proposed rule have their own bank accounts and pocketbooks at interest and not the interest of working class Americans."</p>
<p>Xo</p>	<p>"This ruling needs to happen ASAP. I am bound to a non-compete clause that in order to work I'd have to move if I wanted to leave my job. I basically can't work in 4 counties because of this clause. One of which was put in at the very last minute of me receiving the contract. I had reviewed multiple copies and that did not have this one sentence in it. I am trapped and come to find out this is what this employer/owner does all the time. This ruling can't come soon enough. I'm hoping it passes."</p>
<p>Robert</p>	<p>"I'm a practicing Obstetrician/Gynecologist in Florida and currently work for a large women's health organization. I am absolutely in support of the FTC's proposed ban on non-compete clauses. I am an equity partner of the organization and have been present since day 1 of the corporation as it exists today. There are now over 400 healthcare providers within the company and, with few exceptions, we are all bound to a highly restrictive non-compete clause. The vast majority of providers are in Florida which is a state that strongly enforces non-competes, including for healthcare providers. This company submitted a comment voicing opposition to the FTC Proposal and listed a number of requested exceptions to the proposal should it pass (https://www.regulations.gov/comment/FTC-2023-0007-7064). I would like it make it clear that the company in no way speaks for their individual healthcare providers, including myself. One of their proposed exceptions states, "[If the proposal passes] Make an exception for highly compensated individuals. Organizations spend an increased amount of time and effort training highly compensated individuals, and it would be a significant loss for such individuals to leave an organization after a short period of time." We, the physicians, are the highly compensated individuals referenced here. We were trained in medical school and residency. We have honed our skills through years of direct patient care and self study. This company is not in the business of training us and haven't needed to spend time or effort to do so. We are highly trained by the time we first join the organization. The fact of the matter is that if the FTC proposal passes and non-competes are banned, companies such as mine would have to actually start investing in their employees/providers. This may come in the form of appropriate compensation and improved work-life balance. This is contrary to the all-too-common setting of being pushed to see more patients without a meaningful increase in compensation. Currently, if a private practice down the street or another healthcare organization a couple zip codes away wishes to offer me better compensation, better benefits, and better work schedules I am out of luck due to a very restrictive non-compete. I essentially have no job mobility within the city I currently reside. In the healthcare world, providers don't possess "trade secrets" that could jeopardize the company if we leave. We possess skills and knowledge, the great majority of which were obtained in medical school and residency. Healthcare organizations then employ us and profit greatly from but don't actually contribute to</p>

	<p>our skills and knowledge. Sure, the company may lose some patients who choose to continue seeing me at a new location, but that's called continuity of care and is extremely important - especially in my field of medicine. The fear of patients leaving one healthcare organization for another is not a valid justification for non-compete clauses. And regardless, a quality healthcare organization should be able to recruit skilled providers to replace me. The vast majority of my practicing colleagues are also in full support of the FTC proposal. A number of them have submitted comments as well. As providers, we are frequently tasked with sacrificing evenings with family, our kids' baseball games, holidays, and SLEEP in the name of patient care. Non-compete clauses require us to also sacrifice better compensation, benefits, vacation time and improved work-life balance as a whole. They have no place in the healthcare world."</p>
Ivonne	<p>"I completely support doing away with non-compete clauses in any employment or termination agreement. They should be replaced by confidentiality clauses ensuring employees and contractors do not disclose confidential or private information during their employment or upon or after separation from their employment."</p>
