

Constituent Support for the FTC's Noncompete Rule



Ohio | Statewide Impact

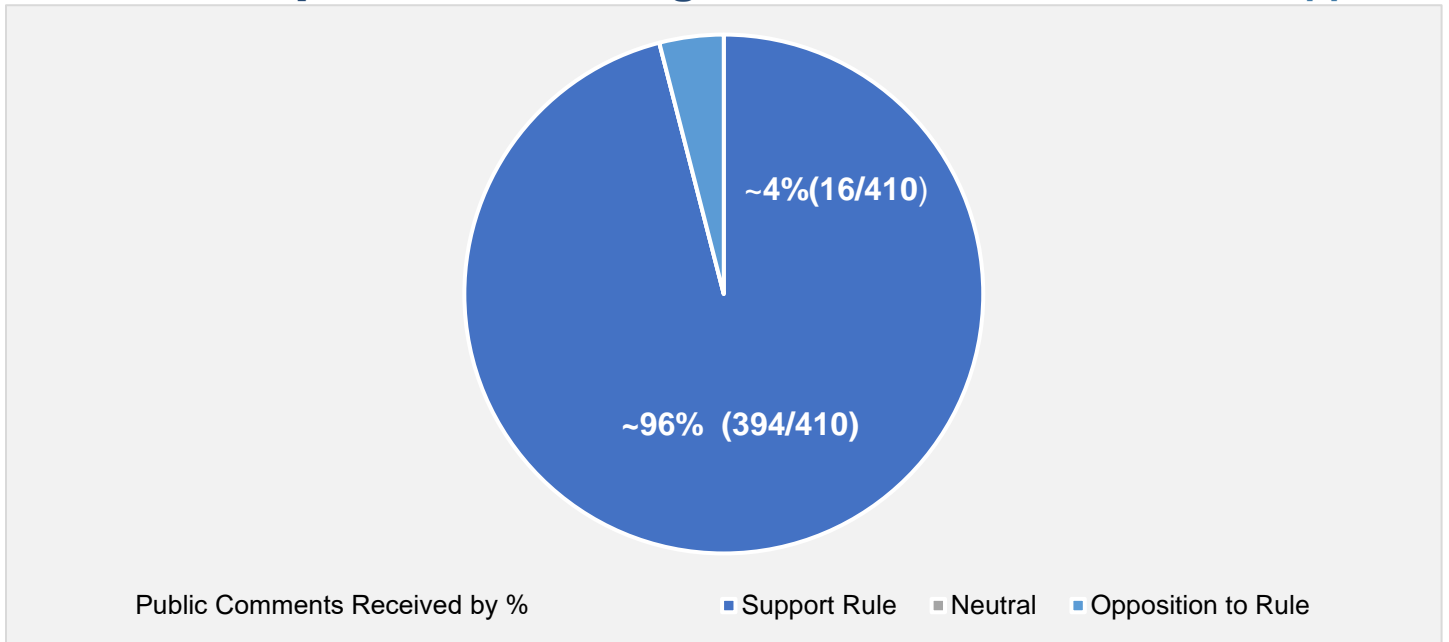


On April 23, 2024, the Federal Trade Commission issued a **final rule** to promote competition by **banning noncompetes** nationwide, protecting the fundamental **freedom of workers** to change jobs, **increasing innovation**, and fostering new **business formation**. The FTC estimates that the final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

Ohio Covered Workers	Increase in Total Annual OH Worker Earnings	Increase in Average Annual OH Worker Earnings
4,314,090	\$2,330,837,261	\$540




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




Notice of Proposed Rulemaking: 394 of 410 OH Commenters Support




Support Across Sectors of the Ohio Economy

*Some comments condensed due to length.

Profession	Comment
	<p>"I am a home inspector in Ohio. I signed a no compete with my boss in January of 2017. Business was slow at the beginning of 2023 and I was not working so I resigned to start my own business. My former employer advised me not to inspect in a 50 square mile radius of his office or I would owe him \$10k. He said that I would have to wait 2 years and then I could open my own business. I worked for him for 6 years and he could not give me ample work even though I was willing and able yet he denies me the right to provide for my family using the skills and education I acquired in my field. These non competes need to be done away with, so people such as myself can flourish."</p> <p style="text-align: right;">-Richard</p>
	<p>"I am in favor of repealing non compete clauses in employment contracts. As a small town physician closely located next to another state, I would be unable to leave my current employer and remain near my patients. This would be a burden to many of my patients as I am the only board certified addiction specialist in the area. IF I left many would lose access to life saving Medication for Opioid Use Disorder. Removing non compete clauses from employment contracts would allow me to return to private practice if needed and continue providing life saving treatment to those suffering from Opioid Use Disorder"</p> <p style="text-align: right;">-Michael</p>
	<p>"I have worked for a company for 33 years that makes a profit of \$500,000 per year of the work my 2 colleagues and I do. They do nothing to enhance our lives or lighten the workload. Recently 1 colleague retired leaving just 2 of us. Instead of replacing him they left us with an increased workload and call. Meanwhile they pocketed his salary as well as the profit they were already making. Because of the non compete clause we were unable to form our own company and bid on the account ourselves in order to staff appropriately and get paid a fair market wage. Because of my profession I basically have to move to change jobs and this company is everywhere anyway. I should be retired but because I've been underpaid for so long I don't see that happening soon."</p> <p style="text-align: right;">-P</p>
	<p>"As a large Midwestern system owned primary care group we pride ourselves in having no non competes in our contracts as we believe they create obstructions to patients having a long term stable relationship with their doctor. We have very few physicians leave our system for our competitors who do use non compete clauses - we as a system and as medical group feel we want physicians as members of our team not because they are held hostage but because they value their experience with us. If you are bound to your employer by these draconian clauses</p>

	<p>the employer has the power to bully and intimidate the physician staffing. These clauses are of a negative impact to good high quality patient care."</p> <p style="text-align: right;">-Joseph.</p>
	<p>"As a former professional recruiter and current law cleric of an employment firm, I can say with experience that noncompetes hurt employees AND employers alike. I remember trying to hire people who were perfect fits for certain companies and even though the noncompete was likely too restrictive, the employer had to pass on the employee rather than go through the cost of litigation. It also hurts small businesses because folks looking to create their own companies are prevented from doing so they have to choose between moving their entire family or working outside of their field for years Banning noncompetes also helps the courts by significantly decreasing litigation. I am 100000% in favor of a prohibition on noncompete clauses."</p> <p style="text-align: right;">-Sarris</p>
	<p>"I support the ban of non competes and also non solicitation agreements! I am a hairstylist. For the first time in my 25 year career I worked in a salon last year as an employee. After 90 days they informed me that they require all employees to sign a noncompete. I had just uprooted my family from Michigan to Ohio. After 11 months of working for the salon I chose to leave to go back to being an independent contractor. The noncompete was for 15 mile radius and 1 year. I found a salon 14 miles away yet closer to my home. I am a single mother and have to take a break to meet the school bus for my daughter every day. 4 months after leaving the salon they emailed me via their attorney a cease and desist letter stating I am in violation for that 1 mile. My clients have reached out to me. So they're claiming that I have caused them a financial loss. I have had to leave the current salon. I cannot find another salon near my home. It has caused a huge financial hardship for me. And now I have displaced clients...Please ban these like yesterday!! They hinder the middle class from getting further!"</p> <p style="text-align: right;">-Cindy</p>
	<p>"I support the FTC to ban non compete clauses that are unduly strict. We are a small private practice radiology group and it is almost impossible to get anyone to work for us on site due to the noncompete clauses for the large private equity firms that are scooping up the radiologists in this town. In addition to the move towards teleradiology. The non compete ban would help redistribute the workforce and keep our small business alive. We are outside of the city almost 30 mi away yet the non competes include distance from any minor branch of theirs or a place they provide services for so that includes almost all of central Ohio for us. I was told many times that there area lot of radiologists wanting to work for us but they cannot get out of their noncompetes. Thank you!"</p> <p style="text-align: right;">-Angel</p>

	<p>"I am writing to express my support for the proposed rule. I had to sign a non-compete agreement as a retail worker. There was no special training, no significant investment, or any reason my near minimum wage job should have warranted such a thing except they could Banning them at least for everyone below the highly compensated employee threshold is absolutely justified."</p> <p style="text-align: right;">-Chris</p>
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Additional Support from Ohio

*Some comments condensed due to length.

Constituent First Name	Comment Highlights
A	<p>"Please repeal the non-compete! This is my personal experience. I am a pediatric Hospitalist and have seen the negative impact on patient care due to this restriction. I work in the hospital care setting with infants and children, and would not "take" patients if I worked at another nearby facility. For example, I work near several community hospitals that are desperate for help, but I am restricted for over a year to work there. My non- compete says I cannot work in any county that touches the county I worked it. Instead they have to hire expensive traveling coverage- raising health care costs. It is a hardship to restrict someone's livelihood when my area of practice is limited to a hospital setting. I cannot just go anywhere and start my own Hospital to work at. If a place of employment is fair to its employees, they should not have to worry about retention of employees. How is non- compete helpful to patient care in "non-profits" who are supposed to be there to help? Thank you,"</p>
H	<p>"Noncompete is against fair business and restricts looking for better opportunities. Noncompete should be banned."</p>
H	<p>"No place in healthcare for the non compete. May be no solicitation is appropriate so do not steal the patients. Doctors and nurses are abused. If you have a small practice May be it is better to be creative and add real partners with good plan for the future to keep them rather than to chain them with a non compete until you make your investment ack out from the new hire. Everyone is expecting more from physicians, see more patients, stay late, while managers and CEOs already home hours earlier. Doctors and nurses are abused and the least what the government can do for the sake of the patients, healthcare and doctors, the non compete clause has to be banned in healthcare. End of discussion!"</p>
Hadeel	<p>"Stop noncompetes for physicians and health care workers. Should be illegal to trap a healthcare worker in a job and force them to move or lose income because of hospital greed. Physicians should be allowed to participate in free market likes any other employee"</p>

Saad	"Non compete clause cause exploitation and mental and emotional exploitation of the employees-I am in favor of removing non compete laws"
Michael	"I believe non compete clauses are harmful for workers and that this rule should move forward. Non compete clauses have prevented workers from seeking other employment in the same field with different employers for better compensation for fear of the consequences of their current employer. These clauses suppress competition and fair compensation, so this rule should be adopted."
Mark	"As a corporate technology engineer of 20 years, I fully support the elimination of non-competes. These large corporations take advantage of unknowing professionals with little or no corporate experience. No training is offered about the implications of what you're signing, no legal representation is offered, and in many cases you don't even realize that you should seek legal advice. If you don't sign their paperwork, you don't get the job, it's as simple as that. And the paperwork is very one-sided towards the employer. I have first hand experience with being threatened by my former company for leaving to go to another company that wasn't even a competitor. They told me that there was "a chance" that my new company could become a competitor in the future. So even though I went to a non-competitor, they threatened to enforce a non-compete against me. Then my former company even contacted my new company and threatened to take legal action against me and my new company. My new company nearly terminated me over this. This was extremely unjust treatment that applied undue risk to my career and added high anxiety to me and my family. Corporate America has too much power in this regard. It is causing actual detriment to people's lives. Elimination of non-competes would be a great step forward fur this country and our hardest working citizens."
Hisbam	"I agree with the statement as is."
Rebecca	"Please ban noncompetes! As a physician, I can honestly say it is the bane of my existence!"
Anonymous	"I am a 23 year old, fully licensed and educated insurance agent. I only make \$15 an hour. I live in a rural area where finance jobs are scarce and my current job has me under a 2 year noncompete that spans 6 counties. I work 40 hours a week and sell easily \$20-25,000 in premium per month yet my take home pay is rarely \$1000. I wish I could gain employment with another agency but I'm scared to leave due to my noncompete. So I am stuck with \$30 or less left over after each paycheck, plus no benefits, because of the non compete. If the proposed rule passes, I could have a chance at building a savings account, getting health insurance, and buying groceries. It would change my life to achieve gainful employment somewhere with a better wage."
Anonymous	"I'm a physician and my area is dominated by two major healthcare corporations. My current employer has a noncompete clause that I cannot work within x miles of ANY of my employer's facilities -- even ones that are 50 MILES AWAY from the hospital I do work at and they expand to new geographic locations all the time. This effectively plans two major metro areas across the

	entire state. If I want to leave my job, I basically have to say goodbye to friends and family and practically move to another state. It's an unfair labor practice."
H	"There should be NO noncompete clause. It is just another way to keep health care providers as slave to their system - it should be illegal."
Wanda	"I'm in favor of banning the non-compete clause, it impedes competition."
Patrick	"I strongly support any measure that prevents non-compete clauses in employment contracts. My wife's current contract is set up in such a way that if she needed to leave her employer we would be forced to move our family to a new city to find a job for her, leaving behind numerous family and friends in our home town."
Carrie	"Please include physicians in the elimination of the non-compete so that we can seek employment in the same community at other employers without having to move or commute to change jobs."
Lakisha	"As a C- suite executive in a professional organization , I strongly support this proposed rule of terminating this policy. A non- compete hinders individuals from making lateral and/or progressive moves within their industry. It is imperative for a solid workforce to allow employees and contractors to accept job offers that would enable them to grow professionally. With a non-compete in place, an individual may have to completely change their industry, remove themselves from the workforce for a period of time or create hesitation on leaving an employer. To complicate the situation even further, many employees feel pressured to accept a non-compete to accept their position. Neither of these options are conducive to growing a strong economy."
Tom	"Members of the FTC Thank you for the opportunity to comment on the proposed revision of the legality of non-compete clauses. To some extent die continued legalization of non compete clauses is an equivalent to modern day indentured servitude. While a corporation has the right to protect its intellectual property the current use of non-compete clauses forces unfair hardships upon the working class and creating a monopolization of the work force."
Dot	"As a health care provider this has always been standard practice but has never felt like it was for the best interest of the employee only the employer. When you live in a small geographical area and there are only 2 health systems to work for , it feel like being trapped in your job. The Americans dream and rights are about freedom and advancement and non-competes hinder these by employers having a stronghold on their employees. Sure you can work somewhere outside of the milage specified in your noncomplete, but then you and your family's quality of life may suffer and you may incur more costs for higher residential costs, utility costs, child care costs, etc. if you have to move to work. The non-compete is archaic and should be illegal as it infringes on our rights as Americans."
Colton	"I think this is an excellent change. As a young white-collar professional, I feel as though non-compete agreements force me and others like me into having to

	<p>choose which matters the least between staying in the same city, staying in the same career sector, and making more money. I recently lost-out on a career advancement opportunity at the biggest employer in my sector because the recruiter in touch with me got spooked by my non-compete agreement with my employer, who is a labor supplier for the company I was pursuing an opportunity with. My employer pays lower wages for similar work compared to the larger company. Therefore, if I want to make a better wage, I need to either leave the city to work with this company elsewhere or switch career sectors. If I want to stay in the same sector, I either need to leave the city or accept my lower wage compared to other opportunities. And if I want to stay in the city, I either need to switch career sectors or accept the mediocre wage my employer pays. These agreements not only limit income potential, but also force employees to make the difficult choice between being poorer but keeping their friends, family, and support network close, or leaving behind their friends and family to get paid the wage they deserve and build a life of their own. I don't know how many individuals my age (mid-20s) know about this proposed ban on non-competes, but I know we are the demographic most affected by it. And I know every major corporation in America knows about this proposed change. I'm sure every corporation will lobby against this with their fancy legalese arguments, and there will be no shortage of comments from them. But don't forget the comments of individuals like me, who are most hurt by these agreements. Non-compete agreements are anti-competitive, anti-social mobility anti-freedom, and frankly, anti-American. The sooner this rule comes into place, the better off this great nation will be for it."</p>
<p>Thomas</p>	<p>"I fully support this rule, and encourage you to make it applicable to NON-PROFITS as well! I am a Neonatal ICU physician at a non-profit Children's Hospital. There are multiple other NICUs at hospitals in my city, and there are two private physician groups that care for the patients in those NICUs. My non-compete clause states that I cannot work within 100 miles for 3 years, whether I leave voluntarily or not! This means, even though there would be plenty of opportunities for me to work elsewhere in my city if my current employer lets me go, I have NO CHOICE but to move far away from my extended family for years. I have had colleagues who had to live in apartments in other cities, away from their spouse and children, during the week every week, because the spouse couldn't move his/her job, or they didn't want to pull the children from a school. Why should my hospital be able to DESTROY a family's life like this, even if they are a non-profit? Why should a Children's Hospital be able to say that once you've worked for them, you have to move over 100 miles away if things don't work out, even though there are jobs available nearby? I understand having a non-compete if one has trade secrets, or would steal business (for example, an accountant opens a new office and pilfers all their clients from the old job). But this is NOT the case in my situation. Families do not pick their neonatologist. If I moved to another local hospital, business would not follow me there. And I hold no secrets that would undermine my current employer. The only reasons for the non-complete are to suppress wages, to suppress dissent (because, if I criticize the hospital administration, they can let me go without cause, and I'll have to sell my house and move far away), and to suppress competition (for example, a group of pediatric specialists could not</p>

	<p>open an office and compete with the Children's Hospital for new patients). The lack of competition raises prices, and likely reduces die quality of care, as patients are left with no option but to use the monopoly that the Children's Hospital has. I work in fear every day, knowing that one misstep in the eyes of my employer means I'll need to sell a house, find a new job far away, move, and leave my elderly parents. Please implement this rule, and do NOT allow an exception for non-profit institutions, which employ 50% of physicians"</p>
Imad	<p>"I strongly oppose the present non compete clause in contracts. As a physician who was adversely impacted by such clause in medical employment contract , I feel the un fairness of such clause which adversely impact die livelihood of physicians if decided to leave their employers for some reason,. they are prevented from seeking different employer if they are not happy with the current one. They are forced to uproot their lives and families because of such unfair clause. this non compete rule is un American and contradicts basics of freedom of work and seeking better options and opportunities and without being penalized for such effort I strongly feel it is time to remove such unfair clause and respect the freedom of workers to chose what best for them and not to be under the mercy of their employer even if they are not happy ."</p>
Amanda	<p>"I support the FTC's ban on non-compete clauses. Corporations are too greedy and expect that if they can't retain an employee by paying them well and having healthy work environments then they can threaten them with their non compete clauses. It's bad business and inevitably harms the working class on all fronts. This policy will make it easier for workers to earn what they're worth and force company's to improve work culture which is desperately needed in all sectors."</p>
Beth	<p>"I absolutely disagree with non compete clause/contracts. 1. Why am I being punished for being good or great at something I have chosen to do while employed? 2. When a company fires you for whatever reason they determine, why should someone not be able to work at their choice employer after being discarded? 3. Great job opportunities are much harder to find in small industries. If you happen to be the best and want a better opportunity, they should not be able to stop you from choosing a new employer."</p>
Tyler	<p>"Non-compete clauses have held my wife and I back from jobs that we would have been better trained for. Employers are taking away our liberties and the should be barred from writing up or requiring non-competes."</p>
Gerald	<p>"I support proposals to ban (or at least greatly restrict) non-compete agreements; that will give workers greater freedom and flexibility to change jobs and advance their careers."</p>
Thomas	<p>"Non-compete clause with former employer has left me with few commensurate employment options all with significantly less compensation even with fifteen plus years experience of which one third was in employ of most recent employer. I now have very severely limited earnings potential for the 12 month and 100 mile restrictive covenant with no hopes of overcoming this deficit for I predict the next five to ten years. My former employer has zero chance of being</p>

