

Constituent Support for the FTC's Noncompete Rule



Alabama | Statewide Impact

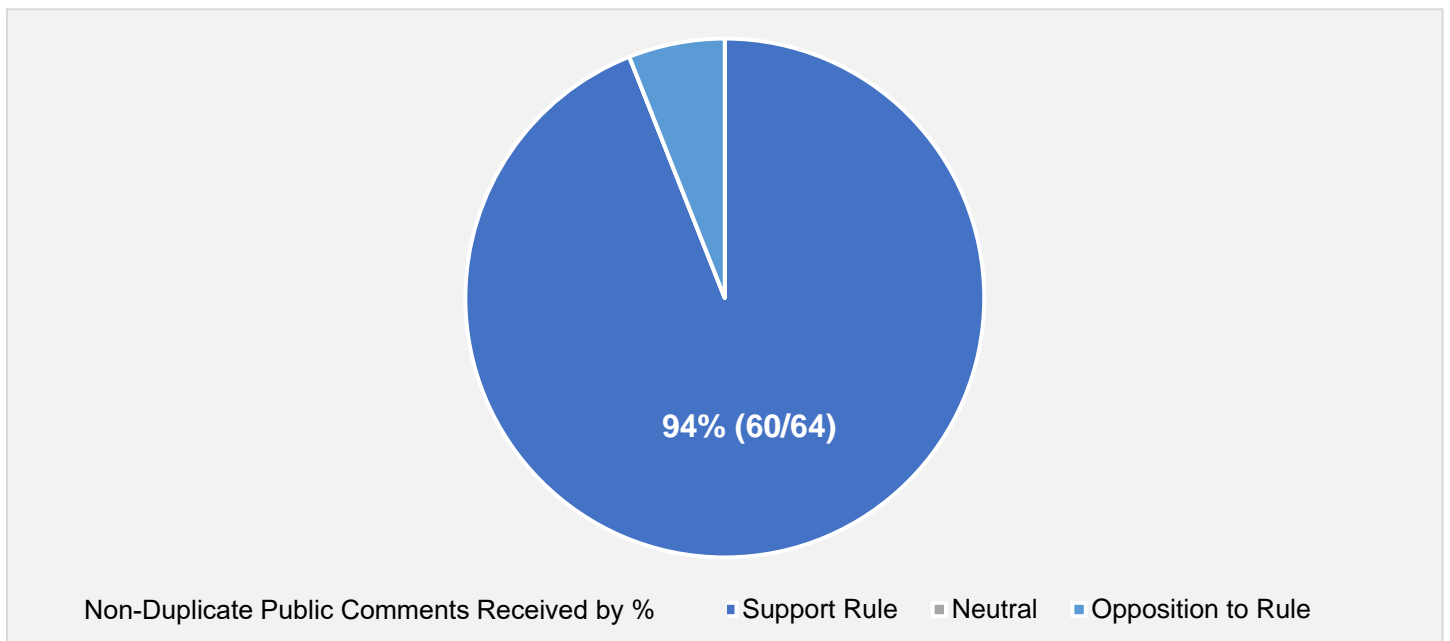


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Alabama Covered Workers	Increase in Total Annual AL Worker Earnings	Increase in Average Annual AL Worker Earnings
1,620,882	\$822,829,396	\$508

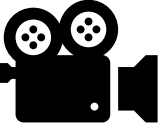
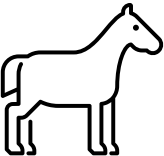
[Estimated Increases in Total Annual and Average Worker Earnings by State \(ftc.gov\)](https://www.ftc.gov)


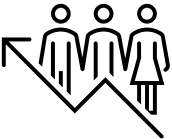

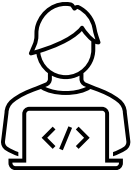
Notice of Proposed Rulemaking: 60 of 64 AL Commenters Support