Kenric	<p>"Compulsory Non-Compete agreements for anything other than employees working on a companies trade secrets is an indefensible act of bad faith by employers. America is increasingly becoming a country with no guarantee of labor standards the rest of the modern world enjoys, and in light of an incoming recession even a job might become a luxury. Therefore, the idea of continuing to allow business can potentially legally threaten and bully potential and former employees who in much of America can barely afford a single \$500 medical issue with a job let alone afford a lawyer to deal with legal issues is gross oversight by the federal government."</p>
Cole	<p>"Non competes are ridiculous and totally undermine the free market. Employees either have to submit to the organization's demands with no recourse but to move from the area. My physician had to work in another county recently because of his non compete. Let's have a real free market and abolish non compete agreements."</p>
Phyllis	<p>"I support banning non-compete clauses in contracts."</p>
Fu	<p>"I agree with the Federal Trade Commission that noncompetes allow for exploitative practice that suppresses wages, hampers innovation, and blocks entrepreneurs from starting new businesses. I will explain my case as it is happening as I write. I've been working for the past five years as an account manager with Blue Sun Intl, FL, where I signed a non-compete agreement. Due to this, I have been subject to exploitative practices and unpaid wages (commissions). My employer never showed me the overall number of my sales, nor has he paid me commissions for the past 4 years. Due to the highly restrictive non-compete agreement, if I wanted to continue using my expertise and work in my industry, my only options are to stay and work for this company or face legal repercussions should I seek a new job. Two weeks ago, I resigned from the position for another similar job in another state with a higher salary and overall better benefits: health, 401k, health insurance, etc. The new employment offered is not from a competitor nor is it for the same geographic location. It is from one of their suppliers where they only have distribution rights in Florida. Being aware</p>

	<p>of the non-compete, I did not pursue any job offers within the state and will uproot my life and move to CA. Even so, my previous employer sent me a cease and desist letter, threatening a potential lawsuit, should I not drop the job offer from Solabia using a competing business clause of the non-compete agreement. As of today, March 5, 2023, my former employer is threatening me with litigation with an attorney due to the non-compete agreement. I either have to comply with his unreasonable demands or hire an attorney to defend my case, which will be very costly as I no longer have any income. Furthermore, my new employer is delaying the hiring process until this situation gets sorted out. If it wasn't for the non-compete agreement, my situation will be very different as I will be able to move to LA and start my new job/life. In short, I agree with the FTC that non-compete agreements should be banned as it limits an employee's career to a single company for years, creates poor working conditions where employees are vulnerable to exploitation, and stops employees from searching/accepting better job opportunities. Attachments 2015-3-9 Employee NonDisclosure and Non Compete Agreement The attachment is restricted to restrict all because it contains personally identifiable information data Cease and Desist Letter - Email 3-2-2023 The attachment is restricted to restrict all because it contains personally identifiable information data Cease and Desist Letter - Email 3-2-2023 Redacted 2015-3-9 Employee NonDisclosure and Non Compete Agreement Redacted"</p>
<p>Dakota</p>	<p>"I fully support the abolishment of non compete agreements. As others have stated, competition is the backbone of our economy and free enterprise. I understand that companies want to protect themselves in the sense of the cost of training new employees, and the possibility of trade secrets being shared with competitors. Has the idea of stipulating a minimum employment term into an employee contract been suggested? Have the minimum term be equal to how long it would take to cover training costs based in employees pay. Have employees sign an NDA in regards to trade secrets. This allows them to stay in the same trade/profession, but does not allow them to legally divulge trade secrets with their new company/employer."</p>
<p>Diana</p>	<p>"As a physician I fully support the Federal Trade Commission Non compete clause rule. It is unfair to physicians to uproot and be forced to relocate their entire families after contracts have been completed as they cannot work in the same area they live."</p>