	<p>harmd in any way by releasing me from this. My career and my family's economic prospects are now in dire straits."</p>
Stewart	<p>"As an employee I appreciate this type of action to ban non-competes. My previous owner sold the company to our competitor who made me resign a new N.C. I feel stuck and not able to explore other companies within the music industry. Company culture is one of many reason why I support this ban. If a employee doesn't like the culture of the new company taking over then a non-compete limits the employee to look at other companies within the same industry. I love what I do but non- compete limits my ability to look at other companies that offer a better fit with wages, benefits, career advancements, company culture/beliefs."</p>
Patricia	<p>"If I had been able to find new work as a physician without upsetting my children's lives, it would have changed our lives. Please end noncompete clauses."</p>
Jon	<p>"I fully support getting rid of non-compete clauses. Non-compete clauses are anti-worker and anti-competitive. Any time a company wants to use a non-compete clause they should be using an NDA. NDAs would cover any trade secrets that a company may want to protect. All Non-compete clauses do is prevent workers from using the one thing they have at their disposal to bargain for better jobs, their ability to work. If a business can only retain talent through the use of a non-compete clauses they shouldn't be in business. As a worker, I fully support getting rid of non-compete clauses."</p>
Seref	<p>"Non-compete clauses for physicians are being used by employers for putting profits before patient care. The corporate practice of medicine, despite being prohibited by multiple jurisdictions, continues because physicians who want to put patients' interest first are left with die choice of "bowing head down" versus "leaving town." Eliminating non-compete clauses from physician contracts will reduce profit-based interference with how physicians practice medicine. A physician who does not have to leave town, sell their house at a loss, and disrupt their family's life will be better positioned in saying no to profit-based "instructions" of their employer. The benefits of eliminating physician non-compete clauses for patient care and also the cost of healthcare are self-explanatory. Thank you."</p>
Lindsey	<p>"I am whole heartedly against non-compete clauses and would love for them to be discontinued. Non-compete clauses by the major health systems in Northwest Ohio have restricted doctors and our ability to practice. Once a contract is signed with a noncompete, if the doctor is unhappy, die few options are to set up private practice, to uproot family, or commute hours away. The noncompete can be just for where a doctor personally practices or for any facility operated by the company which could be 50-100 miles in any direction. This puts all of the power with the employer. Thank you for addressing this topic."</p>
Caleb	<p>"I support this rule being implemented as an Ohioan."</p>

colin	"Non-compete clauses are exploitative, anti-democratic and protect the wealthy from accountability for their misdeeds, while denying justice to the less powerful. They are unAmerican and must be outlawed, completely, totally and thoroughly, as quickly as is feasible."
colin	"Ban non-compete clauses. They are anti-worker, protect predatory businessmen (like career criminal Donald Trump) and punish employees for seeking to improve their situation."
Brenda	"I do not agree with noncompete clauses. I work as a physician, and these have been used by companies against physicians for a long time to prevent them leaving and working for another company or setting up their own practice in the same area. I and most physicians are not in administration roles, so the work we do is not proprietary, we practice by the same standards of our specialty nationwide. I could see nondisclosure agreements as those would protect company secrets. It has been traditional that you cannot solicit patients from a former employer to follow you to a new practice, but if the patient seek you out, that is fine. Noncompete clauses are an unfair restrictions on workers abilities to change jobs without having to upend their whole lives eg moving, taking children away from school, friends and family. I am in a short supplied specialty which results in less accessibility to patients when noncompete clauses cause doctors to move away. Please do away with noncompete clauses."
Doctor	"Non-compete clauses should be the exception rather than the rule. They mostly act to unduly burden workers and restrict the free movement of labor."
Kayla	"People should be allowed to work wherever in any radius! Let people free!!! I!!!"
PLouise	"As a contract health care professional I support the ban on non-compete clauses in the health care industry. I work with marginalized communities and provide services to youth and elderly relative to education and wellness."
Adam	"I am under a one year non-compete clause for any location within 10 miles of die former employer. Just so happens that said employer has locations in just about every are as their competitors for 1-2 hour drive. Remove the hindrance of the employee from seeking to improve their work environment and make it easier for competition. In the end we all want a happy, healthy and productive workplace."
Richard Eric	"I accepted a new position at the start of the year. I asked my management for permission to accept die new company and be released to work there. They accepted and I worked for 3 weeks with public knowledge I had accepted new position that didn't compete against my soon to be old employer. 3 weeks after starting my new employer and I both got copies of my 13 yr old non compete via certified mail. 3 weeks after that I was terminated when my old company would not relent on giving a written release. Now I don't have a job."

<p>Matthew</p>	<p>"Dear Federal Trade Commission, I am writing to express my strong support for the proposed rule to ban non-compete clauses. As a general surgeon and medical professional. I know firsthand the negative implications that non-compete clauses have on both patients and physicians. Non-compete clauses restrict healthy competition and give employers unfair leverage during contract negotiations. They prevent physicians from being able to negotiate higher salaries, better benefits, and improved working conditions. This lack of competition is detrimental to the physician's well-being as well as to the quality of care that patients receive. In addition, non-compete clauses often require physicians to relocate their families, disrupting continuity of care and limiting patient access to specialty care. When physicians are forced to relocate, they often have to spend a significant amount of time and money getting re-certified in their new state, which can put a strain on their finances and delay their ability to start providing patient care. Finally, non-compete clauses can also limit patient access to specialty care. When physicians are prohibited from practicing in certain areas, patients may not have access to the care they need. This can be especially problematic for rural areas, where access to specialty care is already limited. In conclusion, non-compete clauses have a negative impact on both physicians and patients. For these reasons, I urge you to pass the proposed rule to ban non-compete clauses and ensure that physicians and patients have access to the care they need. Sincerely, A General Surgeon"</p>
<p>Mathew</p>	<p>"As a healthcare worker bound by a non compete I welcome this new rule which would allow areas underserved to utilize my services that would be restricted by my current non compete . Please move forward with banning this clauses ."</p>
<p>Darrian</p>	<p>"I support making non-compete agreements illegal. I believe that they unfairly suppress competition and worker's wages."</p>
<p>Kyra</p>	<p>"The passing of this law would greatly improve my life. I'm currently stuck in a non compete contract in the state of Ohio that I believe is extremely unfair. My employer states that I'm not permitted to work ANYWHERE in the entire city of Columbus, Ohio. This is the city where I was born, have lived in for 21 years, the city I got my cosmetic license in, which I went \$20k into debt for, and I believe telling me I can't carry out any work here is absolutely against my constitutional rights. I'm aware this law has been introduced on several occasions and has failed to pass. I'm confident when I say the passing of this bill will help so many other women in the beauty industry besides me."</p>
<p>Erol</p>	<p>"Ins Flexo printing machine operator in Ohio State , my current employer no have PTO or benefits that other flexo printing companies have to offer i have give them 2 weeks notice resignation and the same last day of my 2 weeks notice a letter was send to me and my new employer that i have non-compete agreement that i signed 12 years ago if i start work with the new company both will be sued is a shame for a company the i spend 1/2 of my life working hard and they no let me go for better opportunities Attachments letter The attachment is restricted to restrict all."</p>

<p>Elizabeth</p>	<p>"I am a Nurse Practitioner working for a laser hair removal company and my no compete is so broad that I cannot pursue employment at any med spa who preforms laser hair removal anywhere for 2 years. Considering that I specialize in aesthetics this no compete limits me from most job prospects which would support me in practicing to the full extent of my license. My no compete contract depreciates my quality of life and happiness in my career. Additionally this contract limits the people who I can support and care for."</p>
<p>Mario</p>	<p>"I fully support this move. I fought a non compete in court in Ohio up to the Appeals Court of Ohio. In medicine there are no trade secrets only hard work. Contact me if you wish to discuss."</p>
<p>Stephen</p>	<p>"While a lot of states prevent these from being enforceable, I would like to see these companies banned from trying this shady practice."</p>
<p>David</p>	<p>"Noncompete clauses have caused harm to the healthcare system on both an individual personal level and on larger patient focused systems level. On a personal level as a practicing radiologist,) have witnessed firsthand the limitation they put on physicians and their families. Radiology has for all practical purposes become a commodity in the medical field. Just as a patient really does not care which lab performs the requested test, just as long as basic quality metrics are met, that is all that matters when it comes to lab results. The same goes for radiology these days, patients want their imaging studies read quickly and accurately, yet they really don't care who reads their study, as long it is a licensed and credentialed physician that has met state and specialty board requirements, of which there are many. Radiology groups hide behind their noncompete clauses and prohibit the radiologists from leaving a particular group and working for other groups in the city, county, or sometimes even the state. As radiology groups across the country consolidate, this has led to larger and larger noncompete territories, prohibiting physicians from seeking employment at other groups in the city, county or state that may offer better working conditions focused more on patient care rather than profit. The business minded radiology groups attempt to run leaner and leaner to improve their profit margin, often to the detriment of both patient care and the working conditions of the radiologists, constantly pushing the radiologists to read more studies faster and faster. And the radiologist has little choice but to comply with no option of leaving the company if they are tied down to a particular city due to family circumstances, kids in school or a spouse's job. And no doubt these noncompete clauses also cause patient care to suffer. Chronic understaffing at radiology groups to increase the bottom line leads to fewer radiologists working more and more hours while cramming in more and more studies. The nonstop focus on productivity causes all the softer and more artistic aspects of medicine to fall by the wayside. It would be nice to pick up that phone and answer a question from a referring physician, but that meter on your computer desktop is telling you that you are running behind and you don't have time for that, better start cranking out another case report! Gee, I would like to help out and perform your requested procedure this evening, but I am reading studies from over 30 hospitals and we are several hours behind on our turn around time so I will push it off as long as possible. Many private practice radiology groups,</p>

	<p>especially larger private equity backed groups, hide behind the motto of being "physician led" when actually they have nothing more than one or more token physician puppets who are highly compensated to tow the party line in the interest of the bottom line rather than the larger group of humanitarian minded physician worker bees. The knowledge that the radiologists use to carry out their life's work is acquired over years in medical school, residency training, fellowship and endless self study, not corporate secrets that individuals will take with them between jobs to the detriment of a company. Noncompctes have no place in medicine and simply exists to restrict the free flow of labor and allow the heavy hand of corporations to exert undue influence on the practice of medicine and individual liberty. If private practice groups actually had to create a work environment to compete for radiologists (or any physician) to stay, rather than trap them in place, the incentives would flow to improvement of both working conditions and patient care rather than profit."</p>
<p>Elizabeth</p>	<p>"Non-compete clauses for physicians are not only terrible for physicians but also their patients. Patient should be allowed the choice to continue care with their physician, even if the physician decides to leave a specific hospital or clinic. Physicians aren't taking trade secrets when they go to a new position. Physicians should not have to move to another city in order to be able to continue working if they find themselves in a bad situation or have a poor fit with their employer. There are physicians who end up having to take jobs with a commute of 1-2 hours driving away for 1-2 years due to non-competes. Non-competes are really a way for hospitals and healthcare system to prevent physicians from leaving so they can treat physicians poorly. Physician burnout has increased with the COVID pandemic and has ranged from 40-60% even before the pandemic. Approx 10% of physicians left the practice of medicine last year. We already have a physician shortage, we don't need to loose more doctors. Non-competes contribute to the loss of physicians from practicing because some end up leaving and due to the non-compete, can not find another position so they end up leaving the practice of medicine. This is not good for patients given the physician shortage. Many health care system now cover such large areas that the non-compete covers the entire metropolitan area, with clauses that state the physician can not work with 10 miles of any satellite clinic of the healthcare system. Physicians already have a difficult time competing with healthcare systems who have a lot more power to negotiate better reimbursement from insurance companies. There is no need for a non-compete to be another set of handcuffs keeping a physician at a job that they don't want to be at."</p>
<p>Matthew</p>	<p>"As an independent business owner who has spent most of his non compete time teaching myself my knowledge it has severely dampened my ability to offer multiple services to my clients. I have die the of working in jobs i liked so i could improve my own knowledge and pass it on. I am a citizen who has voted in all my elections and work die polls. I care deeply about America. I strongly support removing this antiquated rule and replace it with the liberties of pursuing our dreams of upward mobility without some company who doesn't pay our bills at home telling us what to do. Thank you for your bold move FTC."</p>

<p>Chris</p>	<p>"I feel that all non-compete contracts should be banned and voided. I have been in sales for over 20 years and have recently taken a sales position at a company I have worked for a while. I originally was shown a salary expectation and in order to get this new and better position I had to sign a non-compete contract. Since I have signed the contract and taken the job I have not seen the return that was led to believe I would be seeing even taking into account for slower sales. In short, I feel I was shown a highlights reel so to speak in order to get me to sign the contract. Now I would like to part ways and take a job elsewhere in the same field with a guaranteed better return but I can't because of the non-compete contract. I can't keep working in this current position due to the lack of pay and is starting to negatively effect my finances. I have friends working at other companies and have tried to get me to apply there but I would get into legal trouble if I got hired there. Most of my sales experience is in a certain area of sales so what else am I supposed to do for work if I quit? I feel that the non-compete contract is holding me back from yet again Trying to better my life. If my current company wouldn't have exaggerated the job to me I wouldn't have signed the contract in the first place. Now I feel they don't have to do anything to keep me working for them, I feel they have gotten a if you want to leave but don't go work for the competition or we will sue you kind of attitude. If my contract was banned then I could go somewhere else that might want to make it more worth my while to work there. I have multiple opportunities that guarantee me a higher wage but I can't go work there because of the non-compete contract or at least until it is banned. In essence I am losing money that is effecting my family's well being and I don't know how to fix that until non-compete contracts are banned."</p>
<p>Jeffrey</p>	<p>"I fully support a complete ban on non-compete clauses. My wife and I met in Columbus, 01-I while she was completing her residency at Ohio state. She had signed a non-compete clause with The Ohio State University. In order for her to find a job she had to accept a job in Dayton, OH. The drive from Columbus to Dayton is not acceptable daily commute. I quit my job and found a new job in Dayton. I sold my house which I had bought at age 21 and had put in years of renovations into and had a strong sentimental feeling to. We had to move away from nearby friends and family, which we see occasionally on weekends when we drive back to Columbus. We can no longer do weeknight dinners with our friends and family in Columbus. This has been an incredibly stressful move and continues to be a strain on our daily lives all of which could have been avoided had the non-compete not existed."</p>
<p>Victor</p>	<p>"I've been in the transportation industry for 10 years and a non-compete with the wrong company is forcing me out of the industry to avoid being sued. Northeast Trailer Services or NETS Companies based out of NJ, is probably the worst company I've worked for. Although a corporation, they lack any processes or procedures and every decision from equipment purchasing to ordering pens for the office trickles to the owners desk for approval. He's a narcissistic, sexist crude individual that has zero respect for anyone. Currently the company is running thin and what's left of employees can't/won't leave because of the NDA. Constant threats of being sued if leaving for a competitor is told to us often. From top office execs, to middle level management (where I</p>

	<p>am) and mechanics are threatened with legal action from this NDA. Recently a competitor (who doesn't require NDA's, pursued me for employment) decided not to hire me due to my non competent and the owners reputation for litigation. Poor working conditions, harassment, secretive behavior, closed door culture, non transparent commission payscales, lower pay, no structure and pure insanity is why we want to leave this company but we feel stuck. I have an opportunity to double my pay! All I want is better work environment and to better myself financially and I'm stuck. Please ban the NDA's. If not, have to quit and change career paths (lower pay) to avoid being sued."</p>
<p>Samantha</p>	<p>"It is time for non- compete clauses to be outlawed. They affect real people and allow businesses to take advantage of their workers. No one should be prevented from taking another position or being forced to move or commute to enter lto a better work agreement. As a physician all of my contracts have included a non compete clause that would prevent me from providing continuous care to my patients if I left my current position. Non compete clauses hurt workers and their families and force people to give up opportunities that they would otherwise strive for."</p>
<p>christin</p>	<p>"Physicians with noncompetes in their contracts arc forced with the choice of uprooting themselves and their families each time they want to switch practice environments, and the daunting challenging of reestablishing a reputation and practice in a new location. Employers know this, and use it as leverage when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable-unsustainable working conditions. This can effectively hold physicians hostage at unfavorable working condition-, for decades, while employers evade market forces that would necessitate change. I have had to uproot my life twice because of non compete clauses. If the system focused on physician retention patient retention would go hand in hand. When they lose good physicians the patients WANT to follow their doctor and they actively prohibit continuity if patient care by non compete clauses and by not allowing physicians to tell patients where they are going. I was effectively clausued out of Philadelphia for a year because of this clause which forced me to uproot my life becuae the proximity of medical systems to one another and they make it from any of their satellite locations the radius of non compete."</p>
<p>william</p>	<p>"I worked, as a chemist, for the rubber industry for over 40 years. During the first 20 years, there were no compete clauses for non managerial employees. Employees who changed companies were professional in what they knew from the previous companies and their new employers generally employed in areas where there were no conflicts of interest. 1. Non competes were started by Michelin and the other major rubber companies followed suit in which an employee had to remain unemployed fur 18 to 24 months, with pay, if he/she was able to provide proof that the other company wanted to hire him/her. The issue was obtaining the proof from the other corporation and having that job still open after the unemployed time. That did happen to an acquiesce of mine where die economy softened while he waited, the new company rescinded the offer, the previous company would not re employ him, and he was forced to</p>

	<p>change careers to a non rubber industry. 2. I tracked my salary, vs the CPI, before and after the non-competes were implemented. Per Cent raises vs the CPI decreased after the non-competes were implemented. 3. Non-competes were also used to punish employees who left on their own accord or were fired. They were not only black balled from working for another rubber company but also from working with suppliers to the rubber companies. Suppliers had to ask permission to hire someone from a rubber company which sometimes were refused. 4. Employees did have the financial resources to fight the non-competes in court. 5. It appeared to me that marketing and sales executives did not have issues switching companies so there was a double standard on non-competes. Non-compete clauses and training charges should be eliminated for hourly workers and non-managerial professionals. a. If companies expect training should be reimbursed, they should have verifiable data upfront for employees taking the training as to the cost per individual and the time frame for it to be reimbursed. Employees should be allowed to refuse the training, without repercussions, if they feel that it is overpriced for what they will learn. b. Most companies have the forensic knowledge to determining if a professional employee has passed on company secrets. c. Employees should not have to spend their own money in fighting corporations' non-compete clauses. d. That said, the government should strengthen its resources in foreign government spying and have foreign nationals or even 1st generation citizens sign documentation to acknowledge the punishments for spying for foreign nations."</p>
<p>Andrea</p>	<p>"Please end noncompete. It hurts peoples ability to get jobs and switch jobs. Most importantly non-competes are terrible for people who are fired or laid off. I had coworkers who were laid off in Feb 2020 but due to non competes & the economy due to covid were out of work for almost a year. They had companies willing to hire them but the company that fired them wouldn't release them from the noncomplete so they were drawing unemployment which they didn't have to draw except for this piece of paper. I have been a director or higher for the last half dozen years for corporations. I honestly don't know any trade secrets that I could take somewhere. I think there are very few jobs that people know real trade secrets. I have many friends across multiple industries in high level positions & non of them really know anything that someone couldn't figure out on their own. Plus even if they do doesn't competition lead to better innovation & lower prices to customers?"</p>
<p>Eric</p>	<p>"As a worker I believe getting rid of a no compete clause will help keep wages fair and big corporations more honest!"</p>
<p>Micheal</p>	<p>"I am 1000% against non compete agreements. I am currently unable to continue sales in my industry until April 15th of 2024. I was top 3 in overall sales for my industry for 12 of the last 16 years and have controlled the same territory for 20 years. To not allow me to compete is not only completely unjust and biased. But, it's depriving the economy, the hospitality industry a half million dollars a year. Also, the extra personal taxes I would be paying. Because, I've taken a 150 to 200k a year income cut changing industries. Please at least reduce it to 1 year, if you don't completely wipe it off the earth. Thank you for your serious consideration!!!"</p>