Support Across Sectors of the Alabama Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am an Emmy-nominated Executive Producer who worked in broadcast news beginning in 2013. In 2015 I was pressured to sign a talent contract, even though I never had a role in front of a camera. The contract had many penalties and clauses meant to keep my wages low and keep me from seeking employment elsewhere. The terms stated that I could not take a job in television news for one year after the expiration of the contract. There was no buy-out clause and no exceptions made in the case that I was terminated. These practices serve only as a tool for controlling employees and keeping their wages low. The policy of my employer was that no one was allowed more than a 2% raise year to year, regardless of performance. The only options were accept the meager increase or leave your job and "sit out" for one year. No consideration was offered in my contract for signing the non-compete other than "employment with the Company"...My skills were so valuable that the company acknowledged going to one of the three other stations within the same market would have been bad for my employer. Yet instead of paying more than the other stations in the market, they relied on strong-arm tactics and oppressive terms in contracts to retain my employment. These policies have real world consequences."</p> <p style="text-align: right;">-David</p>
	<p>"I am an equine veterinarian that was recently fired due to refusing to accept not getting paid overtime for emergency work. This company moved to my hometown where I lived and my family has land and my wife runs her own business. With the noncompete, I was forced to stay at my job for the least commission rate in the country and take on extra call without say. I couldn't leave because that means I couldn't work in the area that I lived. So I just accepted the terms. Now that I am fired, the noncompete still stands: I can't work from my own farm, and have to travel 50 miles away to work, where nobody knows who I am and it's hard to get business since I am not able to get to their farm quickly in case of emergency. The area I live in is desperate need for an equine veterinarian so it's depriving the local community of good care for their horse... Meanwhile, my big company previous employer is working as a monopoly with high prices and won't even come to the area that I live for emergencies. While they are making more than ever, my family is suffering and I will likely lose the farm that has been in the family for generations, even after selling everything. In conclusion, the noncompete clause forces decreased labor wages and unjust working conditions, a monopoly of the big companies, and deprives the community of good quality workers."</p> <p style="text-align: right;">-Zachary.</p>

	<p>"I worked for a company as a speaker and an executive coach for 11 years. They force everyone that wants to work with them to sign a 2 year non- compete agreement. I left the company in 2021 and literally moved to South America to be able to avoid being sued over the non-compete. Non-compete agreements should definitely be illegal. They harm people in more ways than you know and only serve to create states of indentured servitude to avoid legal and financial consequences...."</p> <p style="text-align: right;">-Jay</p>
	<p>"My wife signed a non-compete and now that she has left her job, she cannot perform the same practice within 150 miles of any location of the franchise for the next year. My wife is fully aware of what she signed when she signed, BUT this is hampering our life progression majorly. She can't utilize her license and certification to the full capability due to this non-compete. PLEASE ban non-competes not only for us specifically but more importantly everyone binded by one in the United States. They are nothing but negative. They only benefit the rich, the companies, and the franchise owners. The rich keep getting richer in America and the poor keep getting poorer. The before statement sounds nothing like The American Dream but that is what a non- compete suppresses."</p> <p style="text-align: right;">-Luke</p>
	<p>"Physicians MUST not have non competes. That's how you keep patients safe. Physicians who can easily leave a hospital that is not safe for patients, makes all patients safer. Physicians that can leave one hospital for another nearby, makes all hospitals safer. When you have non competes, physicians move to other communities. Having noncompetes for physicians creates physician shortages in smaller towns. Physicians who sacrificed their twenties and thirties to care for Americans should not be penalized by being amongst the only professions to still have non compete clauses. I imagine you want the best care for yourself and your family- that is physician led care. Physicians are leaving medicine in droves. Do better. Keep physicians practicing the art of medicine that only residency trained physicians can do."</p> <p style="text-align: right;">-Neha</p>
	<p>"Dear Chair Lina Khan, I am a 21 year old who was previously a mechanical engineer. Once I had graduated and was getting job offers I quickly found out that non [competes] were the industry standard. I utterly refuse to participate in an industry that would want such control over my life. I me and my student debt struggle to keep my grandfather's farm afloat but I'd rather die on my feet than live on my knees."</p> <p style="text-align: right;">-Brian</p>