	<p>"TLDR: Non-competes are a form of bullying. I am a 31 year old female and currently under a chokehold with my former employer and not allowed to engage in activity in 6 states. 4 of which I had never worked in with said employer. Non-compete clauses have transformed into a way to bully/intimidate employees. I was forced to sign a non-compete for a start-up business in healthcare tech and was not allowed to negotiate terms in said clause. It was for a great and rare opportunity for a pharmacist so I decided to proceed with signing. I went from a retail pharmacy manager for a big chain to a Director of Customer Success for the start up who implemented specialty pharmacy services in hospital systems- an amazing upgrade. Within 3 years I was promoted to Senior Director and oversaw all of the implementations and supervise the team. Recently, my company was bought-out and the culture completely changed. I was looking for another opportunity and found one to be a VP of Customer Operations and oversee operations in the USA. This was a</p>

	<p>title promotion, a pay increase and my first opportunity with equity shares. Under my non- compete I am not allowed to support the teams that I oversee if they are located in 6 states. 4 of these states I have never worked in for my former company. It was an intimidation tactic to make me stay with my former employer and I am super fortunate that I had another employer willing to abide and proceed with me for this opportunity. I know there are others among the workforce who was not able to leave for fear of no other job."</p>
Robert	<p>"Hi, Thanks for working on this rule banning non-complete clauses. California has had this for years and it's time that these clauses were banned nationwide. I work in IT and these are increasingly common and an artificial form of anti-competitive behavior. If you can't ban these, at least pass a rule that you must be paid your current wage as severance during the time covered by the non-compete if you leave your job. If a company wants me to not work after my time with them, then they need to pay for that."</p>
Thomas	<p>"I believe an employer has sonic reasonable right to a minor non-compete when applied to employees they have invested in for specialized training In those instances the non-compete should begin from hire date and not termination date to provide the employer fair return on investment. However when an employee arrives with all the skill set already in place it is extremely unfair to place 2 year 50 mile radius restrictions via a non-compete. This situation unfairly restricts the employee under these circumstances from maximizing their families earning capacities. Often to better themselves it would require for that person to drive long distances or relocate which creates additional different hardships, often outweighing the benefit of the change. Non-Competes are an unfair means to control workers while restricting earning potential of that individual. It is the exact opposite of a free market and what the foundation of our nation is based on."</p>
Fortunate	<p>"Non-compete clauses should be abolished for doctors who work in a hospital setting as they have little control on patient admission. However, for clinics, it should be very restricted, such as within 0.5 miles for a maximum period of 6 months. This caveat is to protect clinic owners fairly."</p>
Christopher	<p>"Our 1L Contracts class had a sustained discussion on the fairness, efficiency, and administrability of a flat ban on noncompetes. We developed a broad consensus that low-wage workers and small businesses are adversely impacted by noncompete clauses and approve of a rule banning them entirely. Other students felt that noncompete clauses discourage provision of goods and services that comprise public utilities and favored trade-specific or profession- specific bans on noncompete clauses. The class disagreed, moreover, about whether noncompete clauses are problematic in the context of high-wage workers and big businesses (especially since, in robust markets, future employers can "settle out" the dispute) and thought that courts should review such clauses to make sure they are reasonable and not unduly burdensome, as in the classic Contracts case of Valley Medical v. Farber. We did not reach any consensus on how precisely to define the scope of an exception to the ban. Students proposed two tests, one based on the internal classification of employees in large companies, and another based on relative compensation."</p>

Elyse	"Non-competes must be reasonable. Big enough to not compete directly with the employer, but not large enough that the individual must relocate in order to work"
Elizabeth	"Non-compete clauses are ridiculous for anyone but the most senior of executives. If you can just leave them for those employees, then that's fine. But if you can't then eliminating them all is better than leaving them for all. I am sure you are being lobbied by corporations. I cannot imagine what they can argue in favor of non-compete clauses, but I am also sure they will find something. Do not enable this drag on our economy that hurts wage employees. Get rid of non-compete clauses."