Zachary	"Completely agree with abolishing non compete clauses. This makes it difficult for me as a physician to work in one city and change practice employers. Please make non competes illegal."
Stephen	"End noncompete clauses! It's past time to end this disparity in power of employers over American workers!"
Logan	"I encourage the FTC to not allow exemptions for any one class of employee (physicians) or corporation (non profit) included. Physicians or medical professionals are employees, and non competes significantly affect employee mobility, competitive compensation, and allow healthcare workers to be further taken advantage of."
Jamie	"As a physician in a small subspecialty employed by a large health system, I wholeheartedly support the elimination of the noncompete clause from employee contracts. My health system is the largest employer in the region. My limiting my options to practice if I choose to leave my current position, they are furthering strengthening their current monopoly on health care in the area."
Avi	"I favor on passing this law wholeheartedly. This also should not exclude anyone in healthcare including any providers. Non compete laws are in bad faith and only helps employers consolidate leverage. Employees and general public are at a disadvantage is all aspect due to this anti capitalist law."
Elizabeth	"The current non-compete rules don't allow for full worker mobility for leaving abusive environments and also stifles creativity."
Tara	"Noncompete clauses in the healthcare field are 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; this is roughly 10% of US physicians. Currently, profits are prioritized over patient care and the physician shortage is amplifying as physicians leave the field 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 that they will line unable to provide for themselves and their families. Given the growth of large hospital systems, a physician noncompete clause often means that leaving a job would require a physician to leave the geographic area in which they practice. The downstream effects of noncompetes include coercing physicians to accept conditions they are not comfortable with, eliminating market forces that can lead to better systems for clinicians and patients, and contributing to the physician shortage. Physicians with noncompetes in their contracts are forced to uproot themselves and their families if they want to switch practice environments where they must reestablish their reputation and practice in a new location. Employers leverage this when physicians speak out against situations that are detrimental to patient care, inappropriate or illegal actions by their employers, or unreasonable/unsustainable working conditions. Physicians are held hostage at unfavorable working conditions while employers evade market forces that

	necessitate change. A single physician leaving a large hospital system hardly threatens the hospital system's business model. If many physicians want to leave simultaneously, this could affect a hospital system; however one would be forced to examine what the hospital system was doing wrong that so many physicians wanted to leave en block and not be a part of that hospital's mission. This is exactly where market forces should come to play to lead to hospital systems that better serve the needs of clinicians and patients. When physicians can't relocate geographically due to personal reasons, they are prevented from pursuing opportunities that are a better fit for them personally within their geographic location. (better pay, more flexibility, better hours, etc). When physicians are forced to work at jobs that aren't good fit, disillusionment with the field grows while clinician burnout is at an all time high."
Thomas	"A non-compete is one sided and doesn't look out for an employee at all. It makes an employee feel trapped and unable to better themselves. It also stops an employee from being able to financially better themselves."
Gregory	"Board certified dermatologist who is stuck in a situation where he is unable to earn a living after 12 years of education and 200k debt due to an unconstitutional, parasitic non compete clause"
Rachel	"I am 100% for banning noncompete clauses. I am a physician and will be leaving by current employer to work elsewhere for many reasons. My noncompete is a 20 mile radius for 1 year and it is significantly hindering my ability to care for my patients who I have established long- tenn relationships with, and to make a living myself."
David	"Am fully against excluding physicians from the change to the non-compete rule. This is at the very least, very anti-capitalist, giving far more power to corporations compared to individuals"
Nadine	"It is my feeling that these clauses should be removed from contracts, especially for physicians. As a physician recruiter I have seen it affect physicians, their patients and their communities. It is difficult to find doctors for some communities and banning practitioners from finding employment in the community when they are unhappy with their current employer or wish to open their own care center does nothing but leave patients without care. In a free country you should be free to market your skills and knowledge to other employers and have an option to find a career that you are happy with in the community where you live!!"
Rick	"Please make this not possible for companies to restrict the free market of where I want to work. Our software industry is very non-specific and leaves me very few options to make a change in companies. You could consider many similar companies competitors although they really aren't but depends on use cases. I have many years in this industry so hard tbr me to make a big change to another totally different market."
Patrick	"I am writing to express my STRONG opposition to die American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting

	<p>noncompete agreements. It is inappropriate for the ANA to even suggest this after the worst pandemic in 100 years. We with nurses, RTs, PTs and the rest of the hospital staff tireless work to better people but the hospitals would like to prevent us from changing jobs without changing cities. Why are doctors not worthy of the same treatment as everyone else in this country?"</p>
<p>david</p>	<p>"I strongly support the ban on non-compete contracts. I work in a very limited industry and due to that I must relocate to another state but my current employer will not release me from my agreement until the 12 month term has expired Banning these types of agreements will definitely allow workers to regain their lost income and allow them to start their new career paths. Non-compete agreements are impactable in most industries because there aren't many trade secrets that can be taken to other companies, industries are ran very similar and if one employee can damage a company then I would wonder why die employer didn't keep die associate? Please pass this ridiculous non-compete restriction."</p>
<p>John</p>	<p>"About 8 years ago, after losing a few employees to a competitor, my company introduced a non-compete agreement and forced all employees to sign it or else risk losing their job. For some of us, there was an additional threat that if we didn't sign the agreement the company would refuse to pay us bonuses that we had already earned. Since then, I have seen those few employees that left before the agreement and many that have taken the risk to leave afterwards thrive with their new companies, both financially and psychologically. Since the agreement was put in place, those of us who dare challenging the document have seen our salaries stagnate, falling as much as 50% below similar positions at competitive companies. This non-compete was put in place for one reason only - to keep salaries down - and it has been effective. I don't blame companies for wanting to protect IP by preventing employees from taking it with them, but in this case the sole purpose of the agreement was for the company to avoid compensating their employees per market value. Please put this ban in place immediately, thank you."</p>
<p>Fabrice</p>	<p>"Non-compete clauses should be banned."</p>
<p>Elayna</p>	<p>"To the FTC, I am writing in support of the proposed ban on non-compete clauses in the American workplace. It is an important step in helping workers regain the power over their own careers that has been eroded in the past. Thank you. Elayna Duitman"</p>
<p>Ashley</p>	<p>"Most Non-compete covenants are only there to strangle the choices of employees. I am a fiscal conservative and would strongly vote to ban them."</p>
<p>Anne</p>	<p>"I am just graduating with my PhD and pursuing a job in clinical research and realized that I would have to sign a non-compete agreement with the company I have received an offer from. This non-compete is very restrictive and would not allow me to work in clinical trials in the U.S. for a full year. I thought this job would be a great starting opportunity, but I would eventually like to move closer to family to raise my kids. To do this, I would need to leave the company and work in an entirely different field for a year, or not work at all. Non-compete</p>

	clauses are incredibly unfair and difficult to avoid in my field. Please eliminate them."
Ben	"Non-compete is anti-worker, and creates an atmosphere that promotes toxic work environments. An employer is emboldened to tell employees "do what I want, because otherwise you can't work in the field for an extended period of time." If non-compete clauses are not enforceable, employers would be forced to work with employees instead of forcing them to do things that may be undesirable at best, but potentially dangerous or encourage doing something illegal at worst. Holding this power over past employees is wrong."
Lauren	"This is a valuable rule to protect workers and their ability to seek better employment. Employers are abusing non-compete clauses to retain workers without addressing pay, benefits, or working conditions. No one should feel trapped in a job due to a non-compete clause, regardless of the industry in question. If employers are concerned about insider information, they can simply rely on non-disclosure agreements."
Bill	"I fully believe that the non compete agreements that employers force employees to stay in their roles. Over time, they use the non-compete to force workers to stay at below market pay also. I am in highly specifies sales management role in a niche industry. The non compete I signed has prevented me from advancing financially. When I was hired, I did not know the company does not give yearly market raises or raises in general. Over 9 years, my salary has only been increased by a total of 8% and the noncompete forces me to search for a new job in industries I do not have experience. I could realistically be making double what I make now and be hired immediately by a vendor or supplier of my current company. I am literally being held hostage in my role. This is compounded by the company not raising base pay in line with most acceptable practices: Including but not limited to cost of living increases, performance based raises, and achievement of goals. I feel that non competes should be eliminates and companies should be responsible for retaining their talent, versus an agreement that is mandatory to sign, allowing companies to exploit employees."
Matthew	"Get rid of noncompetes!"
Victoria	"I am writing in regards to the proposed ban on non-competes. I am a physician and have heard that hospital lobbying organizations are petitioning to exclude the medical field from the ban on non-competes. I am writing in opposition to this exclusion. Non-competes inherently benefit only the employer and hurt/harm both physicians and patients. In an ideal world, when circumstances necessitate a physician seeking a new employer/practice location, patients should have the option of going with their physician to continue their care under that physician at their new location. Instead, what happens is that large hospital administrations enact a non-compete that can force physicians to practice a specified distance from either their current practice site or any location in a medical system. I have had colleagues that were under such extreme non-competes that they had to leave the state to be able to practice. Physicians are forced to move locations that are often

	<p>inconvenient for patients to follow - this allows the hospital system to retain the patient base/profits from those patients and forces physicians out. This is not a therapeutic practice because it takes a patient that has often worked with a specific physician for years and makes them seek a new physician. I would therefore request that the hospital systems/medical field not be exempted from the proposed ban on non-competes - they should also be banned in the medical field for the aforementioned reasons."</p>
Katherine	<p>"I am a practicing physician and I support the ban on non-compete clause."</p>
Cortney	<p>"I feel non-compete clause has been a tool used by employers to `trap" professionals. If a company is confident in their ability to retain employees then there is no such need for the clause. Also, employees deserve to work where they have professional "peace" regardless of the zipcode"</p>
Janelle	<p>"In medicine, the role of a non compete is completely absurd. The physician or surgeon is not using any skill developed by or proprietary to the prior employer. They have honed their own skills separately and over many years of training. The hospitals assumption that they 'own' our expertise is ridiculous. For many, we don't have options that wouldn't cause us to uproot and move clear out of our own state in order to comply with a non compete. Highly trained professionals deserve better."</p>
Antonio	<p>"The non-compete clause, as it states, hurts competition which is beneficial in any industry. An important consequence of this clause is that there is a little incentive by Hospitals and managers to improve the quality of employees' work environment (in my case physician). In the current physician burnt-out epidemic, it perpetuates job dissatisfaction which is associated with poorer patient outcomes. Nobody would leave a job where one is treated well, and work conditions are safe. The support of a non-compete clause is a confession by the employer of its unwillingness to listen to or to invest in the well-being of its employees. By eliminating the non-compete clause, there will be an incentive to the employer to improve the work conditions of its employees. This will likely lead to more productivity and better outcomes, at least for patients. The American Hospital Association, with no physician representing us, is strongly opposing to these measures, as if the healthcare providers who bring value this industry were responsible for die irresponsible perspective of insurance companies, drug distribution system (that inflates the price of drugs), and staffing companies who are killing the profits of hospitals. If hospitals want their employees to be loyal, improve the work conditions!"</p>
Ibrahim	<p>"This clause should be removed all together. Companies and hospitals who still carry such a clause should be punished as it hurtles patients' access and timely care. It's difficult to find good jobs or efficient providers anyway, adding another limitation is totally unacceptable, selfish, unfortunate and self centered. It's absolutely worse in the healthcare system as it literally deprives patients and force many providers to move away from their loved communities!!"</p>
Luke	<p>"I am against the use anon-compete clauses since they screw over doctors"</p>

Gretchen	"I am a PHYSICIAN affected by such a non-compete clause and am 1 week resigned from my employer. I am trying to find work IN MY FIELD that will allow me to remain in the city in which I grew up and have lived as a doctor for 26 years taking care of patients. I do not wish to move and have to disrupt my family, especially our high-schooler. Had I not the financial and emotional support of my husband, I would have had to stick it out in a job which wasn't what it was touted to be. PLEASE take out non-compete clauses and allow talent to go where they are valued OR allow for employers to be responsive to employees needs so they do not jump ship."
Elizabeth	" Laborers must be protected, not held hostage by employers when the need to make decisions for die sake of themselves or their family. Thanks for taking this action!:"
John	"These company-required non-compete agreements only exacerbate the power difference between a corporation and in individual worker. Most American workers already are employees at will, which, as a famous judicial opinion stated, allows them to be fired 'for a good reason, a bad reason, or no reason at all.'" Allowing their former employers to restrict their future employment not only destroys the worker's supposed equivalent right to quit, but it allows the company additional power to harm a worker it has forced out of his job. Such clauses should be illegal when applied to all workers or at least those who are not top executives."
Nathan	"I agree that non compete agreements should be banned by the FTC. I agree that noncompete agreements hamper worker choice within the job market, suppress workers wages, and discourages competition and innovation. Evidence supports that non competes harm competition in US labor markets"
Whitney	"Definitely should be eliminated? Encourages business owners to take someone on, get great work out of the employee, change terms of agreement or not hold up their portion of the agreement and then the employee is trapped."
James	"I fully support the noncompete rule. I I I I fully support the noncompete rule. I believe it's important to give people as much opportunity as possible to find work."
Sandy	"I am an American working woman . I strongly support the proposed rule to ban non-compete clauses. These clauses are anti-competitive, and they undermine the freedom of working people. They benefit only corporations who seek to control working people by denying us fundamental rights. We all know how coercive corporations can be in forcing workers to comply with rules that benefit only corporate interests at the expense of working people. Too many working people have their job prospects and means of support undermined because their employers coerced or tricked them into signing clauses that prevent them from moving on in their careers. The freedom to seek employment where and when one chooses is fundamental to our democratic republic. These non-compete clauses do grave harm to the American people, and they should be blocked. If corporations are so worried about their precious

	secrets, they can negotiate agreements not to share secrets with future employers. Non-compete clauses are had for the nation. Please do the right thing and approve this necessary rule. Thank you."
R	"I've been approached by many of the clients of the company I work for, especially since covid, and have been offered better jobs. These weren't just a little better, they were much better. Increases in pay by 25-50%, 100% covered health insurance, tenure, etc. The company I currently work for has a one year non-compete, which is crazy. Please do away with non-competes !"
Senta	"Agree the non compete clause should be banned. It will allow for others to flourish and the industry not be so restricted."
Donald	"I support the banning of non-compete clauses. In the medical field we have a shortage of workers. This is exacerbated when available workers are unable to work due to contractual restrictions"
Emily	"I am a practicing PA in Ohio. I would be in full support of banning non compete clause in employment contracts as it would expand opportunity and ensure fair pay."
Zachariah	"This is long overdue, let's discuss Non competes on skilled labor, for specificity, mechanics. Several large companies use non competes, often times hidden in the onboarding process and not discussed during hiring/interview process. For example, several of my good friends worked for one of these companies. They are mechanics by trade, they invest thousands of dollars in tooling and years perfecting their craft. The non compete that was just another "click box" and stated you cannot work as a mechanic for 9 months within 75 miles! This effectively forces a mechanic to stay working for this company or move cities. This is extremely restrictive on the mechanic, and allows the employer to hold all the power. They can change your pay, vacation, hours and treat you like trash with zero repercussions. This is almost like forcing someone to stay in an abusive relationship. If they leave, they can't work in a field that they spent years, and thousands, if not hundreds of thousands of dollars on tools perfecting their craft. Often times, this leaves mechanics to work in random positions where they cannot earn the appropriate amount of money while they wait for the non compete to run out. This financially impacts die mechanic and decreases the taxable income that government entities can collect. Or worse, they go work in their field, and get sued by a major corporation with bottomless pockets for pointless lawsuits. Often times leading to financial ruin for the mechanic. When we look at white collar fields, I.E. Lawyers and Doctors, their non competes are often times thrown out. Its time to provide blue collar workers with the same legal protection as white collar workers. Eliminating non competes will force employers EARN the loyalty of their employees, and allow employees to leave abusive relationships without facing huge financial repercussions. Let the free market compete. +1 for competition, +1 for freedom"

Benjamin	"NDAs should be banned. They are not helpful for employees or workers. If we are going to continue to allow non-competes companies should be force to compensate former workers for loss of income due to non-competes."
Mike	"I am all for this to go through as I was approached by a competing company and they are offering me far me than I am making A company vehicle plus full paid medical benefits. I am currently working in ohio but the competitor is in Michigan. Only issue is I'm a field service engineer in a specific field and only few company's in this field so I believe this should pass. It makes for a better paid employee and less for the guy up top who wants to fatten his wallet instead of pay his employees a fair wage."
Krista	"I am in support of banning noncompete clauses. Noncomplete clauses negatively impact my family's income, morale, and wellbeing."
Sam	"am in support of banning noncompete clauses. Noncomplete clauses negatively impact my income, morale, and well being."
Scott	"I totally support the ban of these non-compete rules. The ban will serve as a great correction of what amounts to self serving injustice perpetrated on employees across the market by those who yield power and influence in society and government. Let the bosses eat cake and pay up for talent like the rest of the free market."
Alexandra	"This comment is in support of the work that is being done to eliminate non-compete clauses in employee contracts. I have worked for a large academic medical center for 7+ years now. The non-compete clause in my original contract has prevented me from being able to pursue opportunities at other area hospitals that have offered better pay, benefits, maternal support, and work/life balance. The non-compete that I signed includes a 10-mile radius, and last 18 months. In a small- to-medium sized city, all hospitals fall within this range. It has felt that my only option for pursuing better opportunities is to uproot my young family, take my husband away from his job, and relocate to another city away from our larger families. It feels that we are being taken advantage of, and have no leverage to argue for better treatment."
Laeth	"Hello. I am an Oncologist . Non-compete agreements are used to place h healthcare workers into restrictive covenants, reduce competition, and keep employees in poor work environments. Furthermore, they are often written in a way that, should the employee leave, they cannot reasonably take a new job in the same city, necessitating either leaving the workforce for an extended period of time or moving entirely. Furthermore, the rule should be written to include non-profit hospitals, as most hospitals are "non-profit", even those that generate billions in revenue. They should not be exempt from the rule, and employees should be allowed to switch jobs without being punitively restricted and limited."
Laeth	"I am strongly in support of banning non-compete agreements across the board. They are used to trap employees into toxic work environment with highly restrictive covenants. This is rampant in medicine. If you are a physician, and

	wish to change jobs, you are nearly always facing the threat of a non- compete and legal action to do so. Banning non-competes would support workers across all industries and strengthen employee rights and wellbeing."
ChrisTian	"The noncompetes law is unfair and should be removed from all contracts for physicians working for any hospital whether non profit or for profit. As the majority of the hospital systems in the country are classified as not for profit in name, this rule may not have the consequences a lot of physicians are hoping for. In an environment where large non-profit hospital systems currently have so much of a competitive advantage over independent practices that are struggling to stay afloat, keeping non-competes for non-profits but not for other employers would provide an unfair advantage against private practices and for profit health systems. Given that die operating model of not for profit health systems may not be significantly different than for profit health systems, this rule seems arbitrary and much to the advantage of several of our country's largest and most profitable hospital systems that happen to have not for profit status in mine."
Christian	"Non compete clause should be banned on all levels. It distrust family lives and decrease opportunities and keep wages at low level. For physicians, the patients are now limited by their insurance so the argument that the hospitals make that the patients will leave the practice to follow them is not strong. Even if a patient wants to follow a physician, it should not limit a physician to find a new job in the city so they don't have to disrupt their entire life by moving out of state."
Sudip	"I very strongly support this proposed rule by the FTC to eliminate non-compete clauses in employment contracts. Studies have shown that the elimination of non-compete clauses can be a significant contributing factor in driving competition and faster product development. An example is the state of California where the elimination of non-compete has helped the state become competitive in creating new knowledge and products. I think this proposal will position US very well to be competitive in the future."
Brian	"I support the FTC's proposal to federally ban exploitative noncompete agreements. These are non-competes that have no bearing on the nature of a person's employment due to the fact that their work is easily replaceable, and they do not possess knowledge or expertise that will compromise the business of their former employer. This can include most wage labor in the US."
Kathleen	"I am writing to support the FTC's non-compete rule. Non-competes have been widely used in situations where they don't make any sense. Originally non-competes were used for top level executives to prevent them from going to work for the competition and using information they had gained in their previous work for a competitor. These were high-ranking employees or contractors who could survive a year of non-competition by doing other work. I knew someone who managed to do this after he left a high level position. But I was talking to a worker in a chain sandwich shop one evening a few years ago and we asked her about the non-competes and found out the workers in their shop were subject to them. That is outrageous. It keeps low wage workers from moving to