Additional Support from Alabama

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
Matthew	<p>"I am a small business owner, but I previously worked for two private companies. I did not have to sign contracts at either company that included non- compete clauses, and I do not have non-compete clauses built into contracts for my employees. I firmly believe they are anti-competitive and stifle entrepreneurship, and they keep individuals from pursuing opportunities to make more money and advance in their careers. Quite frankly, that doesn't seem in line with American ideals of freedom and self-determination. My wife has a full time job in the medical industry, but she is also a fitness instructor part-time. She recently left a gym with no intentions to train again, but she has decided to seek employment elsewhere again. But, she signed a contract at her previous gym that includes a non-compete clause for three years. To keep this comment short and to the point, I am firmly in favor of the FTC's proposed ban on non-compete clauses."</p>
Nancy	<p>"I feel very strongly that non-compete agreements do not in any way help or protect the workers who are earning the money for the business owner. Non- competes are there only for the benefit of the company and not the employee. Asking someone to sign one in order to get a job should be against the law. Some people have very specialized skills and may not be able to find a job equal in pay or benefits if they had to take a job outside their field or skill level. Even those who work minimum wage jobs flipping burgers or cleaning buildings would have a difficult time finding another job if they had to sign a non- compete."</p>
Jason	<p>"Please eliminate the non-compete clause. Companies are using this to limit the ability of good employees in a bad situation to leave and find work with other companies in the same industry."</p>
Martin	<p>"Non-completes are predatory anti-market policies and should be abolished immediately. They have contributed to the death of small businesses in the form of private practices as providers in the area cannot leave a major corporate entity without leaving town, removing the opportunity to start, or join a small business in the area. As a result, the patient suffers. Non-competes artificially strangle wages from hard working health care employees, by forcing a decision to relocate in order to find better work conditions. The opportunity cost this poses is sometimes hard to justify with a simple wage increase elsewhere. As student who is about to apply to medical school, I know that the healthcare system in America is not perfect. This proposal excites me because it is a definitive step in the right direction towards improving the quality of the system for providers and therefore patients. Non-competes do nothing, but hurt patients by limiting providers. This is especially apparent in places where I have lived - rural areas that are currently bleeding for providers."</p>

Christine	<p>"Please ban the non-compete options! This rule is so unfair! Imagine this scenario: a woman takes a job in a place for her partner. But then they divorce. The woman then is forced to stay in her current job by the non-complete rule because if she tries to quit, she would only be allowed to work HOURS away, and divorce decrees often stipulate that a parent cannot move the child away. So then she is forced to either give up her employment or give up her children or stay in a job that isn't working for her. It is also contributes to pay disparities - we know that women continue to be underpaid for the same job as men, and if she is trying to leave for better pay, she can't because she is stuck at the job, allowing the employer to exploit her for lower wages than she could get if she worked at a place across town. This whole existence of non-compete clause literally creates a legal monopoly of the medical system over the employees and has effects such as described above that contribute to horribly sexist outcomes. The hospitals may tell you it will drive up wages, and to some extent it will - but that is free market. It shouldn't be a drop in the bucket though for healthcare costs! Multiple studies have reported that physician pay is less than 10% of healthcare costs. instead, those massive costs are from the big corporations squeezing patients and physicians liar money that are driving those costs. Please do the right thing and vote the fairness in employment, allow medical providers to leave a bad work situation without having to also sell their house, move their family, maybe give-up their children."</p>
Paul	<p>"The lobbying action from the American hospital association is precisely the sort of spineless anti-competitive action that is eroding the fundamental fabric of this nation. Doctors and nurses and all of the associated ancillary staff do not traffic in "trade secrets:' There is no moral justification to exempt health care workers from the non-compete ban."</p>
Annie	<p>"I think it is fair that the worker has the freedom to work for any other employer without any restrictions. The worker was employed based on his/her educational and professional skills so it's not like the employer is the owner of the employees" resourcefulness. Unless the company paid fully for your education and skills training the employee cannot be restricted to move on to another company or doing his/her own business."</p>
Cody	<p>"I fully support the decision to ban the practice of Non-Compete clauses. To take away the workers' choice to seek better employment, especially under the guise of protecting trade secrets, breaks the labor model that allows workers to find better paying jobs. This practice only serves to benefit employers by keeping wages low and eliminating outside competition. Non-compete clauses may also be entered into by workers who do not understand or are unable to refuse the clause, thereby trapping them into a position where they do not have bargaining power to advocate for better wages and working conditions. I fully support the FTC in ending non-compete clauses as these clauses only serve to weaken the American public and strengthen corporate America."</p>
Rashon	<p>"I think the new proposed rule would be an improvement on helping workers across America even if your in a at-will state, there's has been some challenges in the state I reside with my former employer because of the situations I going through</p>