Kim	<p>"Good day and thank you for this opportunity to express myself publicly, as it is most appreciated. By way of background may I submit the following: I have been involved in franchising for a career that has now spanned north of 30 years. As both Franchisor and Franchisee, I've been on both sides of the desk (and counter) for as long as I can remember. I've developed, executed, and designed franchising programs, and franchise documentation consistent with regulations, and "sold" franchises domestically and internationally. My background consists of all things franchised, including franchise sales and development, franchisee support, operations, marketing, financial management, real estate, construction, franchise brand building, and brand acquisitions, with titles such as President, COO, Country Manager, Managing Director, Regional, Area, and District manager. In addition, I am passionate about working with the American Diabetes Association and the Congressional Diabetes Caucus for Diabetes Advocacy with Police Departments, First Responder EMTs, and in particular, with the Cleveland Clinic / Martin County I leath for ongoing education and refresher courses. I am also honored to be a SCORE mentor and workshop presenter and a supporting member and delegate to the leadership council with the American Association of Franchisees and Dealers (AAFD), the nonprofit organization that advocates on behalf of Cherished Franchisees. Today, I am a Franchisee advocate, a Franchisee advisor, and what is commonly referred to as a franchise "broker, consultant, coach, referral agent" etc. As has been my lively hood for the career described I have been the subject of "Non-Competes." which significantly attempted to sideswipe my career with unreasonable and untenable provisions that would have stopped me from pursuing my chosen profession and business investments. One, in particular, was so egregious that it indicated I was not to be engaged in the "sale" of franchises, for any company, for TI TREE years after my resignation, and to not do so both in the United States or anywhere on the globe. Imagine being told that you could not pursue a career in your chosen field of Government when it's all you've known and what you have at this point in time pursued. Without question. I am totally aware and agree with certain portions of non-competes in specific industries and where, specifically, proprietary elements, trademark dress, and "replication" should he made part of a reasonably crafted non-compete to protect and preserve the items mentioned. I'm afraid I, however, have to disagree with the impact it may very well have on a person or persons attempting to make a living and support loved ones, a family, and themselves by unduly being restricted to continue to pursue their chosen field of work. The solution would be to craft non-competes with complete specificity. With proper attention to detail, carve-outs that preclude onerous and egregiously unreasonable terms and conditions, and a document that does not interfere with the</p>

	<p>career objectives of individuals assuming they agree with the proposed specific carve-outs that I write of. You can not, for example, be a "Chef" and become prohibited from being a Chef elsewhere if cooking is your chosen profession. You can not be a salesperson and be banned from "selling" elsewhere if "selling" is your profession. You can not be a "Manager" and be prohibited from managing elsewhere if "Managing" is your profession. You can not be a Lawyer and be banned from practicing law elsewhere if "The Practice of Law" is your profession. If enforced under a non-compete, these examples fly in the face of fairness and equitable standards. My sincerest thanks for allowing me and others the opportunity to express our opinions, and may you be guided by doing the "right" thing relative to non-compete agreements. Respectfully submitted. Kim Perrotta WorldWise Franchise Development"</p>
<p>Alan</p>	<p>"I support imposing a ban on non-compete contracts in most cases. The sole exception would be businesses which are involved in the creation of specific intellectual property, and even then the non-compete contracts should be narrow in scope and limited in duration. Starbucks should not be able to use non-compete contracts to prevent their baristas moving into better paying jobs with other coffee shops, nor should a non-compete contract be a permanent bar to any employee moving to another job."</p>
<p>Jack</p>	<p>"As non-compete clauses are generally offered to current employees and don't come into effect until the end of employment, there is effectively no remuneration to employees for accepting a non-compete. Banning a non-compete agreement is a step that will help, but it goes too far. Agreements without compensation should be banned. But, there are situations and actions which support non-compete agreements. These scenarios are ones that naturally arise where an employee developed special skills or knowledge that would gain a competitor a significant advantage to acquire. Employees with that knowledge and/or skills should be free to enter into a non-compete agreement that compensates them fairly for agreeing. Fair compensation should depend on how restrictive the agreement is. A very restrictive agreement that prevents working in the same industry anywhere in the world should offer compensation close to full time salary and benefits for the duration of the non-compete period. A much narrower agreement naming a small geographic region or identifying explicit competitors that are blocked - and which there are a multitude of competitors and geographic areas not blocked would be subject to a much lower compensation threshold - perhaps just an amount equal to moving costs to get out of the affected areas. Additionally, these non-compete agreements should only impact voluntary departures. If the employee is laid off involuntarily, no non-compete agreement should survive. That brings us to the last point. Non-competes should never be forced on employees as a condition of involuntary separation to get severance benefits. They should be permitted if they offer additional benefits, and are at the same or better levels as voluntary agreements signed during employment"</p>