	<p>other jobs that pay better or have better benefits. Even for the higher wage workers like my friend, a non-disclosure of information can be equally effective to a non-compete. I support this proposed rule."</p>
Mini	<p>"As a Physician for 23 years I have firsthand witnessed the destructive effects of non-compete clauses on patient care and physician careers. They create monopolies, especially by major hospital systems. They need to become illegal to preserve the integrity of medicine, which is to always put patient care first!"</p>
Aaron	<p>"I started working for a healthcare IT company right out of college and have stayed with them for the past 11 years. Initially my non-compete time frame was 1 year but in the past 11 years that has slowly crept up first to 1.5 years and now to 2. These new dates apply to me as I've signed up to be a part of certain incentive programs offered. As my family was preparing for a move two years ago, I was looking into other employment opportunities but felt severely restricted in options due to the non-compete. The list of blocked companies include customers and competitors and is 44 pages long with three columns per page. Since my current company is continuing to diversify into new areas of healthcare IT, essentially the entire field is inaccessible to me since almost any company might interfere in an area currently sold by my company or actively under development. This was my first job out of college and though it wasn't my area of study but I have loved it and excelled at it. However, I would be extremely hard pressed to find a job for 2 years while I wait out my non-compete time if I wanted to continue in an area where I've worked for over a decade. This would really negatively impact my ability to support my two children with my partner. It should not be this difficult to get a new job in an area where I have extensive experience and passion."</p>
Thomas	<p>"The use of "non-competes" is an abomination and should be banned, and/or made to be unenforceable. They restrict employment choices in an asymmetrical power structure between employer and employee. Only the most highly paid employees can afford to sit out a year before moving to another firm in the same industry. Real trade secrets are quite rare in most businesses, and these "agreements" are designed to trap employees and reduce compensation expenses. Find a way to make these, along with "confidentiality" agreements non enforceable."</p>
Nav	<p>"This is a landmark decision and I hope it goes through. Hospitals and physician employers use the financial clout to tie down doctors to unfair contracts and then threaten the physician livelihoods by imposing those non-compete clauses. Hospital Administrators use non-compete clauses in contract as a cudgel to beat down physicians and force them to literally indentured labor. This has to stop. Thank you."</p>
Andrew	<p>"This ruling would be a huge benefit to workers who are often laid off in droves but then told they can't work elsewhere. In the very least you should be allowed to work anywhere in the case if being let go."</p>
Rachel	<p>"I write in favor of a federal ban on non-compete clauses. As an employee at a large company with locations all across the United States, my contract requires</p>

	<p>a non-compete period of one (1) year that I cannot work for my employer's competitors in the city in which I live. As a new homeowner, if I wanted to leave at the end of my contract, I would have to either leave the industry I've worked so hard and accumulated so much student loan debt to be in, or sell my home and move to another city. It also removes any leverage I have when negotiating raises. Seven years with the same company means my wages have stagnated, compared to my peers who have moved every two years as their contracts expire and other companies make better offers to them. If I left the industry, I would have to start over on a new career path, in which I would likely not receive commiserate compensation due to the lack of experience. It's a no-win situation. From what I've witnessed when other employees have left the company and the industry in order to stay in the city where they have put down roots and are building their lives, my company and its market competitors have had decades of experience flee the industry all together. This means we can no longer serve the public and our stakeholders to the degree that they deserve."</p>
<p>Nancy</p>	<p>"I am an Ohio attorney and a Certified Specialist in Employment Law. I have advised many employees about their non-compete agreements, and litigated several. Noncompete "agreements" keep people from doing the work that they are most qualified to do. They force people to stay at work in a bad environment. Or, they add an extra kick in the butt on the way out the door, especially when enforced against an employee who was discharged without good cause. National and international companies write agreements to prevent any employee from working in the employee's field anywhere the company is located. Even an NCA which is so broad that it would be unenforceable under state law requires employees to incur legal fees to challenge the overbroad agreement in court, in states such as Ohio where the legal rule is to "balance interests" based on the specific facts. An unemployed employee is unlikely to be able to support the cost such litigation. NCA agreements supposedly legitimate business interests, but the thumb is on the scale against the public interest."</p>
<p>mohit</p>	<p>"Dear Federal Trade Commission, I am writing to bring to your attention an issue that affects the employment of physicians in the United States. Specifically, I would like to discuss the non-compete clauses that are often included in physicians' employment contracts and how they can be exploitative and harmful to these healthcare professionals. As you may be aware, non-compete clauses are contractual agreements that restrict an employee from working for a competing business or in a similar profession for a certain period of time after leaving their current employer. While these clauses are common in many industries, they can have particularly damaging effects on physicians. Firstly, non-compete clauses can limit a physician's ability to practice medicine in their desired location. These clauses often restrict a physician's ability to practice within a certain geographic radius of their current employer, which can make it difficult for physicians to find work in their chosen specialty in a location that is convenient for them and their patients. Secondly, non-compete clauses can limit a physician's ability to negotiate better employment terms. When a physician is faced with a non-compete clause, they may feel pressured to accept whatever terms their employer offers, as the consequences of not doing</p>

	<p>so could be severe. This can leave physicians in a vulnerable position where they are unable to negotiate for better pay, benefits, or working conditions. Finally, non-compete clauses can limit patient choice and access to care. If a physician is restricted from practicing in a certain area or working for a certain period of time, patients in that area may not have access to the care they need. This can lead to longer wait times, higher costs, and lower quality care. In summary, non-compete clauses in physicians' employment contracts can be exploitative and harmful to these healthcare professionals, as well as the patients they serve. I urge you to take action to ensure that physicians are not subject to such clauses, or at the very least, that these clauses are subject to rigorous scrutiny to ensure that they are not unfairly limiting physicians' employment opportunities. Thank you for your attention to this matter. Sincerely, Mohit Gupta MD"</p>
<p>Smriti</p>	<p>"To whom it may concern, Noncompete clauses stifle the ability of any physician to provide well meaning and continuous care to their patients at the whim a current employer. Physicians should not have to move towns or even states in order to be in the next employable location. Rural America can't afford for a doctor to be driven out because they're not allowed to work at the clinic down street. Noncompete clauses should be illegal; two parties signing a contract now should not limit the employment capabilities of either of them in the future."</p>
<p>Lila</p>	<p>"Noncompete clauses should absolutely be abolished. This is terrible for our economy, and it's terrible for negotiations, and puts too much power in a central authority."</p>
<p>Noah</p>	<p>"Free the chains of corporate slavery"</p>
<p>PD</p>	<p>"I am writing to express that physicians and healthcare systems (profit and nonprofit systems) should NOT be excluded from the non complete clause rule. It is imperative to ban non compete clauses for all professions including physicians, NPs, dentists and PAs. As it has been clearly outlined that non compete clauses restrict the employer's ability to work fora certain period of time after leaving a job. There could be multiple reasons for physicians and non physicians to leave their job from a certain health care system (burnout, bad hours, negative workplace culture etc) and not being able to find a job in the vicinity of home can be incredibly detrimental to any profession (including physicians who have worked very hard in their career to get to this point). It can also be a disservice to the population and patient's they serve as these patient's need to reestablish care with different providers they might not trust. This is more so the case in rural areas as well where there is a provider shortage to begin with. It is important that we think of patients and their care in this matter and allow all providers in any healthcare system to be able transition to different more meaningful jobs with better job satisfaction as they please. Multiple studies have shown that job satisfaction is the single most predictor to providing meaningful and valuable care to patients. Therefore, I urge to ban non compete clauses for all providers in any profit or non profit healthcare systems."</p>

Gee	"Please do not allow "nonprofit" hospitals to have exemption from noncompetes. It is leading to erosion of healthcare and the healthcare exodus and will exacerbate the shortage of workers. Only when they have to pay a fair wage will healthcare improve!"
Scott	"Non-competes are ethically unsound, most often punitive, and have done plenty of harm to innovation and competition in American life. I understand the desire to protect IP, but a non-disclosure agreement can do exactly die same thing without also removing someone and their work from the market entirely. Please support this rule!"
S	"The prohibition of non-compete clauses should also apply to the Franchise industry. Franchisors create Franchise Agreements favorable to themselves by detailing Franchisees' responsibilities but leaving theirs vague, allowing them to manufacture any number of reasons to label a Franchisee noncompliant and seize their business. Because the Franchisor/Franchisee relationship is not one of business partners nor employer/employee, the laws/rules/rights governing them do not apply. The only recourse available to harmed/wronged Franchisees is a self-financed legal battle, which is cost prohibitive to the Franchisee (if said Franchisee can even find a knowledgeable lawyer to take their case), and regardless of the outcome, will not make the Franchisee whole. Non-compete clauses not only deny individuals the ability to utilize their expertise to make a living (Imagine investing in and operating a restaurant for 10 years then being told you can no longer own/manage a restaurant <- some franchises have saturated viable territories) and deprives communities of goods/services. No one should have to uproot their families to protect the noncompetitive whims of a corporation."
Gary	"These non competes are very hannhamrful to workers and are often written in a way that makes them illegal anyways... but only those with resources to fight in court can do anything about it. if we're going to be in a willing employee willing employer at will arrangement, then both parties need to be able to move on if it doesn't work out. The best non compete is to keep people in your team and let someone else have them if you don't want them."
Tom	"Non-compete contracts serve to monopolize the lives of individuals by corporations. Regulate them out of existence."
Linda	"Right now, noncompete agreements are being unethically used across die 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. One in five American workers have signed noncompete agreements — and it's a problem across industries. From Jiffy Lube mechanics to Amazon warehouse workers, employees across the country are unfairly bound to their jobs by noncompetes. Jimmy John's even tried to use noncompetes to prevent their employers from working at any other establishment that serves sandwiches. A ban on abusive and excessive noncompetes would have a huge impact on our economy: Estimates show that banning noncompete agreements could grow paychecks for American workers

	by nearly \$300 billion per year and open up new career opportunities for 30 million people — but the FTC hasn't approved the policy yet. Please rule against non-compete clauses and help keep both America and its workers strong!"
Stacey	"It is time to Ban Noncompete Agreements. I worked for the same organization for eighteen years, the company sold to a large corporate organization. I was let go and held to a non compete for the corporate company that resulted in unemployment compensation with the need for legal representation. I have been working in the same career field for most of my life and found it to be a true challenge to change careers. It is selfish for any company to control a person's right to work. In my opinion, we should all have the right to work!"
Dennis	"I say, yes, it's about time these noncompete clauses are eliminated! In California, where they have eliminated noncompete clauses, it has been a big boon to the economy, especially the tech sector. People are not intellectual property."
Tim	"I think that banning non-compete agreements is a good thing for the economy and for employees. I have been thinking about starting up my own IT business for over 3 years now, but I am unable to since my non-compete agreement with my employer mandates that I am not able to do so for a period of two years after the termination of my employment from my current company. This is the exact reason why I have not yet begun to run my own company. I would be able to make substantially more money from running my own business than what I am currently making. The non-compete that I am currently bound by prevents that and I think that it would definitely be better if they were banned."
Anna Maria	" Physicians , including those in not for profit hospitals, should not be forced to sign non-compete rules. Non-competes negatively impact families and communities when people are forced to move to seek a positive employment situation, and physicians are not exempt from this."
Martha	"I support getting rid of non competes"
Emily	"It's completely ridiculous and crippling that these clauses still exist. It keeps people stuck in jobs that are toxic and miserable for the fear that they won't be able to get another job and support their families."
Marc	"I am a salesman with 30+ years experience, and there is nothing more harmful to careers and growth in this country than monopolistic non compete clauses. I was separated from service by my previous employer, and my non compete essentially states: that I am not allowed to solicit or conduct business similar to my previous employer's ANYWHERE in the country for the next two years (even in states where they have little to no business), WI violate the agreement my former employer will seek \$250 a day in liquidated damages (an average client was \$1,000 annual revenue), I am also not allowed to make contact with anyone that was a customer in the last 5 years or any prospect that was contacted within the 12 months leading up to my departure; frankly, when the paychecks stop, so should the obligations to my former employer."

	<p>The nature of the company was a non financial brokerage representing 30 +/- vendors/suppliers - my employer did not market or brand any internal products, we only sold and marketed the products furnished by vendors/suppliers. The only function that was proprietary in nature was the customer resource manager (CRM): that information could not be obtained by ordinary means and it was reasonable for the employer to protect it. So long as you (former employee) didn't have the CRM list, and didn't coerce customers to break their agreements, the employer should have no grievance. The state I reside in tends to favor a former employee's ability to make a living BUT the fact that the non compete agreement exists (even if unenforceable) is a major problem."</p>
<p>Preston</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 as well as limit physician autonomy and career opportunities."</p>
<p>Hannah</p>	<p>"I fully support doing away with non compete contracts! In my industry of cosmetology, I have seen peoples' careers ruined when they choose to leave a salon to enter a new one. Clients should not ever be told who they can see for their hair, and this is what a non compete in my industry does."</p>
<p>Nathan</p>	<p>"I agree with this 100%."</p>
<p>Julia</p>	<p>"I support the ban for non-compete clauses. I, along with millions of other people, have been affected and feel trapped by this clause. I will have a better chance of being successful if the non-compete clause is banned. There will also be many more businesses and a lot more happy people doing what they love without any consequences like being sued and losing their hard earned money. Another reason why this ban should go through is because the government supports small businesses. They rely more and more on small businesses to pay taxes and help boost the economy in a better way. Overall, there are many benefits to not only the people, but to the government and economy of this country if the non-compete clause is banned."</p>

Thomas	<p>"Please act swiftly to prohibit the misuse of non-compete agreements that currently leave many workers in a state of indentured servitude. In my career working as a manager for a national nonprofit community development organization, I'm increasingly seeing non-compete agreements used to keep contract workers from moving into full-time positions with benefits. I haven't had a staff member leave my team in over ten years because I work hard to see that they're fairly compensated, have competitive benefits, and feel like they're valued as team members. Non-compete agreements are an unacceptable and un-American alternative to keeping employees at your business because they want to continue to work for you."</p>
Janos	<p>"No more non-compete clauses!"</p>
Andrew	<p>"Non-competes, especially in a recession, severely limit the ability of Americans to seek gainful employment and stay afloat. Even if companies choose to not enforce them, many candidates encounter issues with prospective employers choosing to not move forward with employment due to the risk associated with non-compete agreements. However, while non-competes often have no legal standing, companies with money to burn in the courts can (and will) choose to tie up hardworking Americans in court to prove a point. Any policy or practice that seeks to keep Americans from achieving gainful employment should be struck down with extreme intensity. Non-compete agreements are one of the single most oppressive forms of reducing honest citizens from achieving the American Dream."</p>
Abdul	<p>"Noncompete is a form of modern slavery as it take the freedom from a person to make a living in an area of his preference or must put up by unjust work conditions or abusive leadership. If you work in a place for 20 years and you have all your family affairs organized in a certain way, then a boss decided you are no good anymore, he can uproot you from your home to a far place or force you to change a job or quit your job completely. I m surprised it is legal in the first place."</p>
Brett	<p>"This is a great a idea, and has been too long in coming."</p>
Shane	<p>"Having a company being able to dictate where you cannot work afterward is a direct attack on freedom and the founding principles of this country. I work in manufacturing where many manufacturers are within the same field. If, for any reason, I decide to leave for a better opportunity, or I am terminated, my job opportunities for the field quite literally have the most experience in, is next to nothing. My ability to take care of myself, and my bills, will diminish. As an American I am sickened by companies having the ability to control their employees lives as such. Ban this immediately."</p>
Nikki	<p>"Please end die ability for large employers to use non-compete clause rules. Iain a US physician who opposes the ability of employers to restrict my ability to work and practice using non-compete clause rules in contracts. As health systems buy small independent medical practices, they reduce the ability of independent medical practices to compete for services. If physicians decide to leave their employer and start their own practice, the limited radius around the</p>