	with my former employer I didn't know when I was being hired that I signed a non compete agreement and I've been unemployed for 3months and haven't successful in finding a new job because I believe in that clause is stopping it, so I endorse the new proposed rule if it would be a start to helping workers all over America against employers"
Andre	"Finally! way to go.... Thank you!"
Edward	"I agree that non compete should be illegal."
Will	"There is no good reason why physicians, nurses, and other healthcare workers should have an exemption to this rule banning non-compete practices. As a pediatric resident physician, I've worked with supervising pediatricians unable to change practices in hopes of better working conditions or a closer geography to home or schooling because of how overreaching their noncompete clauses were."
Dion	"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. One of the most sinister things companies do with noncompetes is hang your job over your head, threatening your livelihood and the livelihood of your family if you do not sign. They use your own job as the consideration for the contract, especially in "at-will" work states. Not only do they do this with noncompetes but they do it with NDAs and will more than likely use the NDA as a workaround to the noncompete, should this ban go into effect. Businesses use these contracts, and threaten their employees with them in order to protect the business from the free market. I think it would be pertinent to also add language to the ban that covers agreements such as NDAs. Thank you for your work, and please issue a final rule that bans noncompete agreements."
Bradley	"Non competes in medicine make no sense. Hospitals aren't supplying physicians with "trade secrets" that need to be kept from competitors, the physicians bring the value themselves. Physicians are already subjected to anti-poaching clauses in their contracts that protect employers (as much as is needed) in the case a physician leaves a practice. By allowing non-competes to exist, you hurt patients by 1) Reducing physician mobility to move to underserved areas near their current practice, and 2) Reducing continuity of care; by forcing physicians to move far from their current practice, patients will not have the choice to maintain a patient physician relationship with their doc. Hospital groups will surely argue that they make huge investments into their physicians that needs to be recouped, but that is rarely true. Hospitals want to prevent physicians from being paid what they're actually worth by restricting how they can be employed."

R	<p>"I fully support banning non-compete clauses. These have caused undue restraints on competition wider the guise of trade secrets. In my experience, it was not protecting any trade secret and just restricting competition that later effected my career and ability to grow. Further, the vague language prohibited any sort of competition or contact and was only time bound for a 2 year period. While I was fortunate, others are not and I have seen this particular non- compete negatively impact former coworkers. Leave these behind and invalidate existing ones so employees can enjoy a truly free market system like employers!"</p>
Anna	<p>"Non competes need to be banned!!!! It's ridiculous."</p>
Sarah	<p>"I am a parent of an outstanding veterinarian who was president of her vet class all 4 years and who has worked for over 5 years at a clinic that was bought by a corporation. It totally destroyed the practice and now she is having to drive much further each day to work out a 2 year non compete! I strongly recommend eliminating these non competes to help the vet industry be more competitive and not hold good vets to practices that have become miserable places to work."</p>
Shannon	<p>"It is my professional belief that non-competes typically create a hostile and unfair hiring market for those of us who wish to employee or contract individuals with a specific skill set. Throughout my career I have contracted services and employed numerous professionals who have had their careers and lives placed on hold and often negatively impacted by the conditions and control of a non-compete. Too often individuals are required to sign the non- compete in order to qualify for a position (especially in management). Then upon leaving (for whatever reason) they are bound by the conditions of the non-compete. Quite (Alen that individual does not hold any proprietary information, nor do they have "trade secrets" but simply a gift for building client relations, or are skilled at conflict resolution, or have a unique customer service skill set that people seek for their industry. The non-compete prevents them from utilizing those skills in any related industry without threat of retaliation and/or litigation. Way too often I have personally witnessed individuals be threatened with personal retaliation via litigation or threat of litigation in order to prevent them from bettering themselves. The person bound by non- compete cannot accept a job that is offered to them due to non-compete, which would otherwise have been a perfect career step that most professionals benefit from. People should be entitled to make a living and when you work in a specific trade you learn that trade and sharpen those trade skills then are told you cannot use that skill to survive, feed your family or better yourself for a time period. Most of the time those skills are due to hard work and talent not some "trade secret" the previous company should hold power over. It is my professional opinion that non-competes should be banned or at the very least limited to use only in cases that an employee or contract individual actual hold some classified or top-secret knowledge. Non-competes should not hold back hard-working talented individuals who simply work hard and offer a better skill set than other individuals. It is my hope the FTC will review and make a decision to stop allowing misuse of con-compete agreements."</p>
BRENDON	<p>"I am writing to express my strong disagreement with the American Hospital Association's (AHA) proposal to exempt physicians from the new regulation</p>