<p>Melissa</p>	<p>"As an attorney who has drafted and litigated non-compete agreements, I strongly recommend that the Commission (1) categorically ban the use of noncompete clauses for some workers and (2) impose no requirements on executive level or commission-based sales workers. Executive workers who occupy the upper echelons</p>

	<p>of a company are savvy enough to bargain properly for non-compete agreements and deserve no protection from this Commission therefore no additional rules are needed to protect this class. Workers who are salesmen in purely commission-based likewise should not have the benefit of a rebuttable presumption against a noncompete because business typically invest in training to get that sales employee in a position to perform. A worker's ability to sell is a generic skill that could apply to multiple different industries such that if a salesman terminates employment at a car dealership, that worker can use their sales skillset to sale in another industry. The only reason an experienced salesperson wants to stay in the same industry to compete is because the employer has placed that worker in a position to meet/know clients in a particular industry & it is easier on the worker to continue to sale for a different employer, but it is inequitable to allow that sales person to continue in the same field & compete with the former employer when they can use that same skillset to sale a different item in a different industry. Therefore, neither executives nor commission-based salesmen need rules to prohibit noncompete agreements. On the opposite end of the work spectrum are hourly wage employees or salaried employees who perform non-sales or non-commission based jobs: these are the workers who should benefit from a rule outright prohibiting noncompete clauses. Likewise, hairdressers, aestheticians, nail technician, makeup artists, etc should also have their livelihoods protected by banning non-compete clauses because these are lower- income earners or non-business savvy workers who are taken advantage of by big business & it stifles entrepreneurship. Unlike the salespersons, a hairdresser or anyone in the beauty business has a unique artistic skillset such that is not transferable to another industry. Noncompete clauses should also be banned against anyone in the medical profession, including nurses, dentists, dental hygienists, chiropractors, etc because the public needs better access to good medical professionals and if the medical facility is not keeping their staff happy then only by losing good workers will they self-correct had business practices. Noncompetes should be banned for attorneys & legal staff."</p>
<p>Tamzin</p>	<p>"I support the FTC proposed rule banning non-compete clauses. It is absolutely outrageous that medical care in this nation has been taken over by medical corporatists and they were facilitated in that takeover by our own government. I am deeply embittered by the way my government has killed real medical care in the USA, and by the medical corporatists who have followed in its wake like sharks following a bloody carcass dragged through the surf. As a physician, I have been cheated and kicked in the teeth all my professional life by an enormous, incomprehensible government bureaucracy, and then to add insult to injury, by the multi-millionaire medical corporatists. I have been a dedicated and honest physician. I would have done better financially being a toll-taker on the NJ Turnpike right out of high school. I have been terrified of the US government all my life-too long to describe why here. I became a physician because my mother died from TB when I was 15. I was left alone with nothing. My father was a sick WW2 veteran. He did not fight for my freedom, because I have steadily lost it during the course of my life. It wasn't easy, but I got an academic scholarship to college, put myslef through medical school, AND PAID BACK MY LOANS! I wish I had been a veterinarian. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate</p>

	<p>employment are not only unethical and anti-competitive, but are dangerous to patients. I am deeply embittered by the way my government has killed real medical care in the USA, and by the medical corporatists who have followed in its wake like sharks following a bloody carcass dragged through the surf As a physician, I have been cheated and kicked in the teeth all my professional life by an enonnous, incomprehensible government bureaucracy, and then to add insult to injury, by the multi-millionaire medical corporatists. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
<p>Julianne</p>	<p>"I support the FTC proposed rule banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. When my husband had surgery to take his left lung out due to lung cancer; he had other health issues the surgeon knew only the basics about. His Doctor of 30 years, who could have given excellent care and stepped in to help; was not on staff and not allowed to offer his expertise. This slowed my husbands recovering and added extra expenses for us. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them."</p>
<p>Paul</p>	<p>"I support the FTC proposed ride banning non-compete clauses. Hospitals and other facilities Americans depend on for care abuse non-compete clauses to the detriment of patients and the medical professionals who care for them. Contracts that prohibit medical professionals from caring for their patients outside of corporate employment are not only unethical and anti-competitive, but are dangerous to patients. For example, non-competes result in patients losing access to the physicians who know them best, deter physicians from speaking out about patient safety concerns, and increase the cost of medical care by thwarting competition. The bottom line is that non-compete clauses are bad medicine. I urge the FTC to adopt the proposal to ban them. I Also support common sense, is there any in Washington?? Lets see"</p>