	<p>large health system does not allow for a practice to start. That, combined with a state's Certificate of Need laws, may restrict the physician from practicing at all near their established home and family. Further, with more than 75% of physicians employed, individual physician practices are fewer, and there is little chance for a new or existing smaller business to grow and compete with these large health systems. This essentially gives large health systems a monopoly on health care over more affordable and personable small practices."</p>
<p>Aj</p>	<p>"I am writing to express my strong opposition to the use of non-compete clauses in physician employment contracts, particularly within not-for-profit, major hospitals, and academic institutions. As a physician who has experienced the detrimental effects of such clauses firsthand, I am compelled to advocate for the abolishment of these restrictions in the interest of our patients, medical professionals, and the overall healthcare system. Throughout my career, I have witnessed so-called not-for-profit major hospitals and institutions behave in an alarmingly capitalistic manner, taking over entire markets and squeezing out independent practitioners and small practices. The utilization of non-compete clauses only exacerbates this one-sided power dynamic. By restricting physicians' ability to compete with these organizations, non-competes enable large corporations to dominate the healthcare landscape, ultimately driving out the independent practices that provide vital services to our communities. healthcare landscape. Thank you for your time and consideration. I urge you to take action on this critical issue that impacts the lives of countless patients, healthcare professionals, and the overall well-being of our nation."</p>
<p>Gregory</p>	<p>"I would like to add my voice to the range of comments in support of eliminating noncompete clauses and opposing the attempt to exclude physicians from this rule. As a primary care provider in the medical industry, I can assure you that the shortage of primary care is dire enough without the further restrictions imposed by noncompete clauses, which restrict physician autonomy, three relocations, and deter actively working in the field for up to months to avoid these restrictions. It is further the point that the demand for primary care in particular is always greater than the supply of providers, and that there is very little credible argument to be made on behalf of hospital systems to need to retain their patients at so high a cost to their employees, when new patients at the primary care level are so easily found if you have providers to care for them. Beyond this, the pressure behind recent movements towards physician striking and unionization may be alleviated if by enabling more dynamic physician relocation, the market can better address physician needs and improve treatment and match between hospitals and their providers, rather than leave work stoppages and collective bargaining as the only means of recourse. For these reasons I believe it serves physicians and the public at large better to do away with these restrictions that serve only to benefit only the hospital systems themselves at our collective expense."</p>
<p>A</p>	<p>"I am a medical oncologist. I had to leave town- and state- when my employer (a hospital system- changed my compensation terms. I had to do it again when we had a new leader that created a toxic environment at work. I had to uproot</p>

	my family every time and compromise continuity of care for my patients. This is not fair. This clause should be outlawed."
J	"Very important to eliminate non-compete clauses so individuals are able to pursue die best option for themselves and their families. Non-compete clauses put undue burden on the individual often forcing them to leave a city or state to pursue a different opportunity."
Mohamed	"The physician should be included in this noncompete. The physician should not be excluded or rules out The physician should be able to work with no concerns about noncompete"
Jagdesb	"It's about time we get rid of all kinds of restrictive covenants. Hospital association statement is not representative of my position."
Jonathan	"I support this proposal. I believe noncompetes are too restrictive and a form of indentured servitude. I also would like to see legislation that prevents companies from inserting language into severance agreements that state the employee agrees not to sue their employer. I believe that these employers are preying on distressed workers who may sign off on that without realizing the implications. I personally know someone who was discriminated against due to a disability and cannot take action because she signed such an agreement."
Tara	"I am physician myself and mother to 2 toddler. I recently resigned from my position at a non profit hospital due to mis treatment. Due to non compete I cannot work for 1 year in the city. My husband's has a good established job and we own the house and have family in the city. So moving city is not in the favor of our family. I will be losing a year worth of wages due to non compete. This should be abolished which will lead to better treatment of physician and in turn will lead to better care of our patients."
Thomas	"I have worked at several banks in a lower level professional position. I have been subject to several non compete agreements. Most of the companies I have worked for primarily used this as a threat to not leave the company while only offering paltry raises. Because of this I didn't work nearly as hard as I could have because I felt that I wasn't being fairly compensated for my work but it was difficult to leave because the threat of litigation. Most recently my prior employee had sent an email to my new employers legal team threatening lawsuits. Their non-compete was overly broad and the former employer said I couldn't work anywhere in the US because they had a national footprint. Luckily my new employer saw through the BS and let me retain my job, but the fear of having to take off an entire year with a family just because of a petty company really did cause a ton of stress. Non-compete agreements are a sham. With the Internet these days, nothing (outside some engineering information) is really proprietary. When it comes to finance, everyone knows everyone else's rates/programs/terms so the non-competes are just used to enforce giving out 1.5-2% raises and to save large companies money to further their record profits."

Dennis	"I strongly support the efforts to make it easier for workers to exercise their rights."
Alina	"I am a veterinarian who moved from CA where non-competes were illegal to OH where I was forced to sign one. There is a shortage of vets and this is a contributing factor. This shortage is a threat to public health. These clauses need to be replaced with non solicitation agreements. It would be a great boon to the veterinary profession and animal owners if non competes were banned."
Masuma	"I wholeheartedly support the FTC's proposed ban on non-compete agreements."
Owais	"We as physicians are most affected by it forcing us to make major life changing decisions. This cruelty should end once for all."
Scott	"I support the proposed rule to ban the use of non-compete contracts. I have personally been restricted by such which kept me from accepting employ that would have significantly increased my income. It is widely understood that companies use these contracts to protect "trade secrets" or "customer base" but in doing so they can restrict employees, almost penalizing them, with little to no compensation increases, Often workers are almost trapped into signing these contracts. Often they will have already left a previous job, and not know of these contracts, until the first day filling out a stack of paperwork with their new employer. What can they do at that point? The amount of wages lost by the worker is thousands (in my case ten's of thousands) per year due to not being able to accept other offers, and offered little, often no, pay increases because the company knows you cannot leave. I am 64 years old so the damage is done in my case but please, for the sake of all who come behind, please eliminate these contracts."
Erin R.	"I fully support this proposed rule limiting the use of non-compete clauses. My nephew has been struggling to find a new job for nearly a year now after being forced to leave his employer's hostile and abusive workplace. While he has been able to find multiple open positions in his field they have all been barred from hiring him solely due to his prior employer's non-negotiable inclusion of a non-compete clause in his employment contract."
Richard	"Non competes are extremely unfair to workers. I am unemployed and have been for about 5 months. I was working for a company that began to have a hostile work environment, and was planning on quitting in a few months. The owner found out, asked if that was true, I replied honestly, then she made me sign a non-compete. I could have quit on the spot to not sign it, but at that time I was not prepared to quit. I signed it and quit about 4 months later. Now I can't get a job in my field anywhere because of it, I thought it was going to be less limiting but I was severely wrong. I would have gotten hired on at 2 places for a respectable salary, but both times my non-compete blocked it. None of the knowledge or skills I learned at my previous job are in any way secret and I could in no way affect my old workplace's success by working for a competitor. I work in education, my previous job was as an IT bootcamp instructor. Please

	<p>for god's sake end non-competes; after having felt the very real effects of one, I realize that they are madness and should not be legal."</p>
<p>Suat</p>	<p>"I am a physician that is looking for independent practice jobs for the first time. Many hospital systems and practices have non-complete clauses as part of their contracts. We as physicians can be highly specialized and sometimes only able to work in certain geographic regions or urban centers. If we have a geographic location that ties us down to a certain region, we sometimes only have one or two job offers to choose from. Since hospitals know this, they are able to get us to agree to non-compete clauses. This then makes it even more difficult to switch jobs in that same geographic location. The hospitals can use this to their advantage and treat us poorly. This can lead to physicians feeling like they are stuck at their job, further worsening the physician burnout problem that is so widespread. This rule should apply for nonprofit hospitals as well as for-profit hospitals. There are many non-profit hospitals that have non-complete clauses."</p>
<p>Brandon</p>	<p>"Hello, Non-compete agreements are anti-competitive and encourage hospital monopolies, which hurt patients, employees, and communities. Physicians do not possess any "trade secrets" that they can carry from hospital to hospital. Rather, physicians work to share and advance knowledge globally, adhering to a standard of care determined by national guidelines. Hospitals should retain their physicians by creating the best working conditions for patients and employees, rather than using the threat of lawsuits to prevent physicians from working at the best-run places within many miles. As such, the most powerful for profit and non-profit hospitals systems are not necessarily the ones that work to employ the best doctors but the ones that hire the best lawyers. This muzzles the capacity for physicians to act as patient advocates, knowing that they can be fired and not be able to find work in their communities where their children go to school, they go to places of worship, and their families have built friendships with neighbors. Rather, each decision to speak up must be weighed against potentially having to uproot their entire lives. Nobody can say that the shift to move medical decision making and leverage away from doctors and to administrators, lawyers, and MBAs have resulted in more compassionate, efficient, or patient-focused care in the past twenty years. Removing non-competes for physicians as well would balance these forces and make hospitals work harder to support the patient-physician relationship. Thank you. Sincerely, Brandon Kim"</p>
<p>Angela</p>	<p>"I fully support making non-compete clauses illegal. I am a veterinarian and have worked for two veterinary practices that had non-compete clauses in their contracts. After I left my first job, I moved states to get away from the non-compete restrictions. I just left my second job this summer. I had worked at this practice for almost 8 years and now have a child. We have deep roots in the community. The non-compete covers 30 miles around the main clinic and 10 miles around the two satellite clinics. However, the practice also sees cattle and it covers all dairy cattle clients seen within the last year. This takes out most of western Ohio for me. I really would have to move far away again to escape this. It lasts for two years. We don't want to uproot our family so I had to get creative</p>

	<p>on how to make an income for two years until I can start my own practice where I live or work for a neighboring practice. You shouldn't have to move when you leave a job. I understand employers don't want a good vet leaving and their clients following them. But, I don't think I should be punished for making a mistake to work for a practice that didn't value me appropriately."</p>
Megan	<p>"Please include physicians in the proposed rule for removing non-compete clauses. The AHA does not speak for all physicians and there is no need for us to have that clause in our contracts."</p>
Timothy	<p>"My name is Timothy King. I'm a Certified Registered Nurse Anesthetist and provide anesthesia services in rural and underserved areas of Southern/Southeastern Ohio. I decided to leave xx as a W2 employee and become an Independent Contractor. I was contacted by two different critical access hospitals to provide anesthesia services for them. Unfortunately at xx, they have a nine county non compete. Because of this, those individuals in the rural area are now not able to receive my anesthesia services. I full agree with outlawing the non-compete cause. Thank you for your time."</p>
Mark	<p>"As a hospital employed physician practicing in my hometown, I am worried about my ability to continue to provide service to my patients. Our hospital ownership has changed multiple times. My contract has a non-compete clause and it rolls over to the new ownership group with each change. If ownership changes to another group that wants me to practice in ways opposing my personal and professional beliefs, I will be forced to move from my hometown and force my patients to have to find another provider. Some groups value volume of patients seen over quality of care, and I am not going to put my patients at risk in order to crank out more volume of patient revenue."</p>
Homer	<p>"My wife has a cleaning business. She is a subcontractor with a large cleaning company. We live in a rural town in Ohio and when the company she is subcontracted through lost the contract that made her lose her job. The big company had her sign a non compete clause that has a 2 year maturity date. She can not bid on the job because of the clause. So in turn her income took a hit and so did her employee. If this rule were to pass it would mean more money for our family and her employee. We have been struggling ever since. This only wouldn't affect my family but other families who can't get work because of the non compete clause. I stand behind this rule!!!"</p>
Stefan	<p>"I am fully in support of this proposed rule. Non-competes are ridiculous. Companies should have to compete for workers just like they have to compete for customers, and workers should have the right to both leave employment and seek employment at-will."</p>
Venugopal	<p>"I agree with the proposition that non compete should be banned"</p>
Ken	<p>"Physician non-competes hurt patients and limit care options in communities. I support the proposal to eliminate non-competes for physicians. We have cases in my practice where competent physicians are forced to either drive over an hour to practice until the non-compete expires. This forces additional stress of</p>

	<p>physicians and families and ultimately robs patients of health care. Non-compete clauses are unethical and anti-American. Non-compete clauses for physicians are dangerous for patients and a critical spear in the heart of physician well-being. Please eliminate non-compete clauses for physicians."</p>
Bonnie	<p>"I support the banning of noncompete clauses. I was sued by a former employer for breaking a noncompete when they decided to move to a foreign country and told me they could not guarantee me full-time hours, and that I would have to take on sales duties when I was a network engineer consultant. I had an eight month old baby and had just put an addition on my house, I gave my notice and was hired by a client that was 20 miles from my employers business. They lost the suit but it cost my employer \$30,000 to defend me. It is unfair for employers to hold employees hostage. There was no way I would have been able to get , a comparable paying job by going into die open market place and I just didn't have time to pursue that. Currently I would like to hire a former consultant, but I am not able to because lie is held under a noncompete for the next nine months. It would help my organization which is a nonprofit if we could hire him full- time. He wants to work with us. I believe that this is hindering his right to the pursuit of life, liberty and happiness. Thank you."</p>
Michael	<p>"Hello, I am currently subject to a non-compete for an engineering industry which I have working in since graduating college 22 years ago. I left my previous employer after the company was acquired by another company with indications to move many of my responsibilities out of the USA. I have recently left the specific industry but I'm finding it difficult to find comparable positions in other industries because all of my specific knowledge and experience are really gear to toward the particular industry for which I was previously involved with. I have ended up taking a lower paying and less senior position to consume time for my non-compete to expire and allow me to go work for a local competitor in the previous industry where my background is applicable. My non-compete also is claiming global coverage, which could possibly be fought in court, but I do not have the funds to go against my previous employer, and I do not particularly want to move out of the state of Ohio or the USA to find another position. I support the proposed federal ban on non-competes and sincerely hope you are able to remove non-competes for my families future well being."</p>
Amogh	<p>"Non-competes have been traditionally unfair and benefit the employer asymmetrically, while also restricting an employee's rights and their ability to provide for their loved ones."</p>
Michael	<p>"I agree with the removal of noncompete agreements from the labor market. I am currently under a noncompete and it has greatly thwarted my ability to freely and easily switch companies while still utilizing my own hard earned knowledge in the market I am employed in. If my employer is allowed to fire me at will without any reason, I too should be able to quit and move on wherever I choose. Although the reason for noncompetes may seem like a good deterrent for trade secrets and IP, if I am truly a nefarious actor it would not stop anything A company should not have the authority to dictate an individuals future in such a way. My understanding is that California has done away with this practice and</p>

	had not seen a negative impact with plenty of innovation and large companies prospering in the state. Give the power back to the individual and remove noncompete agreements from the labor market."
Dave	"I think that this is a fantastic idea. Too often employees unknowingly or unwittingly sign these agreements and are then threatened and bullied when they try to earn a living. The agreements stifle competition."
Balint	"Dear Federal Trade Commission, I am writing to express my support of your recent ruling to ban non-compete clauses in the United States. As a soon-to-be practicing physician, I have seen firsthand how these clauses can be used to limit competition and stifle innovation in the medical field. These clauses have been used to limit the pay and benefits of physicians, as well as reducing their options for employment. This, in turn, has made it more difficult for new physicians to get started in their careers. By banning non-compete clauses, you have opened up more opportunities for physicians to find meaningful and fulfilling work. Not only does this ruling benefit physicians, but it also benefits the patients that we serve. By increasing competition, physicians are able to offer more competitive prices for services, which will ultimately lead to better care for patients. I am thankful for your ruling and the positive impact it will have on the medical industry. Your ruling will help to ensure that new physicians and patients alike are able to benefit from a competitive and innovative industry."
Umashankar	"The current existing rules are in favor of the corporate / hospitals. It has to be patient-centered and people need to have a choice. The simple fact that the corporate needs to employ attorneys to reinforce the compete clause, tells us the reality. Hence, I strongly support the proposed Non-Compete Clause Rule."
Brian	"I am in favor of a ban on non-competes in the US. I have worked in this industry for 25 years and am nearly unable to change jobs at this point. I know that I am paid —50% less than market value, but I can not change jobs due to this. This affects many people in my industry and numerous people have had to change entire industries even when laid off. In my opinion, a NSA and NDA should help protect employers"
Robert	"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 only need to look at California and Silicon Valley to see the value of not enforcing noncompete clauses. All of the innovation that has occurred there, may not have happened had noncompete clauses been enforced. Thank you for your work, and please issue a final rule that bans noncompete agreements. Sincerely, Robert Larson Plain City, OH 43064"

Stephen	<p>"As a knowledge worker, I have been forced to sign non-compete clauses throughout my career even though I rarely have access to trade secrets or proprietary information and my employers' intellectual property has always been protected by patents, copyrights and non disclosure agreements. Most of the non-compete clauses I have been subject to have been aggressively broad and expansive to the point where the employer would try to claim that anything I created in the following years after I left the company would still be considered to be the property of that employer. Consequently, my opportunities for career advancement have been limited by the excessive restrictions that these agreements have imposed. At different times of my career, I have been effectively shut out of working for any company in various industries until these agreements expired even though some of those companies never competed directly. This limited which jobs I could apply to and prevented me from seeking better paying or more challenging roles at other firms. Employees like me rarely have the ability to negotiate the terms of these clauses let alone to refuse to sign them. Typically, we don't even see the terms of these clauses until we sign our employment contracts after accepting the position. Most HR departments consider non-compete clauses to be legal requirements that cannot be revised or adjusted. As a result, businesses have no incentive to write non-compete clauses fairly and in ways that balance their needs with those of the employee. Rather, these clauses are usually written with the most stringent restrictions permitted by law to include as many potential competitors as possible. Considering that intellectual property is protected in many ways and employers have other legal recourses to prevent IP theft by competitors, I strongly support the ban of non-compete clauses for all employees regardless of their title, salary or field of expertise."</p>
Agnes	<p>"I support the banning of non compete clauses in employment contracts. They are akin to holding hostage after you sign your own kidnapping because you had no choice."</p>
David	<p>"I think eliminating non compete clauses will be a great thing for the majority of workers. I am currently under a non compete as a home inspector. Where I should not be allowed to work as an inspector in the area for 3 years after leaving the company unless I pay \$10,000 to the company. Not having the NCA would allow me to pursue starting my own business."</p>
Robert	<p>"Non-Compete agreements put employees in a similar state to an Indentured Servant in our colonial days. I am 72 but I intend to continue working I have only worked in the graphic arts industry in my lifetime, and I am now under a non-compete which virtually prevents me from working in that industry while the agreement is in effect. So, I must remain with my current employer or not work at all if I leave while the agreement is in effect. This unfairly restricts my ability to take a better position with another employer."</p>
spencer	<p>"Non-Competes are awful!! Please do not allow this!!"</p>
Kristina	<p>"I am a physician in Ohio. I was fortunate to have been hired just before non-competes were added to the contract. A non-compete only benefits the organization and requires them to do less to keep their employees. Employers</p>

	<p>can do so many things to retain between salary, benefits, and respect to keep their employees happy. A non-compete just forces the employees hand to stay even when unhappy. Many of these for specialists are also very broad like over an hour distance and more than 1 year. Patients also have the right to see whatever doctor they want and do not belong to an organization. If a doctor leaves and a patient follows that doctor then nothing from the organization made them compelled to stay. I had many patients tell me they "put up with" my organization only to still see me. The organization wants to look at this as taking business away and that may be true in some industries, medicine is different. Please make non-compete clauses illegal - the worker needs all the help we can get!"</p>
Mike	<p>"Non-compete clauses, as they pertain to physicians, are a major reason for many issues in health care today as well as quality of life for physicians. They remove the ability of a physician to work, freely, often requiring them to work far from home or move. This causes multiple problems in that die location where the physician did live loses income tax revenue and a high earner, and the population loses an important medical resource. Many physicians are leaving medicine due to the overhearing control that non-competes give to employers. Physicians already cannot strike, and non-competes removed yet another freedom. As such, physicians are easily at the mercy of their employers whom often extract more work, for lower reimbursement, in poorer working conditions, a poorer work-life balance, without any worry of repercussions to the employer. When a physicians only options are to uproot their family, leave their community, only to find that die next employer also utilized non-competes, it makes the only viable option to get out of medicine as soon as possible. This is happening per the available current data. Non-competes keep doctors from moving to the hospital down the street which is competition. What should be keeping physicians from moving to the competition is competitive work environments and compensation. Free market, and freedom as our Forefathers envisioned and enshrined in our Constitution. I am an MD, MPH, and I have personally had my freedoms removed and life made harder due to non-competes."</p>
Levi	<p>"A non compete violates my rights by restricting my freedom of movement."</p>
Isaac	<p>"As a medical resident looking forward to and speaking with older colleagues, die negative effect of non-competes conies up time and again. A formerly well-established employed primary care physician who now needs to commute four hours daily to get to work was the first sign to me that this is a serious wrong. From speaking with other colleagues, I have heard similar stories. Proponents of non-competes speak of the investment in their employees they are at risk of losing should this proposal become law. This seems wrong. If the employer is not paying or treating the employee well enough that they need to tie them to their oar, shouldn't that employee have the right to leave? What sort of country would this be if we allow this semi-serfdom any longer. Please, in the strongest of terms, ban or significantly reduce non-competes. Competition is what makes our country strong!"</p>