	<p>prohibiting noncompete agreements. As an advocate for safeguarding workers' rights, I find this proposed exemption highly disconcerting. Noncompete agreements are frequently employed by businesses to restrict their employees mobility, making it challenging for workers to depart unfavorable job conditions or negotiate better terms. Physicians, like any other worker, should have the freedom to seek better job prospects without the fear of legal repercussions. Granting physicians an exemption from the noncompete policy would solely benefit hospital corporations while hurting workers. It would enable these corporations to maintain a firm grip on their employees and restrict competition, potentially resulting in lower salaries, fewer benefits, and overall poorer working conditions for physicians. Eliminating noncompete clauses would enhance patient access to healthcare as hospitals and corporations could no longer constrain where physicians can work. I urge the FTC to reject the AIA's proposal and uphold the noncompete policy for all workers, including physicians. It is crucial to safeguard workers' rights and promote a fair and competitive job market. Thank you for your attention to this matter. Sincerely, A concerned MD/PhD Trainee (6th year)."</p>
Erik	<p>"Non-compete clauses in veterinary medicine are a serious problem. Many practices include them in contracts, which makes accepting a first job a challenge for a new veterinarian. They often feel "trapped" in those jobs. It stifles competition and, when they have been challenged in court, my understanding is that they don't often hold up. Your employer should not have any control over you once you sever employment with them."</p>
Michael	<p>"Approve eliminating non compete clauses."</p>
Heidi	<p>"Non compete agreements are anti worker and only serve to make life difficult for worker. Thank you for banning them. I have friends who have had problems over diem."</p>
Sean	<p>"This is a fantastic proposed rule. I have been in software sales for 15 years and have always had a non compete. I had to the \$2,000 confirming I would be covered when I changed companies and the prior company threatened a lawsuit over the non-compete. Being able to change companies to grow without the worry of this type of legal action is best for everyone. Non-disclosure and confidential agreements can cover anything concerning [to] the business."</p>
Bob	<p>"Non competes are almost always abused by companies, in any industry in which they are used in. Companies leverage them to force workers into unenviable states or prevent them from seeking employment in adjacent companies, even though the fear of spreading company secrets is often unfounded"</p>
Jeffrey	<p>"I agree with the proposed rule to eliminate the non-compete clause in contracts. It unduly burdens employees, especially those who are very specialized, such as medical doctors."</p>
Rozalyn	<p>"I support a federal ban on noncompetes. We're currently in a physician shortage. Non-competes are an undue burden and lead to physicians either stopping the practice of medicine completely or leaving their communities either temporarily or permanently. Both of these outcomes only worsen this shortage and directly impact the health of the American people."</p>

<p>Stacy</p>	<p>"Please ban employers as well as purchasers of a business from imposing this restrictive and archaic clause as part of any agreement. I have been personally affected by a Noncompete Clause as part of the purchase agreement when I sold my insurance in 2019. Since then, I have been prevented from finding work in the only industry I had spent my working life in. I felt backed into a corner and somewhat forced to sell my business due to staffing issues. The only viable purchase option I had available to me at that time was a larger bank that also had an insurance agency in-house. They were the big guy, I was the little guy. They had deep pockets and I surely did not. And they knew they had the leverage on the sale and they used that to include in the purchase agreement a restrictive Noncompete Clause. I was never comfortable with the idea of having a Noncompete. I just wanted to no longer have ties to my business and to get out of it so that I wasn't financially drowning in debt from the purchase of the business. But it was made clear to me that, if I didn't agree to the Noncompete, the sale of my business to this entity was moot...Noncompete(s have) prevented me from being able to efficiently and effectively work in the insurance industry both in the area where I lived and maintained my business (Western New York) and in my new state of residence (Alabama). I have lost out on numerous opportunities in the insurance industry both in New York and Alabama as a result of being subject to a Noncompete Clause. And I think enough is enough. While I have a 5-year Noncompete Clause (which is ridiculous), I was not compensated the equivalent amount of five years of salary to compensate me for the opportunities that were available to me but that I was not able to embrace. To a large degree, it has been professionally and financially devastating...That is the situation I find myself in. Not only did I have to sign one of these clauses, but I have had it reviewed by professional colleagues since then. They have all advised that I should have an attorney look at it and potentially "fight" it to get out from underneath it. The biggest problem with that is the fact that I know I cannot financially afford to do that while the other party easily can."</p>
<p>Shannon</p>	<p>"Non-compete clauses are repressive and unfairly harm middle class Americans under these rules. This would raise worker wages which would in turn boost the economy. Please make non-compete clauses illegal."</p>
<p>Michaela</p>	<p>"I appreciate the ability to be able to comment and put my input out there to be heard. I started a job [starting] in Jan 2022 and had to sign a one year non-compete. I left that job Feb 2023, due to management referring to me as a 'bitch' to my face during my yearly evaluation, even though I haven't done anything to her to feel that way, while the owner sat there and didn't speak up. I wasn't going to be disrespected in my workplace so I chose to walk away. My noncompete prevents me from contacting my clients to be able to that I left. I am in no means wanting to taken clientele from my last job, but my clients who have trusted me this last year have no idea what's happened. I am not the type to jump from job to job, I loved my clients I got to service. They trusted me with a very intimate (Brazilian) service and it's really bothers me I had to walk away from clients who trusted me, and I had gained a relationship with the past year and act like I don't care about them. I'm worried those people who trusted in me will think I didn't care about them or didn't want them to swap over with me because I didn't want them as a client anymore. There's a lot of disruptions that clients could think since I cannot reach out to the client. I take pride in my job, and take it very serious and I don't want this false</p>