<p>David</p>	<p>"In 2019, I accepted a Sales position with an asphalt company in Columbus, Ohio. This company required me to sign a non-compete agreement as terms of employment. Over the next 4 years, I had great success in sales and helped this company make millions in profit. Unfortunately, I also came to realize that the culture at this company (hostile work environment, dishonesty, nepotism and slow pay on commissions) was not for me and resigned my position last month (March 2023). The ownership was not happy that I left and even though two other employees had recently resigned without the company enforcing their non-compete agreements, the company has vigorously enforced my non-compete with threatening text messages and emails from their attorney reminding me of my non-compete agreement. They are also considering filing a lawsuit against me. My intent is not to steal any of their customers or do their business any harm but simply do what I do (sell asphalt jobs) with another paving company in town. The non-compete agreement is totally one-sided and they have not been willing to negotiate any type of concession that would allow me to work for another paving company without harming them. As a result, I will have to take a lessor paying job in a different industry until the time period (12 months) expires. FTC please ban all Non-Compete Agreements for individual employees. These agreements cause employees to be trapped in a bad work environment or face the prospect of less money at a job outside their field of expertise."</p>
<p>Jack</p>	<p>"Non competes have allowed no room for progression in my career. I was recently rejected for a promotion which has left me static in my role without any opportunity for growth in the foreseeable future. My current non compete is for two years and nationwide, the non compete is so broad that I have no opportunity to even explore other opportunities in different roles with other employers in the industry. Leaving the industry would be extremely tough and only lead to entry level positions which I cannot afford to do at this point in my life. I believe non competes at my level and with the current restrictions are extremely damaging for individuals like myself. They remove all avenues for career growth and are simply just a way for my current employer to keep me there."</p>
<p>Eamon</p>	<p>"I am writing to express support of the FTC's proposed Non-Compete Clause Rule. I believe this rule will encourage employers to retain employees by negotiating in good faith rather than by limiting an employees employment options upon separation from an employer. Further as a healthcare worker I believe non-compete clauses act as a hindrance to an effective response to emergencies such as the covid- 19 as clinicians may be prohibited from obtaining employment where they are most needed. I fully support the FTC's proposal in it's current form."</p>
<p>Kevin</p>	<p>"Restrictive covenants (non-competes) are entirely one sided to favor the corporation. Some companies I've worked for claim the information they teach you on the job COULD be harmful to the company if you go to another business and share their proprietary information. If that were the case, couldn't they have you sign an NDA if your specific position uses aforementioned information, instead of prohibiting you from obtaining work without uprooting</p>

	your family? I am NOT in favor of non-competes, I believe it should be unlawful to keep someone from working where they please."
Myka	"I am totally in favor of eliminating non-compete employment clauses and contracts. Not only are non-compete clauses anti worker, as they limit the ability of workers to capitalize off of their skills, they are bad for society at large by removing experts in fields who could be contributing potentially life changing advancements if allowed to seek employment in their respective field"
Alicia	"Healthcare is in crisis. Large non-compete hospitals, for profit insurance companies, and pharmaceutical middle men are driving costs and making it so difficult for providers. Removal of non-compete clauses FOR ALL SYSTEMS is so important in bringing back competition. When I care for a patient, it is my patient, not my system's patient. Why does the system (any hospital practice) get to own my relationship? I know the patient, not the system. Take a step in the right direction, remove the antiquated non-compete to protect the patient-provider relationship. Allow for some competition in theses systems!"
Valeria	"I am affected by a noncompete. It has limited me from seeking new employment even though I was paid less and worked substantially more at my prior job. I support this rule to remove noncompete clauses because it is unfair to the employee."
Mark	"As a physician I feel that noncompetet clause hurt everyone And need to be limited or done away with"
Katherine	"Non-compete clauses limit patients ability to access care and impede physician career opportunities."
C	"I am a physician , if I quit my job I will have to leave the entire region and uproot my family, because of non-compete. Employer knows this well, resulting in abusive work environment without real accountability"
Thomas	"Please support the free market. Do not continue to allow the indentured servitude of noncompete clauses"
Arun	"In regards to physician NPRM, these non-competes rules sometime extends the radius of non-compete to hundreds of miles, even listing cities and counties. This is providing organizations, which are forming bigger conglomerates each year, with unlimited power to put physicians under poor working conditions. Even if physicians love their community and patient population they are serving, instead of moving to a better working condition physicians are forced to completely move to a different city. This put enormous amount of stress on families including kids to move to a different city and start their lives afresh. This not only if physicians have to move from this poor conditions they are forced to move their families to a different city and sometimes states. This puts a lot of stress on patients who have developed trust with these physicians. Physicians also struggle to leave these patients behind and sometimes continue to work in these poor working conditions. So please include physicians as part of removing non-compete clause."

<p>Aaron</p>	<p>"I have, in the past, been constrained by noncompete agreements. This could have made it difficult or impossible to find a job in my field, software programming I believe noncompete clauses are anticompetitive, stifle innovation, prevent employment, and should be made illegal."</p>
<p>Warren</p>	<p>"I support the banning of non-compete clauses. I am a control systems engineer. Non-competes have affected my career in numerous ways that are exploitative. I had to turn down my first job out of school due to an overly aggressive non-compete agreement. Due to the pervasiveness of non-competes, I have since reluctantly signed one. This has severely restricted my freedoms as a professional."</p>
<p>Andrew</p>	<p>"I support this rule because too many businesses are writing non-compete agreements that go too far. If I leave my job for a competitor, my current employer will sue me for breach of contract. It is up to me to prove to the court that the contract was unfair and prevented me from making a living. I really wish that the rules include fines for companies that violate this rule or fail to notify employees of their rights."</p>
<p>Matt</p>	<p>"I 100% support the banning of non-compete clauses from employment agreements. They serve only to hinder the upward mobility of workers and make it more difficult to advance in one's career."</p>
<p>Jennifer</p>	<p>"Currently dealing with a non-compete in Ohio! My husband was terminated for not doing some audit for his previous company, or the audit score was not high enough for "their" liking, meanwhile it was in the 90% range. Long story short they let him go, he has lost almost 30k in wages in 6 months, and now accepts a job and within 2 days of starting a new job he receives threatening emails, and mail from his previous company. So basically he can't make a living for his family, pay bills. How is this acceptable. They let him go!"</p>
<p>Mike</p>	<p>"In my IT career, starting in the early 1990s, I have seen these agreements h both grow in popularity with employers and be used to suppress employee mobility. Nothing we do was a true trade secret but a non-compete document can be used to deter employees from leaving for better paying jobs."</p>
<p>Anthony</p>	<p>"Non compete clauses are predatory unless the employee is paid so well that they can afford not to work for the period of non-compete enforcement. Most people suffering under these rules are not so lucky. They are anti-competitive and have no place in employment contracts. Companies afraid of workers going to a competitor or setting up their own business have a simple solution, offer the best working conditions and wages. This is the way."</p>
<p>Wisam</p>	<p>"I wholeheartedly support this rule as a physician who changed multiple jobs in my careers. I had experienced the brunt of no compete clauses in my contracts over and over, which resulted in my departure from communities I had worked at for many years and practices in which I established long term relationships with patients who needed me and my services."</p>

<p>Tim</p>	<p>"I support the proposed rule change in most cases for all classes of workers. An employee should not be contractually prohibited from supporting his/her family because of being tethered to a NCC. Someone who has 30+ years in an industry or a specific position, who is also over the age of 40 is currently prohibited from changing employers. Instead, the worker is expected to learn a new trade and earn the same or higher income immediately. This stifles competition for talent and puts an undue burden on the employee's ability to pursue better opportunities. Same with Senior executives. Franchises should not be held to a NCC, especially if the franchisor is not delivering the promises set forth in the franchise agreement."</p>
<p>Nina</p>	<p>"PLEASE pass this. As a writer, I have been forced to sign numerous noncompetes that have made it very hard for me to find new clients as nobody wants to work with someone who is under even a broad/vague noncompete. A previous colleague of mine was SUED by my former employer because she left to go to another PR firm, and lost and had to pay a ton of money to the toxic company she left. As more and more workers are working 2 jobs, working side hustles, and in the gig economy, noncompetes are unfair and limit our ability to make money."</p>
<p>Emily</p>	<p>"I am writing in favor of the Non-Compete Clause Rule (NPRM). As a veterinarian, I have been held to non-compete clauses for my entire career. These clauses make it challenging to move between jobs without relocating my family. Non-compete clauses allow employers to treat employees poorly with little recourse on the part of the employee. In addition, many non-compete clauses continue even in the face of an employer choosing not to renew a contract. Being left with no contract and no ability to work locally is unfair and unreasonable. I applaud the FTC on taking this action to ban non-compete clauses."</p>
<p>Bob</p>	<p>"I have been subject to 3 non competes. Two were for 1 yr each & my current one is for 2yrs. This is very restrictive & not involving any proprietary information. Most of the customers are the same as are products. Pricing is easily know. Companies just want to discourage taking folks from each other."</p>
<p>Arunab</p>	<p>"I support elimination of non-compete clauses. It suppresses wages and leads to individuals having to uproot their family for no reason."</p>
<p>Carmen</p>	<p>"Please stop non compete clauses for physicians. Rules for our profession should be no different than those for other health care professionals."</p>
<p>Vincent</p>	<p>"I am in agreement to continue this piece of law"</p>
<p>Bryan</p>	<p>"Strongly support the abolishment of noncompetes. In the medical setting, they compromise patient access and care to doctors they have been seeing for years by forcing doctors to move far away. And hospitals intentionally leverage this to lock physicians into undesirable contracts, taking advantage of their altruism and dedication to patient care knowing that they won't abandon their patients. The noncompetes force them to stay with the same group and accept</p>

	<p>the poor contact offer along with any other negative that come with that position they would like to leave."</p>
<p>Jennifer</p>	<p>"I am writing in favor of banning physician non-compete clauses in employment contracts. Upon completion of training, My husband, also a physician, and I both had to sign a noncompete clause at the start of our employment. Like most people, we were optimistic that this was where we could spend our career. Unfortunately, over half of physicians leave their first job within 5 years of employment (1). My husband soon realized that he would have to leave his current employment in order to be content in the practice of medicine. Although there were jobs available in his specialty in our city that would hire him, he was not able to start employment there because of the noncompete clause. Our family felt trapped. Ultimately, the noncompete clause caused us to have to leave our family, friends, and patients so that he could continue to work at another location 100 miles away. The negative effects of noncompete provisions in physician employment contracts are not limited to us. In recent years, more physicians have left independent practice in favor of employed positions, leading to an increase in non-compete clauses employment contracts. Hospitals argue that hiring a physician is a significant expense and that these contracts protect their business interests. However, physicians differ from the executives that historically had these clauses in their contracts in that there are typically quite a few in our city with our skill set. For example, my city has almost 70 other specialists with similar training and skill set to mine. In my region, these employment contracts have become increasingly unfair to the physician. For example, some pediatric specialists in central Ohio are expected to sign two year, one hundred mile noncompete agreements (2). This essentially forces any physician leaving this practice to also leave the state. In the case of less common specialties, it may make it so that a patient in Ohio may be unable to see a physician in that specialty at all. Some of the strongest healthcare systems in the country are flourishing in states where non-compete clauses are unenforceable, which argues strongly against them being needed for the financial health of a hospital system. The average medical school debt in the United States is in excess of \$200,000 for a new physician-. this is excluding educational debt incurred prior to medical school (3). For this reason, young physicians simply cannot take a year or two off to wait out a noncompete provision. Allowing a hospital to ban a physician from working in the state if they leave a given hospital harms the physician and the state's populace, negatively impacts both physicians and patients wellbeing and may contribute to physicians' ultimately pursuing a career outside of healthcare. Recently, a long standing and well- loved physician left my practice group for a promotion in a different state and I have been largely taking over his patient panel. It is eye-opening to see how much his patients admire, trust, and depend on him. Many have told me during our first visit that they would gladly drive 8 hours each way to see him if their insurance would allow. No wonder hospital systems want to ensure that a physician must practice outside of their catchment area if they leave their employment. However, we all went into health care to serve patients. Shouldn't their needs come first?"</p>

Nanda	"It is unbelievable that an employer can have a non-compete clause on a doctor in this day and age. Non-compete clauses should be BANNED for ever. There are so many patients that suffer because of this clauses. Administrators of hospitals have a blind eye to the doctors who deliver care to the patients because the administrators know that the doctors cannot leave and work for another hospitals because they are tied to the area due to non-compete clauses."
Jonathan	"Please pass this rule and ban non-compete clauses. These have spread too far and do too much to limit Americans' freedom. When a worker complains, the answer is always the same: "If you don't like it, go work somewhere else." Non-compete clauses should be banned so that's possible."
Jessica	"Please get rid of non complete clause. Inhibiting many factors of professional career. Health care workers are limited in so many other ways , in addition to this."
Eric	"I fully support this rule by the FTC. Non-Compete clauses hurt American workers, including myself. Please push this forward."
Adam	"I strongly support the ban on non-compete clauses. This is a positive step that will not only help workers, but a lot of business as well."
Rob	"I absolutely love this idea. Non compete agreements are used to strongarm individuals into compliance with an overbearing employer. This rule has my full support!"
Drew	"I love it! Iain an engineering student , so Iain very glad that I will not have to worry about these predatory business practices when looking for a job in die future. I also love the provision that requires businesses to notify employees of this change. Very glad that that was not overlooked."
Nicole	"Getting rid Non-Compete Agreements is a win for workers and consumers alike. I was an SAT/ACT tutor for five years, and when I joined die team, I didn't really think about what a NCA was going to do to my future. I was hired as an independent contractor, but I also signed an NCA that stated I would not contract for a competing tutoring agency tr two years after completing my time with them. When I had to stop tutoring with that particular company, I faced a choice about whether or not I could continue to tutor without violating my NCA. Because I couldn't get another tutoring job in the area, I lost out on wages and frankly, students in my area missed out on hiring me, a seasoned tutor. And even for the businesses who rely on them, they are very hard to enforce. There needs to be another way to protect trade secrets that doesn't tie the hands of workers just trying to feed their families."
robert	"The use of non-compete agreements are a scourge on workers, who become stuck and unable to earn a living with a reasonable distance from there homes without forgoing work for a year or more"

<p>Katherine</p>	<p>"I support this change. I am a licensed cosmetologist in Ohio. I signed a noncompete at the age of 19 in 2002. 20 years later I am stagnant at my company and do not have the option to further advance or even become a business owner due to my noncompete. I have no negotiating power for pay increase. My contract states that I can not work within an 18 mile radius of any company owned property for 18 months. I also can not provide service to my current clients for 18 months even if outside the radius. My company owns at least 10 properties in my city and outlying suburbs. I would have to move far away in order to work somewhere else. I am literally stuck. My company also does not have to keep up with industry/employee demands and pay in order to retain employees as we are trapped. I don't plan to leave my company in the future. However I'd have less anxiety knowing I have the ability to if I choice to. I also would like to have the power to negotiate pay. As you can imagine the same commission rate from 20 years ago is not sufficient with todays cost of living. My company has also drastically changed since I signed my contract in 2002. There are times I do not feel they are holding up their end of the contract yet I can not do anything about it. I also do not have the ability to freelance on the side. Thank you for taking the time to read my comment."</p>
<p>Kim</p>	<p>"No compete laws need to outlawed for physicians and other professionals. In our area, the no competes are getting out of control with \$100,000 and 100 miles contracts the norm. It is truly putting the hospitals in total control, which is a detriment to the patient. Physicians have no choice when they are unhappy to have to move out of state to be able to get out of the contract, leaving friends and family. Please keep fighting for this."</p>
<p>Ryan</p>	<p>"My family and I have been affected greatly by my non compete agreement. I have been forced to completely change careers after having dedicated 15 years of my life to my trade. I have lost over one third of my income. The company that let me go was able to keep my customers and essentially banish me from the small trade community that had been my closest friends. I was not trained by the company that holds my non compete, and have not gained any expertise from the company that holds my non compete. There are various times in anyones life where the desperation of needing work, might lead to signing a document that seems like the only choice. Only to have that choice used to cage you from your full potential."</p>
<p>David</p>	<p>"I am one of many workers with a non compete. While, non competes do protect business and "secrets", those aspects are often generated from the employees themselves and are more often than not unrewarded financially. That being said employees are not often being hired or recruited because of die secrets they hold, but more often to fill a void. We have become a service orientated world, that competes to hire top talent to serve the customer. Non competes actually prevent competition, in which allows companies to remain stagnant on die internal customer. If varying forms of capitalists believe that competition is die key to success with the external customer, it should like wise be the same in recruiting top talent. Do people stay because a business is a great place to work or out of fear of legal action'' Eliminating non competes only</p>

	increases competition and turns the goals of business to provide even more positive work environments to keep top talent."
T	"First of all, I highly support the proposal from FTC...I am a...immigrant, left my home country about eight years ago with empty my hands and minimal English. I have to work really hard go to school and get a degree. I'm currently working at a small engineering firm at Aurora OH. The company have a big problem on retention for years, because of amount of travel and heavy work and with the low compensation/benefit. Basically all my co-worker that I knew two years ago all had left the company and Yesterday (3/29/23) I turned my two week notice courtesy despite that the president was not approved for my resignation because of three-years non-compete. As an automation engineer my field are very wide that would significantly impact on my chance to find a job and I also using my income to funding for continue study at Ohio State, that will also interrupt on my education. I feel work environment in the company very hostile at the moment."
Pamella	"I would love it if we banned non-compete clauses. Full support."
Robert	"The FTC has found that non competes "depress labor market mobility and reduce wages and wage growth (regardless of whether employers can or do enforce them in court) and contribute to racial and gender wage gaps". Would you want that for your children? Can we try to do the right thing on this one? Non competes are particularly egregious in healthcare. They limit patient access when doctors are barred from working in their regions for years if they ever decide to leave their current employer."
Jason	"I support this rule to eliminate non-compete clauses. I have been part of a medical group that required signage of a non-competition agreement that included restrictions on working within a 30 miles radius. This severely limited my options to work closer to my home particularly when the president of our company failed to renegotiate our primary contract leaving us with less than full-time work. The company refused to waive the non-competition clause which would be in effect for 2 years. This experience was highly detrimental to my career. There are very successful healthcare systems that hire physicians without non-competition clauses and in many ways I believe that companies are forced to improve faster in an environment where employees can relocate to competitors. Certainly non-disclosure agreements can satisfy the concern of sharing proprietary information without limiting the ability to gain employment."
Corey	"Hello. I am a nurse practitioner in Ohio. I specialize in wounds. I only want to work in wound care and that's the area I have worked in for the past 25 years. My employer has us sign a noncompete so we cannot do wound care in Ohio. They claim they are not stopping the NPs from doing other types of nursing. However, Wound care is our specialty and I dont have the experience or training to jump into another area of medicine. I am a professional in wound care and that is all I want to do. I cannot look for another job, even when my employer has me working 50-60 hours a week (I am salary) , Those under a noncompete are slaves to the company. You cannot disagree with the company, you cannot complain you have too much for a work--lift balance. You

	are forever stuck in the same company. If its a good company, then the company will have no worries, as everyone will want to work there. The non-compete protects the employer and enslaves the employee. I pray noncompetes will be prohibited. Noncompetes are terrible . If you violate them you owe the company all the money you make at the new employer and they can sue you. The employees are vulnerable ."
Dr. Leonard	"Hello, I am a primary care physician in southern Ohio. Non compete clauses being utilized by small rural hospitals for control over physicians is a detriment to my community and the great people who live here Amazing physicians are forced to leave my community and their patients behind with nobody left to fill die void once they are gone. Please place a ban on non compete clauses in healthcare settings to help save rural health care."
Rakhi	"In this crisis moment in healthcare, where physicians mental health issues are at pick (not to mention suicidal rate too) what we need is strong support from family and leaders. Moving around with family is devastating to mental health. Not only physicians are victimized for opioid overdoses due to increased smuggling and corruption but they are loosing license to practice because of victimization. Only thing we can do to make our life simple is take Noncompete off."
Adam	"This is a serious issue in all industries, even physicians are significantly affected. I strongly encourage the FTC to protect workers by passing this rule without exceptions."
Meghan	"Non-compete clauses are predatory and limit access to care for patients in need. They should be banned."
Charles	"Non-compete clauses get into die realm of indentured servitude. Unless the employer paid for a degree or something, it feels like employees are signing over a bunch of rights in exchange for the right to work. The balance of power is already shifted too far towards companies. I support the proposed NPRM."
Jason	"I am in agreement with the proposed rule. Noncompete clauses hinder free market economics and unfairly harm employees."
Dave	"If it effects the health and wellness of individuals and the economy then this is a no brained. Non-Compete laws only benefit the employers who should compete for labor by offering competitive wages and benefits not punitive contracts. Outlawing non compete contracts will only improve working conditions, wages and benifits for the labor market. Please make these contracts illegal."
Josh	"Put an end to the unfairness of non compete clauses."
Paul	"I do not support non compete clauses."
Tony	"I do not support non compete"

Jisna	"Non compete clauses for professionals really limit our ability to be fairly compensated, negotiate, and quite honestly live our lives! An employer should have to provide a great working environment, salary, and benefits that make you want to stay NOT a clause in a long contract that says you cannot find another job within a certain radius or during a length of time. This certainly adds to my stress and reduces the opportunities to serve the patients better."
Kristi	"I feel restrictive clauses are depressing wages as well as locking professionals such as myself (a physician) into areas with little recourse of we are in a bad job situation."
Eneysis	"Because of a non compete I had to move my daughter away from her school, friends, grandparents. The level of anxiety this move caused to my family is indescribable. At the end my family broke apart. I ended up having to spend thousands of dollars to pay out a contract. To then move back and place my daughter with her friends and her school. While a took a job 100 miles away. Not worthy"
Ben	"I agree with banning non-compete clauses. I personally am affected and currently unemployed due to a non-compete agreement. Continuous threats of enforcement are scaring off new opportunities. I work in healthcare and am needed in my capacity but my previous employer has threatened to enforce the non-compete agreement for up to 1 year after my termination date. I shouldn't have agreed to this or signed this agreement, but at the time, I didn't expect things to end like this. I am in full agreement to ban non-compete clauses."
Alexander	"Non-competes are extremely exploitative towards employees. Employees can be fired at any time, but employers are free to lock their employees out of the job market? Why should a private entity be capable of dictating what a free citizen does with their life after leaving said company? The only way I could see non-competes continuing without exploitation would be some sort of equitable "garden leave" policy wherein the former employer is obligated to pay the former employee for the duration of the non-compete. As it stands, non-competes wholly benefit corporations at the expense of labor."
Edward	"This is much overdo. Companies are able to keep employees hostage with these agreements that were in most cases signed under extreme duress. Once a company has this agreement they can affect your compensation, work structure, and career path. These non compete contracts impede an employees career growth and dramatically affect the ability to pursue employment in the same field which can be financially devastating. I am hopeful these non compete contracts are eliminated or at least drastically modified. Kudos to the FTC"
Maria	"I am a physician and I am routinely attempting to negotiate out of non-compete clauses in contracts oftentimes unsuccessfully - as an example, even though I am still in training and the hospital had no intention of enforcing a non-compete in my particular contract, they were unwilling to remove language referring to a possible non-compete from my contract as a fellow (trainee) which just reflects the absurdity with which hospitals and large employers wield

	<p>these clauses without thought without reason and without justification. As I look to sign contracts and intend to stay in practice in a region that my family and my husband's family is from. I am Leery about signing contracts with non-competes because I am not interested in uprooting my family If a job is no longer the right fit. This aggressively penalizes both the worker and the community by discouraging individuals from continuing to provide needed skills in a particular region. especially health care where burnout the pandemic and overall fatigue has led to many professionals leaving the field. I would wholeheartedly support a rule that banned or eliminated non-competes and basic overall fairness for workers and our communities mandates the same."</p>
<p>David</p>	<p>"Eliminating non-competes would be a positive step for the competitiveness of the employment markets, with potential cascading benefits to consumers. Non-competes, like mandatory arbitration and other trending legal conventions in employment, operate with a false premise that die two parties have equal power to modify and agree on the terms before executing the agreement. Generally the manager or FIR person presenting the agreement to the prospective employee is not a signatory or otherwise authorized to negotiate the terms of the agreement, and the prospective employee has only the option to turn down the employment offer wholly instead of modifying the terms to arrive at a mutual agreement. And as these trends take hold, there are fewer and fewer employers without them, leaving workers with the option to work under a non-compete or not work at all. It is not a mutually agreed contract between decision-makers as it is assumed to be. There are other more specific employment constructs that protect the employer's intellectual property, and to some degree their client and prospect relationships, so the non-compete clauses are simply a blanket approach to reducing competition, both for labor and for whatever the employer's commercial pursuits may be. Non-competes area legal crutch for employers to avoid competition, and generally not entered into as a good faith agreement negotiated between two parties with equal power."</p>
<p>Wendy</p>	<p>"I am a clinician in healthcare that has worked in acute care for the last 16 years. We have lost so many physicians, nurses, and other qualified staff due to hospital administration not listening or taking action. Please continue to listen and allow for the non compete clause to be a thing of the past. We are losing amazing staff every single day due to mistreatment by HA."</p>
<p>Ralph</p>	<p>"As a professional employed in the technology industry for nearly 40 years, I have been negatively effected by overly aggressive and broadly worded non-compete clauses several times Intimidating threats of legal action, and in fact filed lawsuits against me have happened that have hampered my ability to effectively market my talents to better my personal situation, even in instances where I have moved on to new employers that do not compete against the previous ones who have threatened or in fact followed through in taking legal action against these moves through the use of unfair and broad non compete clauses. In all of these instances I have faithfully honored non disclosure of anything proprietary in nature, which is fair in my view. Non disclosure bounds however, have been unfairly connected to broad and ever more restrictive non</p>

	<p>compete clauses, which only harm individual employees like myself (and millions of others) and are used as a tool to falsely attempt to protect a business entity, which can unfairly leverage too much intimidation with the power they can wield over an individual simply trying to better their situation and grow their career. I strongly urge and support the FTC in rectifying this long overdue situation by enacting these laws as quickly as possible, returning competitive rights to the individual and expanding economic opportunities to create an even playing field in all industries."</p>
Randy	<p>"I would support the ban of Non-Competes. I do Dairy Nutrition and Management consulting. My non-compete greatly affects me because I can't control the margins that get added to my service fee's. I have no control of company over head that is created. I am considered and independent contractor but yet am locked into a non-compete. I cover all my own expenses (insurances ,travel continued education). My contract is questionable but I can't afford the time, emotional and financial burden of proving that I can legally leave."</p>
Jeffrey	<p>"There should be no exemption for hospital systems, including not-for-profit systems. Despite AHA's lobbying, there is no public interest in creating this exemption. It will result in areas that are medically underserved having an even greater effective shortage of physicians. Physicians and other healthcare providers, while highly trained, have a very transferable skill and do not use trade secrets. There is no legitimate reason to allow non-compete causes for these groups. It only hinders mobility of the workforce and promotes healthcare systems to be less efficient and less competitive."</p>
Steven	<p>"I've worked as a physician educator for 36 years and have seen noncompete clauses damage our health system in several ways: 1. Tether young primary care physicians to terrible jobs without recourse. Nobody wants to feel sorry for physicians who are in the top percentile of earners. We are fortunate with our job security and earnings. But primary care attracts does from lower income backgrounds, pays them least of all specialties, and burdens them now with over \$250,000 in educational debt when they are ready to begin earning and starting a family around age 29. Non competes in this setting amount to indentured servitude. 2. Quality of care suffers because noncompete clauses add to the disincentives which discourage young physicians from entering primary care. Many folks complain about the difficulty finding a primary care physician. Others don't complain until they confront a chronic illness and fragmented care. 3. Noncompete clauses remove incentives for employers of young does to improve systems of care when issues are pointed out by young physicians and their colleagues. I was fortunate not to have to grapple with noncompete clauses early in my career. Our self funded primary care group made it a point to eliminate these from our contracts. It pains me greatly to see young physicians grapple with this unfair contractual obligation as they begin taking care of patients."</p>
Kimberly	<p>"Please, non-compete clauses area huge problem to the majority of the working class. These legal "threats" work well for corporate America, restricting people</p>

	<p>from freedom to work and be successful. They are over used, and becoming a nuisance by stifling competition along with freedoms. This policy is coming to a head as we see many people sitting out of work because rules like this only lead to workers killing themselves for lower wages, and CEO's becoming ultra wealthy. So unfair to the little guy, who can't take on the corporations. It's time to fix our society so more Americans can give their work 100%, and possibly even branch out and build their own "American dream". We are falling behind the rest of the first world in so many ways. We need to support and help groom our next generation as they have the ability to keep our country at the top...but right now we are sinking fast...please stop to corporate greed and start by supporting this bill...which in turn helps workers apply themselves better and promotes ingenuity. Thank you."</p>
<p>Harrison</p>	<p>"Non compete agreements reduce patients freedom of choice for healthcare providers, and increase physician burnout Eliminating non compete agreements will temporarily cause some shuffling but eventually it will lead to true stability and greater physician autonomy. Patient satisfaction and outcome will improve."</p>
<p>Mary</p>	<p>"I am an independent piano and group music teacher who is currently living under threat of litigation for leaving a local non-profit arts school where I built a family music program and piano studio over the past 2 decades. We (myself and five other faculty who have left due to consistently poor management, unacceptable work conditions, and low earnings) found a facility to rent that accommodated all of us and we all resigned. The board of this arts school had been given adequate communications over a six month period that our departure would take place if they didn't correct the administrative difficulties. While all of us are skilled teachers, none of us possess trade secrets or training that was provided by the arts school. No one had signed an employee handbook for at least 2.5 years. We were told by prior management that the handbook had to be signed annually, therefore we were not concerned about the non-compete clause embedded in the handbook. Despite this understanding, we have been threatened by the president of the arts school board with possible legal action if we did not "buy" our students from them. Obviously, we could never afford to "buy students" at any price given that everyone earns a gross income less than 40,000 per year. Moreover, the non-compete clause in the handbook has never been enforced against prior or current employees who left and continued teaching students who followed them to different locations in violation of the clause. Yet, we have this threat against us. It has now been almost 4 months since we departed and we hired a labor lawyer and have spent \$700 in advice given the threat of a lawsuit. This is a lot of money at our income level. This stress of a possible lawsuit should not exist and threatens our new arts school. Per our labor lawyer, we have been advised to lay low and be very careful with posters or other visible signs of our new enterprise. This threat seriously affects our potential to earn a living, put up a robust website, and advertise freely to attract new students. SUMMARY: I support this non-compete clause rule that does not allow employers to put non-compete clauses in contracts or employee handbooks. EXCEPTIONS might be allowed for sensitive trade secret jobs, where earnings are very high to begin with.</p>

	<p>However, even these non-competes need reasonable limitations on them and should not hinder a person from leaving their job to go earn better money or better work conditions in their field of experience or expertise."</p>
Cole	<p>"Banning non-compete agreements allows an employee to have the freedom of choosing their work environment. Something that is currently limited by these agreements. Please vote in favor of banning non-compete agreements."</p>
Dave	<p>"Please pass this. This would be a very good direction."</p>
Jennifer	<p>"I strongly support the Non-Complete Clause Rule. My husband is a specialized scientist who has a two year non-compete that is written to be applied across the entire country. It has prevented him from moving to a better company for over five years and being able to utilize his skills toward scientific advancements."</p>
Shuja	<p>"Physicians should absolutely be entitled to the new FTC non-compete rule. They should not be exempt from this needed worker protection as it greatly limits their ability to negotiate their contracts and instead offers large hospital systems an unprecedented advantage over physicians in the marketplace. There is a large increase in physician burnout and allowing the market place to be more free would allow physicians more freedom and flexibility. Additionally, the last time an exemption of this nature was granted by the lobbying from the American Hospital Association (Jung v AAMC 2004) resulted in decades of delay for improving resident physicians' ability for fair wages and benefits; this is still an active struggle today. Please do not make the same mistake again for physicians of today and the future."</p>
Dale	<p>"I am a veterinarian that strongly approves of a ban on non competes. There are industry standard in the veterinary field and have grown increasingly lengthy and geographically broad. Because they have become industry standard new graduates are essentially forced to comply because there aren't job offers available without non competes. Then in the future if they would like to leave they often can't afford to litigate a most likely over reaching non compete when opposing a practice with more financial resources than themselves. The fact that they can't afford to litigate these non competes has allowed owners to make them increasingly broad and lengthy because they aren't hardly ever legally challenged. Please consider banning non competes and freeing up the veterinary industry for more innovation and fair competition. Thanks"</p>
john	<p>"I have known several people who have been harmed by noncompetes. Most have talked about direct economic harmed in the sense of being denied the opportunity to gain more or greater income. However, I know one woman who was harmed not directly economically but more in terms of her personal life—she wanted to switch from a job she was not fond of a to a job that look more appealing (albeit at the same pay). All non-competes need to be totally & fully banned so as to promote American freedom as well as American well-being."</p>

<p>Craig</p>	<p>"As a retired military physician, I devoted 24 years to serving my fellow service-members but upon retirement, I needed to strongly consider where I could practice as a civilian based on non-complete clauses. These were in essentially every contract that hospitals and multi-specialty medical practices offered me. Because I was stationed away from my eventual destination it meant that I needed to determine which practice I would be locked into without being physically near them (other than brief recruitment visits, most of this was by phone or virtual). This model hurts physicians and actually hurts patients as well by restricting market forces. In the worst examples, physicians can be locked into practices that don't value patient care over profits because they are economically constrained to a certain location."</p>
<p>Eric</p>	<p>"These only hurt people by limiting their employment options. It's also short sighted of business as they retain bitter employees and are unable to acquire potentially here employees from other companies who may bound by such agreements. But ultimately, an employer should have no say in an employee's life outside of their actual job."</p>
<p>Larry</p>	<p>"I'm in support of banning the non-compete clause. Companies utilize these to harm their employees and former employees. In a specialized field the company is able to treat employees poorly because they know they can't go any other place. It's harming employees and their families all in the name of corporate greed."</p>
<p>Jared</p>	<p>"The proposed rule is violative of the heart and soul of the Antitrust laws of the United States. The proposed rule here would limit companies from abusing power at the expense of employees. This rule will give power to the individuals who work and are bound by non-compete clauses. So long as these non-competes are not being used to protect intellectual Property, they should be disallowed. There are two examples I want to bring up. The first is low-wage workers. If we consider minimum wage sandwich shops who have these non-compete clauses in their agreements. They want to prevent these workers from taking the knowledge they gain as they work and exploiting that at a nearby sandwich shop. In other words, these sandwich shops have agreed together to keep their sandwich workers at their respective sandwich shop, so they can keep wages down for these workers. If we eliminate these non-compete clauses, we allow the sandwich workers to get raises. Employers may know that their employees who excel will likely get a better offer from their competitors. They will either increase the payment of their workers or let those sandwich workers find a better employment opportunity. The second example is doctors who are working at heart-saving clinical research centers. The argument is that these clinics need to have the ability to prevent these doctors from taking their skills to their competitors. Without non-compete clauses the doctors/researchers who would receive higher wages, but it would also increase the amount of research that is being done. Within the restraints that already exist within Intellectual Property, these doctors could take their expertise and skills to employers who want that expertise more, and the fluidity of trade will increase the amount of research that is being performed. These rules are anti-competitive. They limit die ability of employees, and allow price</p>

	fixing in the market of wages. We need to stop these violations of Antitrust laws which have been allowed simply because they have traditionally been allowed. Tradition is no excuse for illegality."
Kevin	"Not a good idea at all. Limits workers opportunities and will make it harder to find better paying jobs"
Robert	"I have been subject to Non-Compete and (No Solicitation) clauses twice in my life. First I was in building materials . (non-compete) In my opinion it's an unfair practice. If the owner of a business needs a "non-compete" to hold over an employees head in an effort to retain the employee. What are they afraid of? Are they not offering competitive products/prices/wages/benefits for the talent they possess? Often employers change programs and territories to aid them in the market place. Those moves may be to the detriment of the employee. Can the employee leave if the work place is toxic? The employer would always have the right to sue over dissemination of trade secrets. The second time was as a Financial Advisor. I firmly believe that every business is a relationship business. It takes quite an effort to acquire clients as a financial professional. While every broker/dealer(b/d) believes that they are the catalyst in obtaining new clients, if name brand alone was the ultimate decision, we would have very few broker/dealers. The financial industry believes that the investor holds all the power to determine what's best for themselves. I completely agree. Preventing interaction between the broker and the client, for any period of time, who they determined who they wanted to do business with is, an all out effort to circumvent the clients right to do business with whom they preferred. It seems that b/d's in the independent space have adjusted to broker changes over the years. I firmly believe that the larger brand names have driven many brokers to the independent channel forever."
Suzanne	"The FTC should vote to end non-compete clauses. They restrict die rights of citizens to work, to fulfill their potential, and to earn a living and care for themselves and their families. These clauses only benefit employers, and most often, unfairly so. They are unnecessary and harmful."
Taylor	"I feel the noncompete limits employees on their growth within in a workplace as well as controls their income and under some circumstances can prevent them from having an income. If an employee chooses to leave a company for personal reasons but may not have the option or want to move they are unable to provide for themselves or even their family. If that person is unsafe in their workplace they cannot simply quit. If a person has outgrown their workplace and wants to further their career they cannot simply leave. If someone wants to increase their pay they cannot simply leave. If someone just wants to quit they cannot simply leave. Employees should be able to provide the life they want for themselves without having to worry about a lawsuit, a former boss. Changing jobs can be stressful enough. No one should be held captive to a job."
L	"As an professional who's been working under a non-compete, I fully support die FTC's proposal. While I left my previous employment to join the largest employer in my industry - I was given no choice but to agreed to the non-compete clause, effectively limiting my potential for growth beyond this