	<p>image of me going around or work of mouth me had about me. Some clients have reached out to me after finding me on Facebook, or Instagram and have been asking "what happened" and "what's going on, I called to book with you and they told me you weren't there anymore but wouldn't tell me where you went" So I have been made aware my last place of business is not telling clients what's going on and that is what I was worried about. Not that I would lose clients, but they would be so confused and concerned and worried and totally out of the loop. I do not agree with Non-compete simply because of the fact there's a possibility it harms me as a individual who's trying to start over and have clients feel as if I didn't care about them, and I'm simply trying to pay my bills."</p>
J	<p>"I am against non-compete clauses, especially for low income workers. I think many companies just copy a standard employment contract that includes die non-compete clause even though it is not necessary. They are too lazy to delete that part, feeling like more is better. I can see where sonic sensitive industries might feel the need for such a clause, but it should be well thought out, not standard for every employee and should not be longer than 1 year. If the company has such a clause, if they lay the employee off, the clause should be voided. My son interviewed with a company who offered him a job, but he declined because of the unreasonable non-compete clause. They said he could not work within 250 miles of any of their customers for 5 years. These customers were all over the United States, effectively stopping him from doing his chosen work anywhere in the US. When he tried to have the term reduced to 1 year, they declined, so he did not take the job. I retired after 22 years with one company. I have no idea whether I signed a non-compete clause when I was hired or not. I needed the job so I signed every paper they put in front of me. I think this may be the case for many people. Companies complain that they don't want people taking trade secrets or pricing to another company, but I'm sure they would be more than willing to benefit from such information if a person who had it started working for them. I am glad you are looking at this issue. I think that on the whole non-compete clauses are totally unfair to the worker and should be abolished."</p>
Michael	<p>"I had an employer try to enforce a non-compete before with threat of legal action. Luckily I had read the contract and had a manager sign me out of the clause. The threat of a lawsuit disappeared. After that I refused to sign non competes and certainly missed out on some good opportunities. The clauses are not welcome in a capitalist free market economy. I strongly support the proposed Non-Compete Clause Rule, as proposed in Matter No. P201200."</p>
Ted	<p>"Non complete clauses destroy innovation & encourage corporate theft & control of both ideas & people Imagine schools telling students they must forget what they learned & cannot attend "rival" schools (does rival school mean 1 that get funding from the same state or the save federal govt?). "Markets" should be the exchange of ideas not the privatization of them."</p>
Nimit	<p>"I am part of the medical field as a physician. Over the years, I have seen a progressive imbalance favoring employers. This imbalance pertains to many facets of an employee's job, most notably pay and benefits, which have not kept up with inflation even prior to the recent drastic rise in inflation. These issues are further accentuated in smaller/rural towns where the choices of employers may be limited."</p>