	<p>company. As a mother and the family bread-winner, it is now not a question of forwarding my career - but instead - protecting my income and ensuring I have employment. Non-competes are damaging to all industries and hamper growth and development across the board. I fully support this proposed rule."</p>
Brittney	<p>"I've been in a non-compete for 7 years at my job, there is no way for me to leave without starting a completely different career or moving away. I'd have so much relief banning the non-compete. I was 18 when I signed it and was ignorant to what I was doing."</p>
Dave	<p>"Great idea. Please implement it."</p>
Riaan	<p>"I work in the analytics field at a consulting agency. Non-competes are some of the worst forms of anti-competitive behavior I have ever seen a company use to stifle workers wage growth, keep them in dead-end jobs and kill economic competition. There is nothing more anti-capitalistic than legally binding a worker to a non-contracted job (most of us live in "right to work" states) for the company's own sole benefit. It is almost akin to forced labor if you cannot transition to another job elsewhere that might give you a better economic outcome. NCAs also prevent companies from addressing employee grievance, keep pay low and remove benefits; this solely benefits the company to the detriment of the individual and the broader economy."</p>
Lori	<p>"Noncompete clauses should be banned for all. Hospitals and private equity should not be able to hold it's professionals hostage."</p>
Alan	<p>"I agree with this proposed change, having been under a couple of these agreements over my career, I've never understood how a company can tell me I cannot practice the trade that I trained for, paid for college for and is my sole income generating profession. Now, can we work on eliminating non-disparaging agreements too? Too many business owners are crappy to their employees and these agreements are silencing those of us willing to speak out about it."</p>
Saket	<p>"Non compete clause only worsen die burnout and gives employers unnecessary advantage over the employees."</p>
Domenic	<p>"I'm currently at a company being bought out and the new company is making a one year offer to stay with one year non compete agreement. In my mind what's to keep them from telling me after a year that there cutting my salary. Now I'm stuck because of the non compete agreement with no chance to move. Not very fair after 25 years in the industry that I can't better my self and my family."</p>
Micah	<p>"Having non competes is anti-consumer, anti-worker, and anti-American. In an era where it's already very difficult to get appropriate medical care, having doctors subject to non- competes limits patient access and discourages competition. When a huge part of our problem with Healthcare is out of control costs, it seems wise to foster competition. I have also seen comments that this will not apply/be enforced on non-for-profit hospital systems, but as someone</p>

	<p>with extensive experience in this market, non-for-profit is merely a tax status these systems use and has little to do with how they actually operate. I would encourage the abolition of non-competes, and I would encourage die inclusion of non-for-profit systems in die abolition of these non- competes. For the sake of the doctors themselves, as well as their patients."</p>
Philip	<p>"The intention behind non-compete clauses was intended to protect "trade secrets". I would classify these as a special formula, recipe, technical code, or something that makes your company, service, or product differentiated in the marketplace. Non-compete language has been abused to keep employees trapped at an employer and to eliminate the ability of that employee to compete against such employer. Companies have argued that these people may have trade secrets. I've personally seen companies sue former employees for taking their phone address book, or "client list" with them. These have NO fundamental bearing on a company's specific "trade secrets". I was asked to sign an 11-page non-compete - which I declined. It was a global organization who would NOT take red-line changes from my lawyer. They were unwilling to discuss or change the language. They were known for going after employees who signed these. If I was terminated or left on my own accord, I would not have been able to work within 50 miles of any of their locations in all of North America - in the same field. Non-compete clauses should be outlawed. The abuse has been rampant. Time for Congress to step up and be for the people."</p>
Kristofer	<p>"Private practice physician in interventional radiology here - noncompetes disenfranchise individuals in order to protect profits of hospitals. Iain currently being forced to move cities due to a noncompete for my entire city and a 15 mile radius. This is financially crippling us as I still owe 6 figures of medical school debt and am the sole provider for infant twins."</p>
Jessica	<p>"Non-compete agreements are outdated and hurt the income of people who are actively trying to work for a living. Please do away with these contracts."</p>
Mohammad	<p>"No compete is a way for large healthcare organizations to control providers and where they practice. It is extremely unprofessional and affect patient care negatively if a provider who has been providing care for patients is forced to leave them merely because lie is leaving the healthcare organization he has been working at. Longe term patient physician relationship and trust is extremely valuable to patients and should not be broken because of such clause"</p>
Doug	<p>"Important to balance worker and business relationships. Please make a National rule"</p>
David	<p>"Non-competes create prohibitive practices on physicians and limit their ability to change practices if their employer/practice fails to meet contractual obligations irrespective of the reason. Furthermore they infringe on the doctor patient relationship and lead to overall decreases in doctor salaries at a time of unprecedented burnout and physician shortages. They also empower hospital</p>

	systems to remain complacent with regard to improving practice environments which is directly correlated with patient outcomes"
Denise	"I live in Ohio. The company I work for has employees sign non compete agreements. I am 65 and at the end of my career. Most employees make between \$15.00 to \$20.00 an hour. I am a trucking dispatcher. My boss uses paid for load boards..nothing confidential here at all. I feel bad for younger workers because if you leave he threatens the new company with a lawsuit and the employees at the new company gets fired. There is no reason tbr this to happen. I do not support non competes for low level workers. I hope you can ban them."
gene	"As a member of the Dayton Ohio Chamber of commerce and a business owner , limiting these agreements would not have a devastating effect on business operations. These agreements for the most part benefit the owners of the business and don't consider the tens of thousands of people working under these unfair agreements. While I strongly agree that proprietary information must be kept confidential and a company has a right to protect itself from training employees and the time and money that goes into this. These agreements have a beginning, but no end. I have worked at Eatonfomi since 1983 and while I have a small ownership stake, these agreements greatly restrict die ability for the employee to move around the industry, and take their knowledge and expertise with them if they decide to pursue other opportunities in their industry. The employer hold these people hostage and in most cases there is not any proprietary information involved. There needs to be a set time frame that these agreements cover, long enough for the employer to recoup any investments they have made in that employee. The employee should have the opportunity to market diem selves in the same industry they have been in for years and maximize their financial value."
Alicia	"I agree that non compete agreements should be banned by the FTC. I agree that noncompete agreements hamper worker choice within the job market, suppress workers wages, and discourages competition and innovation. Evidence supports that non competes harm competition in US labor markets. Please do not continue to hinder our healthcare field by allowing these bogus clauses to continue to make it into our contracts. We need more workplace choice especially when it comes to our ER's and primary care."
Jennifer	"I hope and pray this passes! It would greatly effect my growth in my field of work, as well as many of my friends and co-workers."
Yadwinder	"I as a physician strongly support the ban on non compete clause as proposed by the FTC. This ban is essential for a physician to practice medicine as it should be practiced in the interest of the patients rather than of the corporations. The opposition to this ban is motivated by the greed and need of the corporate hospital groups to dominate the market and control the physicians."
Brendan	"The ability for an individual to search for and accept employment outside of their current employment is an absolute first amendment right. There should be

	legal constraints on employment and job seeking, especially if a company can terminate employment at any time without reason."
Jaime	"I request the FTC include franchises in the ban on noncompete. The noncompete in my franchise agreement limits my ability to make a living at the expiration of my term. It forces me to choose between signing a renewal agreement with much worse terms than my current agreement, which I don't want to do, or not be able to work in my field of expertise."
Mike	"My wife works currently as a nurse practitioner with a noncompetition clause in her contract. We live in a small town and if she wanted to switch jobs she would have to go two counties over based on the terms of this agreement. She is also paid significantly lower than the national average. She feels trapped in her current job because we have limited childcare options that make having a significant conunute impossible. There are several other medical practices in town but she is barred from seeking alternative employment due to the agreement. A family practice physician left this same group two years ago due to disagreements with leadership. He wanted to join another practice in town but was unable to. He worked in another city for 2 years until the agreement expired and then came back to work for another practice. His patients had to see a different doctor for 2 years because of this agreement. We are fairly rural and many patients have limited transportation. Whatever is available in the town is all they can travel to. These agreements stifle competitive pay and benefits and are directly harmful to both employees and patients by forcing providers to move if they want a different job and reducing the availability of medical care in the community."
Will	"I would like to see laws regarding non-compete laws restricting employees from seeking better positions and pay to be struck down. I believe non-compete is wrong."
Jennifer	"I support eliminating non compete clauses from contracts. My current employer has a 20 mile radius noncompete from 3 different offices. This spans the entire metropolitan city where I live, Columbus, OH. In order to change employers, I would have to uproot my family for a year or go unemployed for a year. Neither of which are options at this time. My employer rests on this knowledge that many workers are trapped rather than improving the work environment and compensation."
Jeffrey	"I am starting a new career path in IT cybersecurity I working for a for profit company that contract workers on the autism spectrum contracts me out much larger company for which I have been there one year. I very much would love to work for them but the agreement bars me from applying there for one year after. I don't want to start up a business to compete against them. I want a chance to be able be paid at rate that matches my work experience and education. Which the company has been Opaque to compassion outside of the \$15 dollars an hour no overtime or paid vacation. My family has had to essentially subsidize my cost of living."

Yasemin	"Please do not exclude physicians from this. As hospital systems become larger and larger they impose their will on physicians we should not be the only sector of "employees" that are confined to our employer because of non-competes. We need to have autonomy to provide the best care for patients and sometimes that means bucking whatever system we are in to go elsewhere."
Nick	"Non compete clauses takes away from the individual whilst giving the corporation all the power."
Gary	"My best friend was abruptly fired for an incredibly minor mistake and before she even made it home, the company she formerly worked for emailed her a reminder of their non compete clause. She really enjoyed her profession but was scared of going against a bunch of legalese and a huge uncaring company. How could a company that hung a banner advertising its survey results of "being one of the best companies to work for" hold someone back from continuing her profession with a more caring company? What are they afraid of?"
Ryan	"Please pass this. I despise noncompetes."
Eric	"As a software engineer , I support the restriction or elimination of non-compete clauses. By artificially reducing competition in the labor market, non-competes artificially drag down worker salaries and make it harder to hire quality people when we need them. They represent an onerous burden for workers while only offering mixed results to companies, because while they improve retention they also hurt hiring. We should not be impeding the free market by allowing non-compete clauses to be enforced."
Michael	"Noncompete clause should be banned in the healthcare setting. This gives private organizations power over physicians and other healthcare professionals from choosing location to practice and escaping unfair, business practices. If an employer is treating a physician fairly, the physician should be able to leave without threatening, uprooting their family, losing earned salary or being unfairly subjected to unethical business practice. It should be a right to leave your job without fear of your well-being being threatened by an employer who is treating you with disrespect. The freedom to work is a beautiful thing about this country, the freedom to leave work should be equally valued. Leaving employment is a personal choice and a non-compete clause gives employers and unfair power over current and future employees. Please make non-compete clauses illegal and make non-compete clauses illegal in the healthcare industry. It is employers responsibilities to attract employees with fair wages and benefits. It is not ethical for an employer to use fear to keep you an employee by threatening your livelihood. Thank you for your time"
Andrew	"I am writing to express my strong opposition to the American Hospital Association's (AHA) attempt to exempt physicians from the new rule prohibiting noncompete agreements. As someone who believes in protecting workers' rights, I find this proposed exemption deeply concerning. Noncompete agreements are often used by corporations to restrict the movement of their employees, making it difficult for workers to leave unfavorable work conditions

	<p>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 VERY concerned MD"</p>
Ben	<p>"Non-competes are anti-competitive and anti-worker. I am 100% in favor of banning non-compete agreements!"</p>
Kevin	<p>"I agree with a ban of this unfair practice in business. I've been through this and it can be damaging to an individual and an entire family."</p>
Ryan	<p>"I support banning non-compete agreements. I worked for a company for over 24 years, in multiple positions, and I believe the original non-compete I signed as an entry level person should not have applied. Never the less when I put in my resignation they asked me where I was going. Fortunately, it had no relevance as I was going from private owned to government. I'm certain there are other employees remaining because of this hinderance. Leadership uses it as a deterrent anytime someone wishes to leave for better opportunity. That company hasn't shown loyalty to the employees for years, why should an employee's hands be tied."</p>
Elizabeth	<p>"I am very much IN FAVOR of banning non compete clauses. They cause undue stress to workers and are unfair. They may cause you to remain in a job that is a horrible fit due to fear or inability to leave. I worked in a place that stated that I could not work within 25 nu of any offices that I had worked in, but I had worked in eight offices ranging around a hundred miles, which essentially just prevented me from getting another job in my area within my field. They are in the best interest of the employer but never the employee. If an employer wants to keep an employee they should provide incentives and fair compensation not bully them into staying! Additionally non-compete clauses are already illegal in multiple states they should just be illegal in all states. We spend far too much time protecting employers and not enough time protecting employees."</p>
Jason	<p>"As a victim of non-compete clause enforcement, I am strongly in favor of die proposed rule to eliminate such contract clauses. I ani an anesthesiologist working in a city with several large healthcare systems. I did my residency training at one of these institutions and stayed as an employee for several years after training. Upon deciding to leave that institution for a private-practice position, I was informed that my non-compete clause would be enforced. Ultimately, I was forced to work out of town approximately 1 hour away for most</p>

	<p>of a year. This was a hardship on my family as I had to stay at a hotel near the outside hospital for a week at a time while my wife and first grade children were at home. Meanwhile, there was no substantive change in the operation of either hospital that was involved. My departure from one for the other did not impact operations in a meaningful way. As an anesthesiologist, I did not take any patients or "trade secrets" with me when I left. I was told, in fact, that the enforcement of my contract had more to do with the higher-level competition between the two healthcare systems and nothing to do with me as an individual. As such, I was simply used as a pawn in the game of political and business bririksmanship. In addition to the inconvenience my family and I endured, I incurred some legal bills in my effort to assert my rights. I was told that my case was quite strong for having my non-compete nullified. However, the personal cost of pursuing legal action would have been great, and the institution I would be seeking action against could afford a lengthy legal battle while could not. Stories like mine are all too common in healthcare where non-compete clauses are ubiquitous. I strongly urge the FTC to adopt the proposed rule and eliminate this unfair practice."</p>
KASANDARA	<p>"This is incredibly important in today's socioeconomic situation. Our government should protect people from harm at the hands of other people or corporations. Being unable to end one's own employment in a reasonable time frame is akin to indentured servitude, which was made rightfully illegal with slavery. This is a step in the right direction towards protection of the rights of individuals."</p>
Anita	<p>"I am in support of the FTC's ban on non-compete clauses. Our Country is known for innovation and as an example of democracy around the world this cannot be done with these clauses. They hold workers' wages down and harm working people. Stifling what we set as an example. This policy will provide a more constrictive example globally and make it easier for workers to earn what they're worth."</p>
Lisa	<p>"I am bound by a non-compete agreement. My employer was acquired by a competitor. They are requiring the relocation of a large % of employees. Many employees have 10+ years in the industry and are now forced to uproot their established families or face decreased earning potential because their experience is in a single industry. They are unable to pursue other options. Their bargaining power with the current employer is also compromised because they cannot search for additional positions - some of which might allow them to continue to live in their current location."</p>
Rashmi	<p>"I support banning non compete clause which harm workers and drive up cost of care."</p>
Rashmi	<p>"Non compete clauses are an unfair practice that limit opportunities for physicians and drive up cost of care, they also prevent continuity of care for patients."</p>
Michael	<p>"I'm referring specifically to medicine here: non-compete clauses have a chilling effect on die independent practice of medicine. When you are employed by a</p>

	<p>large mega hospital, your ability to independently practice is threatened by non-competes as you are unable to leave if need be. In this way, it is a way of enforcing institutional practice of medicine over the true, traditional individual practice of medicine. For this alone, I believe non-competes should be abolished. More specifically, there is nothing about the practice of medicine that has any sort of trade secret."</p>
Lisa	<p>"Yes, please get rid of these non compete clauses. They are detrimental to hard working employees."</p>
Tim	<p>"I support this"</p>
Alix Junior	<p>"In our beautiful capitalist society where innovation and competition are fundamentals to our freedom, prosperity, and even our economic survival. Therefore, non-compete clause should be abolish and all industries in a free enterprises society such as ours and this applies especially in healthcare where as a physician I have to abandon my patients and my home in order to continue to serve if I don't agree with the work environment or the quality of care my employer offers."</p>
Lynn	<p>"I support the rule to ban non-competes. I have worked in my industry (niche insurance) for over 20 years and my company was recently acquired. The new company has imposed a non-compete on me, in addition to reducing my total compensation. I was given only a few weeks, over the holidays, to either accept the non-compete or be out of a job effective Jan 1. So it was under duress that I had to accept the new terms. Now, all of the expertise I have built over my 20 year career is begin essentially locked up at this company. And I am being forced to accept lower wages, or risk being sued. This is the most unfair, egregious thing I've even been through. If the FTC outlaws non-competes, than my new company will need to improve pay and benefits for not only me but others in my organization. Or, face losing us to the competition. Please pass this law!"</p>
Troy	<p>"To whom it may concern, I am writing this correspondence based on my own experiences and these are not the views of my employer. These views are purely what I have seen as an individual in corporate America today. Areas of noncompete agreements have been around for a while now and believe that they were strongly created for not taking the business of current customers to a member's new place of employment should they leave the existing company. However, what I have seen in these times is a usage or threat from a current employer against employees leaving to go work for a customer or company of competition regardless of taking current business away from their current employer. This has stifled members in the US economy from being treated fairly in circumstances of working other job opportunities for better wages, growing their knowledge base and even ethics. In the cases where employees leave a company for a customer or competition the threat of legal action has often been verbally given to them. In cases where the employee comes back to the company due to the fear of that legal action, their work becomes unproductive, and they are at time set as an example to others to avoid other employees from taking that same driven path. Over the years, my employer has taken</p>

	<p>advantage of hiring members for its team from other companies that do or do not carry noncompete clauses from our competitor's customer business lines... The usage of noncompete agreements has turned companies into an unethical means for keeping your employees at bay so that the company can have a stronger ability for growth without worries of their knowledge leading to their competition. It saddens me in that being a Veteran of the United States Military where I have been active in war so that the many other members of the United States would not have to serve and can preserve their freedom. In those fights for the passions of freedom to our US citizens and other countries around the world that it comes down to those freedoms are not in the businesses we work. To be held hostage to a company is not something that I wish anyone to be held to. I have ALWAYS and will remain to work truthfully for my country, family and business and put my best foot forward. All I ask is that they do the same for me. I support the Federal Trades Commission's Rule to Ban aspects of a noncompete for companies in the United States"</p>
<p>Sheila</p>	<p>"I am writing in support of any medical provider who might be affected by a Non-compete clause. Non-compete clauses will definitely have a negative affect on my community (senior citizens). You are the Fair Trade Commission. Making Non-compete clauses null and void is fair trade."</p>