	<p>In such situations, non-competes make it nearly impossible for an individual to seek other employment, which may provide better benefits or pay. With a non-compete in place, such individuals who are not fully satisfied with their benefits and/or pay with their current employer, are usually left with the difficult decision of moving away from the area, or to continue enduring their current situation, a situation which lends itself as an advantage to the employer, as it is quite difficult for a physician to find another job and also re-locate their family. As a personal example, I work hard for my patients and also to ensure that my employer feels I provide value. I have not always felt that employers reciprocate this effort. Elimination of the non-compete would be a step in the right direction to help reverse the imbalance of the employer/employee relationship."</p>
<p>Blake</p>	<p>"I believe that all non competes put people in a position to be stuck or scared to move forward and makes it nearly impossible to live the American Dream. I currently left a job that is not even considered a profession and we have to sign a non compete and non solicit. It states that I have to wait 6 months to get back into that type of work and I have to wait a year before I'm legally allowed to reach out to customers that I got on my own. I worked in Transportation and provided solutions on getting product moved from point A to point B. Anyone can do it. I had a 6 figure income and now if I decide to start my own business and do the same as they did, then I get punished by law. imagine having bills to pay and have to provide to a family and also having bigger dreams than sitting in an office for 8 hours a day. Imagine living in an "At Will" State and you get fired for or laid off. You now have no income to match what you were making and your means of living because most of the people who work in this field do not have college degrees and are under a non compete. Essentially a non compete makes it to where people are "stuck" at their company once they start =icing good money and they are unable go anywhere else or try to start their own business or practice in fear that legal action could be taken from your former employer. Some may even say it breeds dishonesty, because I have known of people breaking these agreements as well. Non competes should not be enforceable. People should be free to work wherever they please and also be able to work for whoever they want to."</p>
<p>Austin</p>	<p>"Good Afternoon Commission, Myself and my fellow employees are hoping and praying that this rule will pass and will free us from our non-competes. We all feel we were duped at the time we were strongly encouraged to sign, however, since that time we have found that our employer has ceased any, and all methods of incentivizing us after decades of loyal service. Prior to our no compete things were much different. Our employer, who prior to our noncompete agreement, truly seems to value our hard work and dedication has since become a very much a "because I said so" boss. More and more freedoms continue to be rescinded, and more and more unreasonable requirements are being made of us tenured employees. We were in a very specialized and skilled industry, and our employer knows that we will all have to start new careers if we decide to leave our current positions. It honestly feels like a trap and its turned what once felt an excellent opportunity into a cage that keeps getting smaller and smaller. We do not want to leave our positions, but it is more than clear. Our employer takes advantage of the fact that we cannot seek employment in our field , for at least two years, unless we pick up a new trade, skills, or a whole new career path. Please</p>

	consider this when making your decision and vote to resend are not going to eat at an allowed capitalism and competition to remain free. Thank you so much for your consideration."
Steve	"Non-Compete Clauses are nothing more than legally sanctioned BLACKMAIL to threaten employees away from getting better paying jobs! This must be abolished!"
George	"My experience as a professional sales person is that non-compete agreements restrict opportunity for my talents to capitalize on new opportunities for my family. I am specifically in the Insulation industry and had to take a year away from my industry to get out from under a restrictive Non Compete agreement with a distributor. I am now with a manufacturer of insulation and I am being pursued by a distributor, but the distributor will not extend a formal offer unless my current employer provides written documentation that they will not enforce my Non compete agreement. These two companies do not compete with one another and in fact the distributor is a customer of the manufacturer I work for and still this document restricts companies from seeking and hiring talent simply because the agreement exists, not because harm can be caused. This opportunity represents a potential 50% increase in income for my family and I may be denied that opportunity for the existence of a document that is not related to the two companies. Customer lists are not protected information since nearly everyone can be found on Google and qualified quickly through Facebook or Instagram for their professional affiliations. A ban on Non Compete agreements would be a blessing to my family."
Mobeen	"A rule that should truly not exist. It should be unethical to enforce a noncompete clause"
Jackson	"It is refreshing to see proposals that continue to focus on the rights of laborers. Any negative effects of this rule are far outweighed by the benefits of a fair and open market."
Angela	"I'm in favor of banning non compete clauses."
John	"I totally support a ban on non compete agreements. My former employer is trying their best to prevent me from working and supporting myself I quite them without notice after 20 years due to poor management and horrible working conditions. I haven't been in compliance from day one of leaving. I work outside of the geographical areas to make sure I'm in compliance. I have never called on a current customer nor do I have any confidential information. The things they accuse me of are not factual at all. It's horrid me they threaded in 2016 to fire me if I didn't sign it. They offered me no compensation for signing a non compete other employees were offered cash payments to sign. Branch managers we're told to sign or be fired
William	"I think noncompete agreements are unfair to the worker. They should be banned it takes all rights away from the workers."

Jacob	"I work for one of the largest media corporations . As talent at a local tv station, they force us to sign contracts and non competes that limit my income and upward mobility in my field of work. The non compete is for 2 years. If I wanted to change jobs, I have to NOT work in media within that market for 2 years. it's the field I love. It's not fair to workers. They can terminate the contract at any time. It's not fair."
Justin	"Non-compete Clauses need to go!"
N.	"Please change the wording to include even non profit hospitals and ALL physicians . 1- Noncompetes exacerbate clinician shortages and access to care, as physicians are forced to decide between cutting back clinically or leaving the workforce vs. staying at jobs that are not a good fit. Noncompetes help employers evade market forces that would 2- necessitate change and take leverage away from clinicians. They make it difficult to speak out about patient care issues, unfair or unsafe working conditions, etc., without worrying about having to relocate if fired. A single physician leaving a hospital to practice elsewhere in the same 3- city does not significantly hurt a system financially. If many physicians leave the same institution simultaneously, this indicates a bigger issue with the employer that needs to be addressed. The current FTC proposal wording doesn't apply to nonprofit hospitals & 4- needs to be modified to include all hospital systems. Given most US hospital systems are 'nonprofit' (despite the same business model as for profits), this will hurt independent physicians and for-profit hospitals. It will also fail to eliminate noncompetes for most physicians who currently have them. N Shah, MD"
John	"The onerous practice of insisting on a non-compete as a condition of employment has on multiple occasions in my career affected my career mobility and ability to improve my location and pay. It's essentially a form of modern serfdom and Un-American . It exists for dysfunctional, competitively impotent companies to retain talent undeservedly and at a discount."
Todd	"All employees should be protected by this rule without exceptions. More specifically, physicians need non compete protection to insure access to quality healthcare for all Americans. A free and open labor market benefits patients."
Jay	"I hope the non compete becomes obsolete. I'm in the radio industry and there were always times I could not take other radio jobs because of the non compete I was asked to sign when I was hired at that radio job. My non compete was stated as 75 air miles from our city limits. I had to leave the market entirely and come back a year later. The non compete was 75 air miles and 6 months."
Deidre	"I am an advertising account executive for a large media corporation. My non compete is 6 months. That means I have to sit out of my career field for 6 months or stay employed under reduced compensation, toxic management, every changing comp plans that continue to reduce commissions because my choice is to put up with it or lose 6 months in an industry I've worked in for 11 years. They are holding my career hostage. I feel trapped and can't better my situation because

	of this."
Darshana	"I fully support banning non compete clause from the contract"
Jeb	"I completely support this. Either non competes need to be banned or companies need to pay employees their full salary for the duration of the non- compete regardless of their employment status. If information is so valuable, pay for it."
Steve	"I have been subjected to non compete clauses the majority of my professional career and in my opinion they penalize the employee severely. The employer always has the deep pockets to pursue the employee in the legal system. In my opinion the employee receives nothing in return for signing away his or her rights to change jobs within the industry. I am in the insurance industry."
Gerrick	"I have worked in upper management in several small and medium-size businesses over the years . I am currently a contractor in a service-oriented business. It is my view that Non-Compete Agreements stifle innovation and restrict free trade. These agreements are contrary to a free market economy and are utilized by companies to prevent fair competition. There are already large barriers to entry in most businesses and by restricting the mobility of work and workers these barriers further discourage entrepreneurship, innovation, and market growth. While it is not often I can say I am in favor of more regulations, this rule clearly provides for improvement in Free Trade and will allow for further growth of individuals and small businesses."
Demetrius	"I think it would be an exceptional rule to ban this clause because it does more harm than good. It allows companies to dictates the employee's decision on other opportunities. It limits the competitive nature of wages. It allows room for intimidation and unfair practices of a company and also give the company room to block and deter negotiations"
Gregory	"I am for the elimination of non-compete agreements. Not only do they restrict competition but they also give employers less incentive to take measures to retain their staff. It creates a sense of entitlement with the employer with them knowing you can't use your current skills to find another job in your field of expertise."
Celeste	"I believe removing non-competes will benefits both the United States industries and its workers. There have been multiple times in my career where I have seen a better way to do business and wanted to start a company or join a company that aligned with my views and I was unable to do either because of my non-compete. I have had to walk away from larger pay and higher titles in the industry that I love because of my non-compete, which has a direct impact on my family's total income, which has trickle down effects on the members of my family. I support removing the non-competes and urge you to continue with the process"

